

Optimizing Your Most Important Asset

–

Human Resources

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Understanding the World We Live In

DID YOU KNOW?



Now that we know..... What can we do about it?

- Reach-Out
- Recruit
- Retain
- Retrain



Reach-Out

Where will talent come from?

- Port Jobs – are they talked about
- Mentors – Academics – Apprenticeships



EMBARK PROGRAM



MENTOR PROGRAM



Recruit

Demographics of you workforce

What skills, attributes & knowledge do your candidates need to meet business goals?

Tools

- Up to date job descriptions
- Teach hiring managers to interview
- Employee Experience – brand & orient



INTERN PROGRAM



REVERSE TRADE SHOW



Retain

Have you looked at your benefits, salary & structure?

Tools

- goal setting
- career coaching
- encourage professional development (continual learning)



25 YEARS OF SERVICE



CONTINUING EDUCATION



Re-train

What is the big picture and how can everyone get on the same page?

Tools

- Training/Skill Acquisition
- Communication
- Employee engagement

FEED THEM:

Opportunity to grow and challenging opportunities.



ONGOING TRAINING



UNITED WAY FUND RAISER



Talent optimization is so important today because businesses & the economy are starting to recover, and now business leaders are challenged by a new concern: TALENT!

They are looking to innovate & grow, and that takes a new strategy and approach to talent.

- Meghan Bilardo
Corporate College

