



EXECUTIVE REPORT

A Crusade for Top Talent
March 2018



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OpTech's Training & Development Program



Data indicates that Michigan alone is expected to have more than 811,000 openings to fill through 2024. Many of these shortages are in information technology, computer science, healthcare and other professional trades.

The problem

The nation is facing a shortage on talent. This talent gap is becoming an increasingly important issue for organizations to tackle. The Bureau of Labor Statistics predicts that the unemployment rate will continue to drop to roughly 4.2% in 2018, with an overall projection of 20.5 million jobs being created by 2020. Furthermore, it's estimated that more than 44 million Americans will be 65 or older by 2020. As seasoned "baby boomers" leave the workforce, knowledge transfer and job placement becomes even more imperative.

Data from the Marshall Plan for Talent indicates that Michigan alone is expected to have more than 811,000 openings to fill through 2024. Many of these shortages are in information technology, computer science, healthcare and other professional trades.

The shortages on talent is taking its toll on U.S. companies and costing them billions of dollars each year in lost productivity and opportunity costs. Researchers from London-based Centre for Economic Research calculated that the skills gap cost U.S. companies more than \$13 billion a month, or roughly \$160 billion a year. These numbers verify that companies across the nation are facing the threat of losing their overall competitiveness.

The OpTech 5-Step Solution

OpTech is an award-winning global provider of talent management and innovative technical solutions. With nearly 20 years of experience, our talent practice includes contractor, vendor management and talent fulfillment



services covering IT, engineering, healthcare and finance.

OpTech takes our recruitment services one step further. In a multi-step process, we source, identify and connect with top talent, particularly hard-to-find talent. This process includes developing, training, and retooling talent as needed via strategic partnerships. Finally, we apply soft skills training, referred to as “The OpTech Way,” ensuring our candidates are successful in the workplace. The final step to the process is connecting this talent with our client in job placement. The program is outlined below.

Step 1: Sourcing Hard-to-Find Talent

Due to the talent shortages facing the nation, OpTech has created a process to first identify untapped sources of talent with specific skill sets and experience and then assess these people for attitude and aptitude to determine if they are viable candidates for our training and development program.

Skill Sets

OpTech’s training program focuses on identifying talent with the following skill sets:

- Agile Development
- Machine Learning
- AI
- Big Data Analytics
- Cloud
- Data Scientists
- UX/UI
- Cyber Security
- Mobility
- Connected Vehicles

Experience

Candidates are grouped into one of five levels of experience to determine the training they will need.

- Entry level: 0-12 months
- Early in career: 1-3 years
- Experienced: 3-10 years
- Extreme Experience: 10+ years
- Executive

Areas of Untapped Talent

OpTech has three categories in which we source untapped talent. These categories include the following:

- International Students - Optional Practical Training (OPT)
- Veterans - Putting our Heroes Back to Work
- Women Re-entering the Workforce
- Re-skilling existing talent

International Students (OPT)

OpTech’s OPT solution provides talent acquisition utilizing International engineering students. OPT provides a clean, easy process that saves clients’ time and provides the strong technical talent they seek. Through our partnerships with Michigan’s Global



Through our partnerships with Michigan’s Global Talent Retention Initiative (GTRI) and local universities, we hire international engineering graduates, contract them with our client for a year, and the client hires them with assistance from OpTech’s legal team to help transfer their immigration documents.





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- Cloud
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- Cyber Security
- Mobility
- Connected Vehicle
- Data Scientists

Talent Retention Initiative (GTRI) and local universities, we hire international engineering graduates, contract them with our client for a year, and the client hires them with assistance from OpTech's legal team to help transfer their immigration documents. We also offer additional technical training to students to enhance skill sets such as Electrical System Design, Industry Standards and Sub-Systems.

Veterans - Putting Our Heroes to Work

OpTech is dedicated to proactively seeking qualified veterans via partnerships like Inforum's Next4Vets and have created an effective process for identifying, recruiting, and assisting them in finding jobs and advancing their careers after their military service. Our success in employing veterans has earned us a Silver Level Employer certification status by the Michigan Veterans Affairs Agency.

Women Re-entering the Workforce

As talent shortages loom, OpTech has identified an untapped pool of talent that may need some assistance prior to attaining a job. Many women take time off from their careers to begin families, but have a strong background in IT and engineering.

Unfortunately, the gap on their resume can be a detriment to finding a job by traditional means. OpTech works with several organizations to retool these women and get them back into the workforce in a short period of time.

Step 2: Development

After sourcing, identifying and vetting talent, OpTech partners directly with universities, performance learning companies, virtual learning programs





and instructional boot camps to determine the proper development and training needed for each candidate.

We follow these candidates through their training program assessing their performance and providing guidance as needed.

Step 3: The OpTech Way

Part of our training program includes soft skills training for all

graduates of our program. Each group may need varying soft skills.

For example, international students may have cultural training whereas veterans may need courses on adjusting back to civilian life.

Areas of training include interacting with colleagues, partners, and customers in professional and social settings; communicating ideas with cultural sensitivity; and training to support diversity and inclusion in the workplace.



Step 4: Job Placement

The next step in our training and development process is job placement. Due to our robust vetting process, we ensure success with every candidate we put through our program. Therefore, we guarantee a job to each candidate after completion of the program, and we guarantee that our client will have

a new hire that is ready to complete the tasks of the job at hand.

Step 5: Engagement

The final step to our program includes continued mentorship and engagement. OpTech has dedicated staff on-site to ensure each candidate is nurtured long after job placement. ■

ABOUT OPTECH

OpTech is an award-winning global provider of Talent Management and innovative

Technical Solutions for today's tough challenges. We employ niche talent, technology and methodologies to deliver superior solutions to our clients. For more information about our training and development programs, please email training@optechus.com.

