



# EDUSERC

---

*Workforce Innovators Corporate Solutions*

*Prepared by:*

EduSerc

[workforceinnovators@eduserc.org](mailto:workforceinnovators@eduserc.org)

[www.eduserc.org/workforcesolutions](http://www.eduserc.org/workforcesolutions)

*Developing Innovative Workforce Solutions for Sustainable Growth*



## Workforce Innovators Corporate Solutions

**EduSerc** is a career and professional development training organization with a growing network of educators and industry professionals dedicated to industry pipeline growth from K-12 and collegiate environments to Corporate America and the general workforce.

**Workforce Innovators** is a pipeline initiative within EduSerc to identify, design, enhance and sustain training-based solutions for corporations to recruit and retain their quality talent. As an educational organization for over 20 years, EduSerc's core competencies are the development of educational content, technical training and implementation of leadership / mentoring programs.

Our main services within Workforce Innovators are:

- Corporate Leadership / Diversity Consulting
- Technical and Leadership Development Training
- Mentor / Mentee Program Development
- Pipeline Recruitment Investment Programs
- Educational Benefit Packages for Employees & Their Families



### **Corporate Leadership / Diversity Consulting**

EduSerc provides consulting services and support to assess and determine the strengths and challenges of any work environment, and later develops program strategies to ensure a cohesive and productive work environment. EduSerc provides diversity training and specializes in team-oriented solutions to include and maximize the value within any organization.



### **Technical and Leadership Development Training**

EduSerc offers a list of training courses to continue growing each employee technically and professionally. From standard technology training classes to personal development and communications skills training, EduSerc utilizes corporate recognized methods to sharpen the skills of a types of learners.



### **Mentor / Mentee Program Development**

As a key niche offering, EduSerc is a veteran expert with over 20 years of experience in building successful mentoring programs. EduSerc is a long-term expert in developing, designing project-based mentoring programs to engage young, seasoned and managerial staff for any corporation.



### **Pipeline Recruitment Investment Programs**

EduSerc specializes in the identification and mentoring of future talent in several communities through schools, colleges and other specialized groups. EduSerc leverages its ongoing talent acquisition database to target and guide key prospects to your corporation pipeline for part or full-time employment.



### **Educational Benefit Packages for Employees & Their Families**

Our educational courses for parents, children and families provide a unique benefit to any employee looking to receive ongoing consulting and guidance to find college scholarships, tutoring help, and other personal resources for their family. As a result, EduSerc's can design a customized educational benefit packages that enhance the value of corporate benefits past your standard 401K, flex time and medical benefits.



## Corporate Customizable Solutions

### EduSerc Training Offerings for Professionals

Once the candidate walks in the door, you want them to be ready to handle the demands of your environment and be ready to serve your customers. However, EduSerc understands that never every candidate is 100% ready. This is why it is essential to build a corporate training program that certifies all employees as qualified to yield the desired result for your customers.

Incorporate a customized corporate training program that adequately prepares each candidate walking in the door or enhance the quality of your current hiring practices.

Management Training (Sample)	Employee (Soft Skills Training) (Sample)
Building a Productive Work Environment	Team Building
Management Strategies	Customer Service Training
Leadership Tactics to Reach Your Goals	Communication Skills Training
Boosting Morale In Your Environment	How to Become a Critical Thinker
Navigating Varying Employee Personalities	Presentation Skills Training – Verbal
Developing Fail Proof Plans	Corporate Etiquette / Professionalism
	Problem-Solving Techniques
Customized Technical Skills-Based Training (Sample)	
Microsoft Office Skills (Word, Excel, PowerPoint)	Web Development (ASP, JQuery, JavaScript)
Graphic Development	Film-Editing
Writing Letters and Memos	Presentation Skills Training

### Customized Certifications Program Development Offerings

Your company can now host **Corporate Workforce Innovators Certifications (WIC)** through EduSerc, where you designate the level of intensity of the professional training from our customized and special trainings list that are required to be successful in your environment.



There are so many advantages! In collaboration with your current recruitment department not only will you know that the candidate is ready for a position at your company, but you will also be pre-determining their leadership and professional skill level through a customized EduSerc Workforce Innovators offering. This leads to higher retention rates and a greater level of appreciation by management when employees have been independently validated for their personal development and leadership skills.





## Past Performances

### Northrop Grumman Corporation

Jun 2005 - Present

#### HIP - Worthwhile to Help High School Youth (WORTHY) Program

The focus and primary objective of the WORTHY (HIP) Program is to select students who are challenged by their environment, and are in need of industry resources and support systems, yet demonstrate the academic excellence and leadership ability necessary to successfully complete college studies in engineering, physics, computer science, math or business.



EduSerc provides the annual mentor/mentee orientation training and the monthly career & professional development training for the mentors & mentees. In addition, our organization develops, designs and manages the engineering summer internship component of the WORTHY program whereby 5 – 30 high school & college students engage in customized engineering projects created by EduSerc that directly relates to real-world industry tasks and responsibilities.

EduSerc services this program in four (4) different states:

- Baltimore, MD (Electronic Systems)
- Charlottesville, VA (Maritime Systems)
- Rolling Meadows, IL (Defense Systems)
- Apoka, FL (Laser Systems)
- Salt Lake City, UT (Salt Lake Operations)
- Annapolis, MD (Undersea Systems)
- Amherst, NY (Amherst Systems)
- Cincinnati, OH (Xetron Systems)

#### **Workforce Services Provided (Employees):**

- Employee Mentor / Mentee Training  
(over between 20 - 120 employees annually from 2006 – 2016 at all corporate locations)
  - Team Building
  - Leadership Development
  - Problem Solving
  - Critical Thinking
  - Presentation Skills
  - Communication Skills
- Community Service Program Development & Consulting
- Educational / College Prep Training for Employees

#### **EduSerc Projects (Internship Candidates)**

- Spy Robot for Military & Police Units (30 students – UMBC, Baltimore, MD) [2005]
- Disaster Recovery Robot for FEMA (24 students – UMBC, Baltimore, MD) [2006]
- Air Traffic Control System (24 students – UMBC, Baltimore, MD) [2007]
- Spy Robot (15 students - Chicago, IL); Spy Robot (4 students - Buffalo, NY); Space Station (24 students - Baltimore, MD) [2008]
- Space Station (22 students - Chicago, IL); Intergalactic Rescue Vehicle (9 students - Buffalo, NY); Global Communications System (23 students - Baltimore, MD) [2009]



## ITT

Columbia, Maryland

Apr 2011 – Oct 2011

### ***Internship and Employment Program Development***

EduSerc designed and revived ITT's efforts to identify and recruit talented diverse candidates for their college internship program. EduSerc served as a consulting agency and developed a new program deliverable to promote the value of engineering, project-based learning and professional development skills.



In this delivery, EduSerc performed the following:

- Served as a consultant to ITT to understand and evaluate the practices of hiring in the organization.
- Developed strategies for targeting minority and women in the community for their government contracts.
- Created a new internship program model with the Young Innovators concept and model from EduSerc.
- Provided technical training and professional development services on a monthly basis for nearly 14 employees.
- Outlined the parameters for technical projects and mentoring interaction with employees and new interns.
- Developed a professional video to market the program for future recruits
- Served as a teaming partner for consultation with diverse candidates



### **YouTube Video: ITT Young Innovators Program (created by EduSerc)**

**WebLink:** <https://www.youtube.com/watch?v=zgwgGSj9qrg>

## Microwave Telemetry

Columbia, Maryland

Oct 2010 – Nov 2010

### ***Innovative Recruitment for Technicians to Build GPS modules***

EduSerc created a 3 week delivery for Microwave Telemetry to identify, train and hire a qualified technician to build GPS modules to track birds and fish around the globe. EduSerc performed the following:

- Worked with engineers from Microwave Telemetry to learn how to create the modules
- Created a professional marketing video to promote the position and recruited 40 candidates in one week for the position as a result.
- Trained up to 20 individuals how to become a technician in a series of employment training exercises.
- Tested the leadership and personal development skills of each candidate to yield two strong candidates that were selected by the company.
- Saved the business thousands of dollars and time finding quality talent in less than one month.



### **YouTube Video: Workforce Presentation with Microwave Telemetry's Testimonies**

**WebLink:** <https://www.youtube.com/watch?v=3RQs4RlrD1w>