



# **Being Smarter in Developing Local Talent**

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Creating an 'ecosystem' to leverage skills,  
staff, training opportunities, joint projects



**Consulting Services**

**Strategic Planning  
Portfolio Management**

**Audits & Assessments**

**Governance  
Risk Management**

Founded 2010  
Serving:

- Higher-Ed
- Public Sector
- Private Sector
- Utilities
- Native Corps
- Healthcare
- Manufacturing
- Transportation
- Technology

**Seminars / Workshops**

**Change / Transition**

**Training**

**Certifications**

**Management**

**Project**

**Processes**

**Business**

**Technology**

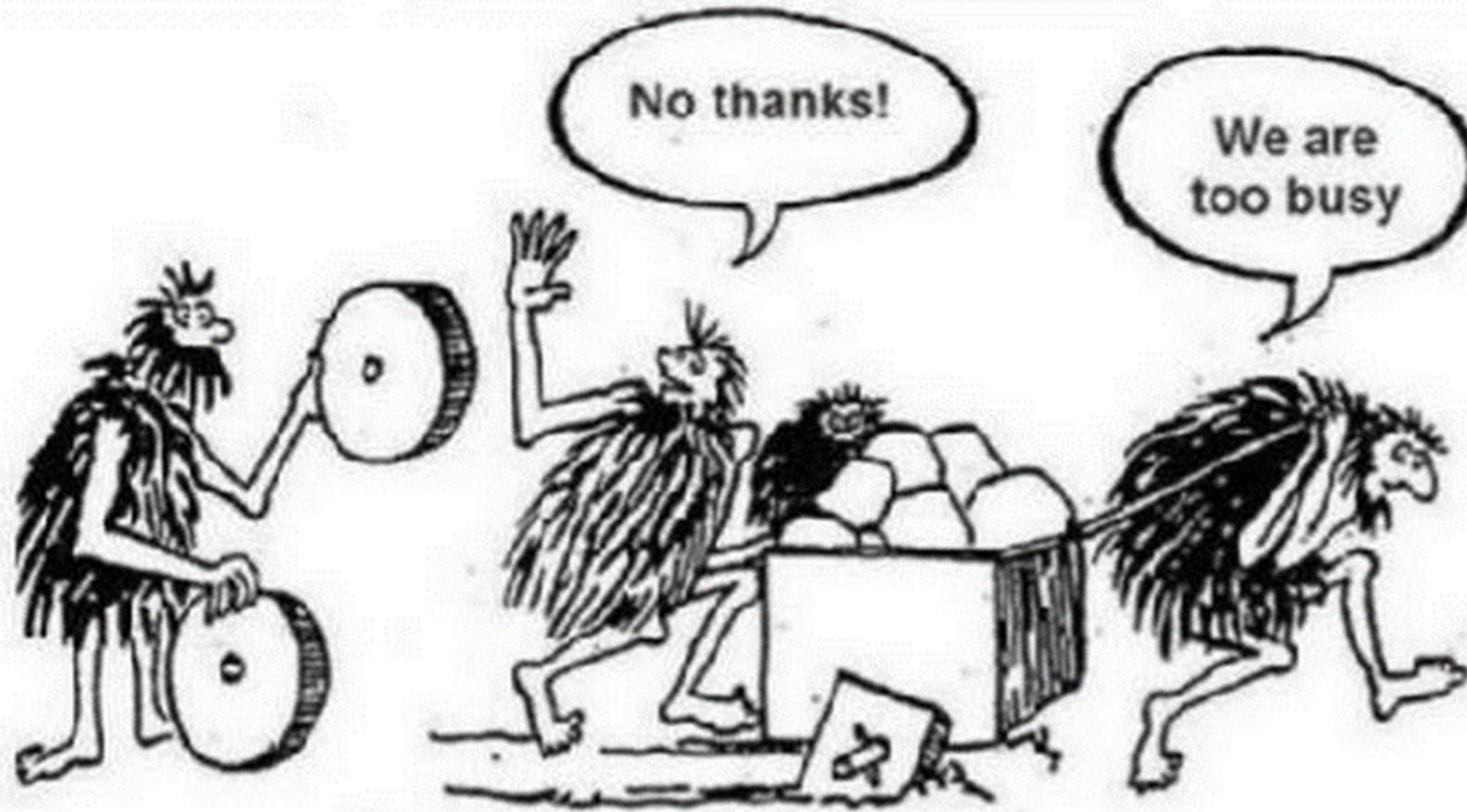
**Information**



# Starting Thoughts

**Wise people learn when they can.  
Fools learn when they must.**  
-The Duke of Wellington

# What about Improvement?





# What about workforce development?

- What happens to training when budgets tighten?
- What effect does this ultimately have on the organization?
- What challenges do you face? Outsourcing???
- When we place the major focus on efficiency what happens to effectiveness?
- Why?



Quote: Peter Drucker ~  
management expert

***“too often people focus on efficiency –  
“doing things right”, instead of on  
effectiveness – “doing the right thing”  
...There is nothing so useless as doing  
efficiently that which should not be done  
at all.”***

# How are we staking up?



	Industry	Education / Training	Potential Applicants
KPIs	<ul style="list-style-type: none"> <li>Planned and actual entry level hires</li> <li>Planned and actual experienced hires</li> <li>Attrition by tenure – retirement and other</li> </ul>	<ul style="list-style-type: none"> <li>Number of students enrolled in pipeline programs</li> <li>Number of students completing pipeline programs</li> </ul>	<ul style="list-style-type: none"> <li>Percentage passing each stage of screening</li> </ul>
CSFs	<ul style="list-style-type: none"> <li>Total number of employees over time</li> <li>Average age of existing workforce over time</li> <li>Average length of tenure over time</li> <li>Total openings / demand</li> <li>Strength of HR Practices</li> </ul>	<ul style="list-style-type: none"> <li>Types of Pipeline training programs</li> <li>Number of apprentices by year of program</li> <li>Length of apprenticeship programs</li> </ul>	<ul style="list-style-type: none"> <li>Career awareness activities</li> <li>Number of candidates screened</li> <li>Pre employment test pass rate by source of hires (EEI, WorkKeys, other)</li> </ul>



# How can we share resources?

- Can't send workforce out of state.
- Can't bear the cost of training alone.
- How can we measure success / value for investment?
- Are there ways to engage leadership?
- Collaboration - Pull vs. Push

