

Recruitment & Training Options

Company Tours / Informational Interviews

Often a great start to introduce your business to a potential candidate

Short-term Job Shadows

Ranging from a few hours to a few days

Work-Based Learning for Students

Help us introduce young Vermonters to the world of work

Work Experiences

Lasting 4-8 weeks, trainees demonstrate and build skills to help you decide if they are a good fit for your business

On-the-Job Training (OJT)

Should you hire a candidate who needs additional skill development, CWS can help offset some of your additional training costs

Custom Solutions

Our Employment Consultants can help you develop a custom staffing strategy to meet your changing workforce needs

Insurance Coverage

CWS provides general liability and worker's comp insurance for all trainees so you aren't liable for any mishaps that may occur

Our Business Account Managers are available statewide and are ready to get working for you!

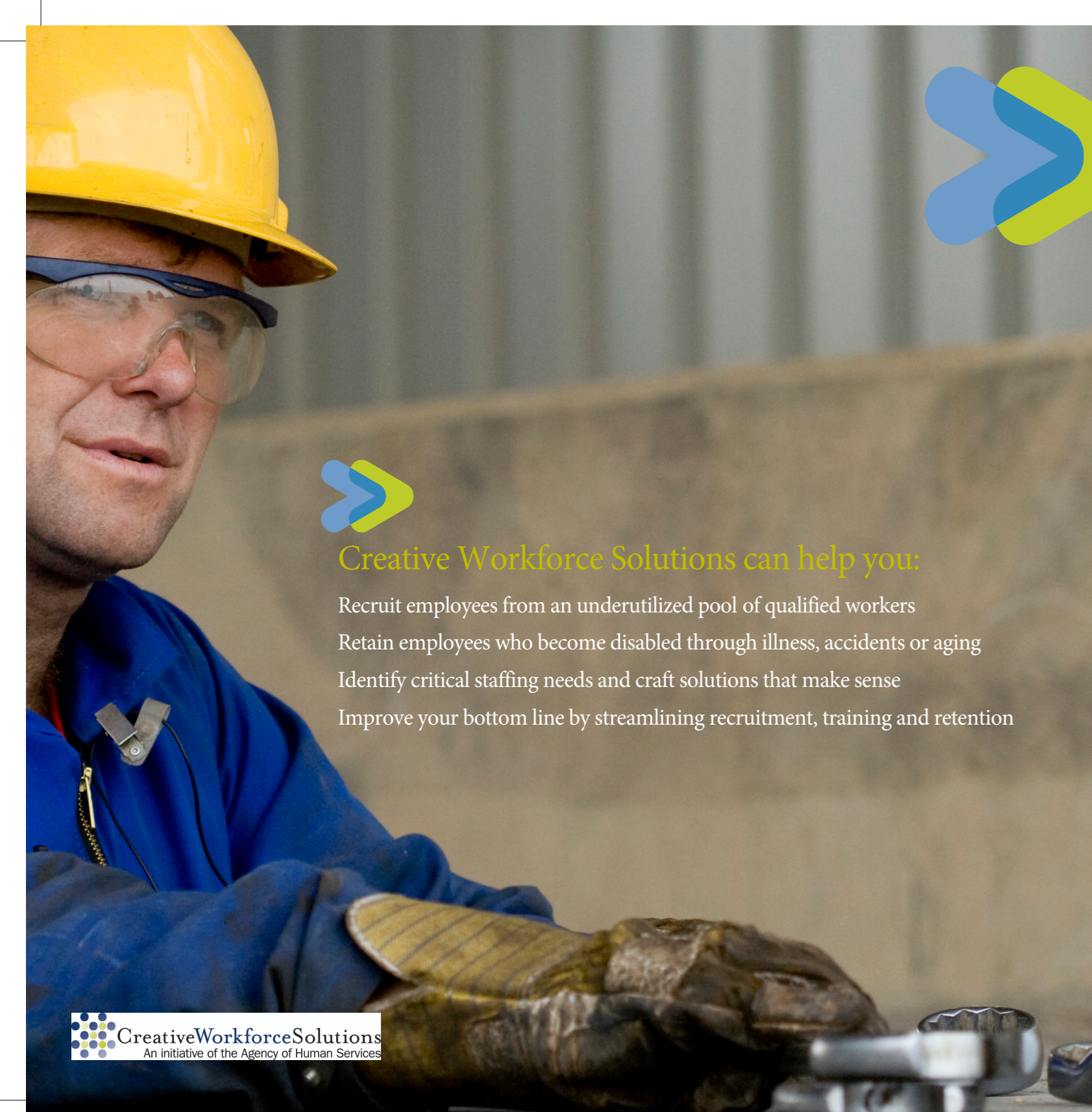


To find your local Business Account Manager, visit us on the web at:

www.cwsvt.com

Can Do.
Creative Workforce Solutions
Providing access to a major
underutilized workforce.

 CreativeWorkforceSolutions
An initiative of the Agency of Human Services



Creative Workforce Solutions can help you:

Recruit employees from an underutilized pool of qualified workers

Retain employees who become disabled through illness, accidents or aging

Identify critical staffing needs and craft solutions that make sense

Improve your bottom line by streamlining recruitment, training and retention

We do the Work

So you can get down to business...

Creative Solutions for Business

- We help businesses with their unique staffing needs and challenges
- We support businesses in Vermont and surrounding communities in NH, NY and MA
- We represent a diverse pool of candidates and talents
- All CWS services are FREE to business

Recruitment

- Let us help you recruit from a diverse group of candidates
- Pre-screened applicants based on your needs and requirements
- We take the time to understand the needs of your business
- We'll help develop a recruitment strategy that works for YOU!

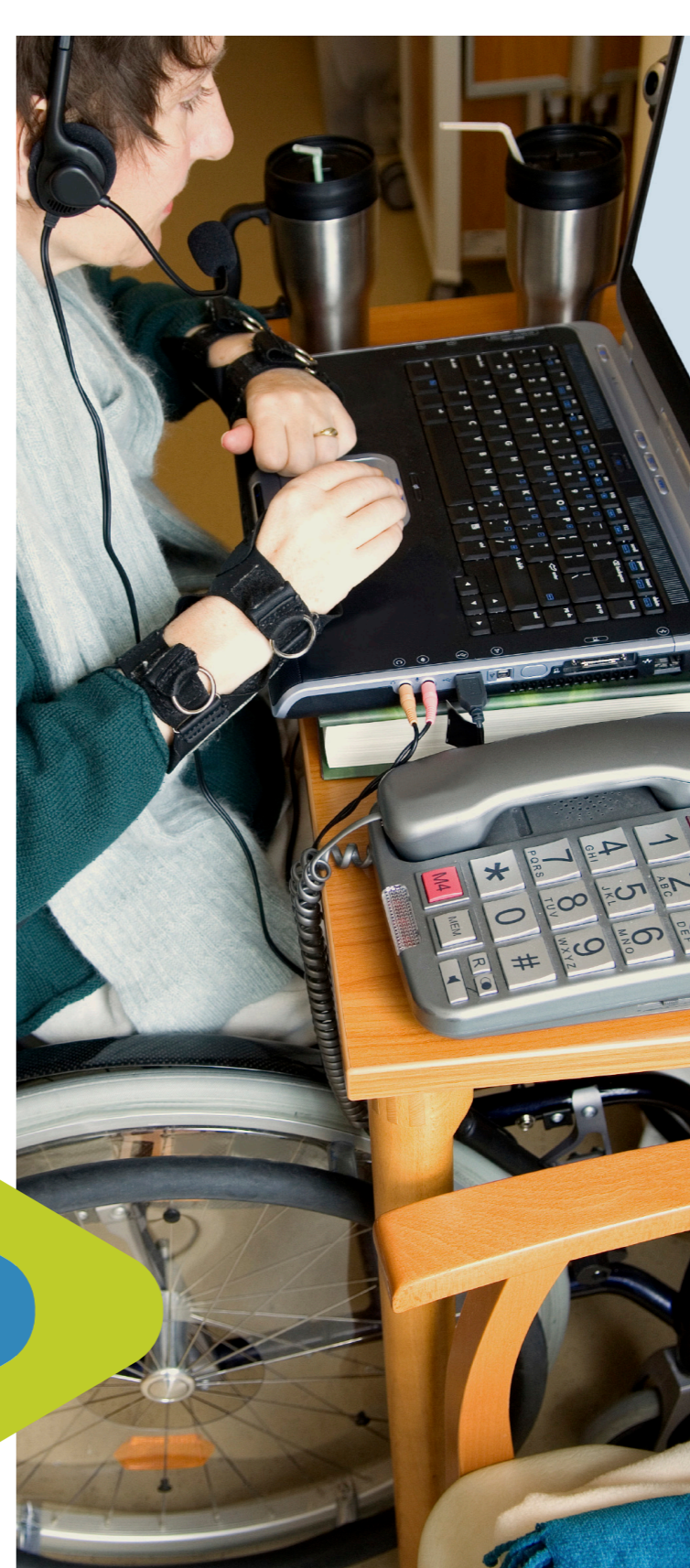
Training

- CWS supports individuals seeking to gain valuable skills in the workplace
- We help you identify the training model that best fits your business needs
- Our "Progressive Employment" model provides a range of no-risk options

Retention

Experiencing turnover? Retirements? Workers developing disabilities? We stay connected to your business to support our candidates AND your existing workers:

- Follow-up after a worker has started
- Support for ongoing skill development
- Invest EAP program
- Assistive Technology Program



Where do CWS candidates come from?

All CWS candidates experience some kind of barrier to employment, which makes it hard for them to access jobs in their community. Common barriers include:

- Disability
- Minimal work history
- Under-developed skill levels
- Under-developed educational attainment
- Criminal background
- Lack of work history (youth)
- Need for career change due to illness or injury
- Mature workers re-entering the workforce

Additional benefits of working with CWS

In addition to finding great employees for your open positions, CWS staff can:

- Help you apply for generous tax credits
- Provide training and coaching to Supervisors and Managers
- Recommend appropriate accommodations when needed
- Conduct trainings and workshops for your managers and staff
- Provide ongoing support to CWS candidates