

Welcome to Workforce³ One



Sharpening Your Job Development Efforts

Workforce^{e3} One
Find resources for Workforce System Success



U.S. Department of Labor
Employment and Training
Administration

Webinar Date: October 27, 2015

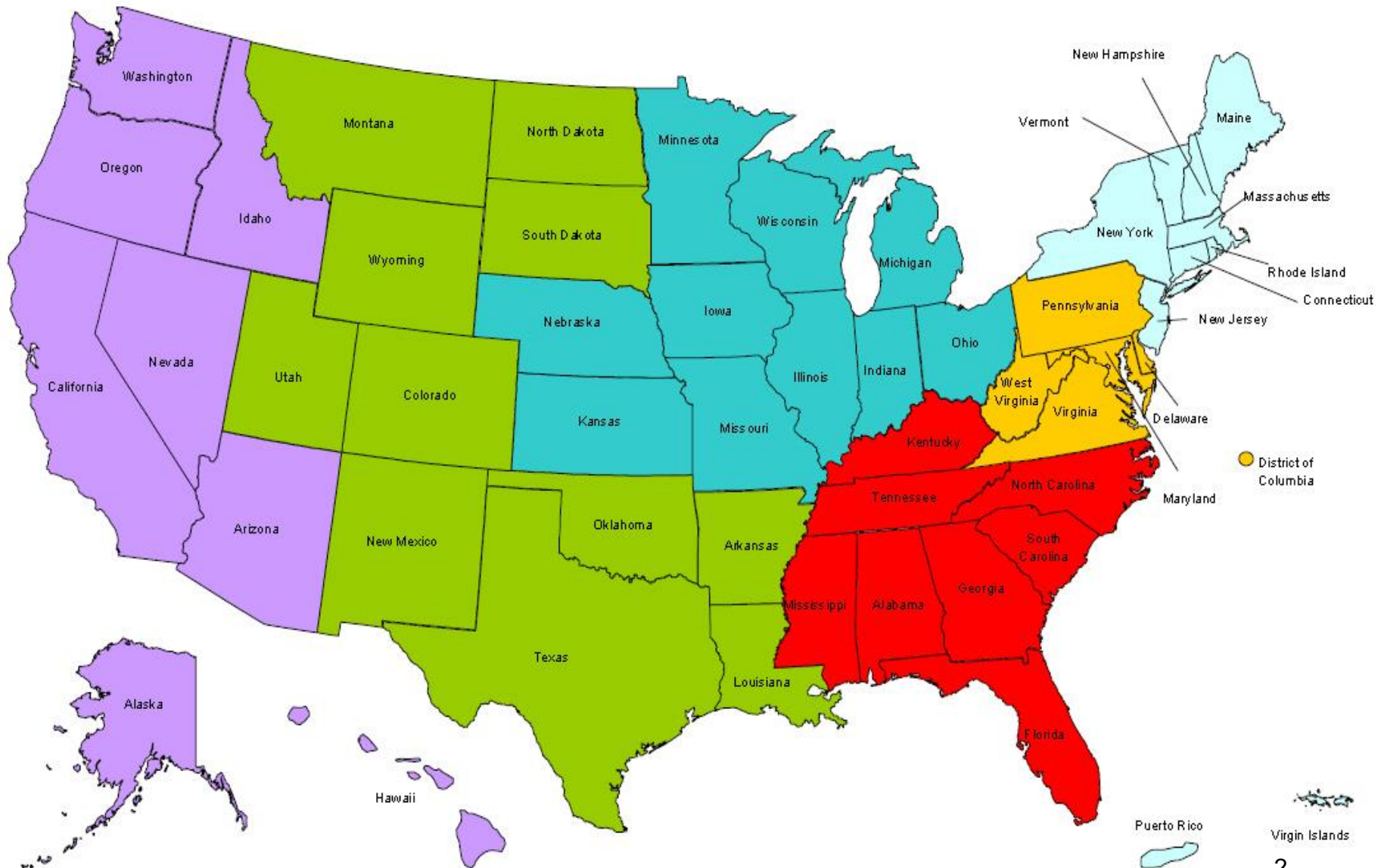
Presented by: Division of Strategic Investment

**U.S. Department of Labor
Employment and Training Administration**



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Moderator

Caroline M. Hertel

Division of Strategic Investment

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Presenters



Presenter: John Rakis

Title: Consultant

Organization: Coffey Consulting



Presenter: Michael Lawrence

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Here's what you can expect to get out of this virtual chat!

1. Sharpen your pre-employment, job placement and post-placement strategies
2. Strengthen your relationships with employers by using strategies that they value.



Agenda

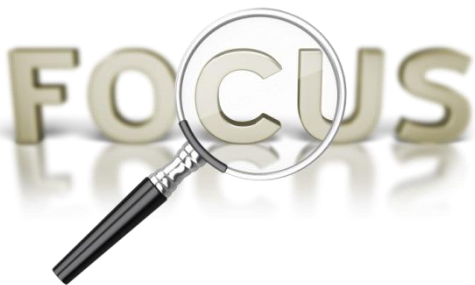


1. Examine the 3 phases of the job development process.
2. Determine and discuss the strategies that are being used by grantees in the job development process in the context of employer wants and needs.
3. Discuss the use and value of employer surveys.
4. Share tips for job development.

It's More than Placement!

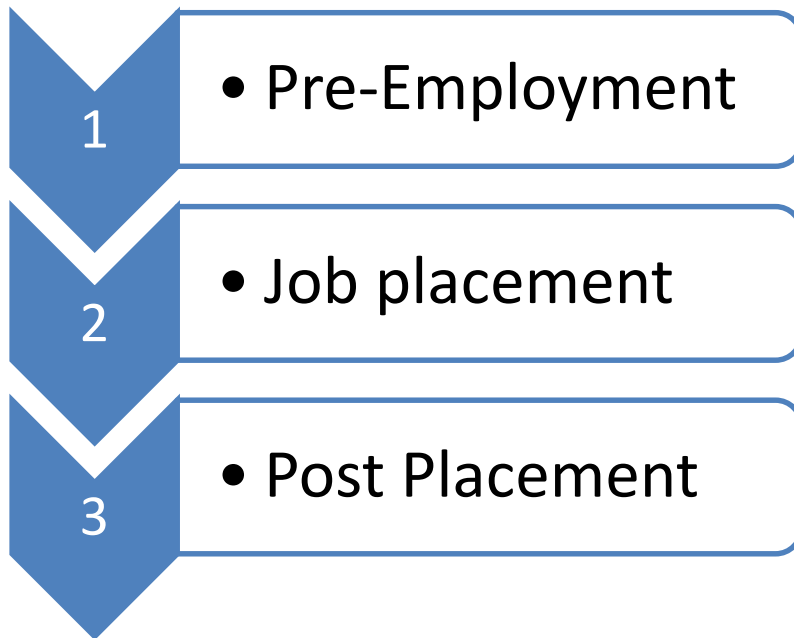
Employment services should address:

- The **supply side** - our participant's interests, needs, and barriers
- The **demand side** - what employers want or need

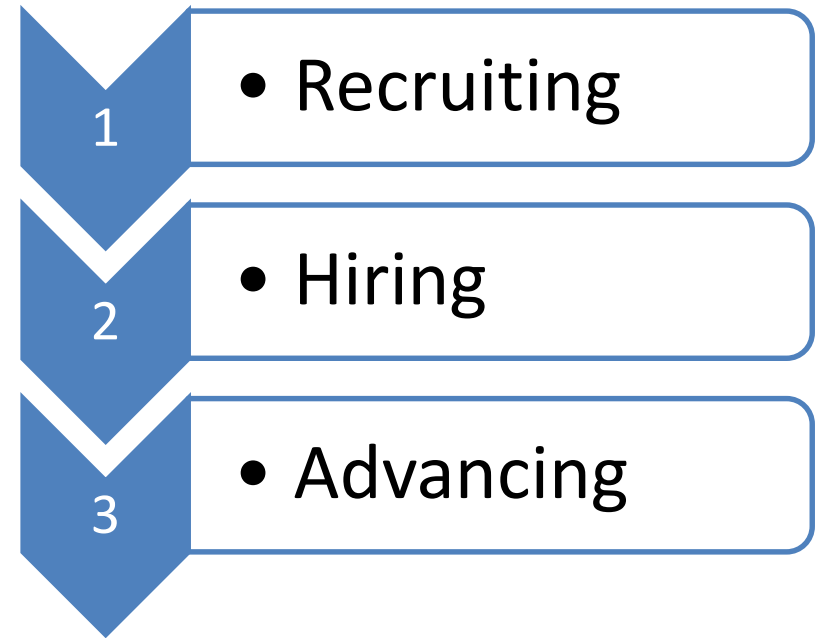


Phases of the Job Development Process

Job Developers



Employers



Polling Question

What three strategies do you value the most in your pre-employment activities with employers?

- Sell the benefits of your services
- Network with employers and colleagues to develop leads
- Develop personal connections
- Demonstrate how participants add value to the business
- Provide testimonials that document performance
- Demonstrate how the applicant will add value to the bottom line



What do Employers Value the Most in Recruitment?

- Sell the benefits of your services
- Network with employers and colleagues to develop leads
- Develop personal connections
- ***Demonstrate how participants add value to the business***
- ***Provide testimonials that document performance***
- ***Demonstrate how the applicant will add value to the bottom line***



Open Chat

What do you do to
demonstrate how
participants add value to
the business?



Polling Question

What three strategies do you value the most in your placement activities with employers?

- Conduct cold calls
- Persist in contacting businesses
- Take the personal approach
- Provide evidence of the applicant's performance
- Provide employees with previous work experience
- Provide hiring solutions
- Sell the services you provide



What do Employers Value the Most in Recruitment?

- Conduct cold calls
- Persist in contacting businesses
- Take the personal approach
- **Provide evidence of the applicant's performance**
- **Provide employees with previous work experience**
- **Provide hiring solutions**
- Sell the services you provide



Open Chat

What do you do to
provide employers
with hiring solutions?



Polling Question

What three strategies do you value the most in your post-placement activities with employers?

- Provide follow-up coaching and assistance
- Remain accessible and available
- Provide follow-up communication
- Reduce staff turnover
- Demonstrate return on investment
- Problem solve around employee performance problems



What Do Employers Value in Advancing?

- Provide follow-up coaching and assistance
- Remain accessible and available
- **Provide follow-up communication**
- **Reduce staff turnover**
- **Demonstrate return on investment**
- Problem solve around employee performance problems



Open Chat

What do you do to provide follow-up communication?



Polling Question

Please select one or more of the following options:

- We conduct a paper customer satisfaction surveys with employers.
- We conduct an online customer satisfaction surveys with employers.
- We conduct a telephone customer satisfactions surveys with employers.
- We do not conduct any formal customer satisfaction surveys with employers.



Employer Survey

Employer Survey

[Insert name of project or organization] makes every effort to provide excellent service to our business partners. Please take a few moments to share your thoughts about the services you received. Thank you!

STATEMENT	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE
1. The applicant(s) referred to my business had the <i>hard</i> skills needed to meet the requirements of the available position(s).	1	2	3	4	5
2. The applicant(s) referred had the <i>soft</i> skills needed to meet the requirements of the available position(s).	1	2	3	4	5
3. Your organization's staff responded to my needs in a timely and professional manner.	1	2	3	4	5
4. Your organization was effective at filling my available positions with qualified individuals.	1	2	3	4	5
5. I am likely to use services provided by your organization again.	1	2	3	4	5
6. I am likely to recommend the services provided by your organization to other employers.	1	2	3	4	5

Comments:

Open Chat

What job development tips would you like to share?



Speakers' Contact Information

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