

HELPING COMPANIES DEVELOP THEIR FUTURE ROCK-STARS

GOLDEN PATH SOLUTIONS

HIRING NEW GENERATION TALENT KEY TO SUCCESS

Many hiring managers are competing over the same pool of talent. Developing a healthy workforce for today and the future relies on hiring a new generation of talent, students who will be coming into the workforce. Yet employers face the following challenges:

- Difficulty reaching the student audience
- Competition for the best candidates
- Lack of the specific education need to be successful in the role
- Lack of experience in the industry and company
- Low return on investment due to cost of training and attrition rates.

Golden Path helps you overcome these challenges by identifying the best talent early on, making sure they know about your company, and potentially helping you create and secure your future workforce!



GOLDEN PATH SOLUTIONS

With a shrinking workforce, coupled with expected industry growth between 2019–2029, **finding and keeping skilled resources has never been more important or more challenging.**

According to **Randstad's 2016 Work place trends report**

79%

HR managers agree that they struggle to find people whose skills match job requirements when positions become available at their organization.

According to that survey, finding and retaining the best talent most suited to be happy and successful in their role was key to business performance.

THE GROWING INFLUENCE OF TALENT

HR leaders weigh in on the biggest threats to meeting revenue or business performance targets in 2016.

Top External Factors

66%

Inadequate supply of qualified talent (skills shortage)

62%

Increased competitive pressure

Top Internal Factors

57%

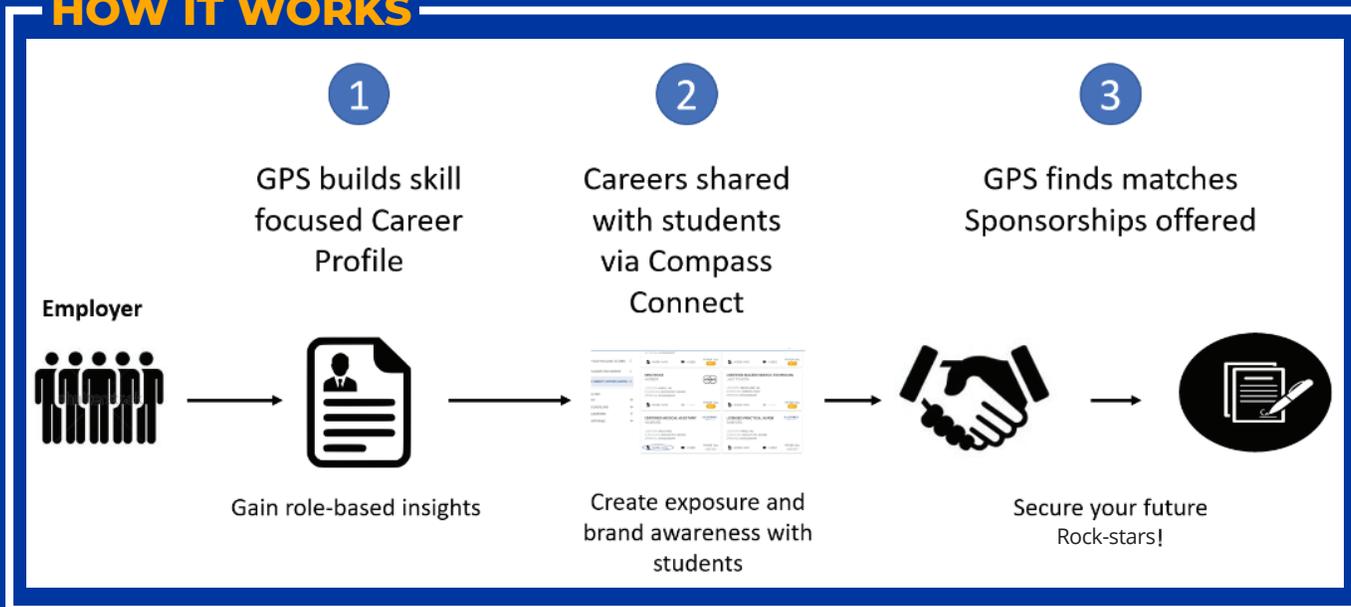
Finding the skilled talent needed

52%

Retention of qualified talent

FIND & CREATE YOUR FUTURE ROCK-STARS

HOW IT WORKS



THINKING ABOUT YOUR FUTURE WORKFORCE

Golden Path Solutions helps you build your future workforce by helping you understand what makes people successful at your company, and uses that knowledge to connect you with students that have the raw skills and talent that predict success for your roles.

Our innovative approach gathers real-world information about students and maps it to the key characteristics of success for roles within your organization, helping students learn more about your company and your careers.

We can also provide connections and sponsorship programs that prepare your future employees for success, creating win/win employment outcomes for you and your employees!

STAYING TOP OF MIND

Golden Path Solutions works with your organization to build role specific profiles based on common characteristics and talents of your most successful employees. These profiles can help you refine your job descriptions and optimize your current hiring processes, but they can also be shared with students via Compass Connect, creating brand awareness and visibility among the future workforce, keeping your company top of mind.

IDENTIFYING AND SECURING TOP TALENT

As part of the optional Golden Path Sponsorship program, GPS can match Compass Student Assessments to your Career Profile finding the best matches for future success.

CREATING YOUR FUTURE ROCK-STARS THRU SPONSORSHIPS

We make the connections and if you and the student agree there's a good fit, GPS creates your custom sponsorship program designed to help you shape future employees with the right education and experiences for success.

CAREER PROFILE

Employee interviews provide deep insight to raw skills and talents that lead to role success

STUDENT PROFILE

Students complete the Compass Assessment creating a unique profile based on their real-world interests and talents

COMPASS FINDS MATCHES



Using Compass Student Profiles and our network of teachers, GPS finds students with raw skills and talents that align to your role.

THE BENEFITS

EMPLOYER

- Awareness to 1000s of students
- More targeted school outreach
- For sponsorships
 - Knows the job on day one
 - Higher productivity
 - Right education and talent
 - Engaged workforce
 - Lower total cost than
 - Traditional recruiting

STUDENT

- Secured a job they will love
- Little to no debt
- Confident and productive on day one
- Reduced ramp up time
- More engaged and higher job satisfaction
- Familiar with company and culture

Through the Golden Path Sponsorship program, you can influence their education and training path according to their skills and your needs, in exchange for tuition reimbursement and a work agreement when the student graduates. Imagine being able to partner with a student that has the right skills for success at your company, getting them the right education and real-world experiences to be an amazing employee when they start working with you on day one!

CUSTOMIZE YOUR SPONSORSHIP



May include:

Post Secondary School



...or other options.

Course of Study

- Computer Science
- Engineering
- Precision Machining
- Apprenticeships

Other Details

- Hourly or annual salary
- Prepay tuition or reimbursement
- Performance bonuses
- Internships/Coops
- Performance levels



GOLDEN PATH SOLUTIONS

BUILDING COMMUNITY PARTNERSHIPS

LONG-TERM RELATIONSHIPS

Our innovative approach to the hiring and development process creates long-term relationships between you and your future employees through hands-on internships and coops, curriculum agreements with local schools, and collaboration and connection between your organization, educators, and students. Potential employees get the necessary education and training, making them more likely to remain engaged and excited about their work. Your company benefits from increased employee retention, team synergy, employee job satisfaction, and revenue.

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SOURCES

<https://www.bls.gov/news.release/pdf/ecopro.pdf>

https://cdn2.hubspot.net/hubfs/409577/Pre-2018%20Folders/Staffing/Talent/WPT_2016/PDFs/HR_C_WPT_Guide_2016.pdf

