

Solving our talent shortage crisis

August 2018

Solving our talent shortage by leveraging immigrant potential

- ▶ What are we talking about today?
 - ▶ What is the issue?
 - ▶ How do we think differently about talent?
 - ▶ What are barriers to employment for a nontraditional talent pipeline?
 - ▶ What might the life cycle look like for a refugee talent pipeline?
 - ▶ Who are the critical partners?
- ▶ Please join for the rest of the series.

Defining the issue with facts

July 2018 US Department of Labor Bureau of Labor Statistics

- 6.66 million open jobs across the United States
- 6.3 million unemployed Americans

There are “more jobs than people out of work, something the US has not experienced before.” US Department of Labor

“Employers have been complaining for years about a skills mismatch.”
CNBC

Turnover costs organizations \$15,000 per hourly employee. Center for Economic Inclusion

Thinking outside the traditional talent box

Recognizing the bottom line benefit of reflecting the communities in which we serve

Identifying other sources of talent

Leaving the four walls of your office to explore the possibilities

Barriers to immigrant employment

Corporations' awareness of how to leverage immigrant support agencies

Transportation to organizations that are located in suburbs

Pre-employment, targeted training, alignment with best fit organization and job

Complex and unwieldy applicant systems and processes

Organization culture and readiness for a diverse workforce

The re engineered immigrant employment life cycle



<p>SOURCING Corporations partnering with agencies</p> <p>Determining best fit industries</p> <p>Creative transportation</p>	<p>DEVELOPMENT HR partnering with agencies</p> <p>Industry specific content</p> <p>Pre-candidate training and career pathing</p>	<p>ATTRACTION Application tracking systems simplified</p> <p>Consortium job fairs</p> <p>Best fit benefits</p>	<p>RECRUITMENT Appropriate assessments</p> <p>Day in the life, on site interviewing</p> <p>Hiring manager education</p>	<p>ONBOARDING Culture support</p> <p>Tools and processes deep dives</p> <p>Native culture and language education</p>	<p>DEVELOPMENT On the job learning</p> <p>Team building</p> <p>Manager cadence</p>	<p>RETENTION Career pathing</p> <p>Mentoring</p> <p>Organization change management</p>
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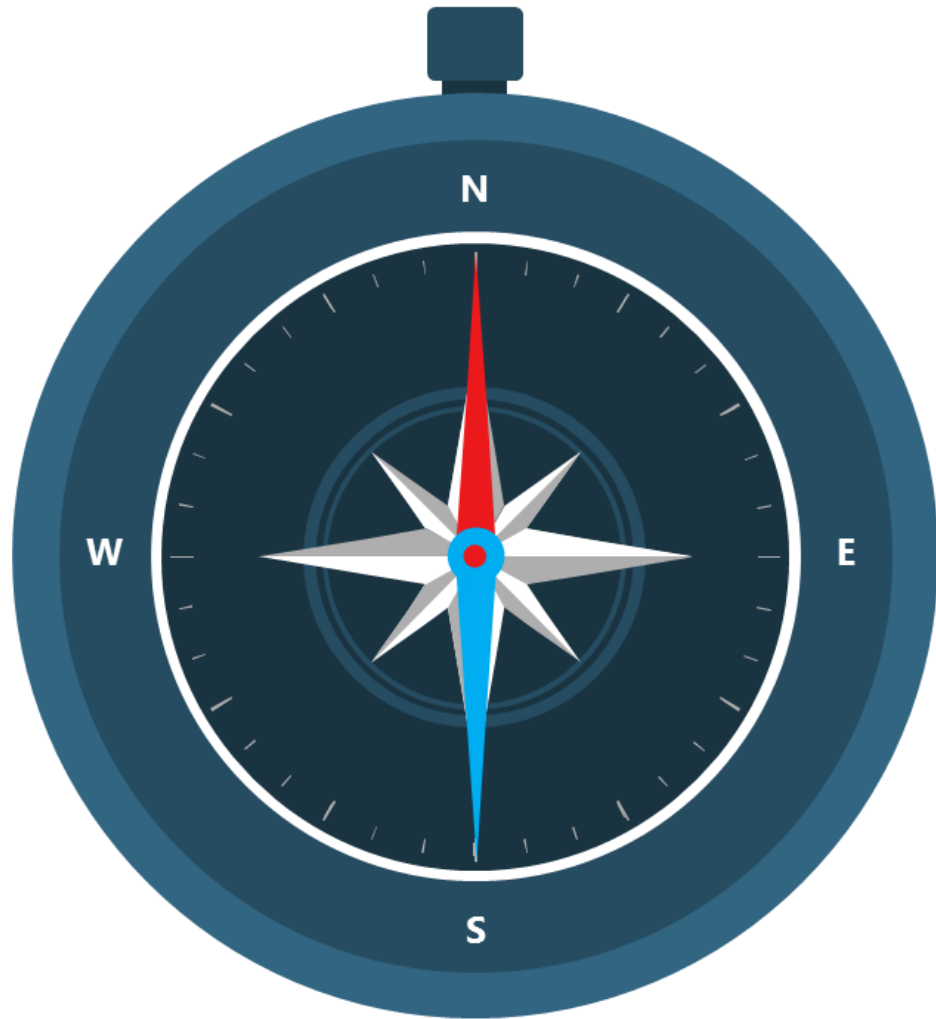
Breaking down the barriers

Retail, hospitality, manufacturing and transportation industries

Non profit organizations supporting immigrants

Human Resources systems vendors

Community leaders



Stay tuned for a series breakdown of how to implement each step of the immigrant employment life cycle

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