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Can We Really Do
Fee-for
Service?

The Dilemma...

- o The 21st Century has brought many changes to the way our employers do business
- o Many of their barriers reach outside of the normal scope of workforce investment funded services
- o Marketing "fee for service" to employers accustomed to "free services" from the Career Center is a challenge

The Solution

The key is to help employers and organizations understand the value-added aspect of such things as

- Myers-Briggs (MBTI) assessment
- Employee feedback for long range planning
- Exit interviews provided by a third party



Consulting Services

Professional leadership, management development and coaching services on a “fee for service” basis
Services are customized to meet the unique needs of your business or organization.



- o Jan's information from consulting services provided – funds to SCTWA

Leadership Development

- o Communication
- o Long-range planning
- o Stress Management
- o Leadership /Management development and coaching
- o Team development
- o Conflict Resolution
- o Organizational Change: Planning, implementing and managing
 - King's Daughter School: Strategic Planning: 7.5 hrs facilitating/prep/reporting @ \$80.00/hr = \$600.00
 - Maury Alliance: 6hrs Team Building @ \$80/hr = \$480.00

Myers-Briggs Type Indicator

- o Online assessment
- o Group or Individual process
- o Practical results that can be used in:

Teamwork

Communication

Decision making



MBTI

- Companies can learn how to create an atmosphere of understanding and better communication
 - A diagnostic tool to help identify how obstacles, stress and potential conflict may arise
 - Can help provide the added knowledge and understanding that employees need to solve problems, recognize and celebrate differences and achieve better results
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- Leadership Maury: 10 MBTI profiles @ \$50/ea = \$500
 - Leadership Lewis: 10 MBTI profiles @ \$50/ea = \$500
 - Maury Alliance: 9 MBTI Step II profiles @ \$100/ea = \$900

YOUTH

- Career Choice
 - Preferred learning styles
 - Support, acceptance and validation for preferences
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- Youth Leadership Maury Class: 20 students @ \$25 per assessment (included group interpretation) =
\$500.00

Partnerships

- o Education Foundation:
 - o FAFSA Program - \$50.00 per form submitted
 - o From Sept 2010 – June 2011: 203 forms completed = **\$10,150.00**
- o Centerstone:
 - o Internships – 10% administrative costs to process payroll for agency's internship program



Use of Space

- o Rent computer lab to private entities for training
- o \$50.00 per computer for exclusive use to lab eliminating distractions and/or interruptions
 - o PSI: 5 computers @ 2 days = \$500.00
 - o SanTrax / SanData: 15 computers @ 3 days = \$2,250.00





Exit Interviews

- o Conduct face-to-face exit interview for the departing employee in non-threatening environment
- o Schedule interviews 2 days per month with flexibility based upon need
- o Utilize Centers in all counties if the location is more suitable for the departing employee
- o Use forms and survey questions provided by employer

Exit Interviews

- o Collect company property such as keys, uniforms, tools, etc., from the former employee and deliver final check
- o Promote Career Center services to assist with training and employment
- o Compile and analyze quantitative and qualitative data for quarterly management summary reports

Initial Program Set-up

\$500.00

Price per interview:

\$60.00

Annual fee:

\$2000.00 / \$500 per quarter

(Includes management reporting, collection and delivery of company property/checks)

INTERVIEW **STREAM**

Online interview software allows companies to reduce time and money spent on pre-screening candidates



Maury Alliance

- o Applicants from over 7 states submitted resumes
 - o Top 10 candidates used InterviewStream via webcam
 - o Review committee
 - o Top 3 candidates - face-to-face interviews
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- o Reduced an 8 week process down to less than 2 weeks
 - o Saved time and money on interview time / travel



National Career Readiness Certificates

- o Since 2006 state of Tennessee has provided grant funding to pay for CRC's
- o With budget cuts, looking at new ways to conserve allocation and/or keep from charging individuals

County	Gold	Silver	Bronze	Total
Giles	532	1707	660	2899
Hickman	123	356	133	612
Lawrence	705	1551	460	2716
Lewis	240	451	107	798
Marshall	362	886	347	1595
Maury	1157	2782	980	4919
Perry	150	301	68	519
Wayne	89	213	73	375
Total	3358	8247	2828	14433

Economic Modeling Specialist, Inc.

- emsi software, provides business services a toolkit that can be used to answer a broad range of workforce and economic questions

Examples of Reports:

- Industry / Occupation
- Demographics
- Economic Forecasting
- Transition Workers
- Educational Analyst

emsi

Formula Costs

- A. Staff hourly rate
- B. Materials/ Supplies
- C. Administrative costs (20%)

o $A + B * C = \$\$\$\$$

o Totals earned to date: \$16,380.00

- staff costs

\$13,110.00

Be Creative

thinking

