



Painting & Restoration Co.

Modern Apprenticeship

# The New Normal?

<https://www.facebook.com/100000056997904/videos/625408861946504/>



# Recruit

- Decent Human Beings
- Intentional effort
- Do something different
- Say what they're thinking
- Higher pay - start at \$18 w no experience
- Health Ins, PTO, Retirement
- 4 day work week
- Unlimited unpaid time off
- 6 Year Plan: \$36k to +\$70k and benefit package
- Connectedness / Togetherness / Family environment
- Scott County vs other county recruiting?



**NICK SLAVIK**  
Painting & Restoration Co.

**We're looking for Decent Human Beings!**  
*We want you to join our work family - no experience needed*

**Interesting things about us:**

- 4 day work week!
- Up to \$60k in 6 years
- Health Insurance, Retirement, PTO
- Company social events
- Training Facility for you to learn the Craft
- Full Time, year round work
- Unlimited overtime
- 12 National Awards for Craftspersonship
- Regular, personal goal setting meetings

This is a no-nonsense, no excuses opportunity.  
**We expect overachievers!**

# Train

- Onboarding
- Apprenticeship
  - 2 week intensive in our training facility
- Ongoing mentorship/coaching
  - 1 year program
- Formal Leadership Coaching
  - Grow our own leaders
  - All employees
  - Biweekly
  - Goals and accountability



# Retain

- GSR's - goal setting and review process
- Social events
  - Company Happy Hours
  - Shop BBQ's
  - Company Yacht Cruise
  - Boss Lunches
  - Quarterly Kickoffs
  - Company Xmas Party
- Connectedness / Togetherness / Family environment



# Summary

- Most businesses don't actually put forth much effort to recruit
  - My industry has recruited the same way for 4 decades
- Businesses are bad at development and keeping people connected
  - It takes effort - forever
  - 12/15 people we hired in december 2021 didn't mind their job, but felt disconnected - no path
- The New Normal
  - Respect that people value personal time > their job