MAIN STREET HR PARTNERS
SAMPLE EMPLOYER-FIT ANALYSIS

Prairie Works Components

Opportunity review for a proposed 180-position advanced manufacturing expansion

ILLUSTRATIVE SAMPLE	All names, organizations, places, and figures in this document are fictional or composite. This sample demonstrates Main Street's format and decision method without disclosing client or active project information.

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OVERALL FIT / 100

PROCEED WITH CONDITIONS

The opportunity offers strong career quality and transferable skills. Hiring timing, current-employer pressure, and community capacity require a phased agreement.

FIT SCORECARD

Six dimensions of community and workforce fit

Dimension	Score	Finding	Implication
Career quality	85	Full-time roles, competitive wages, predictable shifts, and visible technical progression.	Strong strategic benefit if commitments appear in the final agreement.
Skill adjacency	76	Core skills overlap with production, maintenance, quality, and logistics roles already in the region.	Training can build on existing skills, but targeted upskilling is required.
Existing employer impact	58	A fast launch could pull experienced workers from smaller firms with limited replacement capacity.	Phase hiring and include current employers in shared pipeline design.
Community capacity	67	Housing and child care are manageable at a phased pace, but not fully understood at peak hiring.	Monitor capacity quarterly and connect hiring gates to evidence.
Career mobility	85	Roles create technical and supervisory steps that do not currently exist at similar scale.	Require transparent career ladders and internal development commitments.
Execution readiness	61	Training partners are interested, but demand details and employer commitments remain incomplete.	Complete a 45-day validation plan before final workforce promises.

DECISION SUMMARY

What strengthens the fit and what creates risk

Strengths	Risks
High-quality technical roles with visible advancement	Front-loaded hiring could destabilize smaller employers
Skills connect to the existing production base	Housing and child care capacity need local validation
Employer is willing to fund training and work experience	Final wage, schedule, and retention commitments are not yet documented

MAIN STREET HR PARTNERS
CONDITIONAL RECOMMENDATION

Proceed in phases with four workforce conditions

The conditions convert broad support into specific protections for workers, existing employers, and community capacity.

Condition	Required commitment	Evidence before next gate
1. Job quality	Document wage ranges, schedules, benefits, progression, and supervisor preparation for the first hiring phase.	Offer standards approved and communicated.
2. Phased hiring	Limit the first wave to 60 positions and release later phases only after workforce and capacity review.	Hiring, vacancy, wage, turnover, housing, and child care signals reviewed.
3. Shared pipeline	Fund a shared foundational pathway that can also serve current regional employers.	Curriculum, employer roles, seats, paid experience, and funding confirmed.
4. Existing-employer review	Meet quarterly with a representative group of current employers during launch.	Risks, vacancies, wage movement, and mitigation actions documented.

PHASED IMPLEMENTATION

Decision gates protect the opportunity

Gate	Workforce proof required	Decision
Gate 1: Validate	Occupation detail, wages, schedules, hiring timing, skill requirements, and employer commitments.	Approve or revise the first hiring phase.
Gate 2: Launch	Training capacity, recruitment pipeline, work experience, supervisor readiness, and community constraints.	Launch up to 60 positions.
Gate 3: Review	Hiring results, vacancy duration, turnover, employer impact, housing, child care, and transportation signals.	Expand, slow, redesign, or pause.

45-DAY VALIDATION PLAN

Four owners complete the evidence before a final commitment.

The employer confirms role demand and job quality. The regional convener reviews current-employer impact. Education partners confirm delivery capacity. Community partners test housing, child care, and transportation against the first two hiring phases.

DECISION RULE

Opportunity should reinforce the community's workforce system.

Proceed when the employer's job quality, timing, training investment, and operating commitments add durable career capacity without creating unmanaged pressure on the employers and households already present.