

## Solutions to the Labour Shortage ... Skills Training



What do you do when you need to hire people, but can't find anyone to meet your criteria? What if a lot of people apply, but they don't have the years of experience, or the education/training you expect? Are you up a creek? Well, that depends on how flexible you can be with your expectations.

There are many people available to work who do not have the experience and/or skills that most employers ask for. Perhaps they are just out of school, or new to the country, or have new circumstances which allow or require them to find employment. It can be very discouraging for these ones when they start their job search, as most employers won't even consider them. Something to remember, though, is skills can be taught; a willingness and eagerness to work and learn can't.

As an employer, if you find someone with an excellent attitude, but few skills or not enough experience, consider **skills training**. Yes, it will mean an adjustment period as the new employee learns and settles into the position. The benefit is that the job is getting done, even if a little slower than hoped for. That will change as the knowledge increases. In the meantime, it's better than the job not getting done at all.

**Apprenticeship** programs are becoming quite popular in some industries. In others, **coaching** can bring people up-to-speed quite quickly. Just providing someone to assist the learner in understanding processes and the reasons things are done the way they are will help both the organization and the individual thrive.

Providing an opportunity for new employees to learn and grow with your organization can go a long way to breeding loyalty and commitment to the organization. It can also provide you with a larger pool of potential employees.

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## Punctuation Pointer

Hyphens and dashes are often used interchangeably; however, they each have their proper place in writing. Here are some of the more common uses.

**Hyphen (-):** use to connect compound words (e.g. long-term), to divide a word that breaks at the end of a line or to separate numbers, such as in a phone number. It's beside the zero on the keyboard.

**En-dash (—):** use to show a range of values (e.g. 7 AM–4 PM). It can be typed with *Ctrl + <hyphen on the number pad>*.

**Em-dash (—):** use to show a break in thought or to show a separate thought—such as this one—within a sentence. It can be typed with *Ctrl + Alt + <hyphen on the number pad>*.



## Ken Medema —featured entertainer—

Ken has been singing for over 32 years in every venue imaginable for 50 to 50,000 people, from conventions to churches to corporations to colleges. Using his gift of improvisation, Ken listens with his heart and ears to stories from people, themes of events, or speeches at conventions, and sings the stories back to audiences of all ages. It's a great way to wrap-up an event!

*“Ken’s ability to summarize a discussion with an impromptu song that embodies what was said, and to make it sound as if it were the final, masterful take in a recording studio, is phenomenal.” —JK, speaker/author/teacher*

Call us at 800-303-2315 to find out how Ken can make your event unforgettable.

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## Quotes

“An empowered organization is one in which individuals have the knowledge, skill, desire, and opportunity to personally succeed in a way that leads to collective organizational success.”  
—Stephen Covey

“I rate enthusiasm above professional skill.”—Sir Edward Appleton

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