



Innovative Business Solutions...



# Right Track Supervisor Training: Diversity Through Education to the Workplace

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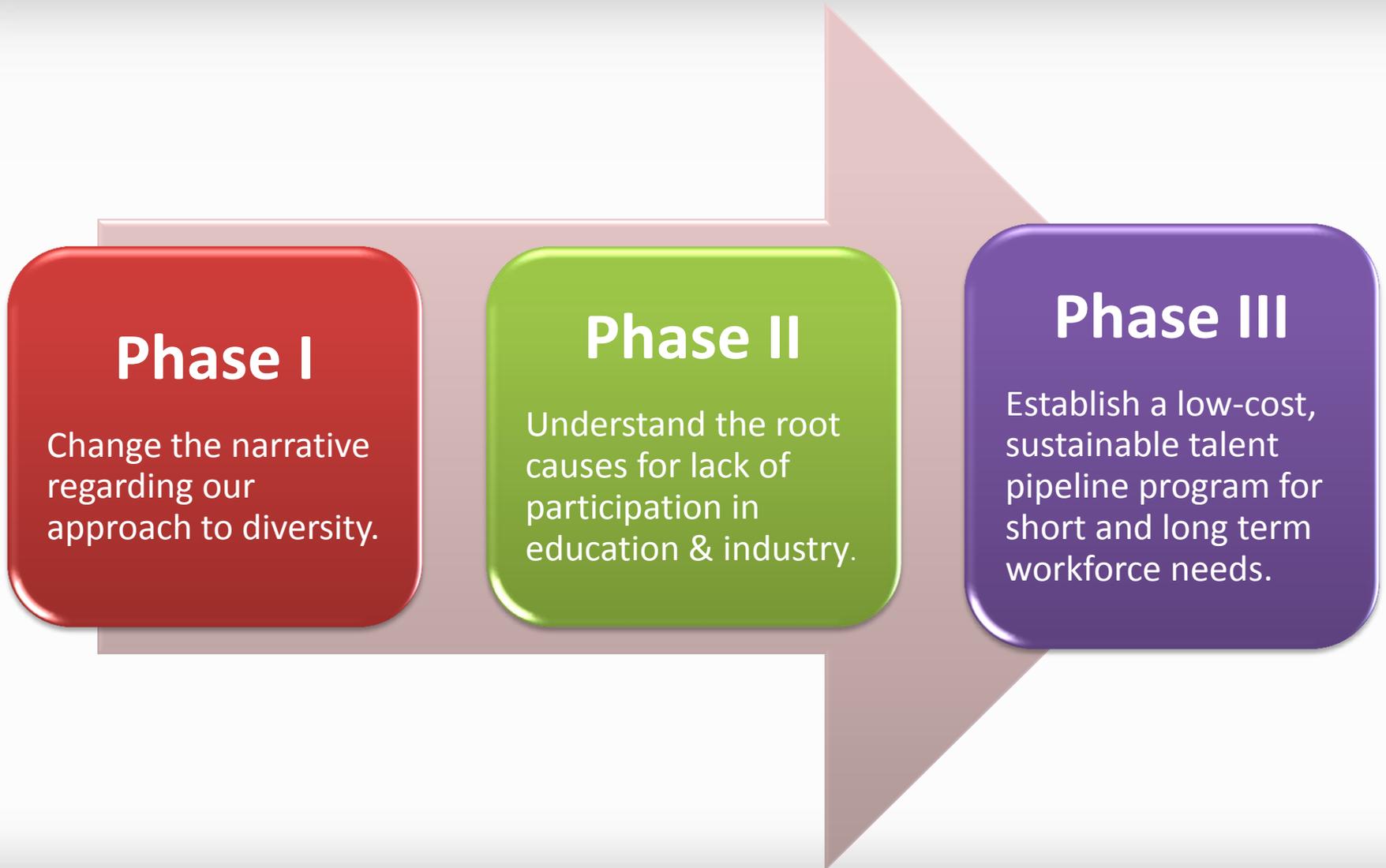
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# Major Workforce Challenges

Challenge #1	Challenge #2	Challenge #3
<p><b>Summary:</b> Unable to locate qualified, local and diverse talent</p>	<p><b>Summary:</b> Qualified, diverse talent not available in geographic area</p>	<p><b>Summary:</b> Hiring teams choose not to hire qualified, diverse talent or are unable to retain</p>
<p><b>Solution:</b> Develop strong engagement events and opportunities</p>	<p><b>Solution:</b> Implement strong talent pipeline development programs</p>	<p><b>Solution:</b> Implement <i>effective</i> diversity and inclusion training to leadership, employees, and human resources</p>

# 3 – Phase Approach



- Components of Success
  - Exposure to Opportunity
  - Intrinsic Motivation
  - Strong Support System
    - Family
    - Community
  - Access to Opportunity
  - Advanced Training

# A Legacy Model™

## TCI Solutions Team:

- Overall Program Coordination & Management
- Data Acquisition & Management
- Legacy CORE & Legacy POST Training

## Post-Secondary Training Institutions:

- Certificate & Degree Programs
- Campus Tours
- Information Sessions/Workshops
- Scholarships

## Secondary Schools:

- Student Data
- Dual Enrollment
- Learning Facility
- Logistical Support
- Program Promotion
- Monetary Program Support



## Community Support Agencies:

- Case Management - 2 Generation Approach
- Basic Needs
  - Transportation, Food, Shelter, Child Care, etc.
- Monetary Program Support
- IDA's
- Convening Authority
- Facility Use

## State & Local Government Agencies:

- WIOA Funds & Assistance
- Internships & WEX's
- Economic & Workforce Data
- Convening Authority
- Facility Use

## Business/Industry Partners:

- ERG Mentoring
- Industry Ambassadors
- Information Sessions
- Facilities Tours
- Job Shadow Opportunities
- Student Scholarships
- Monetary Program Support



Self reflection....

# Group Discussion Points....

1. Have you ever been stereotyped?
2. Have you ever stereotyped someone?

## Typical Issues and Challenges

- Low Self-Concept / Self-Esteem
- Hopelessness
- Abandonment
- Abuse (Physical, Emotional, Sexual, Mental)
- Basic Needs Unmet
- Broken Family Structure
- False Sense of Loyalty to Family
- Poverty

# Understanding Our Blind Spots

## 1. Explicit biases and stereotypes

- *We endorse and support them*

## 2. Implicit biases and stereotypes

- *We are usually unaware of how our unconscious minds control our thoughts and behaviors*

## Building Rapport

### Tell Your Story

1. Is your story relevant to your audience?
2. Does it incite personal reflection from the students?
3. Can you clearly tie your story to an underlying issue that students are facing?
4. Does your story tap into the emotions of the students?
5. Are you careful not to presume that you know exactly what the student is dealing with?

## Motivational Interviewing

- Step 1: Build Rapport
- Step 2: Obtain Permission
- Step 3: Seek to Understand
- Step 4: Initiate “Change Talk”
- Step 5: Critical Listening
- Step 6: Feedback and Affirmations



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