

# DEVELOP YOUR FUTURE WORKFORCE



**GOLDEN PATH SOLUTIONS**

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### HIRING NEW GENERATION TALENT KEY TO SUCCESS

In the workforce of today, hiring managers are consistently looking for the perfect mix of skills and talents to take their companies to the next level. Developing a healthy workforce relies on hiring the next generation of talent: students who will eventually become your future workforce. However, connecting with this audience can be challenging:

- Reaching a large number of students in a scalable way can be difficult
- Not all students know about your industry or the specific careers you offer
- Students may not know what educational path is needed for your roles
- Students you do connect with may not have the characteristics you need
- Creating relationships with a large number of schools can take time

What if there was a better way to connect more deliberately with students? What if there was a platform that made these challenges much easier to manage? Golden Path helps you overcome these obstacles by identifying the best talent early on, making sure students know about your company, and potentially helping you create and secure your future workforce!

Finding and keeping skilled resources in this tight talent market has never been more important or more challenging.

**83%**

**Of respondents have had trouble recruiting suitable candidates in the past 12 months**

**75%**

**Of those having difficulty recruiting believe there is a skills shortage among their applicants**

## TOP REASONS ORGANIZATIONS ARE STRUGGLING TO HIRE SUITABLE CANDIDATES

**43%**

Competition from other employers

**36%**

Candidates do not have the needed work experience

**35%**

Candidates do not have the right technical skills

**33%**

Low number of applicants or lack of interest in the organization

**32%**

Salaries and benefits are not competitive for the market

**30%**

Candidates do not have the right workplace (soft) skills

# FIND & CREATE YOUR FUTURE ROCK-STARS

Golden Path Solutions offers an innovative new way to build your future workforce by understanding the traits and talents that make people successful in your roles, and then using that knowledge to drive awareness of your company and careers among thousands of students. We can connect you with students who have the traits, interests and talents that predict success and develop custom sponsorship programs that prepare your future employees to be productive and happy on day one, driving loyalty and reducing attrition!

## HOW IT WORKS



EMPLOYER



GPS Builds Skill Focused  
**CAREER  
PROFILE**



Careers shared with  
students via  
**COMPASS  
CONNECT**

Create exposure and  
brand awareness  
with students



GPS finds matches  
**SPONSORSHIPS  
OFFERED**

## IDENTIFYING AND SECURING YOUR FUTURE ROCK-STARS THRU SPONSORSHIPS

As part of the optional Golden Path Sponsorship program, GPS can match Compass Student Profiles to your Career Profile finding the best matches for future success. We make the connections and if you and the student agree there's a good fit, GPS creates your custom sponsorship program designed to prepare your future employees with the right education and experiences for success.

Through the program, you are able to influence the student's education to match 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 raw traits and talents for success and provide them the right education and real-world experiences to be an amazing employee when they start working with you on day one!

## UNDERSTANDING YOUR FUTURE WORKFORCE

Golden Path Solutions works with your organization to build role specific profiles based on the traits, talents and interests of your most successful employees. These Career Profiles help you refine your job descriptions and optimize your current hiring processes.

## STAYING TOP OF MIND

The Career Profiles are shared with students via Compass Connect, helping students learn more about your company and your careers. Through Compass Connect you'll create brand awareness and visibility among the future workforce, keeping your company top of mind.



# FINDING THE RIGHT MATCHES

## CAREER PROFILE

Interviews with employees provide deep insight to talents, traits and interests that lead to role success

## STUDENT PROFILE

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

## COMPASS FINDS MATCHES



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

## VISIT US



[GOLDENPATH.NET](http://GOLDENPATH.NET)

## CONTACT US



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## THE BENEFITS

### EMPLOYER

- Efficiently develop a future workforce that is more productive and experiences less attrition
  - Awareness among thousands of students
  - Targeted and efficient school outreach
  - Extend recruitment capacity
  - Deep role specific insights for improved hiring processes
- With Sponsorships
  - Knows the job on day one
  - Higher productivity
  - Right education and talent
  - Engaged workforce
  - Lower total cost than traditional recruiting
  - Higher return on investment

### STUDENT

- Secure a satisfying career that is tailored to their unique traits, talents and interests while reducing or eliminating education costs
  - In a job they love
  - Education debt reduced or eliminated
  - Confident and productive on day one
  - Reduced ramp up time
  - More engaged with higher job satisfaction
  - Familiar with company and culture