

A man with a beard and glasses, wearing a blue hoodie and a black beanie, is smiling and holding a large piece of wood in a workshop. The background is filled with stacks of wood and shelves.

Gaining a Competitive Advantage Through Apprenticeships

JOIN THIS 4 PART COHORT FROM OMEP

Register Online at www.omep.org/events or email Jagnor@omep.org

SEPTEMBER 6 - MAXIMIZE YOUR WORKFORCE'S DEVELOPMENT THROUGH TRAINING

This workshop focuses on building an irresistible place to work through a cohesive and holistic process of attracting, training, developing, and engaging your workforce.

In this workshop, you will:

- Learn how to build systems to attract talent, engage employees, while enhancing training and development
- Understand and apply the 6-step Structured On-The-Job Training (SOJT) model.
- Use SOJT tools and templates to complete a Job Task Analysis, build Job Skills or Knowledge Modules, and effectively deliver successful training using Training Delivery Plans.
- Understand how Adult Learning is applied to the SOJT process to achieve results.
- Learn how to deliver and measure the effectiveness of the training process.

SEPTEMBER 13 - CREATE AN IRRESISTIBLE PLACE TO WORK

This workshop focuses on effectively attracting and on-boarding new talent, while expanding your available labor pools. You will also learn to maximize development of incumbent employees by creating clear paths of development while delivering training that is highly effective.

In this workshop, you will:

- Learn how to increase your labor pool.
- Understand why apprenticeship programs can be attractive to new or existing employees.
- Learn what kinds of companies are a good fit for an apprenticeship program.
- Optimize the hiring and on-boarding process.
- Create job postings that attract talented employees and clearly define growth opportunities.
- Build Development Paths that maximize your training investments by reducing training time and resources.

OCTOBER 11 - MAXIMIZE YOUR WORKFORCE'S CONTRIBUTION AND OPPORTUNITY

This workshop focuses on linking employee development paths to company career ladders that could incorporate an apprenticeship while building a compensation and performance management strategy to maximize employee contribution and reward performance.

In this workshop, you will:

- Link employee development paths to your company's career ladders.
- Understand the different kinds of apprenticeship approaches.
- Understand the pros and cons of leveraging existing apprenticeship programs versus creating your own.
- Remove archaic performance review processes and manage performance using apprenticeships and training.
- Learn how to create a motivating environment that increases personal engagement to facilitate workplace success.

OCTOBER 25 - DESIGN AN APPRENTICESHIP STRATEGY FOR YOUR COMPANY

This final workshop will help you integrate apprenticeships with your current or future training and employee development program and career paths.

In this workshop, you will:

- Design elements of an apprenticeship program.
- Determine the best placement of an apprenticeship program within your company.
- Understand how to integrate an existing apprenticeship program with your current or future career paths.
- Be provided with actionable next steps and apprenticeship resources to support you.

INSTRUCTORS



RUSS GAYLOR
Manufacturing Consultant, OMEP



Linda Wechsler
Senior Consultant, OMEP

Time: 8:00am - 12:00pm

Register at www.omep.org/events or
email Jagnor@omep.org

LOCATION
OMEP

7650 SW Beveland St STE 170
Portland, OR 97223

Cost is \$500 / Company up to 3
attendees. Includes a custom
assessment and site visits to
facilitate learning outcomes.