

# On Demand

Through On Demand, Workforce Opportunity Services (WOS) sources talent from underserved and veteran communities to meet our partners' workforce needs—when they need them. Our expert team fully vets candidates to ensure they are the right match for our partner's engagements and prepares them for all aspects of the partner's hiring process.

## The Process

WOS manages all aspects of the program, using our tested and proven approach to identify candidates with the greatest potential for success.

<p><b>Conduct Needs Assessment</b></p>	<ul style="list-style-type: none"> <li>▪ WOS consults with partners on their talent needs</li> <li>▪ WOS works with partner to pinpoint the education and experience necessary for the designated role(s)</li> <li>▪ WOS and partner agree upon a set timeframe for deliverables and hiring</li> </ul>
<p><b>Talent Recruitment &amp; Selection Process</b></p>	<ul style="list-style-type: none"> <li>▪ WOS recruits high potential talent from the local community</li> <li>▪ WOS conducts multi-level interviews and background checks</li> <li>▪ WOS prepares candidates for on-site interviews by reviewing resumes and conducting mock-interviews</li> <li>▪ Candidates meet with partner organization for final hiring decisions</li> </ul>
<p><b>Full Time Consultancy</b></p>	<ul style="list-style-type: none"> <li>▪ Participants start full-time consultancy at partner's organization</li> <li>▪ WOS Client Services Managers provide on-site participant and partner support</li> <li>▪ Participant is employed by WOS until hired by partner after a set period of time</li> </ul>



## About Workforce Opportunity Services (WOS)

WOS is a leading 501(c)(3) nonprofit committed to developing the skills of untapped talent from underserved and veteran communities through partnerships with organizations dedicated to diversifying their workforce.