

HIREUP COMPETENCY FRAMEWORK

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SWOT ANALYSIS

BRIEF INTEL ON HIRE UP

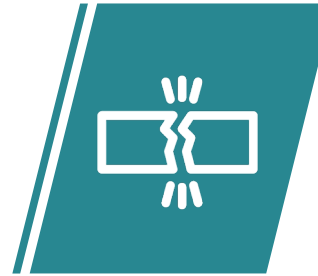
STRENGTH

- Access to a wide array of local and national funds directed towards social initiatives.
- The sentimental argument of social impact hiring on Corporate Social Responsibility of diversity and inclusion.



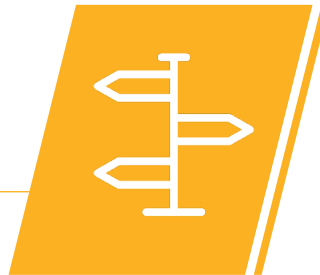
WEAKNESS

- A lack of solid reputation as the employee tracking system is not effective in measuring outcomes.
- Overemphasis on the negative aspects of candidates.



OPPORTUNITY

- Possibility for expansion in to other markets such as the United States.



THREAT

- The presence of a more qualified labour pool of individuals with no prior convictions.
- Applicant Tracking Systems (ATS) designed to filter out these disadvantaged candidates.



MARKET ANALYSIS

CATEGORIZING DEMAND FOR ENTRY LEVEL POSITIONS

TARGET SECTORS



STRATEGIC VISION

OVERVIEW OF DESIRED OUTCOMES



UNLOCK UNTAPPED
POTENTIAL TALENT



LEVERAGE SKILLS
SYNERGIES AND CURRENT
COMPETENCIES



TRANSFORM THE FUTURE
OF DISADVANTAGE YOUTH
TOGETHER

COMPETENCY FRAMEWORK

MAIN ISSUES

LACK OF A STANDARDIZED AND COMPREHENSIVE JOB ANALYSIS AND RELEVANT COMPETENCY INVENTORY LISTING



SKILL-JOB DISCONNECT

Youth are unable to choose jobs relevant to their existing skill set.



LACK OF IMPROVEMENT

Youth are unable to improve existing skill set with regards to potential job opportunities.



WEAK JOB APPLICATIONS

Youth are unable to construct a CV tailored to meet job responsibilities.

COMPETENCY FRAMEWORK

FORMAT OF THE FRAMEWORK

TARGET SECTORS

Top five target sectors based job functions of entry level positions.

GENERAL
SECTOR-DEFINITIONS



RELEVANT
JOBS

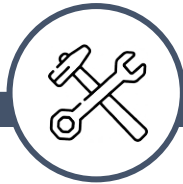


COMMON
COMPETENCIES



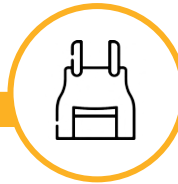
MANUAL LABOUR

GENERAL SECTOR-DEFINITIONS



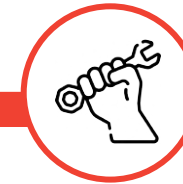
Coordinating the use of materials and supplies through engaging in various physically intensive tasks in order to execute and perform the relevant job requirements.

RELEVANT JOBS



- Construction/ trades
- Warehouse stocking
 - Landscaping
- Factory line work
 - Cleaners

COMMON COMPETENCIES



- Physical Fitness
- Minimal or low educational level
- Ability to follow a set of instructions

ADMINISTRATION

GENERAL SECTOR-DEFINITIONS



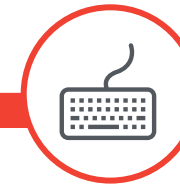
Providing support in various clerical and basic administrative duties in order to oversee and implement administrative procedures.

RELEVANT JOBS



- Data Entry
- General Office Support Roles
- Receptionist

COMMON COMPETENCIES



- Communication skills (oral/written)
- Time management and organizational skills
- Attention to detail/accuracy

RETAIL FUNCTIONS

GENERAL SECTOR-DEFINITIONS



Assisting customers in completing sale transactions through directing them to locate desired merchandise, and purchasing products throughout the check-out process.

RELEVANT JOBS



- Shelf stocker
- Cashier/Sales Associate

COMMON COMPETENCIES



- Communication skills (oral)
- Mathematical aptitude
- Sales/product knowledge

CUSTOMER SERVICE

GENERAL SECTOR-DEFINITIONS



Responding to a variety of customer inquiries and complaints in providing requested information with regards to an establishment's goods, services and policies.

RELEVANT JOBS



- Customer service representative
- Call centre

COMMON COMPETENCIES



- Customer service/people skills
- Conflict resolution/social skills
- Communication skills (oral)

CUSTOMER-FRANCHISE FUNCTIONS

GENERAL SECTOR-DEFINITIONS



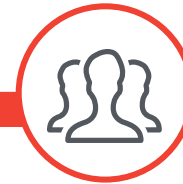
Serving/preparing the requested meal in a timely and courteous manner and catering to any other customer needs to ensure a positive customer dining experience.

RELEVANT JOBS



- Line cooks/ kitchen help
- Servers/ attendants
 - Dishwashers

COMMON COMPETENCIES



- Customer service/people skills
- SMART serve
- Communication skills (oral)
- Culinary Skills

FRAMEWORK APPLICATION

- H** HOLISTICALLY provides consolidated framework of required competencies for those identified roles
- I** IDENTIFIES target roles in which candidates are most likely to succeed
- R** REVEALS main competencies that candidates should highlight on their applications
- E** EMPHASIZES the development of transferable skills
- U** UTILIZES a scalable model that is applicable cross-functionally
- P** PROMPTS candidates to only apply to jobs matching their skill set

LIMITATIONS TO IMPLEMENTATION

BARRIERS AND SOLUTIONS



AMBIGUITY

More often than not, job descriptions do not reflect the exact functions or responsibilities of the job.



VALIDITY

Establishing the accuracy of self-assessment with regards to candidate skill ratings.



CONCLUSION

KEY TAKEAWAYS AND RECAP



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POTENTIAL TALENT



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