

**Finding
diverse talent
from your local
community**

wforce.org



WOS accomplishes its mission by providing

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

Expertise in recruiting and vetting talent

Network of exclusive university partners

Hard and soft skills development and training

Dedicated support and mentorship

Competitive billing rates

No conversion fees to hire full time

On or off-site services

Flexible employment arrangements

Free background and drug testing

National and international locations

How do we do this? Flexible work to hire

Unlike traditional hiring and placement programs, WOS provides a largely risk-free situation for our corporate partners. We recruit talent from diverse and underserved populations, including military veterans, based on our partner's needs and place them as WOS employed consultants. WOS provides ongoing mentorship and support to complete the transformation of the consultants to productive employees.

Hiring managers can experience our consultants on-site and eventually hire them full time based on availability and need. This flexibility allows them to meet hiring directives while establishing effective strategies that promote workplace diversity.

WOS In The Community

WOS collaborates with organizations to offer free workshops and classes for individuals from underserved populations. Our workshops teach them the skills they need to further their education and launch their careers, covering everything from business writing to navigating career changes. We are constantly developing new workshops to meet their unique needs for personal and professional growth.

Our workshops include:

- Business Writing Essentials
- Professionalism in the Workplace
- Your Story in 60 Seconds
- Setting Goals and Time Management
- Effective Communication
- Social Media Etiquette
- Developing a LinkedIn Profile
- Interviewing Skills
- Researching Potential Employer

Our Services

Diversify your workforce with veterans or underserved young adults

Talent Acquisition Pipeline

The Talent Acquisition Pipeline (TAP) is our premier program based on our founder's initial research at Columbia University. WOS develops and manages a tailored program designed to provide a talent pipeline for the sponsoring corporation's specific needs and goals.

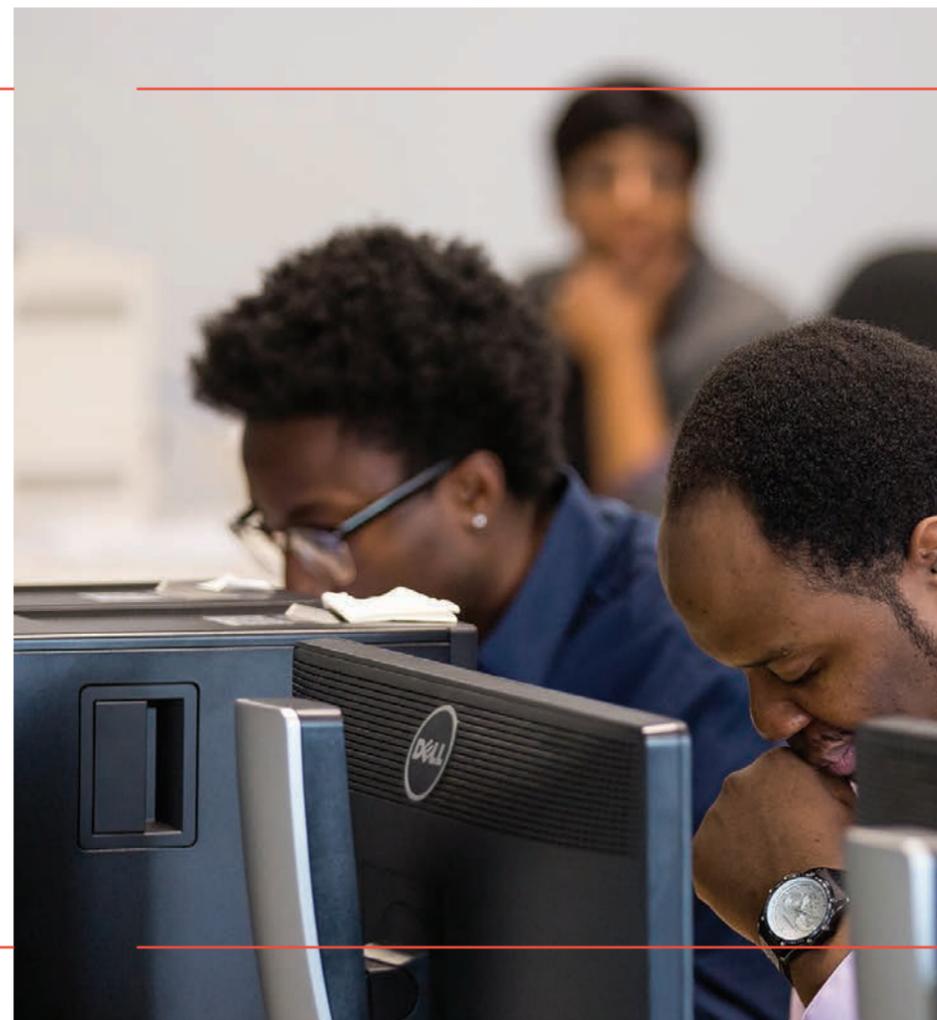
In each program there is a companion academic institution where program participants undertake academic studies. WOS manages all aspects of the program, working with corporate executives to assure timely, efficient, and successful transition into the workplace.

On Demand

On Demand connects individuals with associate or bachelor's degrees to career opportunities in small to mid-size companies. Talent is sourced from the local community, vetted by experienced WOS staff, and is cost competitive.

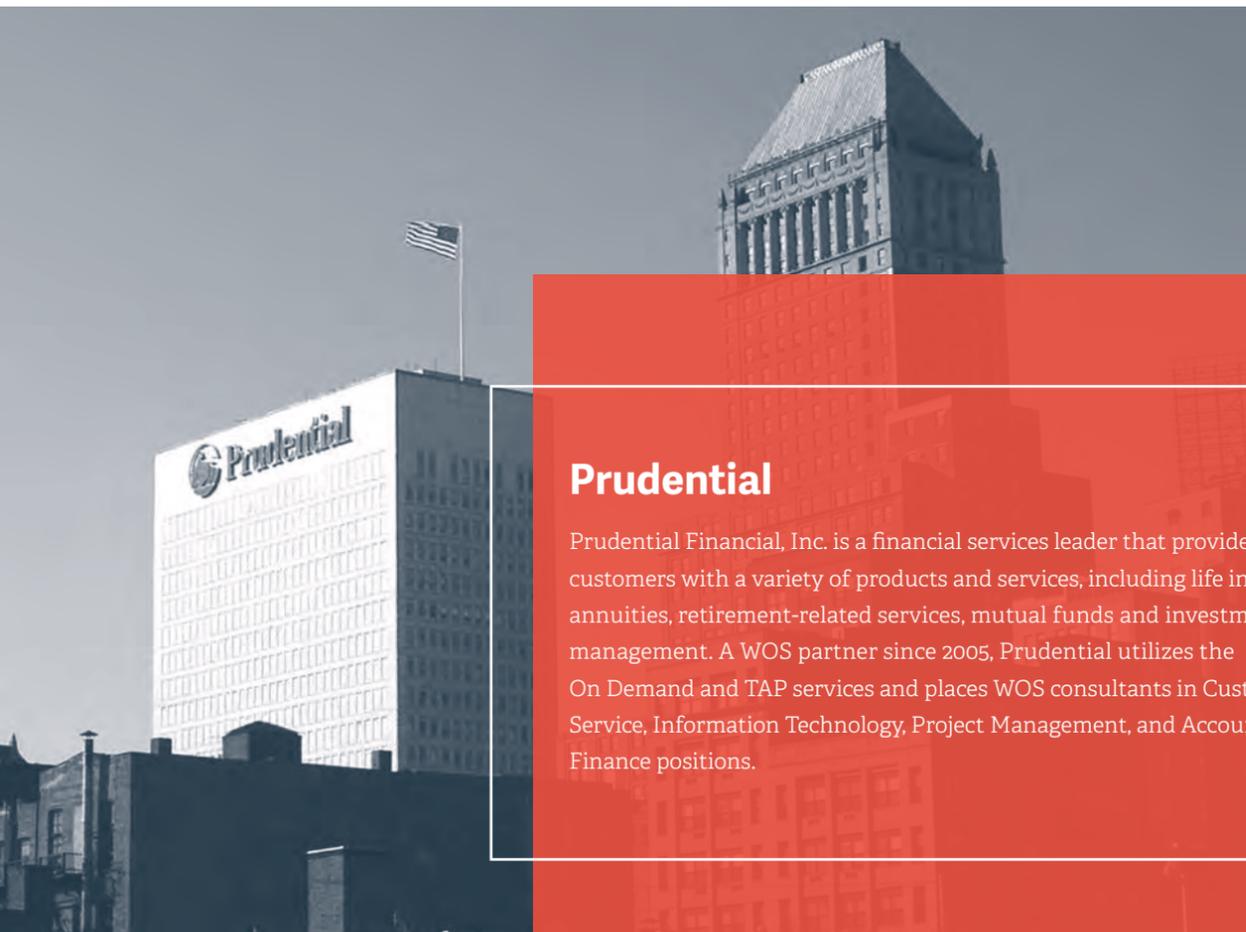
Managed Services

Managed Services provides outsourced technical and product support. Our trained technical staff can be based on or off-site and provide diagnostics and problem resolution. WOS consultants can either work independently or with the corporate sponsor's own technical team.



Strategic partnerships

WOS partners with corporations that represent a variety of industries, locations, and sizes. We customize our recruiting and training methods based on the specific needs of each and every one of our corporate partners.



Prudential

Prudential Financial, Inc. is a financial services leader that provides customers with a variety of products and services, including life insurance, annuities, retirement-related services, mutual funds and investment management. A WOS partner since 2005, Prudential utilizes the On Demand and TAP services and places WOS consultants in Customer Service, Information Technology, Project Management, and Accounting/ Finance positions.

Source: Wikipedia | Photo by Derek Jensen (Tysto)

Select corporate partners

Blackstone

The Blackstone Group L.P. is one of the world's leading investment firms, seeking to create positive economic impact and long-term value for its investors, companies in which it invests, and the communities in which it works. A WOS partner since 2014, Blackstone utilizes the TAP service and places WOS consultants in Information Technology positions.

Hewlett Packard Enterprise

Hewlett Packard Enterprise is a multinational information technology company. A WOS partner since 2013, Hewlett Packard utilizes the TAP service and places WOS consultants primarily in Project Management, Information Security, and Software Development positions.

Chubb

Chubb Group of Insurance Companies is the world's largest publicly traded property and casualty group. A WOS partner since 2015, Chubb utilizes the On Demand service and places WOS consultants primarily in Project Management, Mainframe, Development and Maintenance, and Information Technology positions.

Johnson & Johnson

Johnson & Johnson is an American multinational medical devices, pharmaceutical and consumer packaged goods manufacturer. A WOS partner since 2009, Johnson & Johnson utilizes the On Demand and TAP service and places WOS consultants primarily in Information Technology, Project Management, Business/ Systems Analysis, and Network Development positions.

General Electric

General Electric is the world's premier digital industrial company, transforming industry with software-defined machines and solutions that are connected, responsive, and predictive. A WOS partner since 2015, GE utilizes the TAP service and places WOS consultants primarily in Information Technology, Project Management, and Customer Service positions.

United Rentals

United Rentals is the largest equipment and rental company in the world. A WOS partner since 2012, United Rentals utilizes the TAP service and places WOS consultants primarily in Service Technician roles.

Select academic partners

Specific to our corporate partner's workforce goals, WOS designs and develops an academic training curriculum for our TAP programs. After completing the required courses at a local academic institution, successful participants are eligible to work full time and graduate with a certificate.

- Collin College**
- Columbia University**
- Pennsylvania State University**
- El Paso Community College**
- Georgia Institute of Technology**
- Rutgers University Newark**
- Louisiana State University**
- Tennessee State University**
- New Jersey Institute of Technology**
- University of Michigan Dearborn**
- Northeast Iowa Community College**
- University of North Florida**
- University of Texas at El Paso**
- University of Akron**
- Western Connecticut State University**

Pathways to Success

Our Consultants

Our Corporate Partners

Craig Pintoff

Senior Vice President of Human Resources and General Counsel, United Rentals

“In my experience, there aren’t many organizations that specialize in how to transition veterans effectively from the military environment into the corporate environment. WOS offers companies like us the full package of recruiting and applying a transition program while really being flexible with our needs to get talent into our company.”

Warren Kudman

CIO, Turner

“WOS is investing in the training and professional development of the consultants they bring into your environment. The learning curve and the economics of that investment make bringing on one of their candidates very, very attractive.”

Shaliyah Ali

Consultant, Prudential



“Many of my friends are doing four, six, eight years in college to get to the point where I am now. WOS gave me just the career boost I needed, put me in a much better situation in a short period of time, and I find the work very satisfying.”

Laurent Doucet

Military Veteran and Support Developer, Chubb



“I’ve been able to overcome the idea that ‘I can’t do it.’ I feel that now I am capable of doing it and the rest is really up to me. I’d like to be here at Chubb full time because I think there are endless opportunities here I haven’t found anywhere else.”

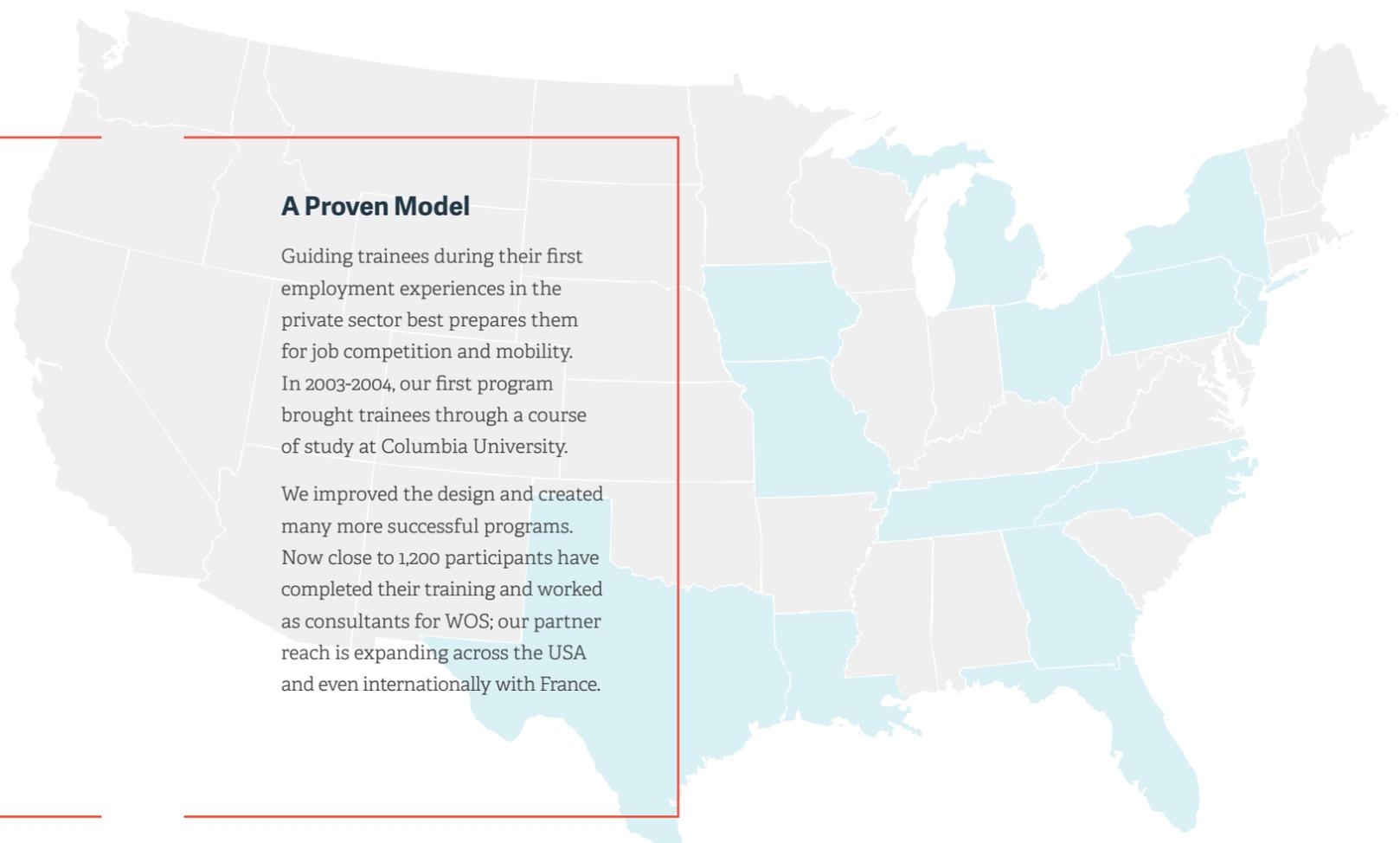
Carol Oliveira

Talent Development Program Specialist, Sealed Air Corporation



“Before working with WOS, I was a very unhappy first assistant manager. I’ve joined WOS and it’s broadened my horizons, not just for a job, but for a career. Being able to look forward to going into work has been a great change.”

A researched, systemic solution



Predictive Analytics

WOS is designed around a researched solution to address the effects of poverty, social isolation, and stress on inner-city adults. This population often lacks the resources and cultural skills to persevere and succeed in mainstream job settings, especially in more complex fields such as information technology.

Conducted out of Columbia University, Dr. Langer's research shows that low-income adult

learners face financial, social, and psychological obstacles that cause low morale, classroom absenteeism, frustration in new job settings, and ultimately career failure.

WOS helps individuals overcome these challenges. We use reflection-with-action teaching methods that encourage them to record their learning experience in journals and to discuss their concerns with mentors. These

methods enable learners to think about their past experiences and responses and about what to do in the future.

We chart their sentiments, experiences and understanding on a developmental model that assesses progress through stages of cognitive, intellectual and psychological growth.

A Proven Model

Guiding trainees during their first employment experiences in the private sector best prepares them for job competition and mobility. In 2003-2004, our first program brought trainees through a course of study at Columbia University.

We improved the design and created many more successful programs. Now close to 1,200 participants have completed their training and worked as consultants for WOS; our partner reach is expanding across the USA and even internationally with France.

Our Growth and Expansion



WOS is building on over ten years of national success in providing diverse, entry-level talent pipelines. We offer our partners a sustainable and scalable solution for their talent needs.

wforce.org

475 Riverside Drive, Suite 1350
New York, NY 10115

(212) 870-2260

