Effective Workforce Development and Employment Strategies for High-Need Fathers

Presenters:

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Background

Why is employment important for fatherhood programs?

- Office of Child Support Enforcement (1975)
  - First explicit family policy targeted towards fathers to enforce financial support

  - Parent’s Fair Share Demonstration Project was implemented from 1994 – 1996. Increased understanding around employment for high need fathers
Background

Temporary Assistance for Needy Families (1996)
- Responsible Fatherhood Programs – Operated in 8 sites from 1998 – 2000 with the goal of increasing employment outcomes, develop parenting skills, and motivate child support compliance

Building the Employment Component of Your Program

- Building the Capacity of Case Managers
- Engaging Quality Employment Partners
- Assessing and Tracking Partnerships
- Utilizing Labor Market Information
Building the Capacity of Case Managers

Career Coaching as case management model
• Move away from comprehensive assessments of “barriers” as an early first step
• Flip the conversation: Focus on employment goals first
• Message retention and advancement from the beginning
• Identify achievable steps for customers
• Update goals and action plans frequently
Engaging Quality Employment Partners

- Quality vs. Quantity
- What do your ideal employment partners look like?
- Who is already on board with your organization?
- What organizations in your community have similar interests?
Assessing the Quality of Partners

- Do your current employment partners share your vision or are they partners because they need something you can offer?
- Do you have enough employers to reach your employment goals? If not, how can you add additional partners?
- Are your employers making every job in their organization available for your participants or just select jobs?
- How can you show employers the advantages of working with you?
Tracking Employer Engagement

What should you be tracking?

- Information about each employer
- Information that identifies responsibility
- Information that assigns level of effort
What to Record / Track

- Business Name
- Source (Referral, Internet Search etc.)
- Benefits/Hiring - (Y/N)
- # of Job Orders
- Contact Frequency
- Last Contact
- Contact Outcome
- Next Scheduled Contact
- Notes

Level of engagement – drop down menus allow for consistency
Now that you are tracking all of this information, how do you use it?

Smart tracking and outreach allows you to match your supply (participants) to your demand (job orders)
## Utilizing Labor Market Information

<table>
<thead>
<tr>
<th>Sector</th>
<th>MANUFACTURING</th>
<th>CONSTRUCTION</th>
<th>TRANSPORTATION/ WAREHOUSING</th>
<th>ACCOMMODATION &amp; FOOD SERVICES</th>
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</thead>
<tbody>
<tr>
<td>MANUFACTURING</td>
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<tr>
<td>MANUFACTURING</td>
<td>484 New Jobs Annually (9% of WRO Placements)</td>
<td>539 New Jobs Annually (36% of WRO Placements)</td>
<td>4250 New Jobs Annually (41% of WRO Placements)</td>
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<tr>
<td>JOBS</td>
<td>Management, Engineering, Production, CNC Programmers $16-$18 / HR</td>
<td>Managers, Truck Mechanics $18-$24 / HR</td>
<td>Managers, Office Services, Inventory Controllers $15-$24 / HR</td>
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<tr>
<td>TRAINING / CREDENTIALS</td>
<td>SAE Cert., ASQC, PMI-Mechatronics, CCST/CAP</td>
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<td>TRAINING / CREDENTIALS</td>
<td>LPAS, LPWA, LPMA, ASQC, CMAA, CAD, HII</td>
<td>SAE Cert., ASQC, PMI-Mechatronics, CCST/CAP</td>
<td>OSHA-30, QHR, ASQC</td>
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</tr>
<tr>
<td>COMPETENCIES</td>
<td>SEMI-SKILLED LEVEL (Certifications and/or Moderate OJT/Experience)</td>
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<td>JOBS</td>
<td>CNC Operators, Welders, Machine Techs, Machinery Mechanics $15-$22 / HR</td>
<td>Service Techs, Crane &amp; Rigging, Heavy &amp; Tractor-Trailer Drivers $11-$20 / HR</td>
<td>Shift Leaders, Chef/Head Cooks, Bakers, Event Coordinators, Office Clerks, Repair Techs $10-$17 / HR</td>
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<td>TRAINING / CREDENTIALS</td>
<td>CNC, AWS, NIMS, CAD, CAM, Journeyman Licensing, PMO</td>
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<tr>
<td>COMPETENCIES</td>
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<td>JOBS</td>
<td>Assembly &amp; Repair Technicians, Industrial Tool Operators Production Workers $10-$15 / HR</td>
<td>Construction Maintenance, Carpentry &amp; Roofing Assistants Drywall &amp; Tile Assistants $30-$51 / HR</td>
<td>Servers, Grill/Line/Prep Cooks, Cashiers, Front Desk Agents, Waitstaff $9-$11 / HR</td>
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<tr>
<td>COMPETENCIES</td>
<td>Math, Mechanical Aptitude Problem-Solving Machine &amp; Electrical</td>
<td>Basic Installation &amp; Repair Equipment/Aptitude Problem-Solving</td>
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<td>JOBS</td>
<td>Helpers, Laborers, Temp $9-$10 / HR</td>
<td>Packers, Loaders/Unloaders $9-$10 / HR</td>
<td>Janitorial, Fast Food $9-$10 / HR</td>
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- **Managers, Engineering Techs**, Production Techs, CNC Programmers: $16-$18 / HR
- **Managers, Truck Mechanics**: $18-$24 / HR
- **Managers, Office Services, Inventory Controllers** and **Occupational Health & Safety Specialists (QAs)**: $15-$24 / HR
- **Carpenters, Plumbers, Electricians, Sheet Metal, HVAC, Masons/Finishers, Heavy Equip.**: $15-$22 / HR
- **Shift Leaders, Chef/Head Cooks, Bakers, Event Coordinators, Office Clerks, Repair Techs** and **Servers, Grill/Line/Prep Cooks, Cashiers, Front Desk Agents, Waitstaff**:
- **Construction Maintenance, Carpentry & Roofing Assistants Drywall & Tile Assistants**: $30-$51 / HR
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*Note: All salaries are approximate and may vary based on location, experience, and specific job duties.*
Ways to Integrate Employment Services

- Employment section(s) in core curriculum
- Soft skills/work readiness as a program component
- Referral to workforce partner
- Comprehensive employment component integrated in program or with workforce partner