

Solving our talent shortage crisis

Sourcing: Part 2 of 8

September 2018



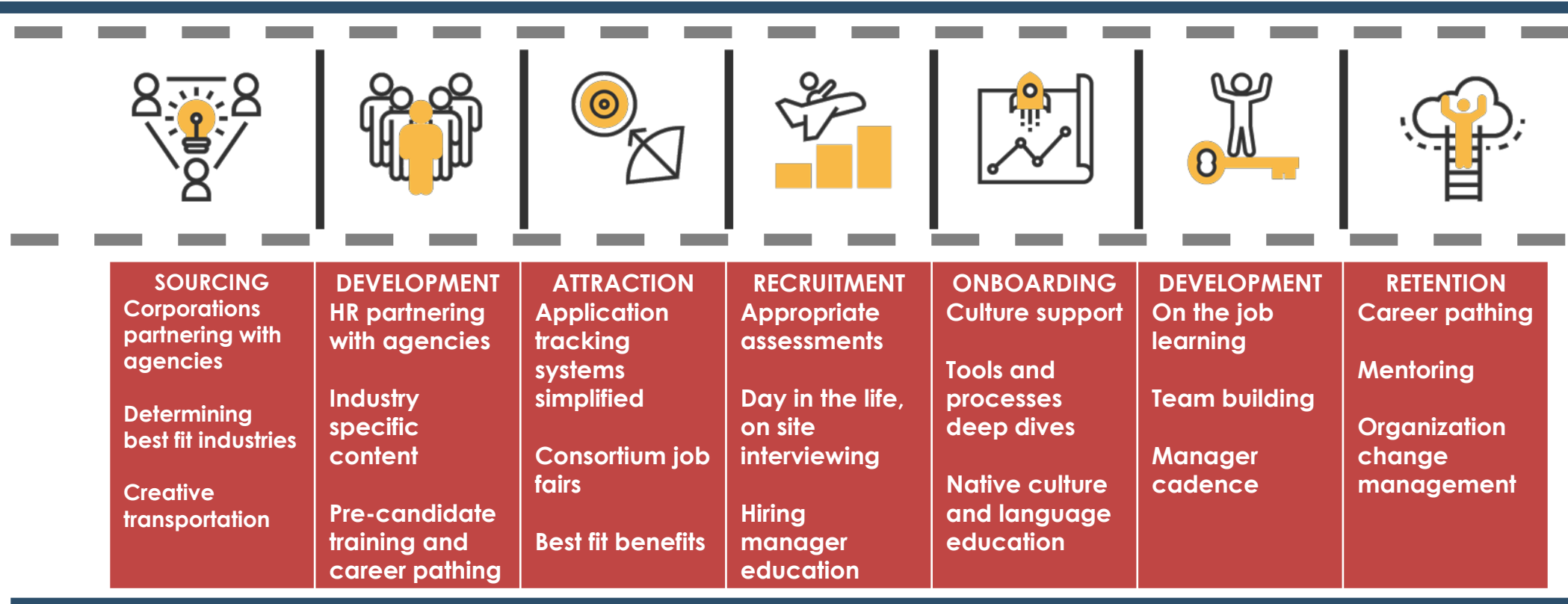
Solving our talent shortage crisis

Part 2: Sourcing

Discussion topics

- ▶ Summary of introduction and process
- ▶ Sourcing specifics:
 - ▶ Businesses partnering with agencies
 - ▶ Understanding candidate's career interests
 - ▶ Creative problem solving for transportation
 - ▶ Identifying best fit, right match for long-term, mutual success
- ▶ Next session topic

The re engineered immigrant employment life cycle



Patent and copyright pending



Solving our talent shortage crisis

Part 2: Sourcing

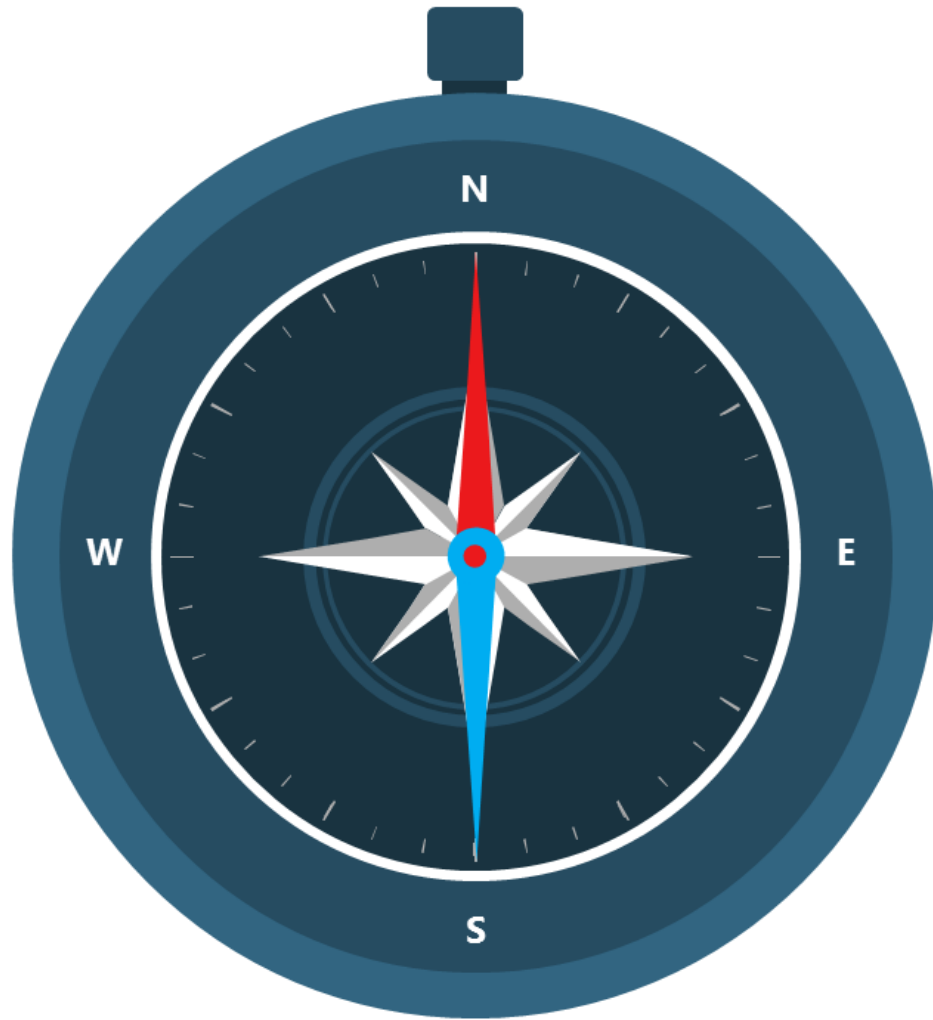
▶ **Sourcing specifics:**

- ▶ Businesses partnering with agencies
- ▶ Understanding candidates' existing skill sets
- ▶ Creative problem solving for transportation
- ▶ Identifying best fit, right match for long-term, mutual success



Stay tuned for Part
3: Development
Discover how an
innovative and
collaborative
approach can be
used to support the
immigrant
employment life
cycle

Contact Lisa Perez at tcpath2prosperity@gmail.com



Solving our talent shortage crisis Development: Part 3 of 8

September 2018



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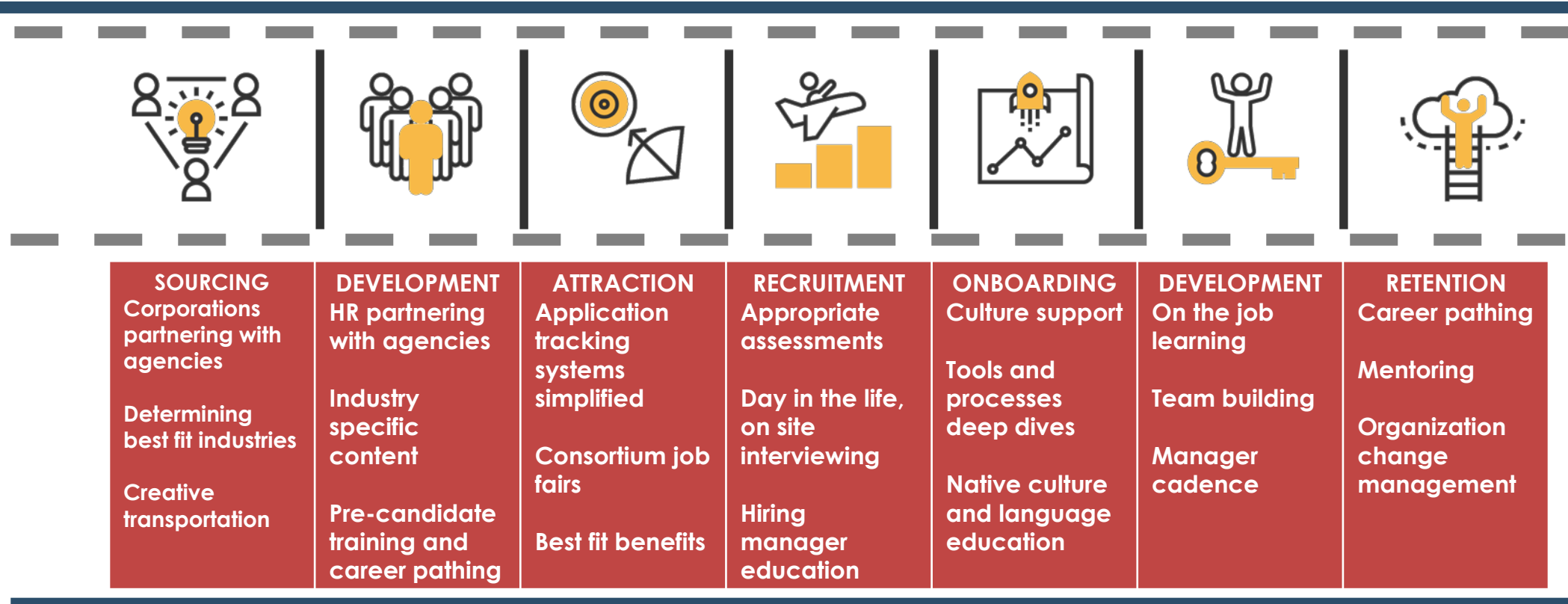
Part 3 Development

Discussion topics:

- ▶ Human Resources partnering for industry specific development and certification
- ▶ Candidate career pathing
- ▶ Candidate training
- ▶ Outcome – ready now, certified candidates

Next session topic

The re engineered immigrant employment life cycle



Patent and copyright pending

Solving our talent shortage crisis

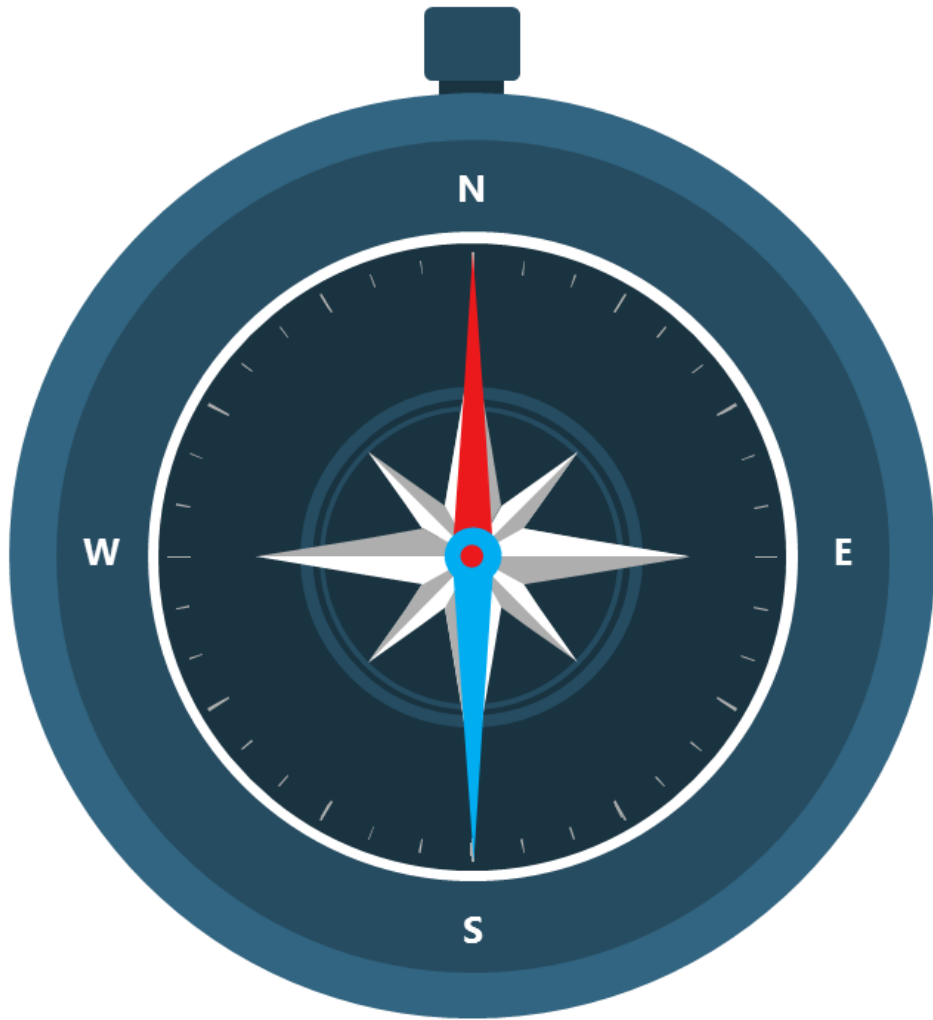
Part 3: Development



Development Specifics:

- ▶ Human Resources partnering with agencies to leverage curriculum
- ▶ Mapping candidates to best fit industries
- ▶ Delivering candidate training and certifications

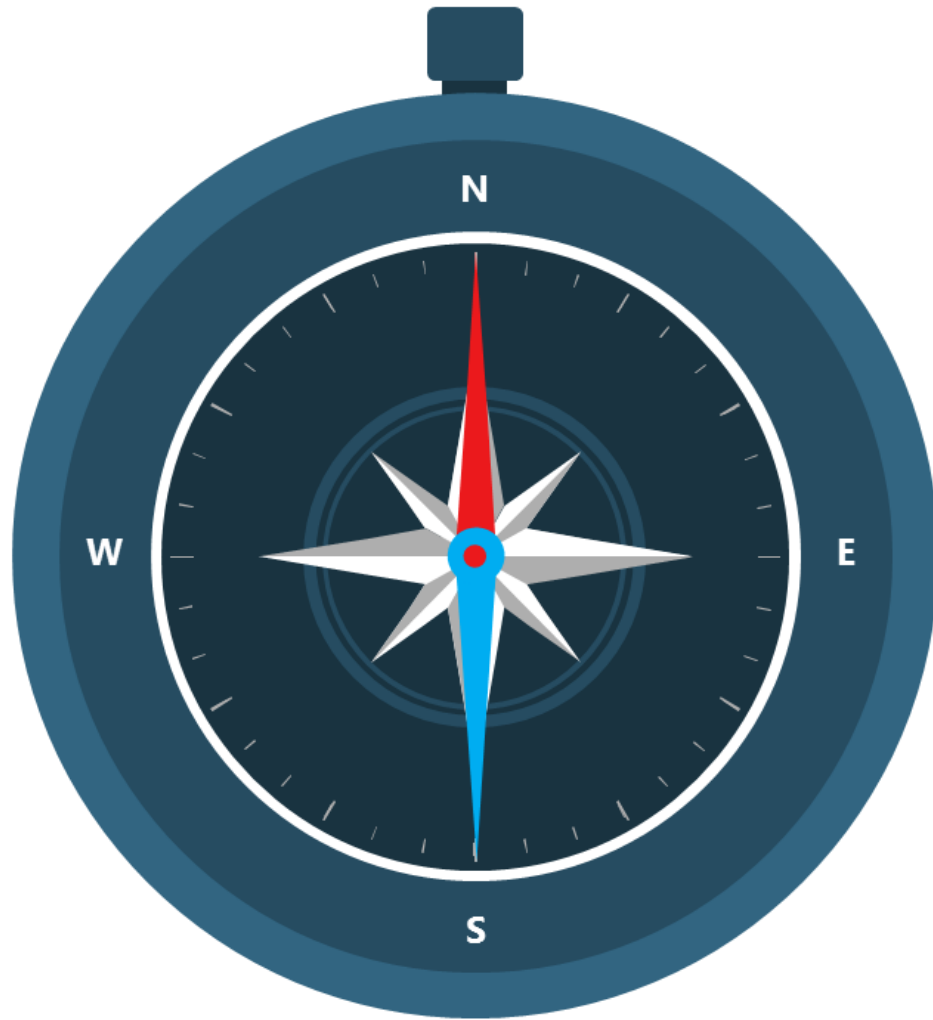
Outcome = ready now talent aligned to industry best fit



Stay tuned for Part 4: Attraction

Discover why
traditional applicant
processes and
benefits need to be
innovated

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Attraction: Part 4 of 8

September 2018



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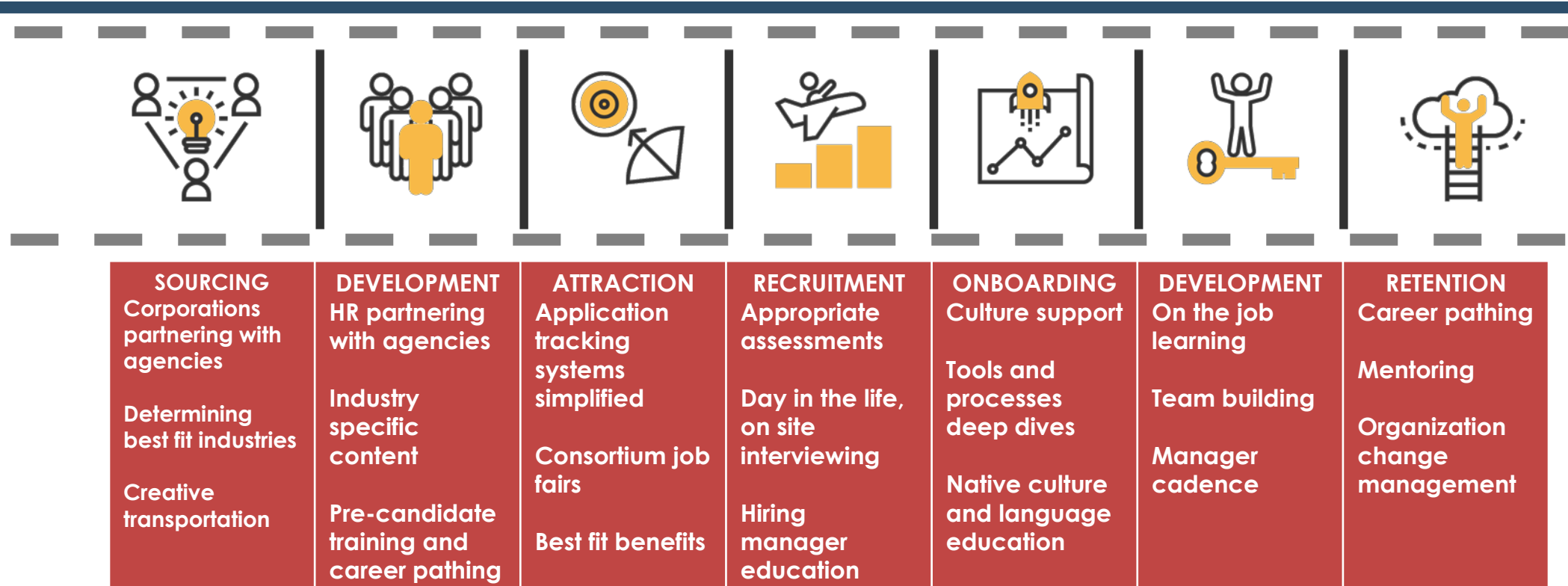
Part 4: Attraction

Discussion topics:

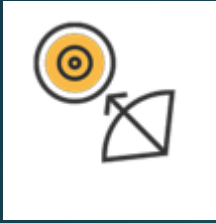
- ▶ Conducting focused job fairs
- ▶ Tailoring work schedules
- ▶ Designing best-fit benefits
- ▶ Simplifying applicant tracking (and other) systems

Next session topic

The re engineered immigrant employment life cycle



Patent and copyright pending

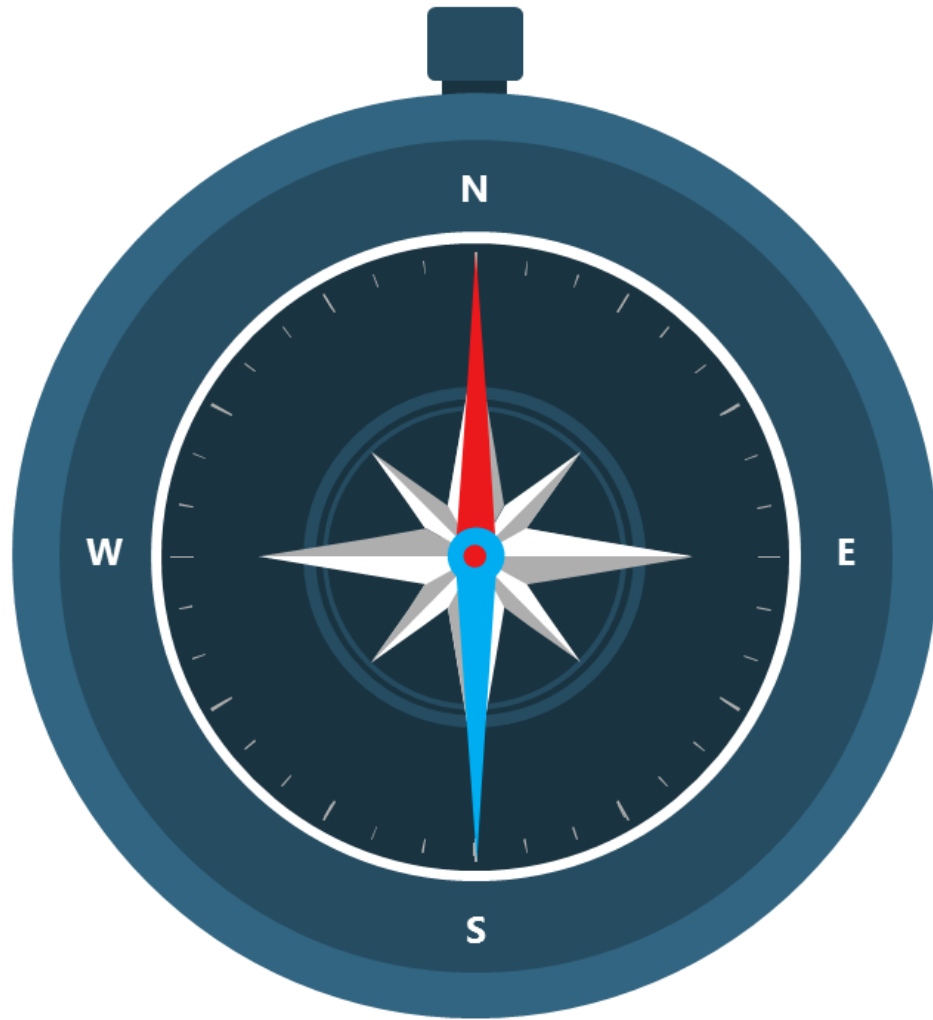


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Part 4: Attraction

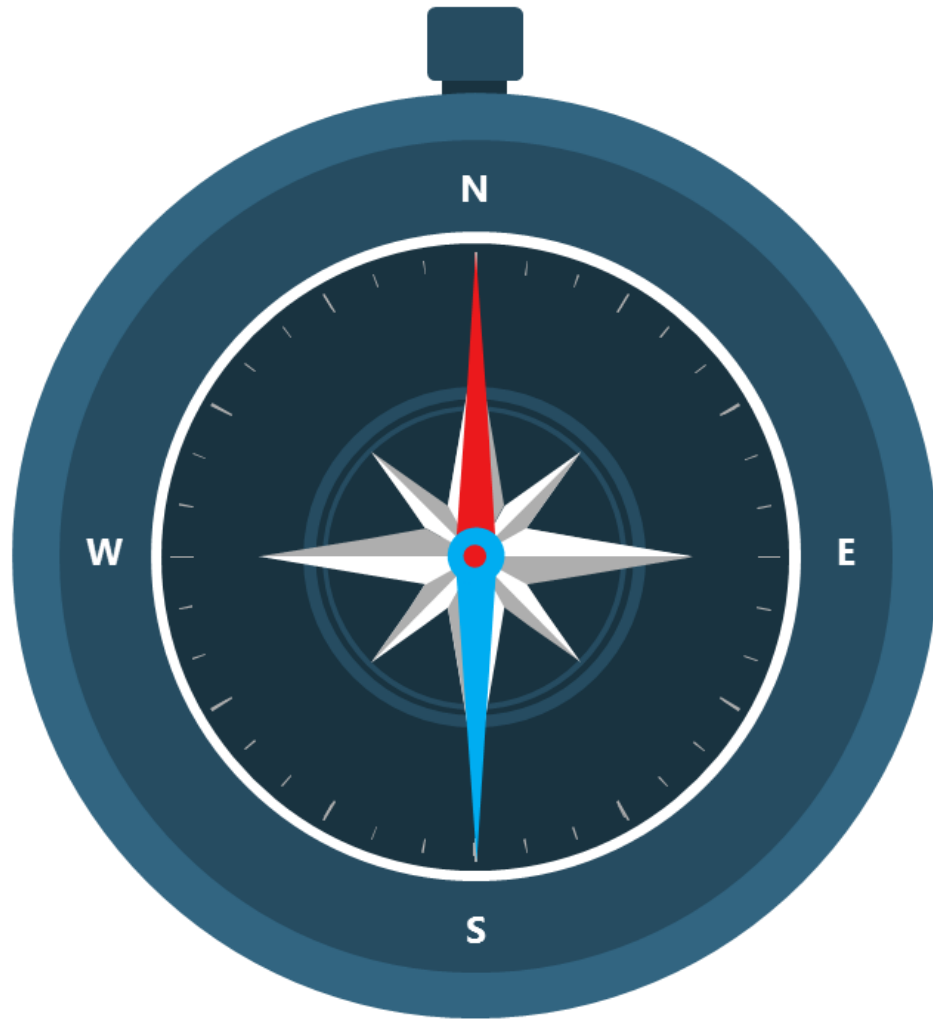
Attraction specifics:

- ▶ Conducting focused job fairs – attended by ready now candidates
- ▶ Tailoring work schedules
- ▶ Designing best-fit benefits
- ▶ Simplifying applicant tracking (and other) systems



Stay tuned for Part 5:
Recruitment:
Discover why
traditional recruitment
needs to be
innovated

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Solving our talent shortage crisis Recruitment: Part 5 of 8

September 2018



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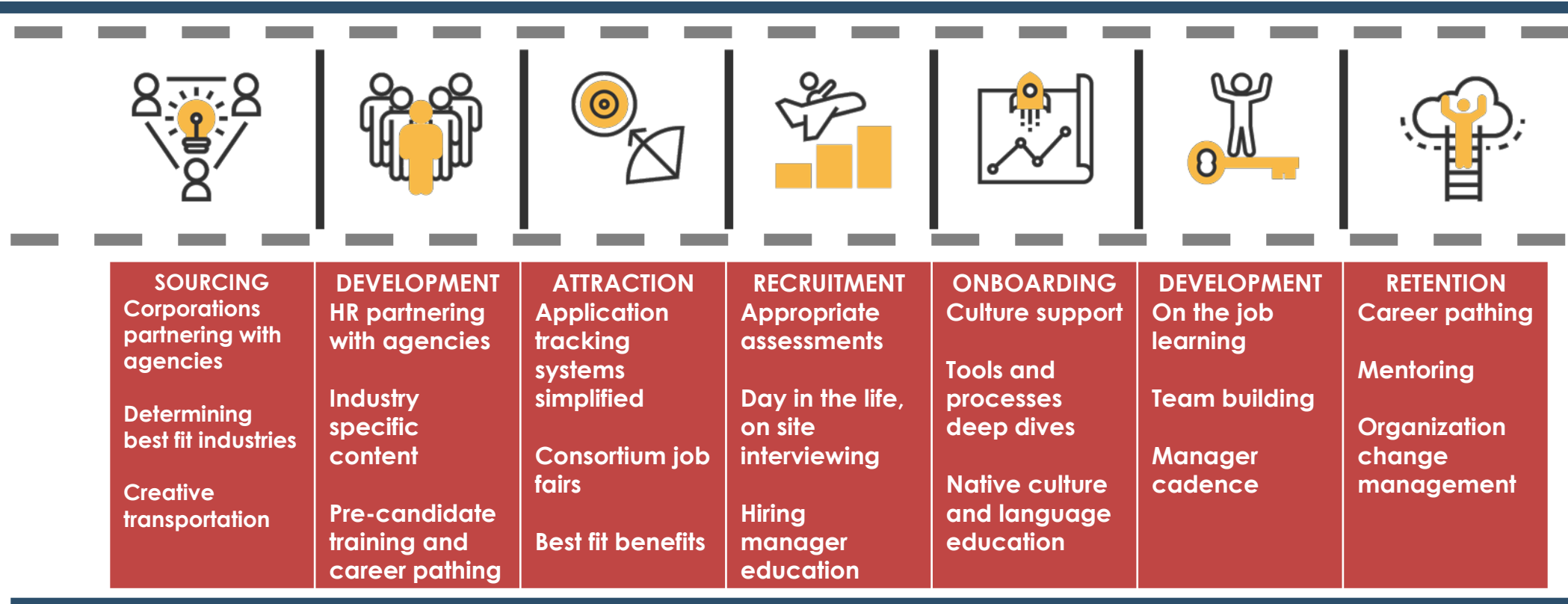
Part 5 Recruitment

Discussion topics:

- ▶ Job-focused, relevant assessment tools
- ▶ Day-in-the life interviewing
- ▶ Hiring manager development

Next series topic

The re engineered immigrant employment life cycle



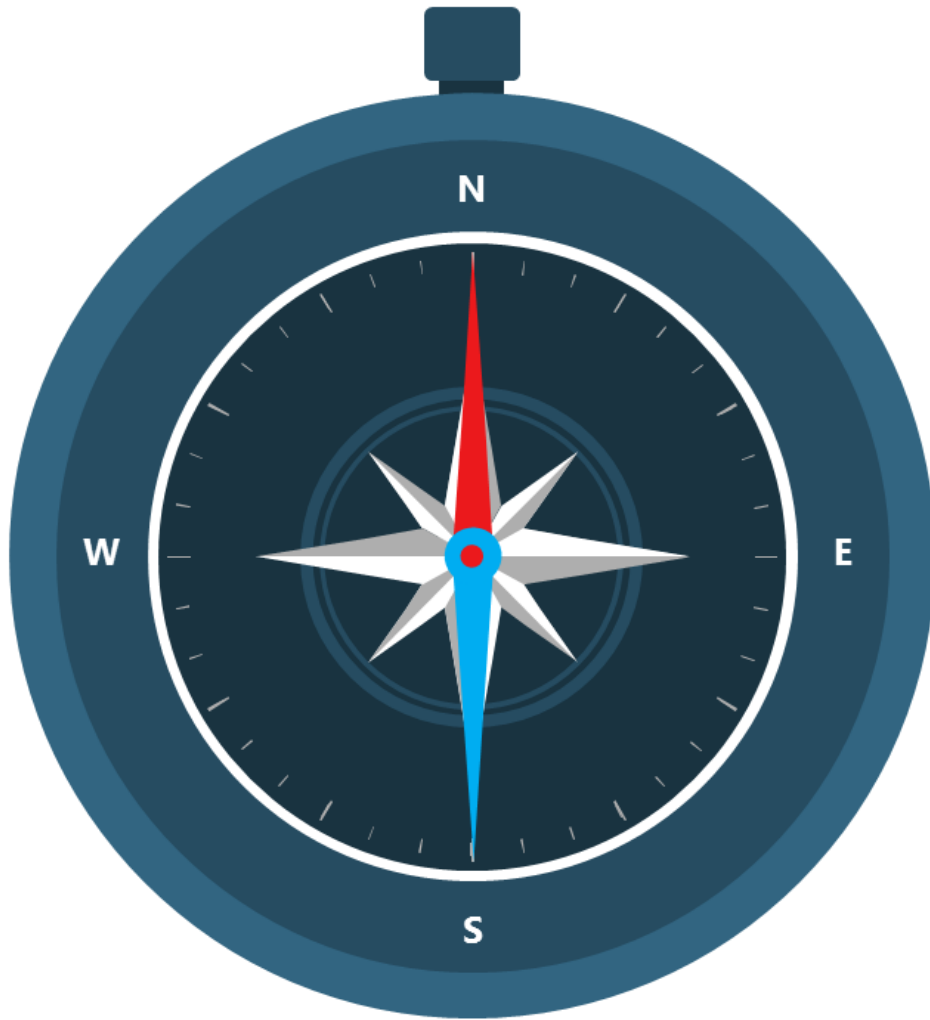
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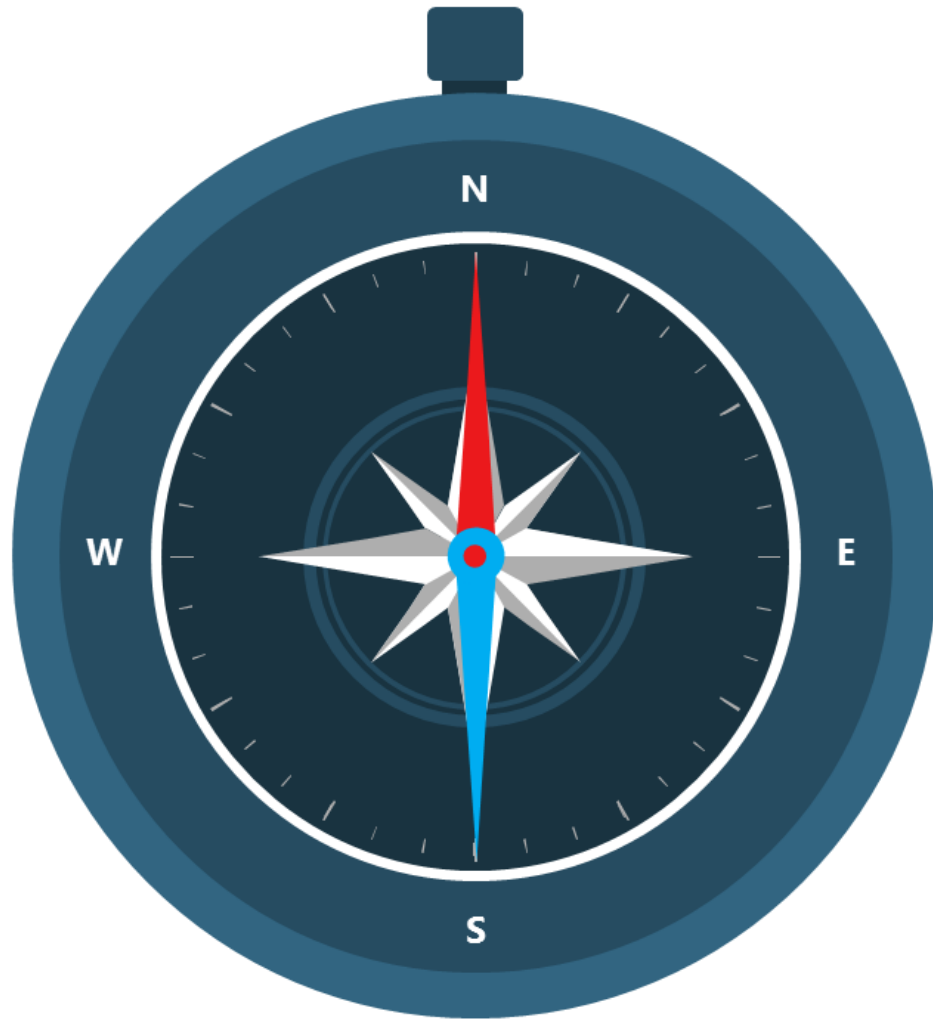
Part 5: Recruitment

- ▶ Recruitment specifics:
 - ▶ Job-focused, relevant assessment tools
 - ▶ Day-in-the life interviewing
 - ▶ Hiring manager development



Stay tuned for Part 6:
Onboarding:
Discover what needs
to change with
traditional onboarding
programs

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Solving our talent shortage crisis Onboarding: Part 6 of 8

September 2018



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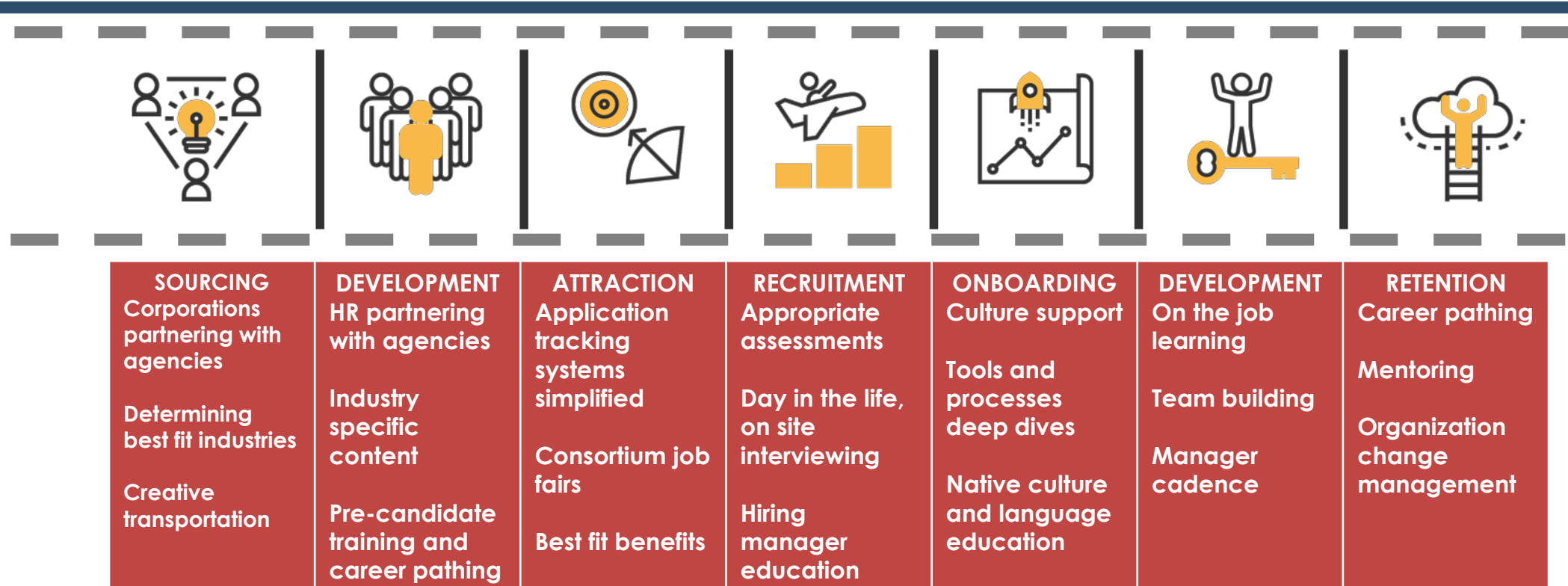
Part 6: On Boarding

Discussion topics:

- ▶ Organization culture support
- ▶ Improve existing onboarding processes and tools
- ▶ Native culture and language education

Next session topic

The re engineered immigrant employment life cycle



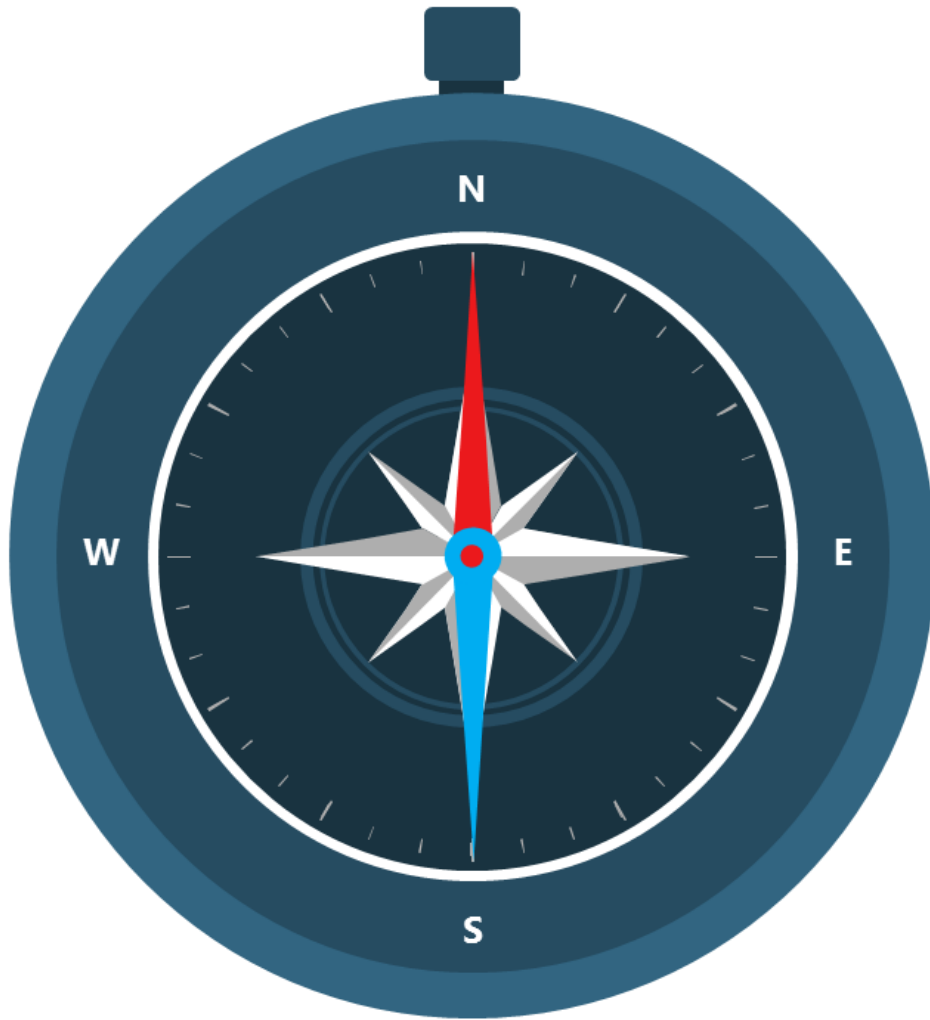
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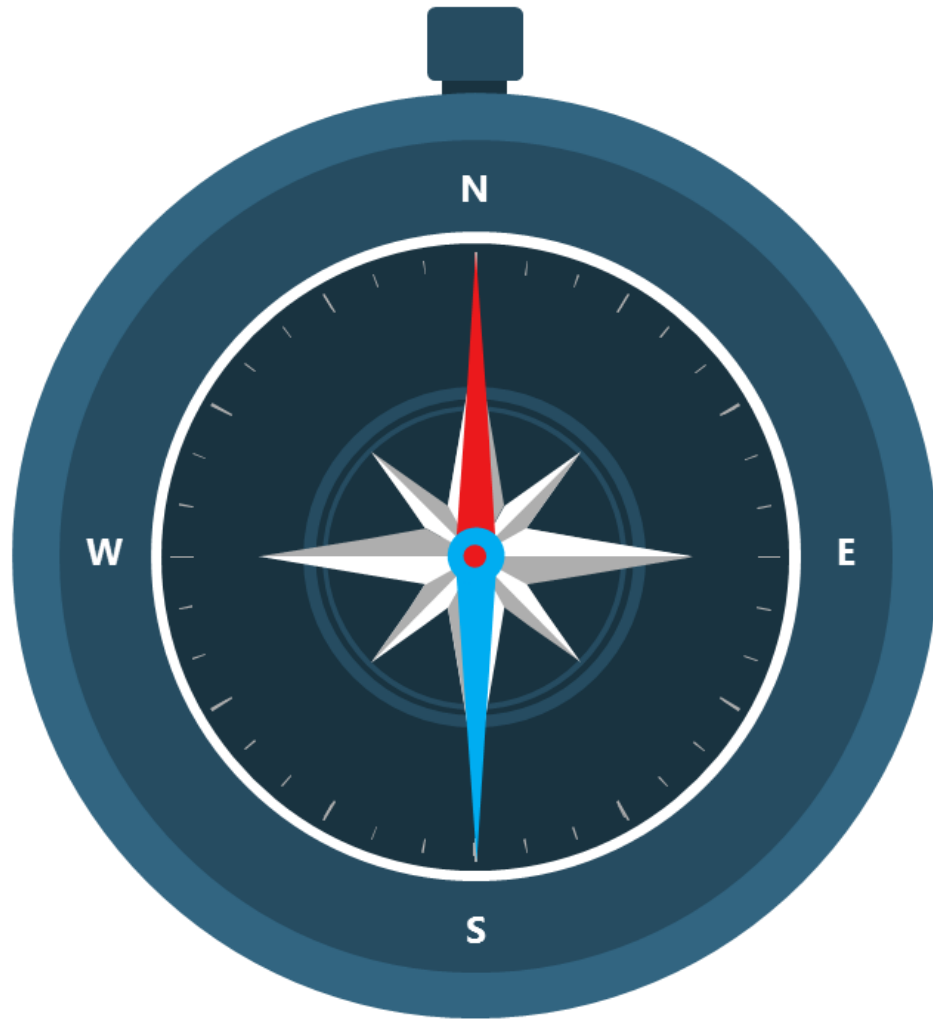
Part 6: On Boarding

- ▶ On boarding specifics:
 - ▶ Provide culture support
 - ▶ Identify and solve for barriers
 - ▶ Improve existing onboarding processes and tools
 - ▶ Ensure supervisors are ready to lead diverse individuals and teams



Stay tuned for Part 7:
Development:
Discover why
development is
needed for everyone.

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Solving our talent shortage crisis Development: Part 7 of 8

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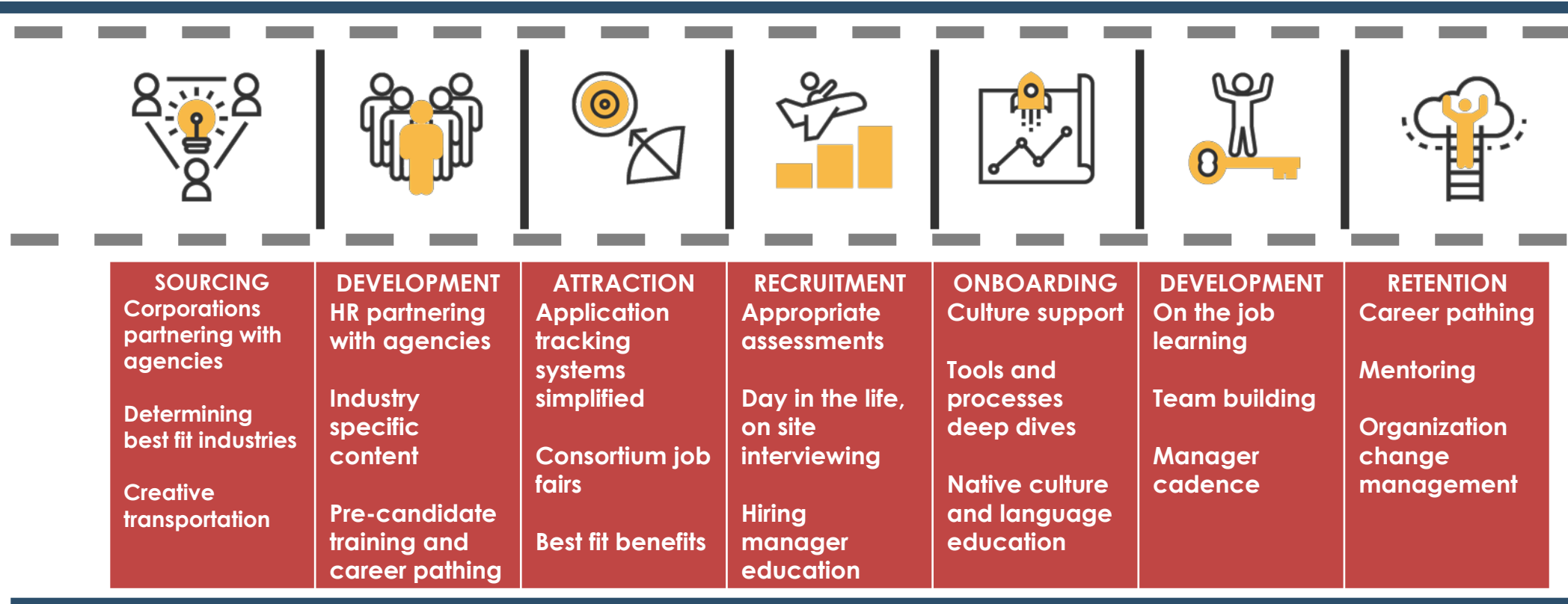
Part 7: On the Job Development

Discussion topics:

- ▶ On the job learning
- ▶ Manager cadence
- ▶ Performance / feedback processes
- ▶ Culturally appropriate team building

Final series topic

The re engineered immigrant employment life cycle



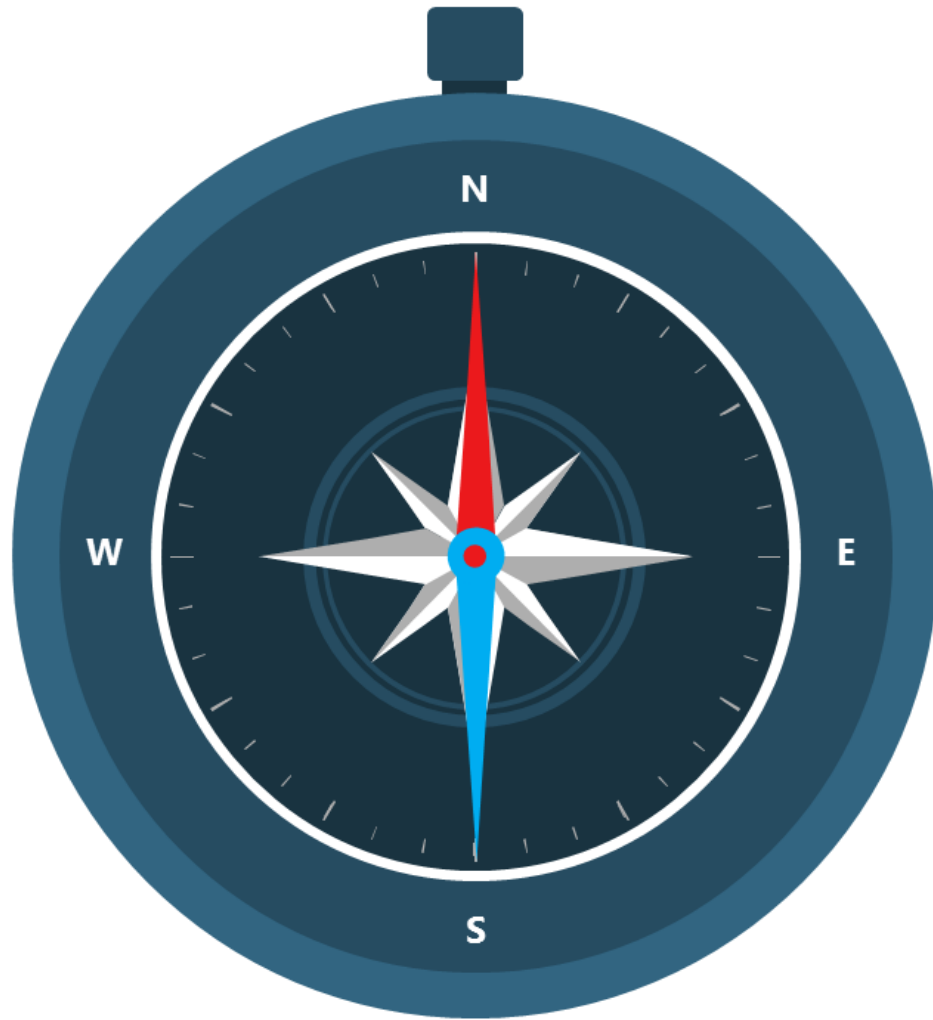
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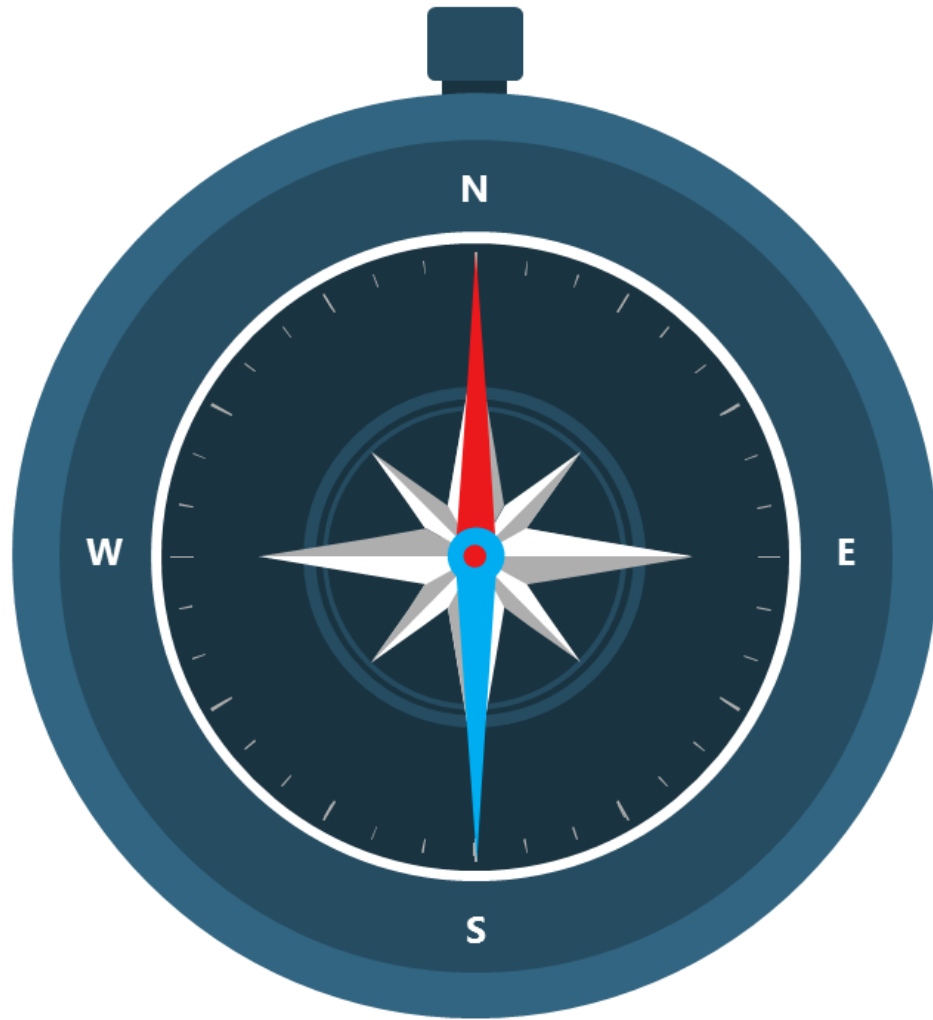
Part 7: On the Job Development

- ▶ Development specifics:
 - ▶ On the job learning
 - ▶ Manager cadence
 - ▶ Performance / feedback processes
 - ▶ Culturally appropriate team building



Stay tuned for Part 8:
Retention:
How to end the
revolving door of turn
over

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Solving our talent shortage crisis: Retention: Part 8 of 8

September 2018

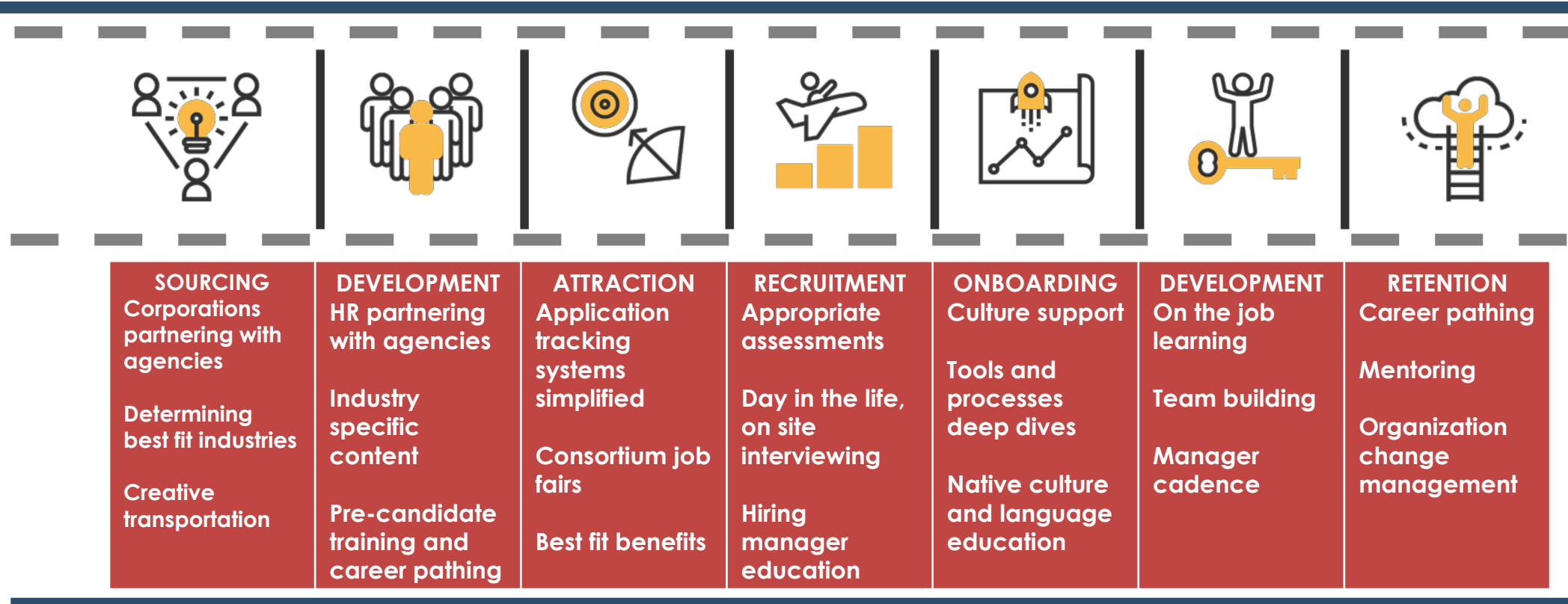


Solving our talent shortage crisis:

Part 8: Retention

- ▶ Discussion topics:
 - ▶ Ongoing career development
 - ▶ Sense of belonging
 - ▶ Organization change management

The re engineered immigrant employment life cycle



Patent and copyright pending

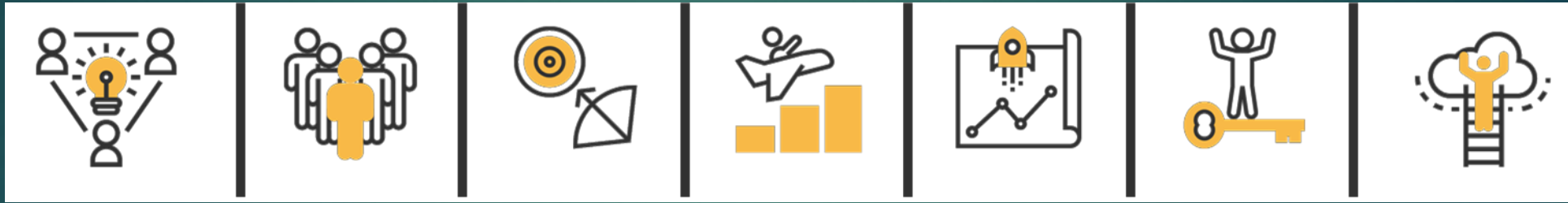


Solving our talent shortage crisis:

Part 8 Retention

- ▶ Retention specifics:
 - ▶ Ongoing career development
 - ▶ Organization change management
 - ▶ Sense of belonging

The Re-Engineered Immigrant Employment Life Cycle



Prosperity is far more than wealth. The word prosperity also means successful, flourishing, a thriving condition, ease, plenty, comfort, security, well-being, good fortune, happiness and health.



Thank you!

For more information, please feel free to contact me
tcpath2prosperity@gmail.com