CREATING Green Pathways



FOR LOWER-SKILLED ADULTS

Job Placement is Job One Conference: Retention Begins at Intake
Date: September 14, 2011
Crystal City

Green Pathways OUT OF POVERTY

JOBS FOR THE FUTURE

WOW Wider Opportunities for Women

working FOR America AFL-CIO INSTITUTE

- **Jobs for the Future**
  - JFF is a national intermediary that designs and manages initiatives that create strategies for educational and economic opportunity for low income people
  - We partner with philanthropy, public funders, schools, community colleges, non-profit organizations, workforce development providers and industry associations to strengthen capacity, deliver programs and advocate for policies that promote career advancement for low-income, low-skilled people.
- **GreenWays**
  - GreenWays is a JFF initiative partnering with the AFL-CIO Working for America Institute and Wider Opportunities for Women to provide career advancement training and supports leading to family sustaining incomes in green sector jobs in eight regional labor markets nationally.
  - GreenWays is funded by Pathways Out of Poverty, the Green Jobs Innovation Fund, and more than 20 local foundations of the National Fund for Workforce Solutions


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working for America


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Workforce Partnerships *convene* employers in the targeted industry sector, to ***aggregate*** the hiring, training, and advancement needs of employer partners, and ***broker or provide*** the services needed by low-skilled participants to prepare them to meet employers' needs for skilled entry-level or mid-skilled employees

Workforce Partnerships

- use a dual customer approach
- to build career advancement pathways for low-skilled workers and
- meet employer demands.

Workforce Partnerships

- develop deep, long-lasting relationships among employers, the public workforce system, and education, training, and support service providers,
- organize them to provide a continuum of education, training, career coaching, asset development, job placement, job retention and advancement, and support services.

Retention Begins at Intake Continuum of Services

GreenWays program strategies are tailored to the hiring, retention and advancement challenges of specific employers in an industry sector. GreenWays programs design a continuum of services to prepare lower-skilled individuals to meet employer expectations.

- Outreach and Recruitment
- Intake, Assessment, Enrollment
- Basic Skills, Bridge Courses, ESL, Financial Education, Workplace Skills,
- Life Skills, Career Coaching, and referral to other appropriate resources
- Occupational Training / On-the-Job Training
- Case Management / Supportive Services
- Job Placement / Job Retention and Follow-up
- Post-placement career advancement training
- Reporting / Evaluation participation
- Leverage resources with other grants

Pop Quiz: Working with Labor

- AFL
- CIO
- JATC
- BTC
- BCTD
- PLA
- CBA
- MCCC

Pop Quiz: The Gender Lens

What are we doing to nurture collaboration

How can collaboration improve outcomes

- with labor
- women's organizations

Retention Begins at Intake Job Readiness Check List

	LOW OR NO BARRIER Score 1 - 3 points	MEDIUM BARRIER Score 4 - 6 points	HIGH BARRIER score 7 - 10 points
AGE	age is not a barrier Age = _____	age is a moderate barrier Age = _____	age is a high barrier Age = _____
EDUCATION AND TRAINING			
1. Formal Education	has high school diploma or equivalent; or has finished some college or university courses	less than high school finished	public school (grade 8 or equivalent, or less finished)
2. Skill Training/Trades	has more than half of the requirements finished for a specialized certificate or license required for job goal; or, N/A	has half or less than half of the requirements finished for a certificate or license for selected job goal	participant has never had any training for a specialized certificate or license for selected job goal
3. Recognition of Education and/or Training	education, training, or certificate is formally recognized (e.g., by employers, licensing body, etc.)	waiting for a decision on certificate; or, education/training upgrading for certificate is in progress recognized but not as equivalent	participant's education, training, or certificate is not formally recognized (e.g., by employers, licensing body, etc.); or, participant is not able to verify education or training received (Immigrant)
BASIC SKILLS			
1. Literacy	is able to read and write in English at a high school level	is able to read and write in English at a public school level; has some difficulty writing and spelling	participant cannot read or write in English at all; or reading limited to simple words or sentences
2. Language	is able to speak English very well or fluently	is able to express and understand basic communication (eg. Instructions, simple conversation) in English	participant is unable to have a conversation in English without an interpreter; or, is able to express and understand only the most basic words and phrases
3. Skill with Numbers	reports having no difficulty in carrying out basic arithmetic or NA	reports having some difficulty in carrying out basic arithmetic	participant reports considerable difficulty in carrying out basic arithmetic

- **Follow up, Follow up, Follow up!**
  - Touch base with employer directly
  - Check with participant on transportation, child care, and job satisfaction
- **Reconnection Services**
  - Monthly workshops for alums – with food and child care
  - Re-placement assistance
  - Referrals for child care or support services
  - Brush up resume, computer labs, etc.
- **Credential Renewals or Upgrades**
  - Reminders to alums on annual license/credential renewal schedules
  - Short workshops to prep for new credentials

Retention Begins at Intake

Green Pathways Status Update







How're we doing?

1,243 enrolled

379 completed

851 credentials

180 placed

- Urban Arborists
- Utility lineman
- Union apprentices
- Hazmat remediation workers

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JOBS FOR THE FUTURE

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