

A low-angle, upward-looking photograph of several modern skyscrapers with glass facades, creating a sense of height and architectural scale. The buildings are arranged in a way that they seem to converge towards the top of the frame.

## **WOS Advisory Services**

Diversifying and sustaining  
your workforce





## Our Expertise

WOS has over ten years of experience in assimilating diverse populations into the workplace.

Based on the needs of our partner corporations, we identify talent and place them as WOS employed consultants. Unlike typical hiring and placement programs, hiring managers can experience our consultants on-site and eventually hire them full-time based on availability and need. Throughout this process, we provide our consultants with the mentorship and support they need in order to succeed in their positions.

Since our founding in 2005, we have partnered with over 50 corporations in over 35 locations across the U.S. that represent a wide range of industries and talent needs.

### Select Corporate Partners

- Blackstone
- Chubb
- General Electric
- Johnson & Johnson
- Prudential
- Telvista
- United Rentals

## WOS Advisory Services

Many corporations are facing mounting demands to become increasingly global, dynamic, and multicultural in today's economy. To meet this growing need, we have launched WOS Advisory Services.

WOS Advisory Services empowers corporations to independently and successfully assimilate early career, diverse talent into their workforce. Based upon our vast experience and research driven solutions, WOS Advisory Services can help your corporation with the following:

- Recruiting and vetting talent
- Training and support for candidates
- Mentoring staff
- Measuring candidates' workplace readiness
- Integrating millennials

# Predictive Analytics

WOS, founded by Dr. Arthur Langer, was derived from a research study that he conducted at Columbia University. In his research, Dr. Langer examined the lives of over 45 young men and women from the Harlem area of NYC. The goal of his research was to understand the employment challenges facing underserved individuals and how to help them develop skills that would enable them to effectively compete for jobs in a rapidly changing workforce.

The results of the study demonstrated the need for vocational training programs that incorporate both communication skills and self-esteem building for underserved populations. These findings gave way to the creation of the **Langer Workforce Maturity Arc (LWMA)**. The LWMA is an instrument designed to measure an individual's readiness to successfully assimilate into the corporate workplace. Participants are required to respond to specific questions in learning journals which are coded qualitatively; ques are

identified that are used to create and maintain an individual arc for each participant. Weaknesses in a participant's workplace maturity are noted, and a separate plan is developed to help cultivate growth in that area.

The LWMA assesses individual development in six distinct sectors of workplace literacy:

- Cognition
- Technology
- Business Culture
- Socio-Economic Values
- Community and Ethnic Solidarity
- Self-esteem

Ultimately, a participant's arc is representative of his or her chances of success in the workplace.







## WOS Founder and Chairman

Dr. Arthur Langer is the Director of the Center for Technology Management and serves on the faculty of the Department of Organization and Leadership at the Graduate School of Education (Teachers College).

As a researcher and author, Dr. Langer has written a number of research articles and books around organizational learning and workforce development, including:

- "Discovering talent in disadvantaged communities"  
University of Groningen Press, 2015
- "Employing young talent from underserved populations"  
Journal of Organization Design, 2013
- *Information Technology & Organizational Learning, 2nd Edition*,  
CRC Press, 2011
- "Mentoring nontraditional undergraduate students"  
International Journal of Mentoring and Tutoring, 2010
- "Measuring self-esteem through reflective writing"  
Journal of Reflective Practice, 2009



## Contact Us

With WOS Advisory Services, your corporation can successfully assimilate diverse talent into your workforce.

Contact Dr. Arthur Langer at [art.langer@wforce.org](mailto:art.langer@wforce.org) or **914.261.6142** for more information.

## Follow Us

 **@wforceorg**

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 **Workforce Opportunity Services**

### **Workforce Opportunity Services (WOS)**

is a 501(c)(3) that recruits underserved adults and veterans for professional careers through various skill-based education and mentoring programs.







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