

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.
 - <http://www.foc-network.org/webinar-archive.html>
- 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**



Emily Doherty

Senior Director – Programs

May 30th, 2019

Background Agency Info



JARC's Families of Programs



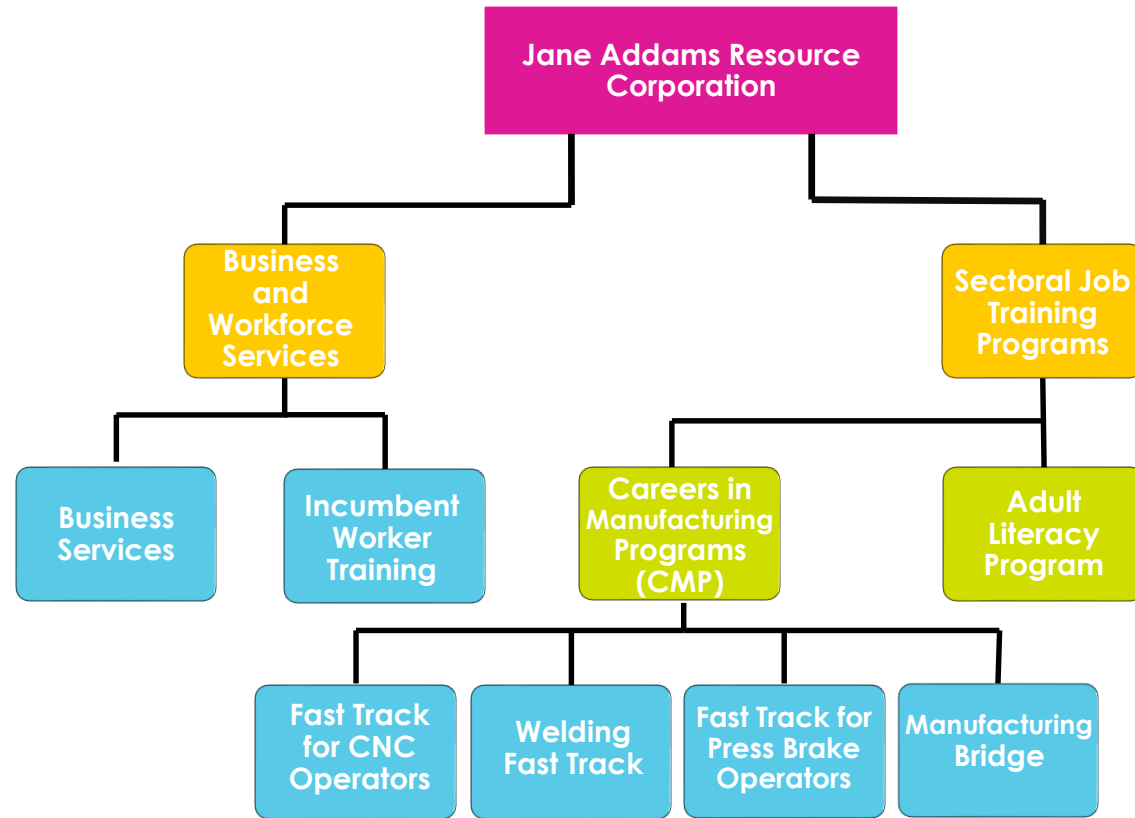
**Careers in
Manufacturing
Programs**

Unemployed and
underemployed
adults

**Business and
Workforce
Services**

Companies and
incumbent
workers

JARC Organizational Structure



CMP Embedded Services

- Employment coaching and workshops
- Public benefits screening
- Referrals for additional supportive services
- Financial coaching and workshops
- Digital literacy coaching and workshops
- Post-placement supports

Outcomes – Careers in Manufacturing Programs

FY	Enrolled	Completion Rate	Placement Rate	Average Starting Rate
16	76	76%	83%	\$14.57
17	69	71%	90%	\$14.92
18	80	90%	81%	\$15.97



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



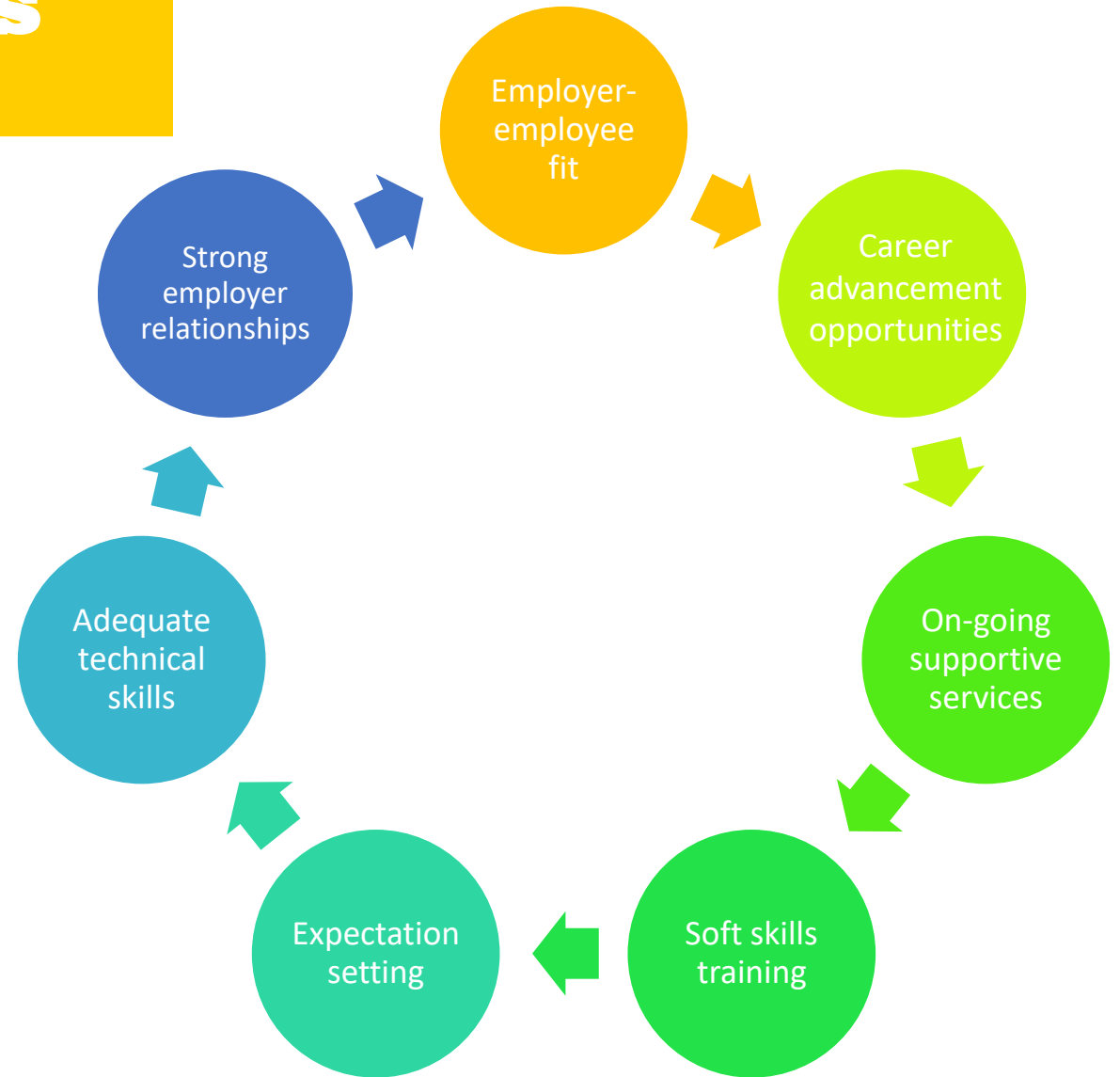
Forklift
Operation and
Safety

10 – Hour
OSHA for
Workplace
Safety

Metrology
and blueprint
reading

Fundamentals
math for
manufacturing

Retention Strategies



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

Questions?



Thank you!

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WESLEY COMMUNITY CENTER

UNLOCKING THE KEYS
TO SUCCESSFUL CLIENT
RETENTION

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



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.



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.



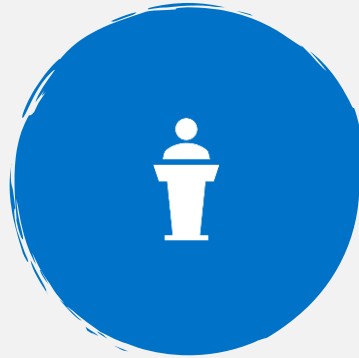
CAREER DEVELOPMENT MANAGER

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.



MEDICAL

Certified Nursing Assistant,
Phlebotomy, EKG and Patient
Care Technician



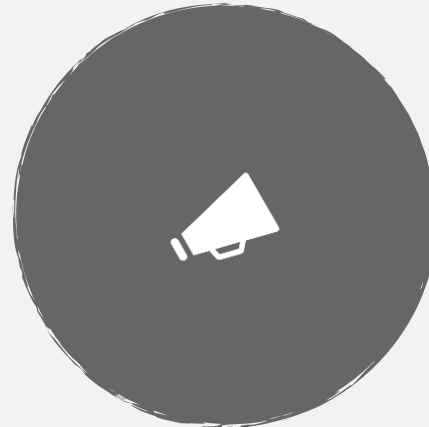
MANUFACTURING

CNC Machinist



CONSTRUCTION

Residential home
building and
maintenance



CHILD DEVELOPMENT

Childcare
Development
Associates

Vocational Tracts

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

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 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

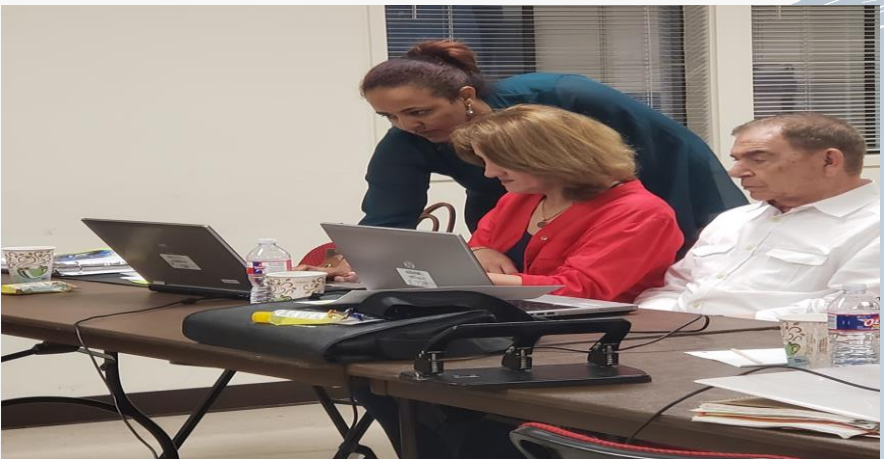
The chance to become more marketable and increase wages through additional educational supports and scholarships.

Externship Opportunities

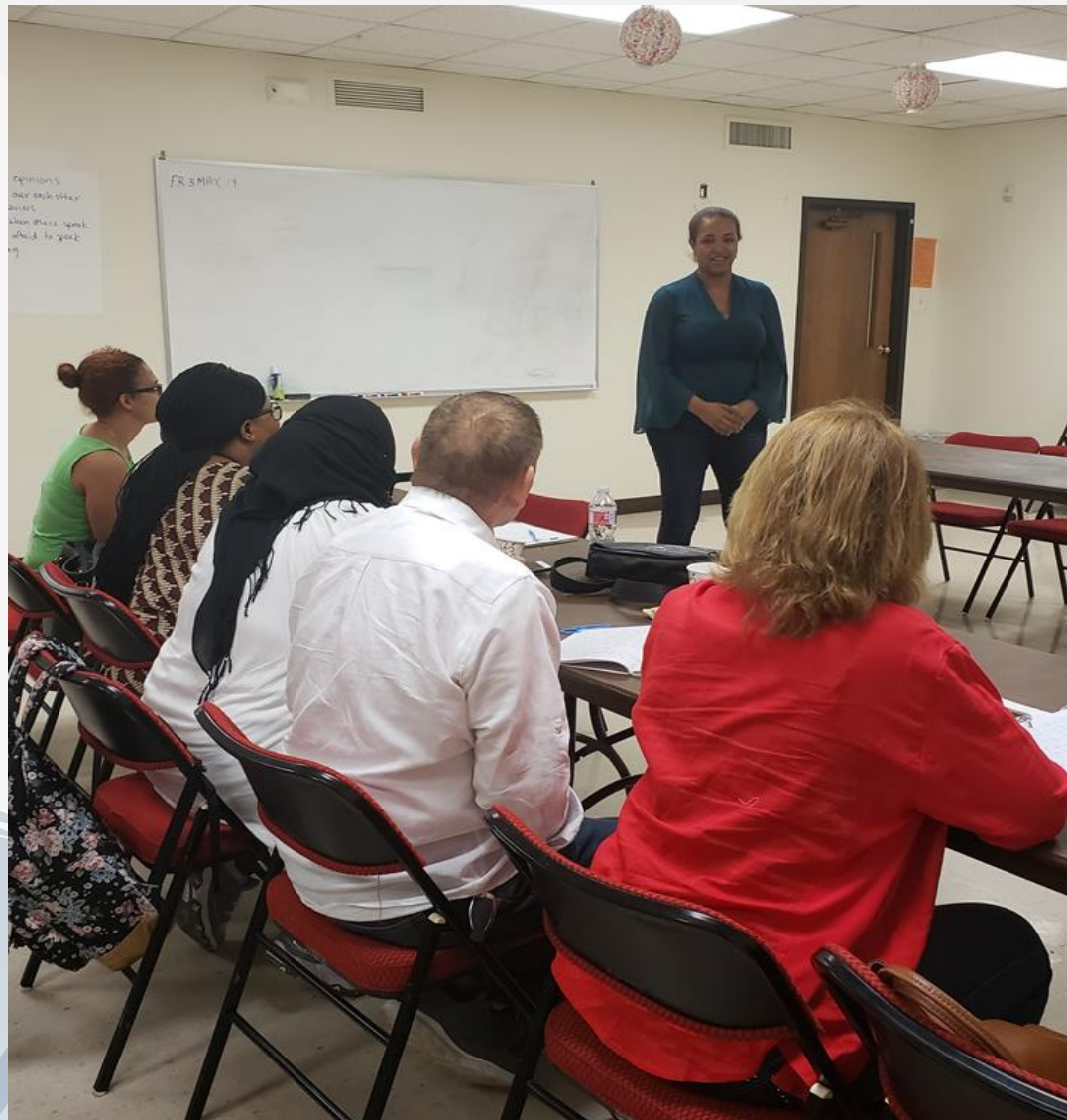
THE CREAM OF THE CROP

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

MENTORSHIP



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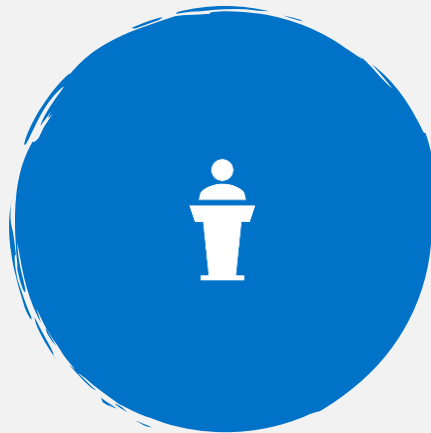


TWICE BLESSED
OVERLOAD



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!!

Employer Partners

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



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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