



Innovative Business Solutions...



The Value of People in the Language of Business:

Solutions to Achieve a High Quality, Diverse and Local Workforce

Deon Clark - CEO
TCI Solutions, LLC
Phone: 708-932-6629
Email: dclark@tcisolutionsllc.com

Major Workforce Challenges

Challenge #1	Challenge #2	Challenge #3
<p>Summary: Unable to locate qualified, local and diverse talent</p>	<p>Summary: Qualified, diverse talent not available in geographic area</p>	<p>Summary: Hiring teams choose not to hire qualified, diverse talent</p>
<p>Solution: Develop strong engagement events and opportunities</p>	<p>Solution: Implement strong talent pipeline development programs</p>	<p>Solution: Implement <i>effective</i> diversity and inclusion training to leadership, employees, and human resources</p>



3 – Phase Approach

A *Legacy Model*™

Phase I

Change the narrative regarding our approach to diversity.

Phase II

Understand the root causes for lack of participation.

Phase III

Establish a low-cost, sustainable talent development pipeline program.



Phase I

Change the narrative regarding our approach to diversity.

WRONG QUESTION!!!!!!!

- How do we find more women and minorities for high-skill, high-wage jobs?

CORRECT QUESTION!!!!!!!

- How do we develop more women and minorities to be highly qualified candidates for high-skill, high-wage jobs?



Phase II

Understand the root causes for lack of participation

1. Customer/Client perceptions
2. Biases and perceptions of service providers
3. The messenger, and their message!
4. Systemic/Sociopolitical barriers



Understanding Our Blind Spots

1. Explicit biases and stereotypes

- *We endorse and support them*

2. Implicit biases and stereotypes

- *We are usually unaware of how our unconscious minds control our thoughts and behaviors*



The Case for Validation

1. Business Case

- *ROI*

2. Charity Case

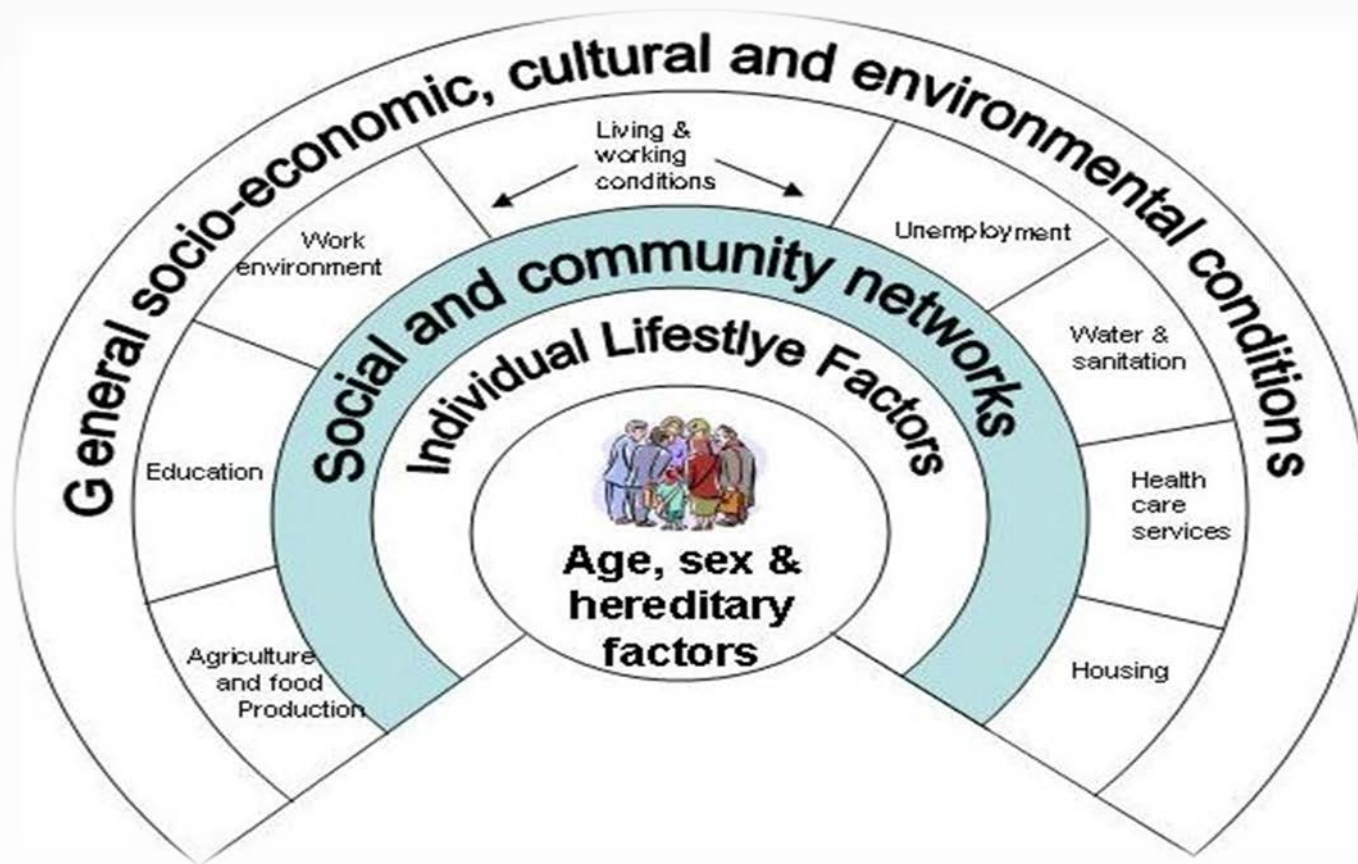
- *Emotional appeal*

3. Human Case

- *Equity – The right thing to do*



Socio-political/Systemic barriers....



Phase III

Establish a low-cost, sustainable talent development pipeline program.

*A **L**³egacy Model™*



Components of Success

- Exposure to Opportunity
- Intrinsic Motivation
- Strong Support System
 - Family
 - Community
- Access to Opportunity
- Advanced Training



TCI Solutions Team:

- Overall Program Coordination & Management
- Data Acquisition & Management
- Legacy CORE & Legacy POST Training

Post-Secondary Training Institutions:

- Certificate & Degree Programs
- Campus Tours
- Information Sessions/Workshops
- Scholarships

Secondary Schools:

- Student Data
- Dual Enrollment
- Learning Facility
- Logistical Support
- Program Promotion
- Monetary Program Support



Community Support Agencies:

- Case Management - 2 Generation Approach
- Basic Needs
 - Transportation, Food, Shelter, Child Care, etc.
- Monetary Program Support
- IDA's
- Convening Authority
- Facility Use

State & Local Government Agencies:

- WIOA Funds & Assistance
- Internships & WEX's
- Economic & Workforce Data
- Convening Authority
- Facility Use

Business/Industry Partners:

- ERG Mentoring
- Industry Ambassadors
- Information Sessions
- Facilities Tours
- Job Shadow Opportunities
- Student Scholarships
- Monetary Program Support





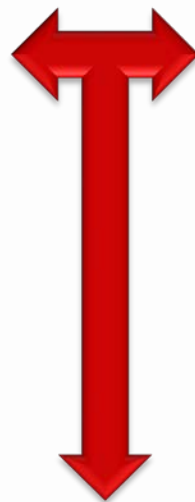
Training Components

Legacy CORE™

- Character Development
- Emotional Intelligence
- Critical Thinking
- Personal Health & Wellness
- Financial Literacy
- *Service Learning
- *Community Service

Legacy POST™

- *Leadership Training
- Employability & Workplace Skills
- College & Career 101
- Funding College & Post-secondary
- Resume Writing
- Interview Skills



Technical Training/Certifications

* Denotes youth activity





Parent Workshops

- Guiding Good Choices
 - 4 Total Sessions
- College and FAFSA 101
 - 1 Session
- Banking Basics & Borrowing Money
 - 1 Session
- Financial & Personal Goals
 - 1 Session





Equation for Success





Business Case

- Balance Sheet

- Recruitment
- Retention/Turnover
- Training Costs
- Safety Related Costs
- Insurance Policies

- Income Statement

- Customer Facing Services
- New Business
- Cost for Rework
- Repeat Customer/Customer Loyalty
- Compliance for Contract Negotiations





Ambassadors





Innovative Business Solutions...

Questions?

The Value of People in the Language of Business:

Solutions to Achieve a High Quality,
Diverse and Local Workforce

Deon Clark - CEO
TCI Solutions, LLC
Phone: 708-932-6629
Email: dclark@tcisolutionsllc.com