

Welcome to "It's All About the People"

The future success of our region, and the chance to move ahead of other regions facing similar workforce challenges (who are competitors for talent), will rely on what regional employers do now. "It's All About the People", is a series of workshops dedicated to employee retention begins to scratch the surface of the incredibly tight and competitive workforce market facing our region, state and society.

At a time of high demand in various occupations across the board, job postings tend to demand education and experience far beyond what is required to do the job — and beyond what employers elsewhere require. Despite the fact that half of our 40,000 annual college graduates leave the region, less than half of our employers host internship programs, which is a key way to retain that new talent.

Our workforce shortage requires all of us to dig in and re-examine how we view talent as a key competitive resource. The Allegheny Conference on Community Development and the Pittsburgh Airport Area Chamber of Commerce will continue to do its part to help to stimulate and trigger activity to better connect employers and their employees. We invite and encourage employers to join us in collaborating, as a region, to confront and solve our workforce challenges starting with "It's All About the People".

--Chris Heck
President/CEO, Pittsburgh Airport Area Chamber of Commerce

Registration:

For more information or to register please visit paacc.com/events or call the Chamber office at 412-264-6270.

One Session: \$59

All Three Sessions: \$139

No refunds will be issued to those unable to attend all three events. For further details, please contact the Chamber Office at 412-264-6270.



It's All About the People

2019 Three Part Educational Series



Pittsburgh Airport Area Chamber of Commerce
850 Beaver Grade Road, Suite 101
Moon Township, PA 15108



Presenting Sponsor:



Employee Retention - It's Everyone's Responsibility

Part #1 - April 10, 2019

Retaining top talent is a battle many businesses are fighting harder than ever. Talent pools are drying up and the skills gap continues to grow, which means highly skilled employees are at a premium.

In a job market overflowing with opportunities for experienced workers, are you doing all you can to keep your best and brightest employees from exploring other opportunities?

Who should attend? Everyone who works with someone else. Ensure you have your newest and your most tenured employees engaged in a culture of growth and development. This is important to both your employees and the future success of your business.

In a tight labor market, businesses must spend significantly more energy on retention to show employees they are appreciated and valued, because recruiting new employees is more difficult than ever.

Keynote Speaker:

Renee Mack

*Principal Talent Management Strategist,
NOVA Chemicals*

Work Session Speaker & Topics:

Working Together/Engaging Today's Workforce

*Presented By: Diane Bickford
President, Consultant, Trainer & Coach,
TriVantage Development*

Pre-Hiring/Candidate Care: Offers that Sizzle!

*Presented By: Ashley Kirley
Director, Employee Experience, Plus Consulting*

Post Hiring/Tools for Retention from Day One and Beyond

*Presented By: Dennis Wilke
President & Director, Rosedale Technical College*

Engaging Your Workforce - Leadership, Accountability and Communication

Part #2 - June 12, 2019

Engaging your workforce at every level with ongoing training and development is vital to maintaining a productive workforce. Investing time and resources in developing the careers of employees at all levels of business – from the front lines to the C-suite – not only helps create loyalty and engagement, but also ensures your company maintains a competitive edge.

There is no "one size fits all" training, these sessions focus on tools for seasoned leaders, new leaders and workers.

- Do you know yourself as well as you think you do? Selecting the assessment tools can be of value in the multi-generational changing workforce.
- No one enjoys tough conversations – how do you ensure that you have established a culture of listening and acting with the right ownership and accountability at all levels?
- How do we support change and a commitment to learning agility for all with the right amount of coaching and mentoring?

**Speakers and Work Session Details TBA,
please visit paacc.com/events
for more information!**

Barriers the Workforce Faces and What You Can Do About It

Part #3 - September 11, 2019

These sessions will provide real world strategies to grow your workforce and increase the number of people who want to work for you.

We will ask for your input on the topics selected, with realization that the following are areas with local successes to learn from. Proposed topics:

- Transportation and micro-transit solutions
- Modernize disability programs
- Improving access to training and re-training programs
- Using drug testing in smarter ways
- Improve workplace flexibility
- Ban the Box and Clean Slate application

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