



Employer Side To Group Discovery

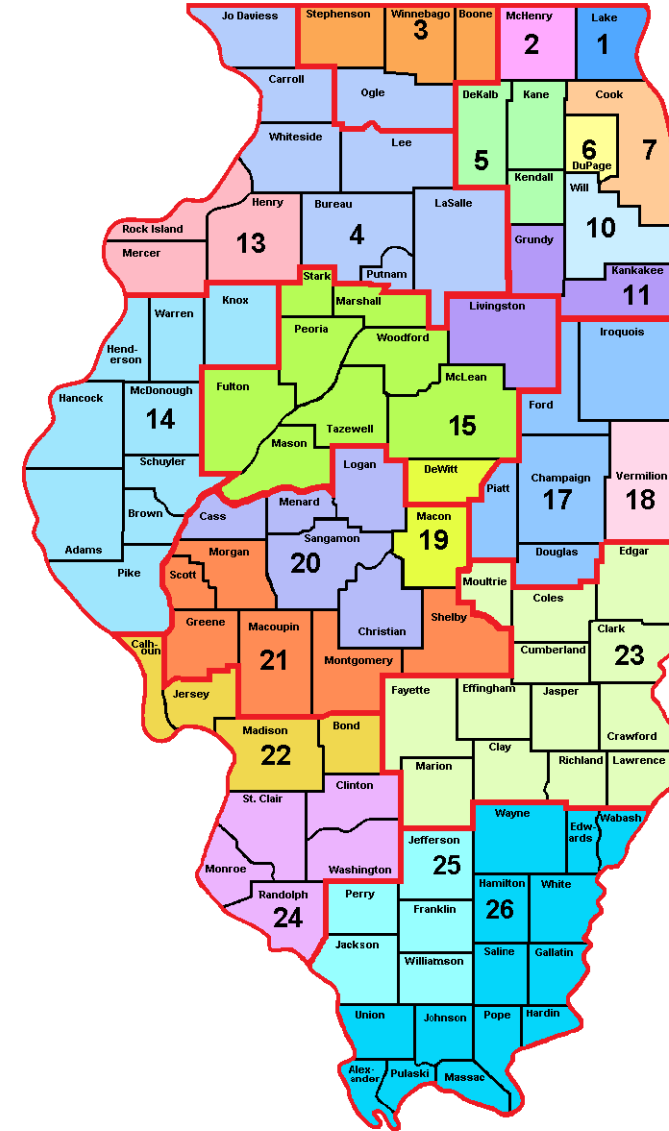
WIOA

Professional Development
americanjobcenter®

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Where is Your Local Area?





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Objectives:



- ✓ To understand the issues employers face in obtain and retaining employees
- ✓ To understand the principles behind Group Discovery
- ✓ To understand the connection between Group Discovery and meeting employers needs

- Multiple Choice 1. Group Discovery is a tool to screen out people who don't really want to work.

- Multiple Choice 2. Group Discovery is a current HR trend that looks who in a business should be consider for leadership group to discover their hidden leadership potential.

- Multiple Choice 3. Group Discovery is based on Individual Discovery is an approach that allows individuals to understand their strengths and contributions that they have to offer an employer.

What Do Employers Want ?

Productive Employees

- ❖ Employees that are motivated
- ❖ Employees that are productive
- ❖ Employees that improve the morale

Yet something is wrong

- ❖ A Gallup poll revealed that 70% of companies are challenged by employees who are not engaged.
- ❖ According to the 700,000-plus employees Gallup **the longer employees stay with an organization, the less engaged they become**





Employer-Hiring is a Big Deal Job Seeker Choosing the Right Employer is a Big Deal

- Executives say 64% of total company costs are labor costs
 - https://www.predictiveindex.com/wp-content/uploads/2020/01/TO_Benchmarking_Report.pdf
- 78% of Gen Z employees and 43% of Millennials plan to leave their job within the next two years <https://www.hrdiver.com/news/survey-small-acts-of-recognition-help-younger-workers-feel-fulfilled-at-work/562393/>
- 76% of employees say their manager creates the culture at work and 58% said they have left a job because of their manager ([SHRM](#))
 - <https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/toxic-workplace-culture-report.aspx>

Why Does Retention Matter?

The Cost of Turnover

Turnover seems to vary by wage and role of employee. For example, a [CAP study](#) found average costs to replace an employee are:

16 percent of annual salary for high-turnover, low-paying jobs (earning under \$30,000 a year).

For example, the cost to replace a \$10/hour retail employee would be \$3,328.



Why Does Retention Matter?

The Cost of Turnover

20 percent of annual salary for midrange positions (earning \$30,000 to \$50,000 a year). For example, the cost to replace a \$40k manager would be \$8,000.

Up to 213 percent of annual salary for highly educated executive positions. For example, the cost to replace a \$100k CEO is \$213,000.

**VOLUNTARY TURNOVER COSTS EXCEED \$600 BILLION
in 2018**

<https://info.workinstitute.com/hubfs/2019%20Retention%20Report/Work%20Institute%202019%20Retention%20Report%20final-1.pdf>



The Hiring Process is a Mess

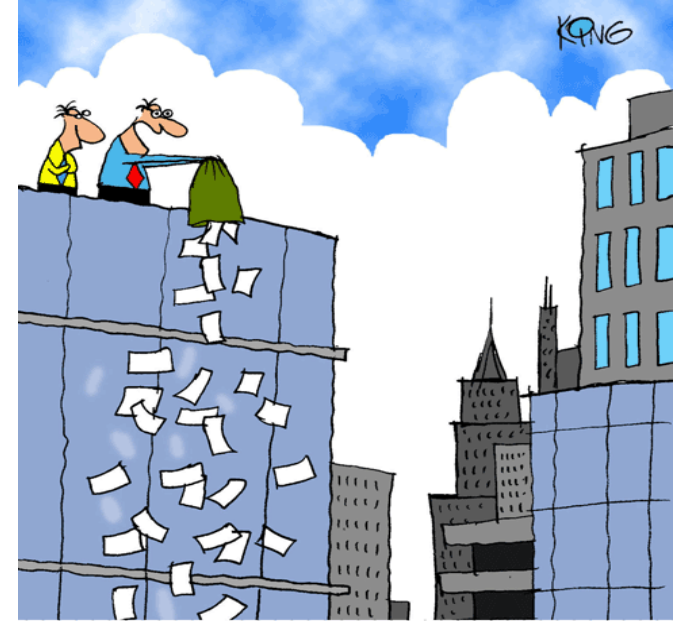
- ❑ Poor job matches result in 70% of the US workforce not being fully engaged in their job or personally invested.
- ❑ *84 percent of new hires* will not live up to expectations.

➤ <https://www.recruiter.com/i/the-real-cost-of-replacing-a-mis-hired-employee>

Google:

“We looked at tens of thousands of interviews, and everyone who had done the interviews and what they scored the candidate, and how that person ultimately performed in their job. We found zero relationship. It's a complete random mess”.

➤ <http://www.pbs.org/newshour/businessdesk/2013/08/ask-the-headhunter-why-americas-employment->



“I’m looking for a job in customer service. So, I’m distributing my resume.”

- What percentage of your job seekers have thought about what they need to be successful in a job?**
 - 20% or less
 - 50%
 - 75% or more

- What percentage know the type of work environment and supervisor they need?**
 - 20% or less
 - 50%
 - 75% or more

The Current Climate

- Overlay the difficulty in hiring with our current pandemic
- Projections of unemployment of 20% and upward
- Many businesses do not know if they will be operating in six months.
- Employer don't know what they will need because no one knows what will happen with the market.
- We want to avoid going back to multi-tasking as the go to position.
- If jobs seeker know where and when they are at their best, they could say to an employer these are my contributions and this how I will help your business.

Principles Of Group Discovery

- ❖ Being strengths-based rather than comparative creates possibilities.
- ❖ The job seeker's life is the ideal lens to find successful employment direction.
- ❖ All job seekers have valuable skills to contribute group discovery helps them find those skills.
- ❖ Competition It is not necessary for job seekers to be successfully.

Group Discovery

- ❖ The design of group discovery empowers job seekers
- ❖ The job seekers learns when they are at their best and targets employers whose business would highlight their skills.
- ❖ Rather than trying to fit into what an employer is advertising for.
- ❖ It Flips the traditional job seeking process based on competition on its head.

Group Discovery

- Group Discovery occurs in a classroom or group setting with 4 to 8 job seekers.
- It is structured to create belief in job seekers that they can be successful in obtaining employment that highlights the best they have to offer an employer.
- Looks closely at daily routines and activities, where they have connections, who they are in their home and their community, and what they need to be successful.

Group Discovery

Job Seeker will learn:

- Who they are in terms of employment, through a reflective process and guided conversation,
- The conditions they need to be successful,
- Contributions they have to offer an employer,
- Interests that align toward areas of employment,
- The tasks they would like to perform for pay,
- Which local employers might have those tasks and a need for them to be performed.

The Facilitator's Role is Critical for the group's success

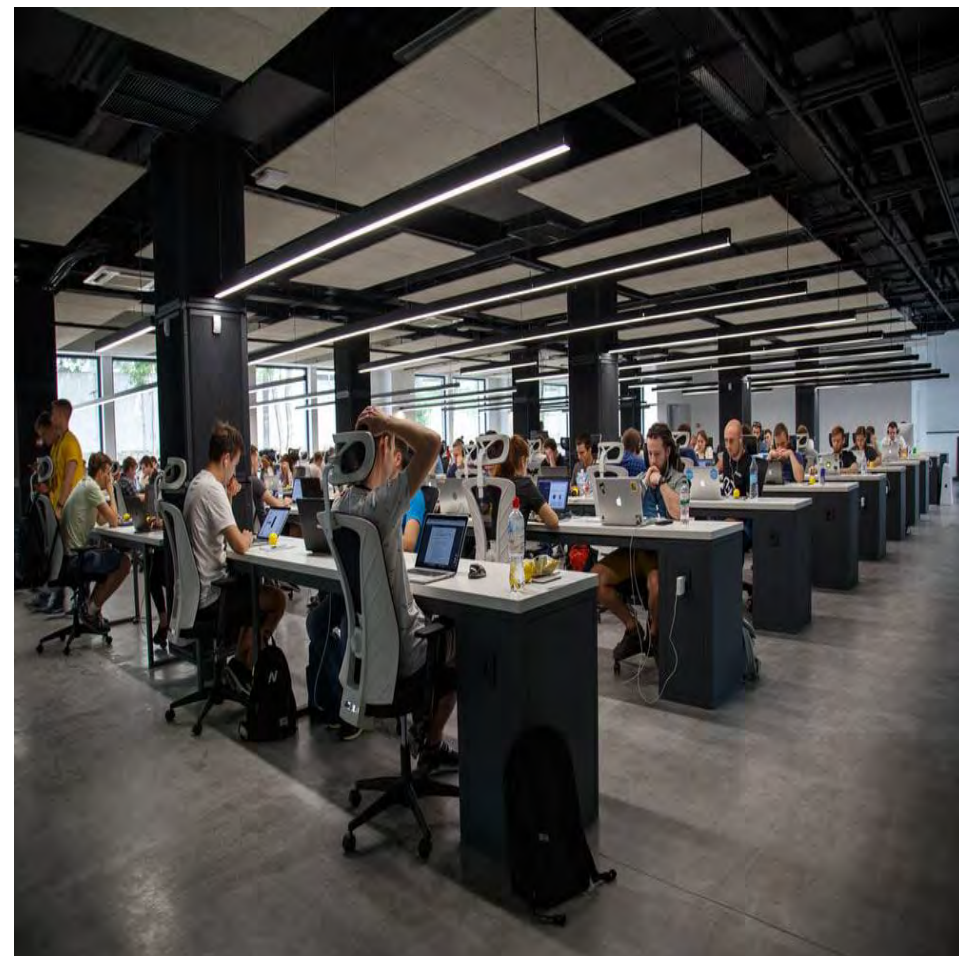
The facilitator helps the group translates the information:

- into tasks a job seeker might want to do
- what job seekers need to be successful,
- to understand if the job seeker is successful so is the employer,
- reframes negative statements,
- helps the groups see possibilities,
- creates a vision for employment.



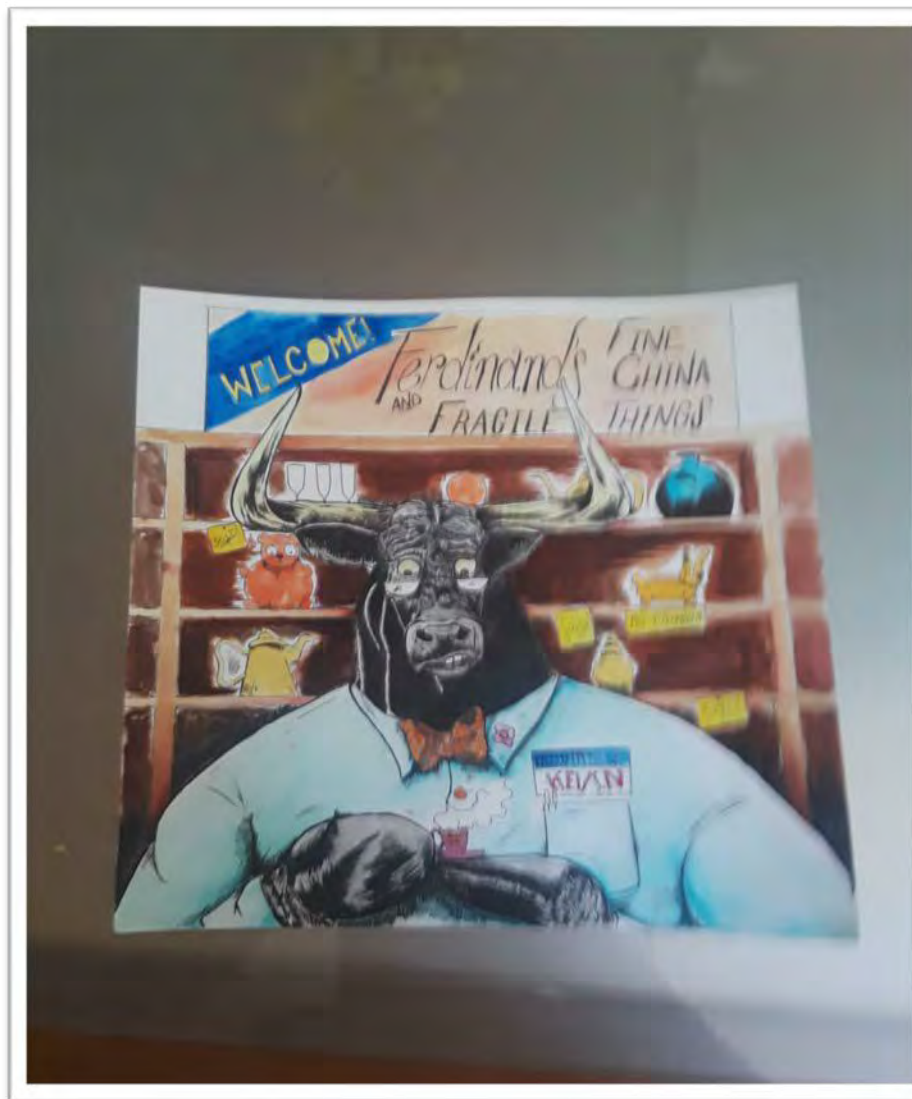
Strong Job Match

Group Discovery and Meeting the
Employers Needs



Good Job Matches Matters

- Thinking about how the tasks involved with the job will engage the skills the job seeker enjoys utilizing.
- What type of boss is needed for success? Hands-on boss or one who will leave you to work very independently, communication style, how feedback is given, support.
- Demands of the work environment. Fast paced, loud, physically demanding, detailed oriented, quiet, requires socialization, general age, and gender of the workforce, organized, chaotic
- Salary
- Culture – What is valued



How is Group Discovery a potential tool is improving job matches?

- Multiple Choice 1 Group Discovery helps job seekers identify the type of work environment they need to be successful.
- Multiple Choice 2 Group Discovery help job seekers focus on jobs where the tasks in the job descriptions aligns with their skills and interest
- Multiple Choice 3 Negotiation prior to hire helps ensure the job meets both the employer and job seekers needs
- Multiple Choice 4 It doesn't because employers have their systems down and will not change how they do business.
- Multiple Choice 5 Answers 1,2,3

Connecting the process to solid job matches

Job Seekers are able to evaluate jobs based on who they are	Employers are provided with the information they need to make a solid job match
know tasks align with their skills and interests	Helps employers think of tasks rather than just job descriptions
know their skills, and contributions	Employer can see how those qualities match their needs
Conditions – what needs to be negotiated for success	Everyone negotiates a portion of their job after being hired, negotiating before hire ensure that

Discussion

- Based on what you heard today?
 - What makes sense to you?
 - What doesn't?
 - What do you need more information on?





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thank you