



## **ABOUT**

In today's market, companies must have flexible, in-demand solutions to meet its workforce needs. Riverview Solutions, LLC is an Alabama-based firm designed to create customized workforce solutions to meet demands and execute strategies for success. Ensuring workforce strategies are in place to meet the worker life cycle is essential for continued growth and development for business and industry. Riverview Solutions offers viable, innovative workforce plans and coordinates their implementation.

## **SERVICES**

Funding Procurement for Job Training  
Human Capital Recruitment  
Training Program Development & Implementation  
Job Fair Development  
Employee Development Plans  
Lay-off Mitigation Strategies  
Workforce-Health Assessments

## **LEADERSHIP**

Riverview Solutions is led by Austin Monk. Austin has had many years of experience in community, economic, and workforce development roles. His prior roles connected private, public, and non-profit organizations from a solutions-based approach. His expertise is in organizational design, policy development, and creating value-added relationships. He has a Master's in Public Administration and is keenly focused on a structured, practical approach to organizational and project needs. Additionally, Austin is affiliated with a professional network that can assist based on specific project needs.

## **CONTACT**

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### *Featured Consulting Services for Companies*

#### ***Funding Procurement for Job Training***

Assists with the coordination, application, and implementation of training activities with the assist of federal and state resources. Includes development of training programs, applying for grants, and assisting with the implementation of the training activities.

#### ***Human Capital Recruitment***

Creates a plan to help to recruit workers from training providers based on skill needs. Ensures a practical marketing strategy to promote company assets and establishes a pinpointed correlation of skill needs. Provides specific roles to be filled in maintenance, management, engineering, or EH&S roles.

#### ***Training Program Development & Implementation***

Provides specific details on training programs customized to meet production activities. Includes a job-task analysis of positions and recommendation of training activities to improve production and safety performance.

#### ***Job Fair Development***

Coordinates events that assists with career exploration choices, training providers, funding solutions for K-16. The event would be in coordination with specific goals of employee recruitment strategy to ensure a stronger, well-trained pipeline of workers for business and industry.

#### ***Employee Development Plans***

Provides an analysis of current and future employees and positions and aligns skillsets they should receive training in while in the position or as the company develops. Examines whether apprenticeship or work-based programs should be implemented and offers a turn-key solution to writing those plans and how to best manage them. Training activities provided would be documented in employee personnel files.

#### ***Layoff Mitigation Planning***

Offers companies a plan to mitigate the effects of a layoff. Coordinates recommendations to laid-off employees of third-party financial resources (life insurance, retirement rollovers, etc.) and connects them to training or job opportunities.

#### ***Workforce-Health Assessment***

Provides an assessment of company-specific skills inventories and inference of how and what the data can do to maximize production. Offers insight to company-wide demographics and educational attainment and its correlation to the efficiency of production.