



Presentation: Workforce Solutions with Dr. Michael Strouse

Workforce Solutions: GoodLife puts more margin in your mission by combining time-tested workforce solutions with advanced technologies to create the next generation of care.

Biography of Presenter

Dr. Michael Strouse is the President/CEO of GoodLife Innovations, iLink Support Technologies, and The Strouse Group, Inc. He holds a courtesy faculty appointment within the Department of Applied Behavioral Sciences at the University of Kansas. Dr. Strouse has worked for over three decades on the development and use of innovative solutions for helping community service providers effectively manage direct labor cost while providing best practice supports for a variety of dependent populations.

The Perfect Storm

Across the nation a perfect storm is brewing. Waiting lists for services are growing exponentially driven by increases in need populations, baby boom retirement, and longer life expectancies. Labor costs are already high and are rising at an unprecedented rate, fueled by historically low unemployment, a dramatically shrinking direct care workforce, and increases in both minimum wage and insurance costs. Despite the growth in need and labor cost, funding per person for services is flat or declining. This presentation describes strategies that can put more margin in your company's mission and/or more take-home pay in your employees' pockets.

The Solution

Mike will discuss 10 innovative strategies that improve workforce stability and lower cost, including:

1. Vacancy and workforce stability measurement
2. Vacancy coordination
3. Scheduling issues and strategies
4. Neighborhood (zone) support strategies
5. The Superimposed Workforce and Employee Choice Hiring
6. Compensation strategies to eliminate overtime (OT)
7. Employee Benefits (giving people what they want)
8. Lowering cost for Paid Time Off (PTO)
9. Professional Employment Organization (PEO) for hourly employees
10. Employment Co-op and Summary

The content for Workforce Solutions is best presented as a full-day workshop. For more information, please contact Megan Todd at megantodd@mygoodlife.org or 785-766-6174.

Redefining What's Possible

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