

# WORKFORCE DEVELOPMENT

## Workforce Status Review

Could your efforts to attract and retain workers benefit from an in-depth, focused review?



Funded through a regional grant, the **Workforce Status Review (WSR)** is available to all small and mid-sized Tennessee manufacturers through the University of Tennessee's Center For Industrial Services (UT CIS). It is a confidential, unbiased assessment of your current efforts to build a dependable team of workers to keep your business growing.

Designed to help identify what steps or resources might be necessary to align workforce needs to your overall business strategy, the WSR is a diagnostic tool that helps identify gaps, opportunities for improvement or potential issues related to workforce development that might hinder success and then offers specific recommendations for addressing them.

### What are the benefits of the WSR for your company?

1. Identify disconnects between the business strategy and workforce development activities
2. Gain a more precise understanding of how the entire team feels about the company's overall workforce development efforts
3. Compare your efforts with the current trends in workforce development
4. Gauge visibility in the community to see if your company is positioned to attract talent
5. Identify potential strategies to improve your team's stability, performance and reliability

### What are the main elements of the WSR?

1. A one-day, on-site exploration by UT CIS resources
2. Focused surveys of key leaders within senior leadership and mid-level leadership
3. Anonymous surveys for all team members to ensure that everyone is on the same page
4. A review of your community and region that seeks to understand how visible your company is to potential applicants
5. An on-site review of the WSR report with recommendations and possible solutions

For more information, contact UT CIS

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## Frequently Asked Questions

### | How long does this WSR process take? How much time will my staff be required to spend doing this?

The WSR process is designed to minimize interruptions to your operations. Discussions with executive leaders are done individually with a goal of taking no more than two hours. Frontline supervisor discussions are typically less than an hour, and the anonymous survey can be completed in less than five minutes per person. UT CIS staff will be on site for one day to facilitate these steps in the process.

### | How much will the WSR cost my company?

The cost to administer the Workforce Status Review is currently covered by grant funding, so you can get this in-depth, focused review at no cost.

### | Who does the exploration and research portion?

UT CIS uses our own team with support from UT student interns. The Talent Magnet Score is derived from information gathered through a survey process with members of your community including schools, the chambers of commerce and other business support services in your region. Online resources will also be explored. The culmination of this research should help you better understand how visible your company is when it comes to attracting local talent.

### | What happens at the end of the process?

UT CIS will assemble a report from the discussions, the surveys and the team's observations. From the information gathered, recommendations will be offered based on the findings. The CIS team may also offer proposals and/or referrals to help address any identified opportunities for improvement that your team may want to pursue. You are under no obligation to accept the recommendations, proposals and referrals that are offered.

It is up to the CEO how this final report is delivered. Typically, it is presented to the executive team in a one-hour discussion.

### | Why does UT CIS do this?

UT CIS is the Manufacturing Partnership Extension for the state of Tennessee. Our mandate is to serve and assist manufacturers. We are also part of The University of Tennessee Institute for Public Service, which also gives us the mandate to serve manufacturers. We deliver on this mandate in a variety of ways, including process improvement, health and safety training, new product launches, economic development training, help in becoming a supplier to the government and of course, workforce development.

### | What's in it for me (the manufacturer)?

The WSR is an opportunity to review your collective efforts to develop a stable workforce and to get a better view of how your team perceives these efforts. It allows you the opportunity to get a better understanding of how well your company is positioned to attract local talent. Checking to see if your workforce development efforts are in step with the market and if your strategies align with the overall business objectives are other advantages of the WSR.