

Shape a skilled workforce that accomplishes more and contributes to the profitability of your organization. At little to no cost to you, our experienced Business Solutions partners can:

- Add to your employee development toolkit
- Function as an outsourced human resources department

**Schedule a consultation:** Julia Brooks, [julia.brooks@rescare.com](mailto:julia.brooks@rescare.com)

**Services:**

- **Accurate and EEO Compliant Job Descriptions:**
  - Help employees understand what their jobs require.
  - Provide managers with guidelines for effective hiring, promoting and supervising.
  - Ensure your practices conform with applicable employment laws.
- **Compensation Studies:**
  - Underpay and employees will look for a better offer. Overpay and profitability will suffer.
  - Our statistical data can help determine how much companies pay for a specific job in a specific industry throughout a specific region.
- **Skills Testing:**
  - Retain and advance your very best employees.
  - Improve employee development and promotion processes by assessing the skills and capacity of those on your team.
  - Make better hiring and promoting decisions.
  - Identify training needs.
- **Assessments:**
  - Ensure the right people are matched with the right tasks to improve business performance and profitability.
  - Our Berke™ assessments offer objective data for decision making.
- **Policy Manuals:**
  - Provide managers and employees with the organization's standard operating policies.
  - Support human resources decisions that are consistent, planned and linked to organizational goals.

*ResCare Business Solutions provides the services described above on behalf of the Pierce County Workforce Development Council.*