

INTERNAL WORKFORCE DEVELOPMENT MODEL PLANNING

PRESENTED BY: BILL ELLIOTT

Entailed in this Presentation - a guideline for increased recruitment, brand recognition and a sustainable workforce that will be encompassing of Time, People and Business.....



**-A STRONG UNDERSTANDING OF THE OPTIONS OF AN INTERNAL
WORKFORCE DEVELOPMENT PLAN**

**-UNDERSTAND THAT IN WHAT IS CALLED A “JOB SEEKERS MARKET” THE
VALUE IN HOLDING UP AND HIRING BASED ON CHARACTER AND ESSENTIAL
SKILLS(3 R’S)**

**-WILL BEGIN TO COORDINATE THE BASELINE PLAN FOR A SUCCESSFUL
INTERNAL WORKFORCE DEVELOPMENT PLAN**

[THE ENTITLEMENT CREED - BING VIDEO](#)

STEP 1: LOOK AT THE OVERALL ENVIRONMENT AND CONTEXT

Time Frame: 2023

- *Increase workforce recruitment*
- *Promote a positive consistent brand*
- *Celebrate successes retention (employees, accounts, equipment, work sites, etc) Activity*

THE INFAMOUS DRAWER...(too much at stake)

HELP ME UNDERSTAND-TPS ACTIVITY 3 MIN.

- *Increase workforce recruitment*
- *Promote a positive consistent brand*
- *Celebrate successes retention (employees, accounts, equipment, work sites, etc) Activity*

STEP 2: CURRENT WORKFORCE PROFILE – 30, 000 FOOT LENS

- **Demographics of each company:**
- *Skilled Labor, Administrative Support, Management, Safety, Sales, Warehouse and Training Pipeline-This is a team sport*
- **What makes up your team?**

CONTINUED STEP 2-CHALLENGES

- *Stigma/Myth (day to day)*
- *Wages – are we competitive?*
- *New markets - (Name 2/3 industry disruptors in attracting talent to the trades?)*
- *Realities of the job (have an understanding of the trade, administrative roles, warehouse, operations, sales, human resources, etc....)*
- *Public awareness (We need more here)*

STEP 3: FUTURE WORKFORCE PROFILE

Inclusive of roles and how each position connects, the rest will follow

- *(Millennial study what we found)*
- *Acknowledge your core values*
- *Supply and demand market; Low supply, high demand for skilled labor. Very competitive in all trades (Culinary, Carpentry, Plumbing, HVAC, Maching, etc.) Value your training models and training centers*

STEP 4: STRATEGIES AND ANALYSIS

- **Brand Loyalty Customers Employees/Employment/Celebrating our own**
- ***Employee-work anniversary***
- ***Social Media updates 2-3x weekly (testimonials, management, on-boarding, new employees, job sites)***
- ***Establish team meetings, Ambassador meetings/Townhalls, between Human Resources, Labor, Sales, Marketing, Recruitment***

CONTINUED- STEP 4

- ***Establish recruitment partners (Churches, Community Organizations, Colleges, State Department of Corrections and Rehabilitation, Job Fairs, Career Technical Centers, High Schools, Universities just to name a few) Chunk this down into three's try and evaluate.***
- ***What do we know about our partners? What more would we like to know? 5-10 min. Open Forum***

BILL ELLIOTT-VISION PROVIDED-ENTRY MEETINGS



HUSBAND/DAD



**SPORTING CLAYS
INSTRUCTOR**



**FAMILY MICHIGAN
VACATIONS**

WHO IS UPHOLDING THE STANDARD OR
NOT...RELENTLESS.....

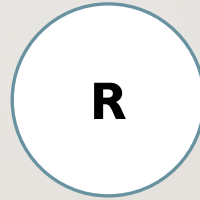
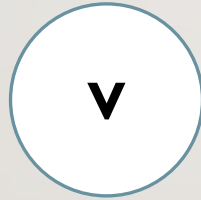
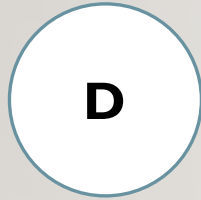


ENERGY VAMPIRES



DIVA-.....

- A great assignment.....evaluate talent as a leader (Vision, Disc, Standard)



STEP 5: REVIEW AND EVALUATION

Outcomes:

- *Implementation-marketing, branding strategies/priorities tested in organization.*
- *Monitoring-quarterly/monthly meetings that focus on 2023 Internal Workforce Development Model-Human Resources, Labor, Sales, Marketing and Recruitment also known as the Ambassador team.*

THANK YOU.....

Questions.....

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