



# BUSINESS AND FINANCIAL SERVICES

**INCREASING WORKFORCE CAPABILITIES** is critical to driving growth across all labor sectors. Over the course of 15 months, the Partnership collaborated with area employers and training partners to develop data-driven, collaborative strategies to transition “workforce problems” into strategic solutions designed to stimulate sector growth.



## Challenges

According to survey and roundtable participants, the two primary challenges in recruitment efforts in this sector are:

1. Finding candidates with an aptitude for interpreting financial statements.
2. Relationship management skills are key in the Business and Financial Services industry but are often lacking in younger employees.

## Sector-Specific Strategies

- ▶ Expand education and training opportunities around specific job skills, allowing employers to hire and retain workers demonstrating strong potential for growth but weak in distinct areas.
- ▶ Create mentorship programs using retired industry executives and senior staff to work with entry-level and other new employees in relationship-oriented positions.



## *Be Part of the Solution*

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