UPWARD BOUND!
HOW TO TEACH PEOPLE TO ADVANCE ON THE JOB!

A Webinar Training Presented
For Your Organization By

LARRY ROBBIN
Executive Director of Robbin and Associates

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Most employment programs teach people how to get jobs or get on a career pathway, but very few programs know how to teach people to truly advance in the world of work. Just because someone finishes a career pathway, training or apprenticeship program, that does not mean that they will get opportunities for advancement. The skills they learned in our programs will only take them so far.

The rest of what it takes to advance is based on the individual knowing how to master the upward bound competencies that will get them promoted. The vast majority of workforce programs are not teaching people how to position themselves to get a promotion, more hours, a better schedule, pay raises and other types of advancement opportunities. As a result, many people do not advance as far as possible. When they see their advancement opportunities are limited, it can be very discouraging. This can lead people

to become depressed which can often lead to them quitting their jobs in frustration. It doesn't have to be this way. If we teach people the competencies they need to advance, this can become a springboard to moving ahead in the world of work. But our programs have to change what they teach people in order to teach them how to advance on the job.

This unique training is based on feedback from two important sources. Hundreds of people in management were interviewed about how they go about deciding whether or not to give people pay raises and other forms of advancement. They were asked why some people got ahead in their workplaces while others did not advance. The answers are not what you would expect and certainly not what we are teaching people in our programs about how to make progress on the job.

The other source of information came from interviews with hundreds of people that got various types of advancement opportunities in a wide variety of sectors in the economy. This included many people that had a history of being in poverty including people that had been unhoused, justice involved, in the welfare system, had disabilities and people with other severe and challenging barriers to employment. Their perspectives about how they worked, what they decided to ask for, when they asked and how they asked, contain priceless lessons about advancing in the workplace.

They were also asked their opinions about why so many of their co-workers were not successful at advancing. This information contained amazing peer-to-peer observations about why people do or do not advance at work. These two sources of information are combined to give this important webinar both the employer and employee perspectives about what it really takes to be upward bound on the job.

A few of the points covered in this webinar include the following:

* Find out why telling people to do their best on the job is not the right way to help them advance!

* Learn how cultural, class, gender, personality, life and work experience, discrimination, trauma and other socio-demographic factors influence how people relate to getting ahead and how bosses relate to them advancing!

* Get innovative ideas about how to help your program participants stand out in the workplace without alienating their peers so they become the employee of choice when it comes to advancement!

* Discover powerful ways to make your pre-employment work go from being about getting and holding the job to including an emphasis on advancement skill building that will lead people to a better place in the world of work.

* Get the list of critical advancement competencies people need to master in order to get ahead in the workplace and put these into your program so people get on the springboard to a better place on the job and in the world of work.

* Learn how to help people make the critical decision about whether or not quitting is the right strategy to open up more advancement possibilities or whether quitting will be a mistake they will regret

* Find out how to engage your program alumni who have already advanced on the job so they can become role models and mentors for your current program participants.

No matter what type of job seekers you serve or what type of program you have, if you want people to get ahead in the world of work bring this unique webinar to your organization now!

Don't teach people how to get a job
without teaching them how to get ahead on the job!

To bring this webinar to your organization contact Larry Robbin, Executive Director of Robbin and Associates, at larry@larryrobbin.com. For more

information about Larry's training and consulting services, clients and background go to https://larryrobbin.com/v2/about/. Larry offers over 100 webinars for workforce programs. To get more information, email Larry at larry@larryrobbin.com.