THE RADAR APPROACH
TO JOB RETENTION!
THE MOST POWERFUL JOB LOSS PREVENTION
SYSTEM YOU CAN PUT INTO YOUR PROGRAM!

A WEBINAR PRESENTED FOR YOUR PROGRAM BY
LARRY ROBBIN
EXECUTIVE DIRECTOR OF ROBBIN AND ASSOCIATES
Over 45 Years of Workforce Development Training Experience!
More Than 100,000 People Trained!
Over 1000 Organizations Served!
Over 300 Webinars Presented!

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The reason that most approaches to job retention for hard-to-employ populations are not as successful as they should be is because they view retention services as primarily a post-employment service. This is a serious mistake. In fact, about twenty-five percent of entry-level job seekers that get job offers do not even show up on the first day of work! The percentage is higher in some industries like fast food where it approaches forty percent! It is clear from these examples that thinking of job retention as a post-employment activity will never touch the full extent of this problem.

The vast majority of the reasons that people with barriers to employment will not show up on the first day of work, quit jobs or get fired are present with them when they start employment programs. These problems do not start when people go to work. Work makes them worse and brings them to the surface. Retention strategies that start when people go to work are often not able to prevent job loss because they take a crisis intervention approach that cannot move quickly or deeply enough to keep people working.

The Radar Approach to Job Retention model works like radar providing an early warning system that identifies potential firing and quitting problems before people go to work. Radar is also an early identification system for identifying and building on the retention strengths that each individual brings to the employment process. Radar is a powerful strength based prevention based approach that greatly reduces the risk of job loss before it occurs!

Radar can be done in a version for all types of hard-to-employ individuals or it can be done in population specific versions for people in reentry, various youth populations, people with disabilities or a specific disability, welfare recipients and other populations. Here are a few of the topics covered in the training:

*   Discover why many of the people we serve do not see retention as an important part of working. Get new approaches to helping them see and appreciate the profound and multiple benefits that come from building a work history.

*   Learn how to make every service you provide from orientation on a part of your retention job loss prevention model. Integrate retention into every program component so that it works like radar spotting and addressing the early warning signs of job loss as well as surfacing and enhancing assets to retention!

*   Find out how to do a retention strengths and weaknesses assessment that will reveal the potential of people to stay on the job so you can adjust how much retention support to provide to fit the individual.

*   Get lists of the reasons employers fire people, why people say they quit jobs and the real hidden causes of job loss so you can address all of them and help people increase their length of time at work!

*   Give people tools they can use on the job when they start to think about quitting. These tools provide an immediate and powerful intervention that can slow down the quitting urge and help people rethink their options.

*   Find out how to avoid the most common mistakes people make when they do post-employment follow up so you can help people stay positive and strong about being employed without making them dependent on you!

*   Make retention a part of any vocational skills training that you or partners provide so people not only learn the skills to get jobs but to hold them!

Over 10,000 people across the country have attended sessions of The Radar Approach to Job Retention. It has been selected as a workshop for over 100 workforce development conferences. The state of Oregon chose this model as their statewide welfare-to-work approach to job retention and the result was the highest TANF job retention outcomes in the country. Radar has been used successfully by programs serving all types of job seekers with barriers to job retention. Put radar in your program and keep people on the job longer than ever before!

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