

Next Level Professional Development for Team Members & Leaders: Best Practices for Budgeting & Human Capital

Approved INTraining Provider
Program ID #: 10001258



State of Indiana, Accredited Institution

Program Overview

- ***ROI Search Group***, State recognized INTraining provider and Accredited Institution with the State of Indiana, offering a 40-hour program that qualifies for 100% reimbursement through Next Level Training Grants.
- In person classes will take place in the boardroom at 14074 Trade Center Drive, Fishers or for larger groups at a hotel in your community to minimize travel.
- Distance learning online is available for students not wanting to come in person or location would prohibit them from coming.

Helping Employers Train Hoosiers for Next Level Jobs

More than one million jobs must be filled in Indiana over the next 10 years.

To help Hoosier employers fill these jobs, Indiana has created the Employer Training Grant, which reimburses employers who train, hire, and retain new or incumbent workers to fill [in-demand positions](#) within recognized job fields.

The Employer Training Grant is available to help fill in-demand positions within six priority sectors.

The grant will reimburse employers up to \$5,000 per employee who is trained, hired, and retained for six months, up to \$50,000 per employer.

It's easy to learn more and submit a grant request.

Priority Sectors



Advanced
Manufacturing



Agriculture



Building &
Construction



Health & Life
Sciences



IT & Business
Services

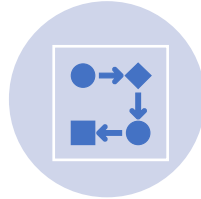


Transportation
& Logistics

How does the funding work for employers?



The Employer Training Grant process is straight-forward.



Simply complete the quick application to discuss your plans with the DWD team.



Supply the HR job description with salary range.



Select the INTraining provider you are planning to use.



DWD shares an agreement summarizing the details, and training begins for employees.



Midway through the training, DWD provides a W9 and direct deposit form for the employer to complete and return.

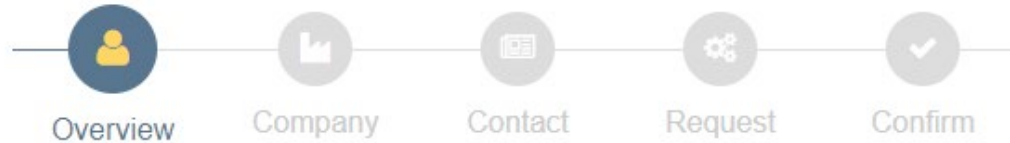


After that, employers will receive the invoice to send to DWD upon completion.



The payment to the employer is net 35 days.

Applications for Grant Funding Start July 1



NextLevel Jobs Employer Training Grant

Thank you for stopping by, funding for employer training reimbursement is fully obligated at this time. Please check back here weekly in the event we secure additional funding. Thank you for upskilling talent in Indiana!

Cancel

Start

Qualifications

If we hire from outside Indiana, are we eligible?

- Yes – this grant reimburses employers directly for training investment.

Does the student have to live in Indiana?

- Newly trained employees could live outside Indiana, but the company must be in Indiana.

Do we have to ensure a wage gain at the end of the program for current employees?

- Yes, you must create a wage gain for the newly trained, current employees.
- New hires trained do not have a current wage requirement.

Why is Next Level Training important for you or your organization?



Responsibility to community



Support and preservation of your mission



Giving leadership and team members the tools to achieve personal success

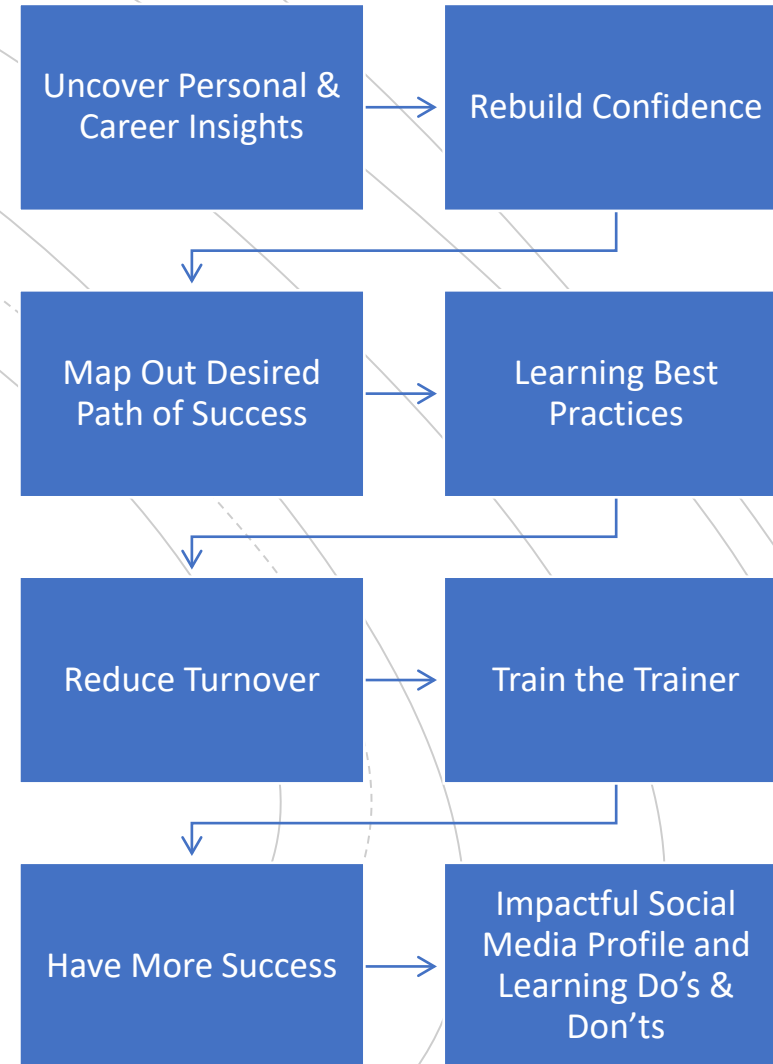


Implementing best practices



Training tomorrow's leaders

Program Goals: Our Roadmap



Training Curriculum

Training for You or Your Organization

People Skills & Human Capital

Budgeting

Best Practices

- Communication
- Social Media
- Recruitment

Curriculum for People Skills & Human Capital

Behaviors & Challenges

Diversity, Inclusion &
Workplace Culture

Retention & Turnover

Communication & Conflict
Management

Leading Teams & Being Part
of a Team

Creating Successful Teams

Creating Successful Job
Descriptions & Why That
Matters

Preparing for Interviews

Recruitment

- Burnout
- Recruiting Talent & Planning for your next hire
- Do's & Don'ts of Recruitment
- Communication – Internal & External

Performance Management

Working Remotely &
Productivity Best Practices

Organizational Change

Span of Control, Filling
Positions, Communications,
Promotions, Internal
Communications,
Communicating Bad News

Succession Planning

Basics of Budgeting

Vacancy

Implications on
Cost

Costs of
Inefficient
Coverage

Overtime

External Labor

Recruitment
Costs

Orientation Costs

Impact on Other
Workers

Costs of
Recruiting the
Wrong People

Posting Vacant
Positions

Recruitment –
Days to Hire

Orientation –
Days to Onboard

Retention – Avoid
Costs of Vacancy!

Best Practices

Leading Teams &
What a Team
Member Can Do!

Turnover Costs

Curriculum for Budget Training

Planning and
Budgeting

Revenue

Expenses

Accounts
Payable

Accounts
Receivable

Contract
Management

Billing

Benchmarks

Curriculum for Best Practices

Crucial Conversations

Retaining & Attracting Talent

Remote Tools

Navigating Career Changes

Social Media

HR & Legal Matters

Lean, Projects, & Productivity

Training the Trainer

Training Dates



- August 16 – 20
- September 13 – 17
- October 11 – 15
- November 29 – December 3
- Other Customized Dates Available

Class Schedule

- 8 am – 5 pm Monday – Friday (alternative schedules available upon request)
- Two 15-minute breaks; lots of stretches
- 30-minute lunch break daily
- Group activity and interaction
- Students will receive 40 hours of personal development and training.
- Includes a certificate of completion for both in person and distance/online learning.
- Students will receive for future reference includes all electronic materials (webinars), printed workbook, and personal development book.



ROI Search Group

Our Experience Matters

87 years total work experience

44 years of healthcare experience

49 years of HR experience

Understands the need for high performance talent.

Understands the need to retaining your best talent.

We've been where you've been.

We understand if you invest in personal development, the benefits to both the employee and the organization are both significant.



Our Services Include



Executive Recruitment



Specialized Recruitment



Contract Services



Outplacement & Career Transition Services



Training

Our Team

Stacey McCreery, Chief Administrative Officer & President

Julie Teixeira, Director, Client Services

Julia Moffett, Human Resources Manager

Sharon Menachemi, Senior Talent Acquisition Consultant

Amelia Shull, Consultant & Training Facilitator

Corey Jose, Executive Administrator

12 Core Beliefs

- Do the right things for the right reasons.
- Be transparent.
- Do what you say you are going to do.
- Exceed expectations. Deliver more than expected. Always under promise and over deliver.
- Listen to your audience.
- Invest in people.
- Be happy and stay positive in every situation.
- Dream more. Never stop dreaming and believing in yourself. Push yourself. Be your very best.
- Integrity is everything. Never compromise your name.
- Let your passion fuel your work.
- Bless others. Give back to your community. Make a difference.
- Wherever you go, go with all your heart.



Administration of Training

Instructors

- All instructors will have 15 years of work + experience and will hold a bachelor's degree as recognized by the Department of Education.

Financial Statement

- ROI Search Group is a fiscally sound organization. The total fees per participant are \$5,000 for a 40-hour training program, which is utilized for overhead, cost of instructors, including salary and benefits, materials, technology, office lease and associated costs, and infrastructure of the training program.

Insurance

- A copy of the professional and general liability policy as well as the surety bond is available.

Contact Information



Stacey McCreery

- *Chief Administrative Officer*
- o: (317) 588-8138 ext.10
- e: stacey@roisearchgroup.com

Julie Teixeira

- *Director, Client Services*
- o: (317)588-8138 Ext. 11
- e: julie@roisearchgroup.com

General Inquires

- e: info@roisearchgroup.com



Social Media Information

@roisearchgroup



Thank you for attending.



Questions?