

## **CFO Forum Lehigh Valley May 2022 Minutes**

**Today's session was a powerful session with a human capital development firm that combines several best practices AND acts as your partner-not a staffing firm that secretly hopes your turnover continues since a stable workforce is the last thing that they want!**

**Trident Development presented and led a great discussion on human capital-with up to date national and local data confirming what we knew and offering an update on current trends and issues. Trident is a nationwide firm with an office in the Lehigh Valley AND they offer a very unique suite of services combined to really help your organization train and staff your needs.**

**Their firm is rooted in training-reflecting the 50 years of military leadership and training of their executives and as such provides skill assessment and customized, on-line training materials to train not only the employees they provide to the company but to other new hires and to all employees. A quality approach that improves skills and provides what most employees are looking for-an employer who cares and provides the training and hopefully career opportunities, higher compensation and responsibility in a win -win solution. Ken is the point of contact for us and may be reached at 267.718.8025.**

**Here is another attribute and why I consider Trident a best partner to The CFO Solution. For years we have talked about federal and state programs and tax credits for new hires and very few employers use them. Trident has partnered with Hiretech-our SME partner for WOTC and other new hire tax credits and will handle all of the new hire tax credit work for your firm very efficiently and professionally. Also, they are very familiar with the federal ON the JOB TRAINING problem that all of you have heard us talk about but very few of you and your HR functions have implemented.**

**In our area of Eastern Pa, OJT can provide up to 12k PER NEW HIRE to reimburse the employer for on the job training in the first six months! IT is a nationwide program and often the reimbursement is at 6 to 8k per qualified new hire.**

**(Note-Mick O'Hearn from Careerlink Lehigh/ Northampton Counties joined us and he is the expert for OJT-and hiring via Careerlink and should be contacted for any assistance). Trident is coordinating their efforts with employers and Careerlink to create a process that works!**

**Trident combines the training, recruiting, staffing, onboarding in one process and on one platform that continues beyond the new hire training and can be used for a wide variety of training across your firm, across the country in a very efficient solution.**

**Key takeaways included:**

**Training is critically important to retention, safety, product quality, customer service, continuous improvement and retention. I mentioned retention twice on purpose.**

Human capital optimization starts with skill needs and assessment, relevant training, continuous feedback and discussion and creation of a training plan for each employee, monitoring and feedback.

Less than 20% of employers have human capital plans-turnover by function, by cause; retirements and growth needs by function; successful succession plans (and known to the employee) and a way to monitor and report the state of the human capital asset of the firm

Using a staff firm is a patch to a problem. Most don't do skill assessments, very few are engaged to talk about training much less provide any training. I don't know of any staffing firm that understands WOTC and OJT and this is the only firm that incorporates those offerings into their primary offering.

**Many employers, especially the HR function, hesitate to bring in a new staffing partner. Consider using Trident as a training partner AND as a partner who can handle the administrative, bureaucratic chores to qualify new hires for WOTC credits AND OJT funding. This is found money and the OJT can be the foundation for new hire customized training. Stop competing solely on wages for new hires and create a training culture-that is what new hires (and existing employees) desire!**

**Next sessions: Wednesday June 15 8 30 to 10 30      Topic to be announced. Invitation to be sent by Nicole. Hoping to organize a happy hour.**

**Housekeeping:** Minutes, slides, the recording and CPE letters are available at [www.thecfosolution.org](http://www.thecfosolution.org) under the events tab for May but only for participants. IF you were a guest, contact me if you want a link to the recording. Website has added a Table of Contents to find your way around the 75 topics in the website.

CPE letters take about a week or two to get posted. If you are missing one from last year, let me know and I will provide it. IF you need CPE credit and don't know how to get the letter for a specific session, contact me.

**Other:**

We have added some SME partners who can help you in:

The website has a prescription drug best practices summary. Up to 75% reductions are very possible. It's your fiduciary responsibility to understand this stuff and seriously consider it. DONT expect your broker to tell you to reduce your costs and reduce his compensation!

Energy use reduction and impact / evaluation of solar was a hot topic in March. We have the models and the introductions to roofing partner (for a free assessment), the solar firm (lots of technology to understand) and financing partner. Pa PPL incentives for solar arrays are significant -I suspect they won't get any better. We have a financing partner will be finance up to 100% nonrecourse, off balance sheet with favorable terms to make conversion to solar cash flow position and favorable with bank covenants, etc (if your bank does not want to finance it). Similarly, NJ is about to announce tremendous residential and commercial incentives and financing options for solar conversion so NJ locations should be evaluated asap.

Looking for people, connect with LVProfessionals. If you need an introduction, contact me. They have over 150 experienced, degreed people looking for a position. I sent the list out separately-if you missed it, contact me and I will send you a copy.

**Suggestion/ warning**-we all get calls from R&D tax credit, ERC credit, savings promoters working for a % of your credit or savings so they are incented to maximize their commission and may put you in jeopardy. Especially true on the R&D credit since AICPA just issued a warning regarding conflicts of interest and warning CFOs to be careful to use a quality advisor (Circular 230 if you need to find it).

Key update: one of the largest credit "advisors", Alliant, got raided by the IRS a few days ago-apparently to address the 25 to 35% of the identified credit business model. CFOs complained about fee structure and IRS determined that many qualified expenses were dubious or just false. Obviously, their model rewarded aggressive credit determination. The IRS is reviewing credits prepared by this firm and CFOs/ companies are subject to immediate return of the credit, interest and penalties. Some CFOs got very surprised on Monday. To learn more search Alliant on LinkedIn. Hopefully you did not have Alliant help you in the last ten years. PS NO statute of limitations when fraud is suspected and the client is required to prove that the IRS is wrong!