



Enhancing Employee Competitiveness for Quality Jobs

Economic Mobility - Program Scaling and Expansion



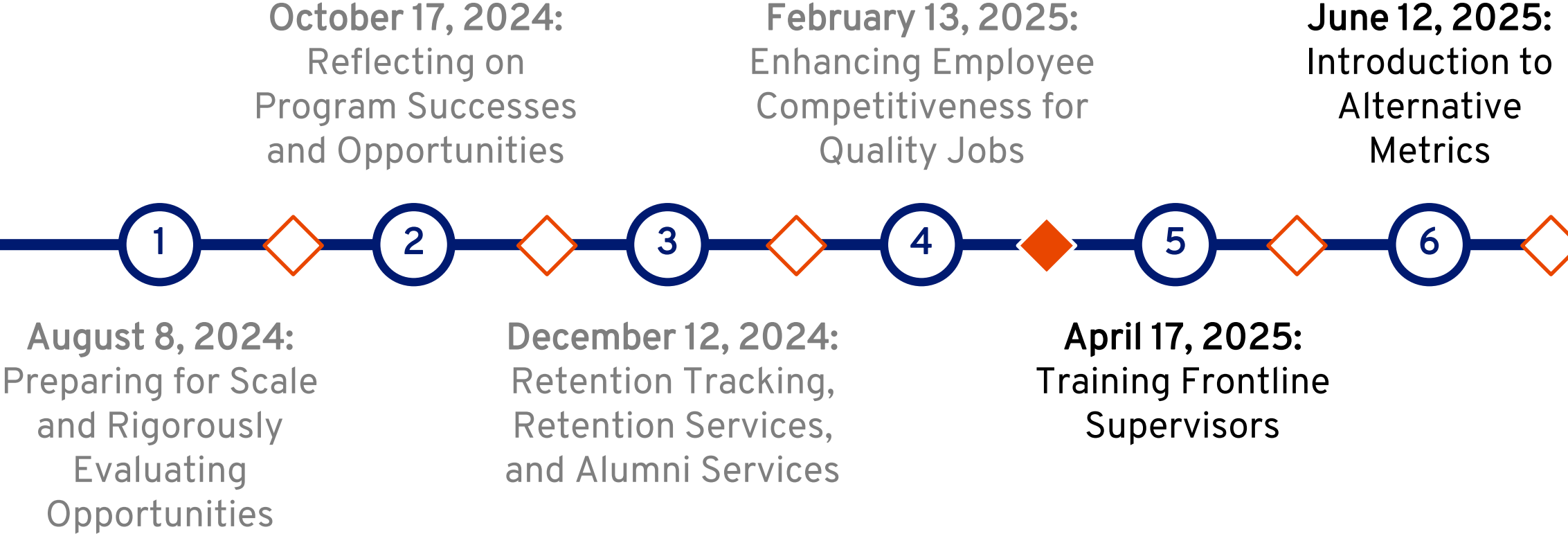
Program Announcements

Mid Point Survey is Out!
Please complete it by the
end of the month

**CA RISE 2.0 Planning is
Happening!**
Please respond to the
email Justin sent out about
being included in the CA
RISE budget advocacy - if
you didn't receive the email
please reach out to Justin -
jvanzerber@redf.org

**CA RISE Close Out will be
Sept 22 & 23 in San Fran**
Save the date! More details
to follow in the coming
weeks

Economic Mobility Program Scaling and Expansion



 **Today's Optional Coaching Session**



Community Standards

- Stay engaged
- Listen to understand
- Take space, make space
- Nobody knows everything, but together we know a lot
- Challenge assumptions
- Expect and accept non-closure
- Center Participant Workers
- Embrace Diversity in All of its Forms
- Create a Safer Space for Sharing / Refrain from Attribution

Session Agenda & Objectives

AGENDA:

- 1) Recap the Framework for thinking about increasing employee competitiveness
- 2) Takeaways from the conversation with **MORE THAN WORDS**
- 3) Peer Discussions using the framework and lessons from MTW

OBJECTIVES:

- ☐ Reflect on how your ESE is improving long terms outcomes for its employees
- ☐ Identify opportunities to increase employee competitiveness
- ☐ Learn from peers

The What

What do we mean by increasing ESE employee competitiveness?

→ Taking a long-term view by preparing ESE employees while engaged with the ESE to gain the skills, knowledge, and resources to be successful if and/or when an employee leaves the ESE and competes in the traditional labor market while also preventing backtracking.

Strategies to improve employee competitiveness are dependent on **intensity of intervention** and **who you're trying to influence**

High
intensity

401K/B

Industry recognized credentials,
certifications, Apprenticeship

Digital literacy

Job retention support

Increasing work hours

Onsite GED / HISET support

Rotational Job Experience

Low
intensity

Audience: Participant employee

High
intensity

Influencing policy for favorable
decisions for focus population

College credits for working at ESE

Trauma Informed Care training for
employer partners

Partnership with community college

Employer Advisory Committee

Proactive Job Placement

Low
intensity

Audience: Outside of ESE

Small Group Discussion



What is *a* challenge that is preventing some of your ESE employees from getting better paying jobs long term? Why do you think this is?

Recall, there is data that provides insight into what can increase ESE employee's long-term wellbeing



Hours matter



Relationships matter



Positive exits matter

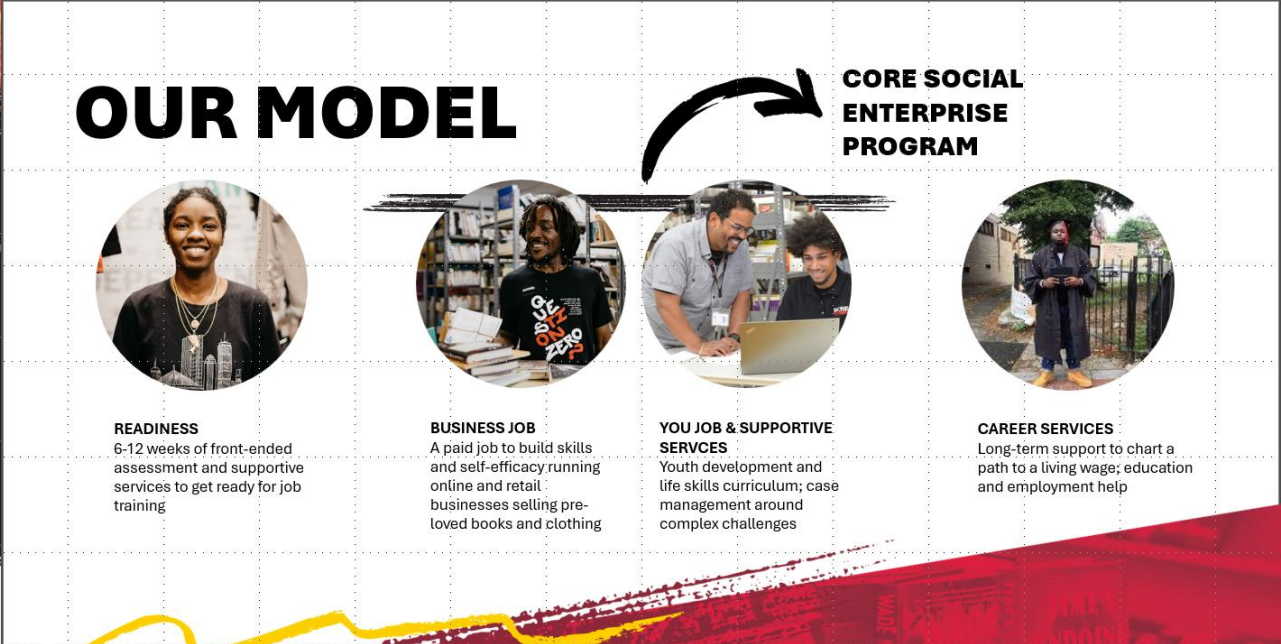


Employment
duration matters



Skill level impact

Recall our conversation with



10 DOMAINS

EMPLOYMENT Obtain a job with opportunity for growth into living-wage (\$22+/hr) salary.	EDUCATION Complete a post-secondary education program or be active, attending, and on track to graduate high school.	TRANSPORTATION Reliably access affordable transportation between work, school, and home.	HOUSING Remain safely housed with a 12+ month housing plan; take steps towards longer-term housing.	HEALTH & WELLNESS Have insurance; reliably access preventative care, mental health supports (if needed), and personal wellness activities.	SUPPORT NETWORK Have a reliable network of people to count on, including with housing, health, and financial support.	FINANCIAL WELLNESS Proactively budget, save, and use credit to achieve financial and career goals.	COURT NAVIGATION Attend all court dates, understand and meet all parole/diversion obligations, secure an outcome that minimizes future impacts, avoid new court involvement.	SYSTEM INVOLVEMENT Complete empowered transitions from foster care; access maximum possible benefits from system involvement.	PARENTING Secure childcare (with a back-up plan) for 6+ months; access resources and support to balance parenting and professional advancement.
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Individual Reflection:



1. Take a few minutes to reflect on the domains listed in the prior slide.
2. What is one domain you would like to see your ESE improve in?

Design an Experiment



Take a few minutes to design an experiment to improve a component of the domain you identified you would like your ESE to improve in.

Go to link→Click “File”→Download→Microsoft Word



Design an Experiment - EXAMPLE

Background: There are more and more ESE participant employees that have left in recent months who are returning to our ESE because they lost their job.

Challenge Question: How might I support retention for alumni who have graduated from our ESE within the last three months?

Identify the idea: I'd like to focus on post-ESE employment retention

Define the test: I'd like my program lead and business manager to meet regularly to explore if we can do a better job matching ESE employees with prospective jobs. My theory is that people are leaving their job because they don't feel confident they will be successful in it. (Based on feedback I received from alum)

Design the test: For the next 10 ESE employees who are 2 months away from graduating, I'd like to offer some employees enhanced employment matching services.

Define success: There is an 100% 4 month retention in the 5 employees who received job matching support compared to our current retention rate of 60%



Small Group Activity:



1. Share your experiments with your group. Explain WHY you decided to focus on this area of ESE employment.
2. Provide feedback and ideas to your peers

Closing Checkout:



Please include in the chat one thing you will be taking away from today



Feedback Survey

Please take a few minutes to fill out our Survey on this session.

<https://bit.ly/EMTScaleAll>

This feedback helps us improve your experience and plan adjustments to make moving forward.



What's next?

- Additional resources will be posted on REDFWorkshop
- Next required track session will be hosted on Thursday, April 17 from 11am-12:30 PST

Questions? Contact your Relationship Manager!

- Will Portnof - wportnof@redf.org
- Jamie Stark - jstark@redf.org





An investment that works.

Thank you!

