

THE DPI GROUP

BUSINESS RESULTS WITH SOCIAL IMPACT



DEPAUL INDUSTRIES™

Federal Contracts:
AZ (Army), WA (Federal
Highway Administration,
Marine Corps and Navy), MD
(Coast Guard), PDX (Coast
Guard), Knives (DLA)



DEPAUL SERVICES™

Commercial Staffing and
Security



DPI STAFFING™

Oregon Forward State Set-
Aside: Staffing



DPI SECURITY

Oregon Forward State Set-
Aside: Security

DPI SERVICES

Pennsylvania State Set-Aside
Security



Small Business
Administration (SBA)



NORTHWEST
SUCCESS™



MEADOWLARK
EMPLOYMENT SERVICES



Community
Services
Network pdx

Collaboration vs Competition

For Arkansas Workforce Development



Travis Pearson, President & CEO

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BUSINESS RESULTS WITH SOCIAL IMPACT™

Let's start with an example

- 40,000 lbs of cocaine seized by USCG Cutter Sherman, worth \$500,000,000
- Made possible by collaboration, not competition



First, some numbers

What is the total number of open jobs in the state of Arkansas, both public and commercial?



84,000

Estimated total number of jobs, both public and private, open in Arkansas, per the Bureau of Labor Statistics



How about the number
of unemployed
Arkansans?

Anyone know?



47,000

Total number of unemployed Arkansans in July 2024, per the Bureau of Labor Relations

What about the number of individuals out of the labor force, and not counted in the unemployed number?



400,000

Individuals not in the labor force



Total # of jobs: **84,000**

Total # of unemployed: **47,000**

Total # of individuals not in the
labor force: **400,000**

Why do we have an issue?



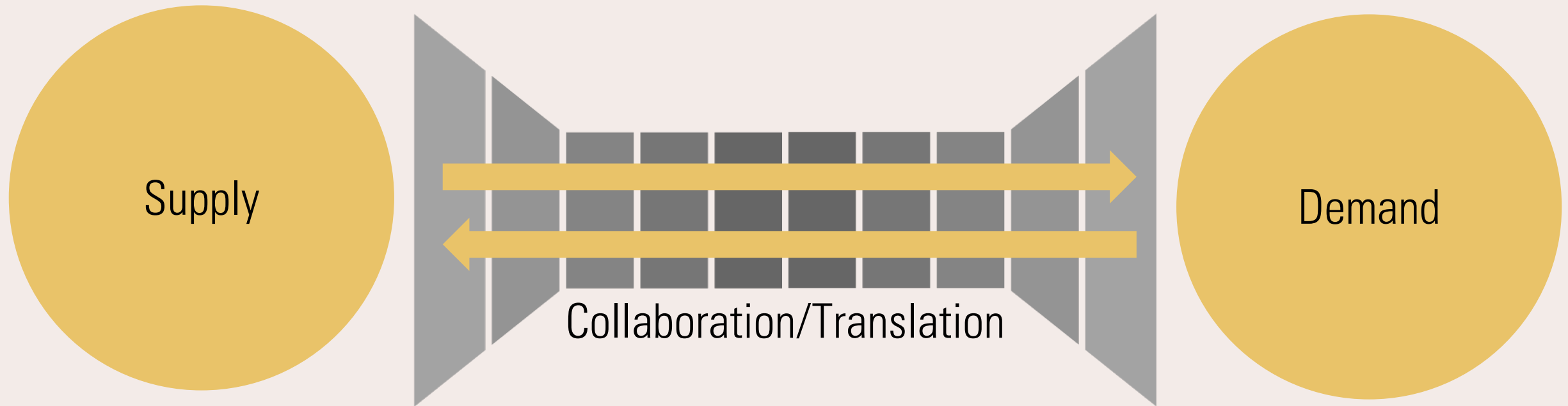


For Case Managers on the Front Lines

- High volume of support cases
- Traditional model is one-on-one case management
- How could collaboration benefit your work?
 - Example: Round Robin concept, shared recruitment list
 - Monthly meetings with employers on open jobs, and the clients you have who are qualified
- Collaboration can build a more robust service model that benefits all stakeholders

Before we can tackle this problem, we need a translator.

Workforce Development Collaboration



A hand-drawn diagram on a green background. A horizontal line is tilted upwards from left to right. A simple triangle is drawn underneath the line, acting as a fulcrum. The word "Demand" is written in white, cursive script on the left side of the line. The word "Supply" is written in white, cursive script on the right side of the line. The fulcrum is positioned roughly in the middle of the line, between the two words.

Supply Side

Government

Volume of case loads

Limited number of staff

Traditional turnover in key roles, i.e. retirement, department transfers, agency restructuring, funding constraints, etc.

Non-profits

Focused on social impact with the desire for employment outcomes

Limited funding

Staff turnover

Demand Side

Government Employment

City
County
State
K-12 Schools
State Universities

Commercial Employment

Manufacturing
Construction
Transportation/Warehouse
Logistics
Administration/Clerical
Finance
Technology
Hospitality
Agriculture

Competition

- Right now, we all compete for the commercial customer, but we are not doing a very good job of learning to speak their language
- Non-profits compete for funding, limiting partnerships
- With all the amazing programs that the Arkansas Department of Commerce offers (WIOA, OSD, AEDC, ADWS, to name a few), we have to find a better way to communicate and collaborate with the commercial customer as well as our own internal customers
 - Duplication = dilutes the impact
- We collectively need to take a wholistic view of the value add these programs could have on employers. Think of it as a collective impact on employment in the state of Arkansas.
- If our employment base is successful, all of us are successful



How Does Collaboration Start?

- For all of us on the supply side, we need to learn to speak each others' language. We need to connect on a deeper level.
- Example: Discussions with Vocational Counselors
 - Using different terminology for the skill sets in their caseloads
 - No formal sales training
- We are all in the sales game, and whether we are selling an open position to an applicant/client or we are selling an applicant to a customer - **we are selling and should be doing it together for greater outcome.**



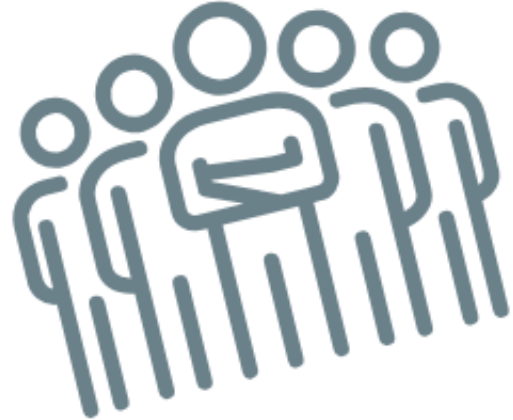


Translation

- Translation is massively underutilized to help accelerate communication and collaboration between the supply and demand sides. We don't take the time to learn to speak to each other
- Same language, same goals
- Shameless plug: We view ourselves as a pretty good translation service for the commercial and government employment communities
 - How we found ourselves in this role
- We focus on sales and delicate relationships with our customers
- We try to present them with models that they are familiar with from our history in the staffing industry



COLLABORATION



Collaboration

- A recent example of the value a collaboration can bring is the Western Arkansas Transitional Employment Program (WATEP), a newly-launched program originated by DPI Staffing's Miles Crawford and the District Court Judges Grimes, Terry, Sharum, and Restore Hope.
- Currently exploring collaboration with the team of the Northwest Arkansas Workforce Board. DPI would serve as a strategic channel for deploying OJT funds, assisting in recruitment and initial screening to increase Title I enrollments, and streamlining OJT-required administrative tasks, such as tracking training progress and reporting.
- Other opportunities for collaboration lie in expanding Community Based Transitional Employment Programs, Youth Employment, Veterans and Military, TANF Employment Model, and more.



Back To The Numbers

**84,000 open jobs · 47,000 unemployed
400,000 not in the labor force**

- Arkansas has many more potential employees than job openings (and it has a lot of job openings, and many more to come)
- You are lucky to have state leadership that is willing to have an entrepreneurial approach to job creation and workforce
- With all the dedicated experts here and continued support from state leadership, imagine the creative solutions we can begin to develop together.
- If we truly can collaborate on all levels, think of the impact that we can have by this time next year

Questions?

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