

Exceptionally efficient on time and cost, the Employability Line of training provides a unique alternative to standard training sessions where subject relevance and time constraints are commonly an issue. Each successful organization is built from the ground-up, and a key element to a strong workforce depends heavily on the fundamental capabilities of its employees.

## The approach...

Geared towards new hires, fresh graduates and entry-level employees, the Black Box Employability Line features concise blasts of critical awareness information that gives your organization the opportunity to introduce a younger workforce to the core elements of common operational, personal development, business, communication, IT and leadership concepts.

As either single-day engagements, or combined into multi-day workshops, the versatility of Black Box Employability Sessions allows industry organizations to build customized programs that target only the specific needs of their workforce. This not only presents each learner with the baseline fundamentals applicable to their job role, but also does it in a time and cost effective manner that does not have to remove them from their day-to-day operational duties for extended timeframes.

### How it works:

The Human Resources department at a mid-sized, regional oil and gas company has an experienced track record when it comes to the training, development and retention of their employees.

Employees are generally satisfied with their roles in the company, as well as their compensation. Company growth has been stable for the last 4 years.



Now, senior management has anticipated an upcoming growth period during which the HR department will be tasked with doubling the size of the operational staff population in only a period of 6 months.

Being a relatively small team, the HR Manager has requested some refresher training to supplement the outdated recruitment skills of his team in support of the critical task to come.

	Other Training Organization	Black Box Competency
<b>Product</b>	Standard Training Course	Black Box Employability Workshop
<b>Course</b>	Human Resources Management	Hiring Strategies Workshop
<b>Key Topics</b>	<ul style="list-style-type: none"> <li>- HR Planning</li> <li>- Recruitment and Selection</li> <li>- Industrial Relations</li> <li>- HR Administration</li> <li>- Employee Compensation</li> <li>- Training and Development</li> <li>- HR Metrics</li> <li>- HR Accounting and Finance</li> </ul>	<ul style="list-style-type: none"> <li>- Position &amp; Needs Analyses</li> <li>- Hiring Strategies</li> <li>- Candidate Attraction</li> <li>- Applicant Filtering</li> <li>- The Interview Process</li> <li>- The Selection Process</li> <li>- Applicant Offers</li> <li>- Employee Onboarding</li> </ul>
<b>Duration</b>	5 Days	1 Day
<b>Cost</b>	\$\$\$\$\$	\$

## Seems obvious, doesn't it?

Employability Workshops provide highly targeted content based only on your specific training needs at that point in time.

Course	Course Content	Results
<b>Black Box Employability Line</b> YOU select the target content	 Need to Know	Quicker Cheaper 100% Relevant
<b>Generic Training Course</b> Off-the-Shelf prepared content	 Need to Know    Nice to Know	Longer Costlier 30% Relevant

We've scaled down the complexity of our Employability Line to focus ONLY on what a learner absolutely needs to know to perform better in the workplace. This allows each organization to more effectively target specific training needs while saving time and money in the process.

You tell us exactly what you want. We'll give you exactly what you ask for. No frills, no gimmicks.



*Download the full Employability Catalogue online!*

