

## Pre-employment description

### **Back-Ground:**

Our pre-employment program is designed to give young adults, who dropped out of school or have graduated HS but have little direction, the life skills and attitude to become part of the community. The program is designed to include the community and business partners to ensure success for the individual. The needs of the young adult will be assessed; such as transportation, family commitments, legal and others to make the training possible and successful.


We look for young adults that have:

- a positive Attitude:
- a good Aptitudes **for doing** certain kinds of things easily and quickly.

*“I didn’t value experience as much as character, creativity, and common sense, which I suppose was related to my having started Bridgewater two years out of school myself, and my belief that having an ability to figure things out is more important than having specific knowledge of how to do something” ... Dalio, Ray. Principles: Life and Work*

### **Are we creating another category of worker? Thinking tech. (Thinking Tools)?**

- Mindset thinker ... customer, engineering
- Process designer
- Business thinker... How is business structured & roles
- leadership
- Teamwork
- Problem solver
- Decision maker
- Change management.
- Use of business thinking tools; Info.-mapping, math ( algebra, tables), Balanced scorecard, Flow diagrams.

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- Technology future direction ... AI, Robots, Internet of things & Analytics

## **We are creating a new kind of employee... with Ownership mindset.**

- • Customer focus & process design
- • End to end design
- • Inter-personal skills/ team player/ problem solver
- • Able to handle constructive criticism
- • Focus on hard work and results
- • Desire to learn and excel
- • Team-work and thinking outside the box
- • Good communications and non-verbal skills
- • Eager to work out issues
- • Thinking skills (Critical & Creative thinking, Questioning and System thinking)
- • **The bigger the problem the bigger the opportunity**

From our experiences in business & education, we have created a curriculum and training program that sifted out the manual part of work and created thinking employees with unique mindset thinking and life-skills to be productive in your organization. These are the people that AI & Robotics will last replace.

