



Upon entry into Contemporary Personnel Resources, a thorough evaluation is performed.

This would include an evaluation of:

- Current soft skills
- Academic, Interest, & Aptitudes
- Strengths and weaknesses
- Creativity / Sales Skills
- Team building skills
- Physical Tolerances/Stamina
- Problem solving skills
- People skills

Additional tools are available for more in-depth evaluations, if desired.

CPR would then match the applicant's profile to attainable goals and desires which would include;

- Realistic expectations for a desired profession are discussed.
- Salary range, education and experience needed for a successful job placement are established.
- Qualify functional limitations of the candidate to ensure the physical demands of a particular career or job placement are met.

The process continues, if candidate so desires, with an assessment of:

- Communication styles
- Social interaction with co-workers and authority figures.
- Punctuality, accountability, and other measurable work traits.

Referrals will be made to continuing education programs that fit into the needs of the participants desirable employment goals. CPR has built relationships with the Junior Colleges and the State University's Continuing Education, as well as local area post secondary and adult schools that would allow the candidate the opportunity to broaden their skill base and offer employers human capital with the skills sets they are seeking.

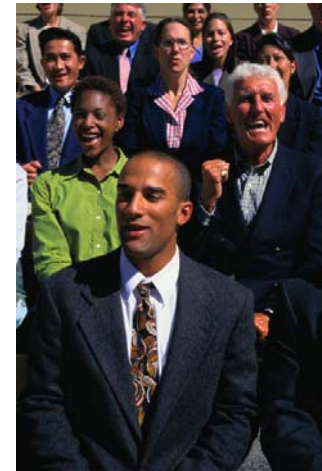
Job Readiness

CPR's professional network prepares candidates for interviews, resume preparation and dressing for success.

Job Displacement and Job Referral

CPR will place candidates in either temporary, temporary to direct hire or direct hire job opportunities.

In most cases, the cost of a CPR job placement is incurred by the employer. In the event a candidate is covered by a benefit program, the cost is covered through this specific assistance program.



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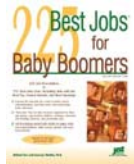
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About CPR:

- Woman Owned Small Business
- Resource to employers
- Connect between continuing education, future workforce needs and the transitioning workforce
- Full service employment agency

The transitioning workforce:

- The Baby Boomers' transitioning careers or re-entering into the workforce.



- The active older generation re-entering the workforce
- Veteran's entering into private sector work
- The rehabilitated or those re-entering the workforce after a long term absence either from an injury or for other reasons
- Anyone with an employment barrier

CPR Identifying Soft Skills

- Situation Management Skills
- Listening and Communication Skills
- Life Experience
- Informal Education

CPR is registered in Federal CCR/SBA and ORCA

CPR Working with the Rehabilitated and the Re-entering Worker

CPR teams with organizations that provide tools and education to individuals with:

- Visual, hearing and/or speech impairments
- Workforce Barriers
- Functional Capacity Limitations

CPR Working with Veterans



- CPR and our resource network claims over fifty years of expertise in the skill development and continuing education of Veterans via specialized computer training programs, ergonomic accommodations and adaptive technology equipment.
- CPR assists the veteran with career planning, re-entry into the workforce or with entrepreneurial opportunities.
- CPR teams with state of the art counseling programs, transitioning protocols and experts in the Veterans' mental health needs
- CPR connects skills and experience of Veterans in both the private and public sector.



CPR understands and works with the "sandwich generations" specific needs through flex schedules, referral resources, and offers access to community programs that can help them cope with their specific situation.



What Employers Say About CPR:

"Thank you for your excellent work in providing us with qualified workers. I continue to be amazed that three of the four successful temps I have brought in over the last 18 months were referred by CPR, competing with several national firms!" **Gary Brewer, Sacramento Metro Chamber**

"CPR has provided my business with excellent Human Resource knowledge and expertise. As a business owner with employees I feel confident with the information and employees provided to us" **Dorothy Devereux, Vocational Resource Services**

"I hope that all employers experience the value in CPR's program. By having trained, dedicated workers it adds to the value of a company. CPR can provide this type of human capital." **Bill Garcia, Access Consulting,**