

Creative Hiring Opportunities

Creative Workforce Solutions (CWS) offers many innovative ways to introduce you to potential workers. Training programs can be designed to meet your specific needs and are “customized” according to the skill level of the trainee.

Your CWS Employment Consultant will assist you with any questions you may have and provide technical assistance during training and any follow-up services you may need.

Training Options

Company Tours / Informational Interviews

Company tours and informational interviews are a great way to introduce potential candidates to your business. For individuals interested in a career in your industry, a tour/interview can provide a real-world understanding of your workplace, the skills needed to be successful and other important information.

Short-term Job Shadows

Ranging from a few hours to a few days, short-term job shadows are a great way for employers and potential candidates to meet. For many individuals, this is an opportunity to explore your industry to see if it would be a good “fit” for them. Job shadows offer individuals the opportunity to explore career options and workplace environments.

Work-Based Learning for Students

All students need exposure to the world of work, not just for building skills, but also to develop good “soft skills” such as interpersonal communication, following directions, attendance, attire and overall workplace behaviors. These experiences allow students to gain a hands-on understanding of workplace culture and expectations. All students are insured while in your workplace.

Work Experiences

This option allows candidates to build skills and develop current references. As an employer, you get to meet the candidate, assess their skills and determine if they would be a good fit for your business. There is no commitment to hire. During the Work Experience, the trainee is paid a training offset by CWS and is covered under our Worker’s Comp and general liability policy, so there is no risk or cost while the candidate is in your formal or informal training program.

See reverse for additional options

On-the-Job Training (OJT)

OJT is designed to train new employees in the business setting, thereby creating a workforce of employees with job skills specific to your needs. The new employee will be on your payroll and be covered by your usual Workers' Compensation coverage. You are reimbursed for any additional training costs incurred during the OJT based on the candidate's skill level and your needs. In other words, the amount may be higher to start and then fade as the employee develops competencies.

Custom Solutions

Do you have a particular need that isn't listed above? Our goal is to develop creative solutions to address your unique staffing needs. Are you a seasonal business? Are you expanding? Do you have high turnover in certain key positions? Our Employment Consultants can help you develop a custom staffing strategy to meet your changing workforce needs. We take the time to learn about your business, identify key skill requirements and research options.

<i>Type of Placement</i>	<i>Cost to Employer</i>	<i>Training Costs</i>	<i>Time Period (estimated)</i>	<i>Workers' Comp, Liability, and FICA paid</i>
Company Tours/Informational Interviews	None	None	One-two hours	None
Short-term Job Shadows	None	Offset paid to trainee by CWS	1 day to 2 weeks	Liability covered by CWS
Work Experience	None	Offset paid to trainee by CWS	4-8 weeks	Liability covered by CWS
Work-based Learning For Students	None	Costs are covered by CWS and/or the School	Negotiable	Liability covered by CWS/School
On-the-Job Training	Wages & Workers' Compensation	Variable reimbursement for cost of training	Negotiable	Covered by employer