Post-Placement Retention and Career Advancement: Best Practices
May 30th, 2019

Guest Speakers:
- Emily Doherty, Senior Director – JARC
- Schirell Willis, Career Development Manager – Wesley Community Center
Housekeeping Items

• Webinar is being recorded and will be posted online by June 5, 2019.
• All lines will be muted for the duration of the webinar.
• Send all your questions via chat.
W.K. Kellogg Foundation: 6th to $16

- Financial stability
- Occupational skills attainment
- Job retention
- Employer engagement
Background Agency Info
JARC’s Families of Programs

Careers in Manufacturing Programs
Unemployed and underemployed adults

Business and Workforce Services
Companies and incumbent workers
Outcomes – Careers in Manufacturing Programs

<table>
<thead>
<tr>
<th>FY</th>
<th>Enrolled</th>
<th>Completion Rate</th>
<th>Placement Rate</th>
<th>Average Starting Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>16</td>
<td>76</td>
<td>76%</td>
<td>83%</td>
<td>$14.57</td>
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<tr>
<td>17</td>
<td>69</td>
<td>71%</td>
<td>90%</td>
<td>$14.92</td>
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<tr>
<td>18</td>
<td>80</td>
<td>90%</td>
<td>81%</td>
<td>$15.97</td>
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In FY17, 38 trainees earned 55 industry recognized credentials.

In FY18, 68 trainees earned 105 industry recognized credentials.
Outcomes – Business and Workforce Services – FY18

586 training slots

17 different companies

- Forklift Operation and Safety
- 10 – Hour OSHA for Workplace Safety
- Metrology and blueprint reading
- Fundamentals math for manufacturing
Retention Strategies

Employer-employee fit

Career advancement opportunities

On-going supportive services

Soft skills training

Expectation setting

Adequate technical skills

Strong employer relationships
Retention Activities

Alumni activities
- Panels
- Events

Career advancement info sessions

On-going financial coaching to reach long-term goals

Checking in directly with employer

Ongoing income supports and referrals

Opportunities for additional technical training

Providing counseling on-site at employer
Success Story
Lessons Learned and future plans

• Working towards retention starts before an individual even starts in the program
• Know what you are preparing graduates for (positions, companies, industry)
• Dedicated staff person who can focus on needs of graduates
• Make continued engagement worthwhile for graduates
• Meet graduates where they are at – make it easy for them
About Us

Wesley was founded in 1904, by a group of women from a nearby Methodist Church. Many of the families across the bayou were led by widows whose husbands had died working in the nearby rail yards. The women’s group was motivated to build a community center to help lift up those families. Today at Wesley Community Center, we’re building on that foundation of caring for those most vulnerable.

Investing in the potential of individuals and creating opportunities to strengthen families and build neighborhoods
FINANCIAL OPPORTUNITY CENTER

KEEPING CLIENTS FIRST IN EVERYTHING THAT WE DO
The Client Process

INTAKE SPECIALIST
Assesses the client during the initial meeting to determine needs and make warm referrals as needed.

FINANCIAL COACH
Provides one-on-one financial coaching and group classes targeted towards financial literacy, asset attainment and credit building.

EMPLOYMENT COACH
Works with clients to provide one-on-one and group job readiness workshops. Aides with resume writing, mock interviewing, and salary negotiation.

CASE MANAGER
Provides intensive one-on-one case management and services to include, but are not limited to warm referrals, rental and utility assistance.

CAREER DEVELOPMENT MANAGER
Provides intensive services to take client to the next level to include, but are not limited to career mapping and exploration, coaching, salary negotiation and retention strategies.
Vocational Tracts

Wesley Community Center specializes in medical vocational scholarships, but also offer opportunities in child development, construction and manufacturing.

MEDICAL
Certified Nursing Assistant, Phlebotomy, EKG and Patient Care Technician

MANUFACTURING
CNC Machinist

CONSTRUCTION
Residential home building and maintenance

CHILD DEVELOPMENT
Childcare Development Associates
CLIENT SUCCESS STORY

• FROM $10.00 AN HOUR TO $14.75
• FROM HIGH SCHOOL DIPLOMA TO CNA
• FROM UNDER QUALIFIED TO WORKING WITH A NATIONALLY RECOGNIZED TOP HOSPITAL
Client Supports
Continuing to make a difference one client at a time

**Mentorship Program**

TWICE BLESSED

Our mentors were first blessed with the opportunity to be apart of the FOC and success. Now they are blessed yet again to share their stories and make a difference for those currently in the program.

**Educational Supports**

NEXT LEVEL OPPORTUNITIES

The chance to become more marketable and increase wages through additional educational supports and scholarships.

**Externship Opportunities**

THE CREAM OF THE CROP

Top performers have the chance for externship opportunities with top employers.
Employer Partners

Making relationships and staying connected is a key and vital element in taking your clients to the next level.

Prioritize

Employers should feel that they are an important part of this process. Most importantly they should feel appreciated for the partnership.

Authorize

Empower and authorize clients to rise to the top. Their success could lead to future opportunities and the deepening of partnerships.

Monetize

Making the most money possible can be good, but a foot in the door opportunity may be even better!!
Preparing our clients for the future

Working alongside our clients to ace the interview and obtain the opportunity!!
Client Supports

DON’T FORGET ABOUT YOU!!

SELF CARE
You can’t be at your best if you neglect you in this process!!

PATIENCE
Rome was not built in a day and neither is program success.

DETERMINATION
Know that every seeded planted may not reap a harvest at the same time.
MORE CLIENT STORIES

From GED and High School Diploma to Certified Patient Care Technicians
THANK YOU

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