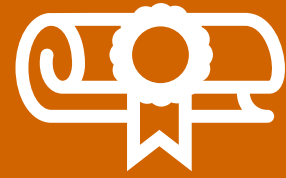




Welcome to July Ecosystem Enrichment!

Preparing Jobseekers for Hiring Events

WHAT IS ECOSYSTEM ENRICHMENT?



Monthly professional development opportunity for workforce professionals – career coaches, business services representatives, training instructors, and more!



Information that helps connect a complex system of services so that jobseekers can get the support they need to find, obtain, and maintain quality employment – no matter where they start!

Broadly applicable workforce development skills/knowledge with local context



Join us each month for more, invite others you think are a good fit, and reach out if you have questions about previous or upcoming sessions

Housekeeping Items

The session is being recorded, the PowerPoint and other materials will be sent out after the session.

Please mute yourselves to make sure that speakers can be heard, and we do not experience feedback. No need to keep video on unless you want!

Feel free to share your own thoughts, reactions, and reflections to the topics as we go along. If time allows, we can move to participant questions, so please send those to me privately!

Introductions

Type in the chat

Name, Title, Organization

If you could instantly become an expert in any field or hobby, what would it be and why?

Key Learning Objectives

About Wednesdays @
WorkOne Indy



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graph TD; A[About Wednesdays @ WorkOne Indy] --> B[Tips to putting on successful hiring events]; B --> C[Preparing clients for successful participation at hiring events]; C --> D[Coaching for follow-up after a hiring event];
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Tips to putting on successful
hiring events

Preparing clients for successful
participation at hiring events

Coaching for follow-up after a
hiring event

WEDNESDAYS @ WORKONE



HIRING IS THE HOOK

- A Hiring Event NOT a Job Fair
- Focus is on Employment
- Jobseekers understand there are Open Positions
- Employers expect people coming to Find Work



CONSISTENCY COUNTS

- Same Time, Same Day, Every Week
- Jobseekers + Community
 - Regularity and variety
 - Follow-up opportunities
 - Participant sharing
- Hiring Employers
 - 100+ potential candidates weekly
 - Planning and promotion assistance
 - Meeting/interview opportunities
 - Reliability



ACCESSIBILITY

- Free & Open to public
- Diverse range of industries and opportunities
- Solutions to barriers with C.B.O. Partnerships



CBO OUTREACH

- Participate
 - 2 tables dedicated
 - Promote and hire
- Attend
 - Bring groups of clients
 - Removes transportation barrier
 - On-site assistance
- Connect
 - Additional opportunities within ecosystem



COMMUNICATIONS

- External Promotion
 - Social Media / Partner Promotions
- Internal Communications
 - Kiosks / Desktops / Phone Automation
- Staff
 - Constant Promoters
 - Word of Mouth Success Stories
 - One-on-One Encouragement



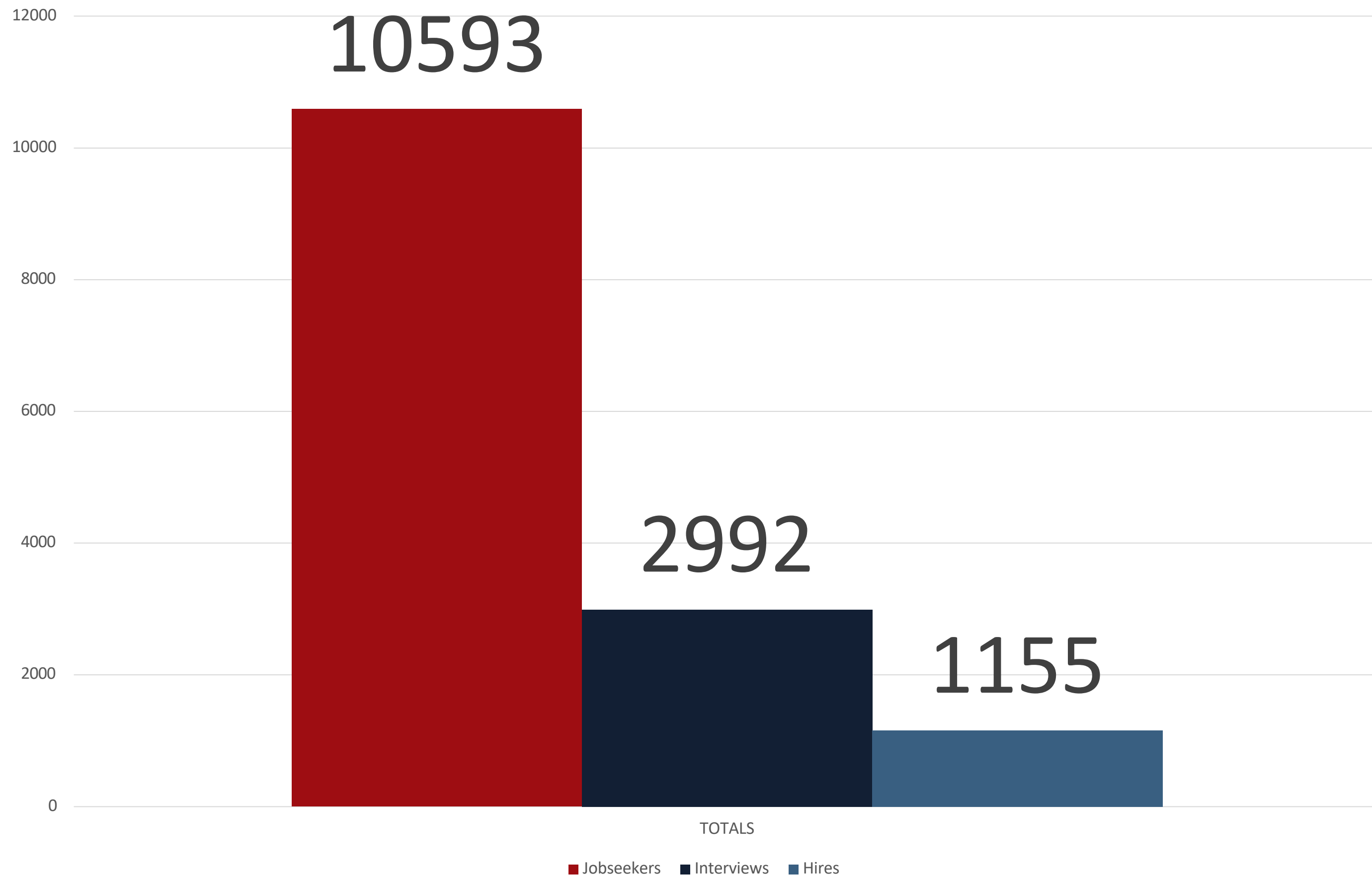
RELATIONSHIP MATTERS

2-Customer Approach

- Job Seekers + Community
 - Listening to their needs
 - Providing what they are looking for
- Hiring Employers
 - Equal playing field
 - Promoting their participation
 - Networking Opportunities
 - Internal Networking with Business Partnerships



Wednesdays@WorkOne 2024 YTD



PREPARING CLIENTS

- Build a Trusting Relationship
- Ask the question: “What are you looking for?”
- Identifying WANTS / NEEDS will help them pinpoint THEIR JOB!
- Be Honest with Pros / Cons
- Be Comfortable with Online Applications
- Develop an Elevator Pitch



SELL YOURSELF

- Greeting
- Name
- Experience
- Purpose



ATTENDING THE EVENT

- Do the research
- Dress the part
- Practice the Pitch
- Be Flexible
- Don't Judge a Company by it's Logo
- The Resume Conundrum



AFTER THE EVENT

- Apply! Apply! Apply!
- Follow Up
- Keep Moving Forward
- Coaches: Review and Fine-Tune



VISIT WORKONE INDY

- Free Computer Access and WiFi
- Over The Shoulder Staff Assistance
- One-on-One Career Navigation
- Workshops and Assessments



A wide-angle photograph of the Chicago Lakefront. In the foreground, a paved promenade runs alongside a body of water. People are walking, jogging, and riding bicycles on the path. A small boat with a gondolier and passengers is on the water. To the left, there are green lawns and trees. In the background, the Chicago skyline is visible, including the Willis Tower and the Chicago City Hall. The sky is blue with scattered white clouds. The word "Questions?" is written in large, white, sans-serif font across the center of the image.

Questions?



RecycleForce

RecycleForce is a 501(c)3, Social Enterprise, that is committed to reducing crime through employment and job training, while improving the environment through electronics recycling.

Since 2006, RecycleForce has safely recycled more than 65 million pounds of electronic waste while providing job training to thousands of returning citizens.

Current Grant Programs

- Pathways Home (PH)
- Community Project (CP)
- Growth Opportunity (GO)
- Young Adult Reentry Program (Y.A.R.P.)
- Youth Employment Services (YES)

Pathways Home (PH)

- **Capacity:** 400 participants for program year
- **Ages:** 18+
- **Length:** 11 weeks
- **Qualifications:** Currently serving IDOC time (270 – 20 days from release). Enrolled in Hoosier Initiative for Re-Entry (H.I.R.E.) program.
- **Referral:** H.I.R.E. as part of “Pre-Release Plan”

Community Project (CP)

- **Capacity:** 100 participants for program year
- **Ages:** 18+
- **Length:** 11 weeks
- **Qualifications:** Served Federal Time
- **Referrals:** VOA Work Release, Community Partners

Growth Opportunity (GO)

- **Capacity:** 160 participants for program year
- **Ages:** 18 - 24
- **Length:** 200 hours
- **Qualifications:** Justice involved, Expelled from High School, High-risk, Target Area Zip Code
- **Referrals:** Indy Peace, Walk-Ins

Young Adult Re-Entry Program (Y.A.R.P.)

- **Capacity:** 380 – 459 participants for program year
- **Ages:** 18 - 24
- **Length:** 120 Days
- **Qualifications:** Criminal Justice Involvement
- **Referrals:** Community Corrections, Client Referrals, Walk-Ins

***Currently Being Phased Out**

Youth Employment System –YES Indy

- **Capacity:** 30 – 50 participants for program year
- **Ages:** 18+
- **Length:** 2 Years
- **Qualifications:** “At-Risk” factors, Focus on Justice Involved
- **Referrals:** Community Corrections, Client Referrals, Walk-Ins, Partner Organizations

Participant Curriculum Flow

- Intake
- Classroom Training
- Production/Work Based Learning
- Placement
- Follow-Up

Intake: Tuesdays @ 9:30am

- **Orientation**
 - All participants start at \$15/hr
- **I-9 Paperwork**
 - Tax Withholding, Direct Deposit, etc.
- **Plan of Action**
 - Basic Demographic Info
 - Short, Mid, Long-Term Career Goals
- **Basic Needs Assessment**
 - Housing, Transportation, I-9 (Birth Certificate, SS Card, State ID/DL), etc.
- **Mental Wellness/Substance Dependence Assessment**
 - Vision Wealth Group
- **Set up on Time Clock & Locker Assignment**

Classroom Training Curriculum

- **Mandatory Training Curriculum:**
 - OSHA Safety
 - Powered Industrial Truck (Fork Lift Cert)
 - Resource Conservation & Recovery Act (RCRA)
 - Human Resources
 - Financial Literacy (Key Bank)
 - Job Readiness

Classroom Training Curriculum

- Elective Training Curriculum:
 - HAZWOPER-40
 - OSHA 10
 - OSHA 30
 - Certified Logistic Associate (CLA)
 - Certified Logistic Technician (CLT)
 - EPA-608 (Refrigerant Recovery)
 - HVAC Type I, II, III
 - GED/HSE: Warren Township
 - (If court mandated)
 - IVY Tech: Elevation Program

Production: DE manufacturing Specialist

- Receiving
- Sorting
- De-man
- Bailing
- E-Vantage Separator (Beast)
- T-Tech
- Shipping

*Have recycled more than 100 million lbs. of material since 2006

Placement: 30 days before completion

- Direct Job Placement
 - A,B,C Model
 - 1-Year Employment Follow-Up
 - Q2, Q4 Retention & Earnings
- College/Trade
 - Q2, Q4 Enrollment Follow-Up
- Extend the Runway
 - Transitional Employment: Keys 2 Work
 - Outside Crew, KIB, Parks, Etc.....
 - Continue Job Search

Questions?

David Davis, EAR/Re-Entry Case Manager

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Rate the
Session



Wrap-Up

Next Session: August 22nd

[Register Here](#)

Are you a new career coach, navigator,
or case manager looking for resources?

Are you a seasoned professional with
resources to share?

[Check out the Resource Library](#) where
you can access & request materials to
help as you serve jobseekers