The Pathway to Employment Success: Engaging Employers and Building Safe and Sustainable Employment for Survivors

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Sanctuary for Families
# Tale of two labor markets

Getting clients from the low wage economy to the living wage economy is an overarching goal of Sanctuary’s Economic Empowerment Program.

<table>
<thead>
<tr>
<th>LOW WAGE</th>
<th>VS.</th>
<th>LIVING WAGE</th>
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<tbody>
<tr>
<td>TIER I JOBS (Not the goal of EEP)</td>
<td></td>
<td>EEP Goal: TIER II / III / IV / V JOBS (Career Track)</td>
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<tr>
<td>- Low Skill Jobs / Unskilled Labor</td>
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<td>TIER V Salary: $50K+ Per Year</td>
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<td>- Menial Labor</td>
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<td>TIER IV Salary: $40-$50K Per Year</td>
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<tr>
<td>- Dead End Jobs</td>
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<td>TIER III Salary: $25K-$40K Per Year</td>
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<td>- Food Service, Retail, HHA, Security</td>
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<td>TIER II Salary: $15 Per Hour *</td>
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TIER I Wages: $15 Per Hour *

* NYS Minimum Wage = $15 per hour
EEP APPROACH: 7 CAREER KEYS WORKFORCE DEVELOPMENT MODEL

The key to getting from the low wage economy to the living wage economy is to affect a “material change” in knowledge and skills – relative to 7 specific attributes (career keys)

- (1) English (Intermediate)
- (2) HSD or HSE and / or some college
- (3) 10th Grade Reading Level (Literacy)
- (4) Intermediate MS Office Skills (MOS)
- (5) Occupational Specialization
- (6) Work Experience (via Internships)
- (7) Professional Development

- Identify missing Career Keys for each program participant
- Participants pick-up missing key along a continuum of sequenced program components
- Depending on the number of missing keys, the maximum program length = 16 months
- The program supplies educational support and resources
**GOAL:** Placement in Tier II Career Track Jobs ($15 per hour) or Tier III (25K to 40K) Jobs

**EEP CAREER KEYS**
- (1) English (Intermediate)
- (2) HSD or HSE and/or some college
- (3) 10th Grade Reading Level (Literacy)
- (4) Intermediate MS Office Skills (MOS)
- (5) Occupational Specialization
- (6) Work Experience (Internships)
- (7) Professional Development

**Career Readiness Workshop (CRW)** (Professional Development)

**Office Operations Workshop (OOW)**
- MS Word*/ Excel*/ PP*/ Outlook*/ Typing
- Literacy (Reading / Math / Grammar)
- Professional Development / Career Days
- Civic Engagement / Social Justice

**Career Track Occupational Training** (CUNY / In Demand Occupations*)

**Internship (3 to 6 Months)**
- Relevant to Track
- External (Coordinated by EEP)

**Stipends, Laptop**
- Professional Attire, Food supports, Childcare

**Job Placement $** (Living Wage)

**Timeline:**
- 1 Month
- 4 Months
- 6 to 12 Months

* = Certification Courses
Economic Mobility & Empowerment spectrum of services

**CAREER READINESS TRAINING PROGRAM:***
- **Group A**
  - Lower 3rd Literacy Assessment Scores
  - ESOL Needs
- **Group B1 & B2**
  - Middle 3rd Literacy Assessment Scores
- **Group C**
  - Higher 3rd Literacy Assessment Scores

**Spanish CRW:**
- Spanish Speakers
- No Literacy Assessment Requirement
- No Work Authorization Required
- English Fluency Assessment Completed

**Economic Empowerment Program (Existing Programming):**

**HRA/WPP Internship:**
- 16 – 24 y/o
- No Literacy Assessment Requirement
- Work Authorization Required

**Economic Mobility Services (TENTATIVE):**
- EEP+ (career counseling & job search assistance)
  - Entrepreneur Training
  - Co-op
  - Stand-alone Upskilling Trainings
- Accessible Resource Bank / Vetted referral partnerships (Coordinated Assessment*)

Takes into consideration the need for service provision for individuals who have profound barriers to economic mobility & empowerment, including (but not limited to):
- Lack of work authorization and/or immigration pathway
- Working and underemployed
LEVERAGING THE VALUE-ADD OF A SKILLED CANDIDATE

Corporate & Volunteer Relations

SKILLED CANDIDATE (survivor)

Internship

Job Placement
Supporting Employer Engagement

Provide skills-building opportunities for participants/survivor/candidates

Build an internal capacity for on-going organizational and peer support for participants

Leverage commitment to the organization mission by way of corporate & volunteer partnership

Maintain database of connections

Maximize outreach and information sharing opportunities