



The rising tide lifts
all the boats.

John F. Kennedy

“ quote fancy



Cuyahoga County
Together We Thrive

SkillUp
A Service of Propel Cuyahoga
Department of Development

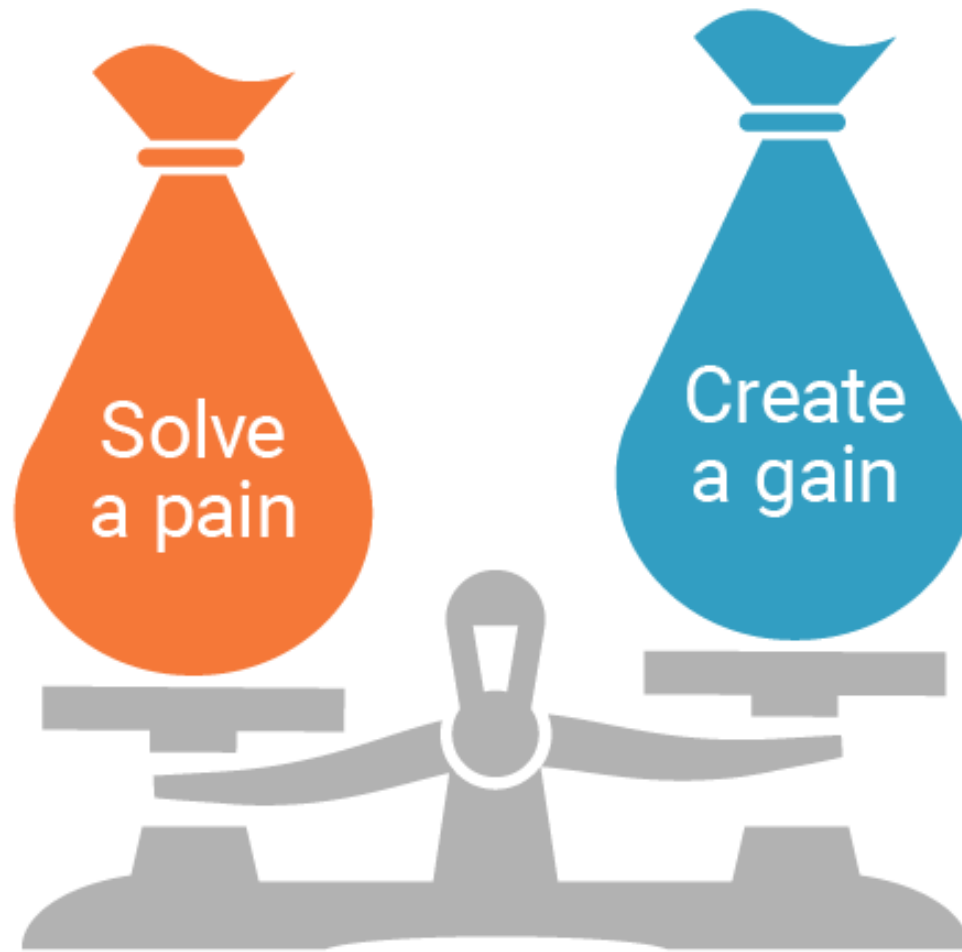
CONTEXT

MATTERS



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Key Findings

TOP RECRUITING CHALLENGES BY INDUSTRY*

	Services	Manufacturing	Wholesale Trade	Retail Trade	Construction	Financial Services	Healthcare
Candidates do not have the necessary skills	46%	44%	20%	29%	46%	33%	49%
Competition from other employers	43%	47%	45%	42%	58%	43%	40%
Low number of applicants	19%	31%	39%	40%	30%	32%	35%
Candidates do not have the necessary work experience	31%	38%	24%	33%	38%	41%	33%
Qualified candidates are outside our salary or hourly pay range	32%	31%	31%	17%	28%	31%	34%
Candidates do not have the credentials	30%	27%	26%	18%	28%	27%	26%
Unable to efficiently assess candidates to identify the most qualified	18%	13%	33%	7%	11%	13%	12%
Candidates fail drug tests or are unwilling to take drug tests	6%	11%	16%	13%	18%	4%	7%
Other reason	3%	5%	18%	7%	1%	2%	2%

*% of executives who cite these as one of top three recruiting challenges

* Brookings Report (2017)



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Key Findings

TRAINING REGULARLY PROVIDED

	Managerial	Professional/ Technical	Clerical	Sales	Service	Production
Introduce company policies (guidelines or requirements)	51%	42%	46%	41%	38%	36%
Upgrade skills or knowledge	44%	40%	32%	37%	33%	30%
Teach basic job skills (office software, work habits, or management practices)	30%	30%	46%	31%	27%	24%
Teach new specific work skills (how to use equipment, machinery, or technical procedures)	24%	37%	26%	23%	32%	34%
To prepare for another job (or assignment) within the organization	24%	27%	24%	21%	23%	22%
None of these	14%	14%	15%	18%	17%	18%

CAREER ADVANCEMENT PROGRAMS ARE FEW AND FAR BETWEEN

* *Brookings Report (2017)*



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Skills Gap? SkillUp

SkillUp makes it easier for employers to train their workforce.



**EXPERT
ADVICE**



**CUSTOM
ROADMAP**



**TRAINING
PROCESS
MANAGEMENT**

+



**FINANCIAL
INCENTIVES**



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How We Help Employers Solve Their Skills Gap

EXPERT ADVICE

Defines workforce needs & skill requirements
Identifies if training is the best solution

CUSTOM ROADMAP

Creates a plan to train employees & evaluate their skills:

- Job Duties
- Technical Instruction
- Credentials
- On-The-Job Training

Includes a list of training providers

TRAINING PROCESS MANAGEMENT

+

FINANCIAL INCENTIVES

Provides a structured training process using the roadmap
Helps employees attain credentials and increase wages
Coordinates resources and training
Coaches employees for success
Reimburses you for out of pocket costs up to \$25,000



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18 County Cleveland Plus Region



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SkillUp

Cuyahoga County's SkillUp service helps businesses produce highly skilled workers using a structured training process that aligns with business needs and industry standards.

SkillUp

A Service of Propel Cuyahoga

Contact Us

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(216) 443-6930

Download The Brookings Report:

<http://cuyahogacounty.us/en-US/County-SkillUp-Initiative.aspx>



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