

LEVEL-UP Fact Sheet

LEVEL-UP introduces adaptable and resilient professionals into frontline positions and dramatically increases the quality and efficiency of hiring through a vision for a better future.

This fact sheet is designed to provide you with data points and research that support the need for a program such as LEVEL-UP.



MAJOR CHALLENGES

Research shows that the talent supply chain is now **the number one issue** on the minds of CEOs.

PRODUCTIVITY AND ACCESS TO SKILLED TALENT



ANTICIPATING AND ADAPTING TO NEW WORK NEEDS IS IMPERATIVE TO ACCESSING TOP TALENT

THE FULL ECONOMIC BENEFITS OF AUTOMATION DEPEND ON WORKERS CONTINUING TO WORK.

(LABOR REDEPLOYMENT WILL BE ONE OF THE MOST IMPORTANT SOCIETAL CHALLENGES)



GENERAL MOTORS INCREASED WORKER REFERRALS BY **NEARLY 80% BETWEEN 2020 AND 2021** BY BUILDING THEIR EMPLOYEE VALUE PROPOSITION.

(MORE GROWTH OPPORTUNITIES, STRONGER TEAM BONDS, AND A GREATER ORGANIZATIONAL EXPERIENCE.)

RETENTION

60% OF RETURNING EMPLOYEES RESPONDED THAT LACK OF CAREER DEVELOPMENT IS THE TOP REASON THEY WOULD LEAVE THE WORKFORCE.



TO SUCCEED AT HIRING KEY TALENT, COMPANIES NEED TO **OFFER AN ATTRACTIVE CULTURE AND BENEFITS**

ORGANIZATIONS NEED TO FOCUS ON **DELIVERING A MORE CONSISTENTLY POSITIVE AND DISTINCTIVE EMPLOYMENT EXPERIENCE** —ONE THAT LIVES UP TO THEIR PROMISES AS AN EMPLOYER.



KEY OPPORTUNITIES

HIRING AND RETAINING U.S. VETERANS



47% OF VETERANS ARE EMPLOYED IN OCCUPATIONS EXPECTED TO SHRINK BETWEEN NOW AND 2030.

VETERANS RECEIVING PROFESSIONAL COACHING ARE **36% MORE LIKELY TO BE PROMOTED** IN THEIR FIRST JOB AFTER TRANSITIONING FROM THE MILITARY.



RESKILLING PROGRAMS



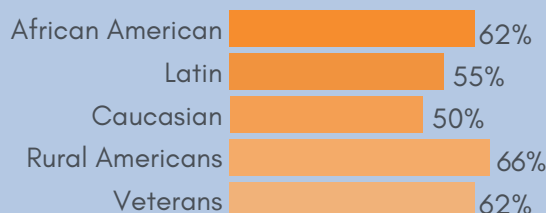
SEVEN IN TEN EXECUTIVES/MANAGERS REPORT THE **BUSINESS IMPACT** FROM THE RESKILLING PROGRAMS HAS BEEN GREATER THAN OR EQUAL TO THE INVESTMENT.

48% SAY THE PROGRAMS ARE ALREADY ENHANCING BOTTOM-LINE GROWTH.



DIVERSITY

STARS (SKILLED THROUGH ALTERNATIVE ROUTES) REPRESENT **51%** OF THE US WORKFORCE



EVALUATING APPLICANTS BASED ON SKILLS RATHER THAN ACADEMIC ATTAINMENT CAN CREATE A MORE DIVERSE WORKFORCE

TIME TO FILL AND COST REDUCTION

MANAGED DIRECT-SOURCING PROGRAM FOR MARYLAND MEDICAL INSURER



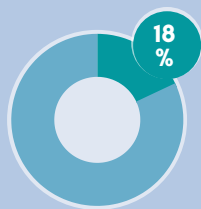
OUTCOME (2021)

REDUCED COSTS BY \$3.6M (4.8%)
REDUCED TIME-TO-FILL BY 5 DAYS (17.9%)

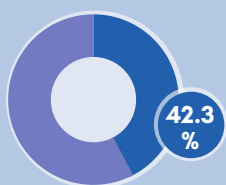


SOCIAL IMPACT

PEOPLE OF COLOR REPRESENT 18% OF THE VETERAN POPULATION, BUT 42.3% OF THE HOMELESS VETERAN POPULATION



MILITARY VETERAN POPULATION



HOMELESS MILITARY VETERAN POPULATION



VETERANS WITH A HOUSEHOLD INCOME OF \$50,000 OR GREATER LIVE UP TO 4.3 YEARS LONGER THAN THOSE WITH INCOME UNDER \$50,000

ALMOST 40% OF AMERICANS ARE IN OCCUPATIONAL CATEGORIES THAT COULD SHRINK BY 2030.



THE SOLUTION: LEVEL-UP



1 PLACE A COHORT OF 10-30 WORKERS

Cohorts offer additional collaboration with peers, advancing together, allowing trainees to share common interests and goals.



2 DEFINE A CAREER PATHWAY

LEVEL-UP programs are "apprenticeships for outsourced workers" From Utah to **Maryland**, reported by the **DOL** and by **private** companies, retention rates for apprentices are around 90%



3 PROVIDE LEARNING OPPORTUNITIES

The benefits of coaching are many.

- **80%** of people who receive coaching report increased self-confidence, and over 70% benefit from improved work performance, relationships, and more effective communication skills
- **86%** of companies report that they recouped their investment on coaching and more



4 DEFINING SUCCESS

LEVEL-UP saves time and money through reduced turnover, improves workforce diversity, and promises Trainees great quality of life as measured by increased wages, skills, and job prospects



Most working learners are asked to stack training on top of all of the other demands in their lives. As we consider building blocks for the future, perhaps the most critical element to get right will be deliberate focus on 360-degree support services.



5 OPEN REQUISITIONS

Advance the next level in the career pathway as learning and performance milestones are met