



## Tiered Employment

# Tiered Employment

An  EDSI Program

- Recruit from a qualified applicant pool
- Reduce your hiring and turnover costs
- Increase retention
- Enhance employee productivity and performance

EDSI's Tiered Employment Program addresses both the program and employers' concerns regarding employee retention. Tiered Employment provides a structured series of "tiered" steps the client passes through to reach his or her career and income goals. The program gives the client a clear vision and timeline for his or her career development. At the same time, it gives the employer a specific time for employee separation to occur, allowing for an orderly process to backfill the position and transition the position responsibilities. Tiered Employment stops "dead end" job placement. The Tiered Employment Program establishes a strong relationship between the employer, the client and EDSI. Employers who typically experience high turnover are very receptive to this program.

<b>Tier I Position</b>	Introductory wages with no benefits
<b>Tier II Position</b>	Increased wages, may or may not offer benefits
<b>Tier III Position</b>	Increased wages, offers benefits and employer-sponsored training

### How does Tiered Employment benefit employers?

Tiered Employment serves as a no-cost recruitment resource by providing employers a steady supply of referrals from training providers and social services agencies.

Tiered Employment also stabilizes an employer's workforce, thus reducing costly turnover. Because our participants understand they will be eligible for advancement opportunities after successful employment at tiered positions, they are more likely to stay on the job and work harder.

The basis of the program is straightforward. The Tiered employer agrees to hire a client for a period of up to six months and work with the center staff to monitor the employee's attendance and growth in the position. The client agrees to accept employment and stay with the Tiered employer for a minimum of six months. At the end of six months, if the employee has achieved the necessary growth and attendance benchmarks, he or she is certified as Tier II- or Tier III-eligible (depending on the Tier of the initial placement) and may receive a significant raise with the existing employer. The employee may also be placed with another employer who is seeking an employee for opportunities that require a positive work history and evidence of job growth and success.

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