

WORKFORCE CONNECTION

CITRUS • LEVY • MARION



Case Study:



Resolute Asset Management On the Job Training (OJT) and internship

Company Profile: Resolute Asset Management is a nationwide asset management company based in Ocala. The company specializes in the valuation, preservation and disposition of REO assets, with concentration on serving REO needs for community banks and institutional investors. Currently has staff of six.

Experience counts isn't just a catch-phrase for Clay Lehman, co-founder of Resolute Asset Management, LLC. Though the company is just two years old, Resolute's team of default servicing and real estate professionals packs a powerful punch with more than 50 years of experience in capital markets.

To date, Resolute has closed properties in 47 states for owner occupants, investors and bulk purchasers – all with a modest staff of six.

But companies like Resolute don't grow from there to here without some solid HR savvy. That's why, when Resolute really started to take off about eight months ago, Lehman reached out to Workforce Connection for help filling key positions. That help came in the form of Learn and Earn On the Job Training (OJT) and subsidized adult internship programs.

Lehman hired Dora Gallego, a former Taylor Bean & Whitaker accountant, as accounts payable manager through the OJT program. That program offsets up to 90 percent of a new employee's wages while they're being trained. That period varies from employer to employer, and in Gallego's case amounted to about three months.

"Dora came in with an accounting and technical background but not specific to our industry," Lehman said, noting that the OJT program offers a "safety net" and is ideal "particularly for someone like me when bringing on another employee is a significant commitment."

Keri Handshu, also a displaced TBW employee, came onboard as an intern who, Lehman says, "will definitely be hired once her internship ends, it's just a no-brainer." Through that program, Workforce Connection pays adult interns a stipend of up to \$400 for up to 12 weeks of training and work experience. Employers are not required to hire the intern as a condition of the program.

Why the programs work: Lehman said the programs give companies the opportunity to "try it before you buy it because you get to see if they'll (new employees) work out."

"I can't think of anybody it hasn't worked for," he said, adding that the application process is "short and very reasonable ... and made easy by the Workforce staff. I haven't had any type of headache with this at all."

Asked what he would tell other business owners, Lehman said, "Give it a shot, you have nothing to lose."

But hurry: the internship program ends June 30 and OJT reimbursements return to 50 percent on July 1.* To learn more, call 352-291-9553 or email LEmployers@clmworkforce.com

*Since publication, the higher reimbursement rate has been extended through June 2012.