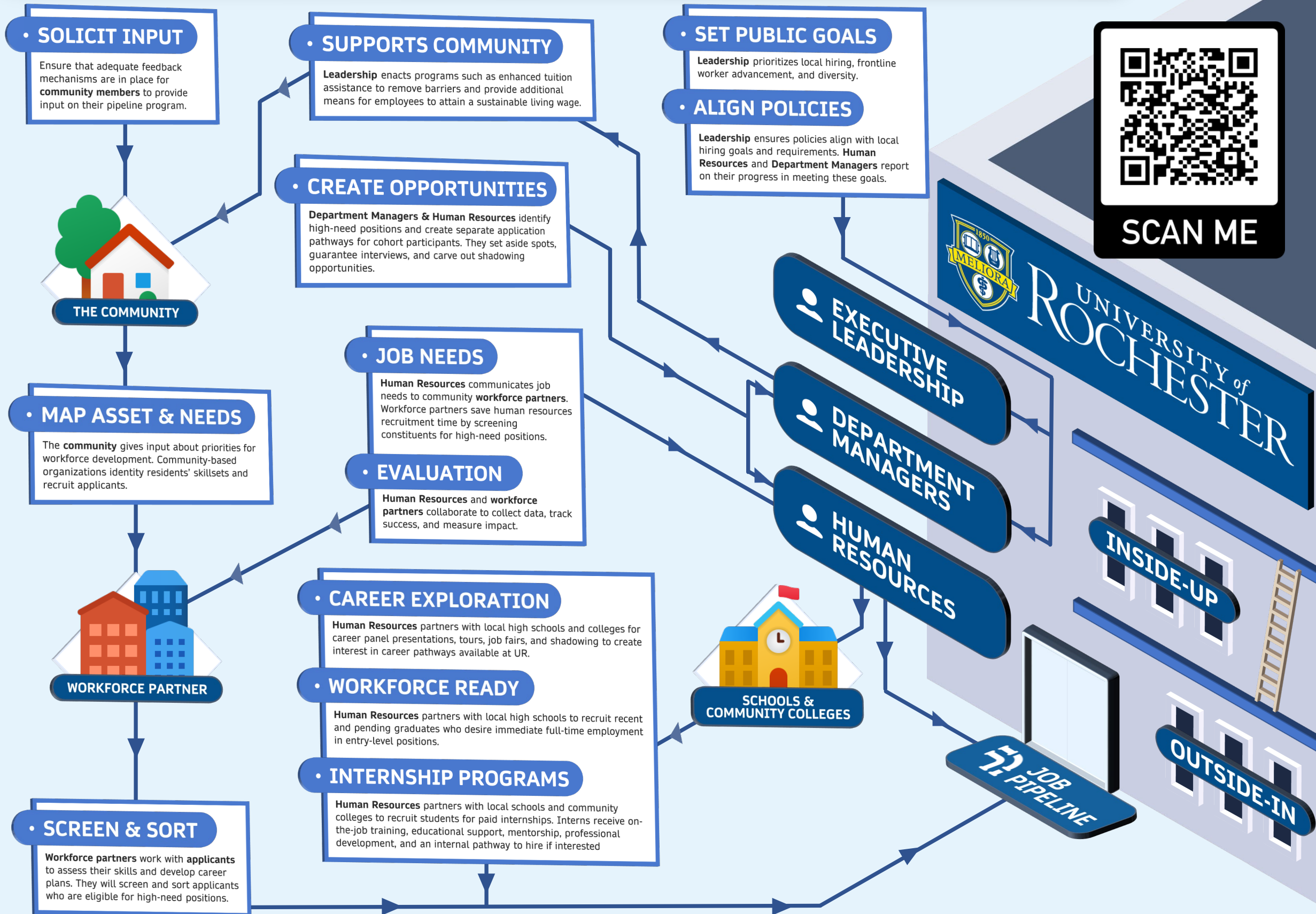


DESIGNING AN INCLUSIVE & LOCAL HIRING PIPELINE

[OUR] APPROACH



INSIDE-UP

- Coaching and Career Planning**
 Frontline workers gain access to a career coach who help them to navigate internal pathways for advancement in high-need positions.
- On-Site Training**
 Skill-building programs and job-specific training are located on-site or virtually to facilitate participation.
- Tuition Support**
 Employees receive tuition advancement, not just for degree programs, but for certificate programs required for high-need positions.
- Release Time**
 L&D department provides funds so participants can receive release time for training or attend training while maintaining full salary.
- On-the-Job Training**
 Employees apply into the program and can then transfer to the new department and receive on-the-job, paid training.

OUTSIDE-IN

- Funding Support**
 Workforce partner assists with internal infrastructure to source, request, share, and manage workforce grants.
- Candidate Prep**
 Workforce partner screens, trains, and sends forward candidates with demonstrated commitment, engagement, and skill.
- Interview**
 Participants are connected directly to hiring managers in the interview process.
- Job-Specific Skills**
 Focusing training on specific, high-need positions increases likelihood of hire while helping to create a higher-skilled applicant base.
- Soft Skills**
 Soft skills and overall career development are also incorporated into the training and continue past hire.