



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

EEP Goal: TIER II / III / IV / V JOBS

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

LOW WAGE

VS.

LIVING WAGE

TIER I JOBS (Not the goal of EEP)

- Low Skill Jobs / Unskilled Labor
- Menial Labor
- Dead End Jobs
- Food Service, Retail, HHA, Security

TIER I Wages: \$15 Per Hour *

Non-Career
Track

EEP Goal:

TIER II / III / IV / V JOBS (Career Track)



* NYS Minimum Wage = \$15 per hour

EEP APPROACH: 7 CAREER KEYS WORKFORCE DEVELOPMENT MODEL

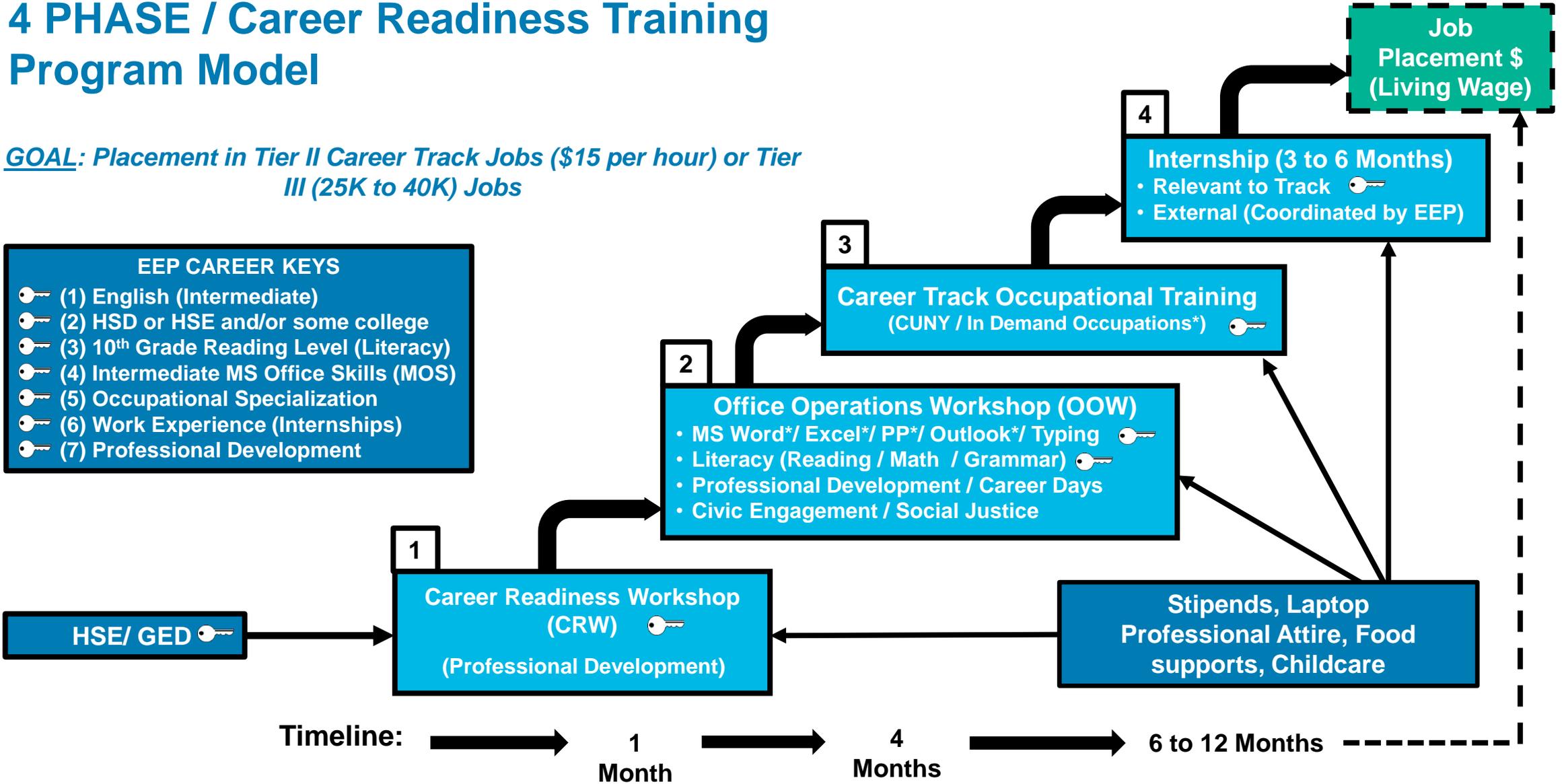
The key to getting from the low wage economy to the living wage economy is to affect a “material change” in knowledge and skills – relative to 7 specific attributes (career keys)

- 🔑 (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

4 PHASE / Career Readiness Training Program Model

GOAL: Placement in Tier II Career Track Jobs (\$15 per hour) or Tier III (25K to 40K) Jobs



* = Certification Courses

Economic Mobility & Empowerment spectrum of services

CAREER READINESS TRAINING PROGRAM:

Group A	Group B1 & B2	Group C
-Lower 3 rd Literacy Assessment Scores	-Middle 3 rd Literacy Assessment Scores	-Higher 3 rd Literacy Assessment Scores
-ESOL Needs		

Spanish CRW:

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

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

Economic Empowerment Program (Existing Programming)

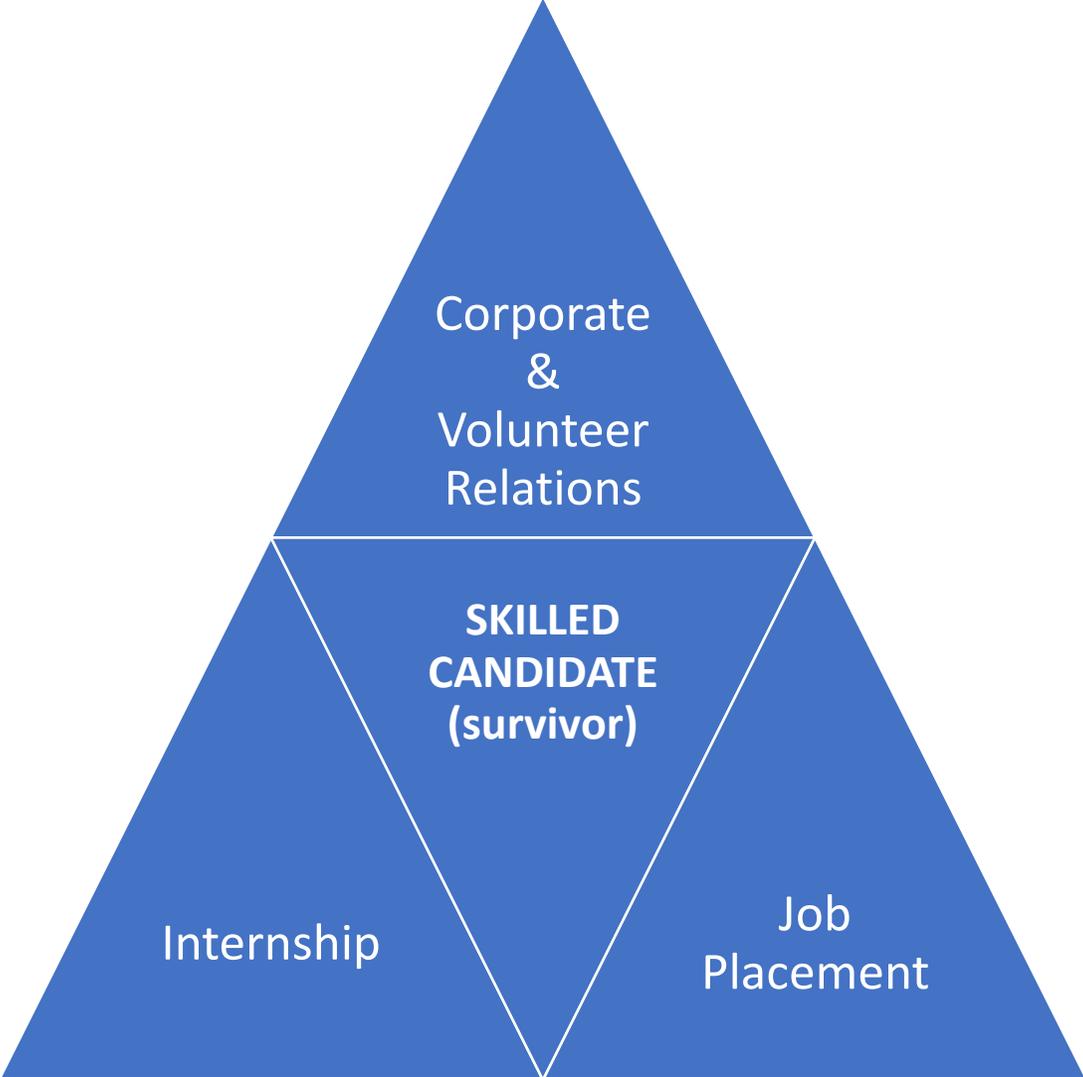
Economic Mobility Services (TENTATIVE)

HRA/WPP Internship:

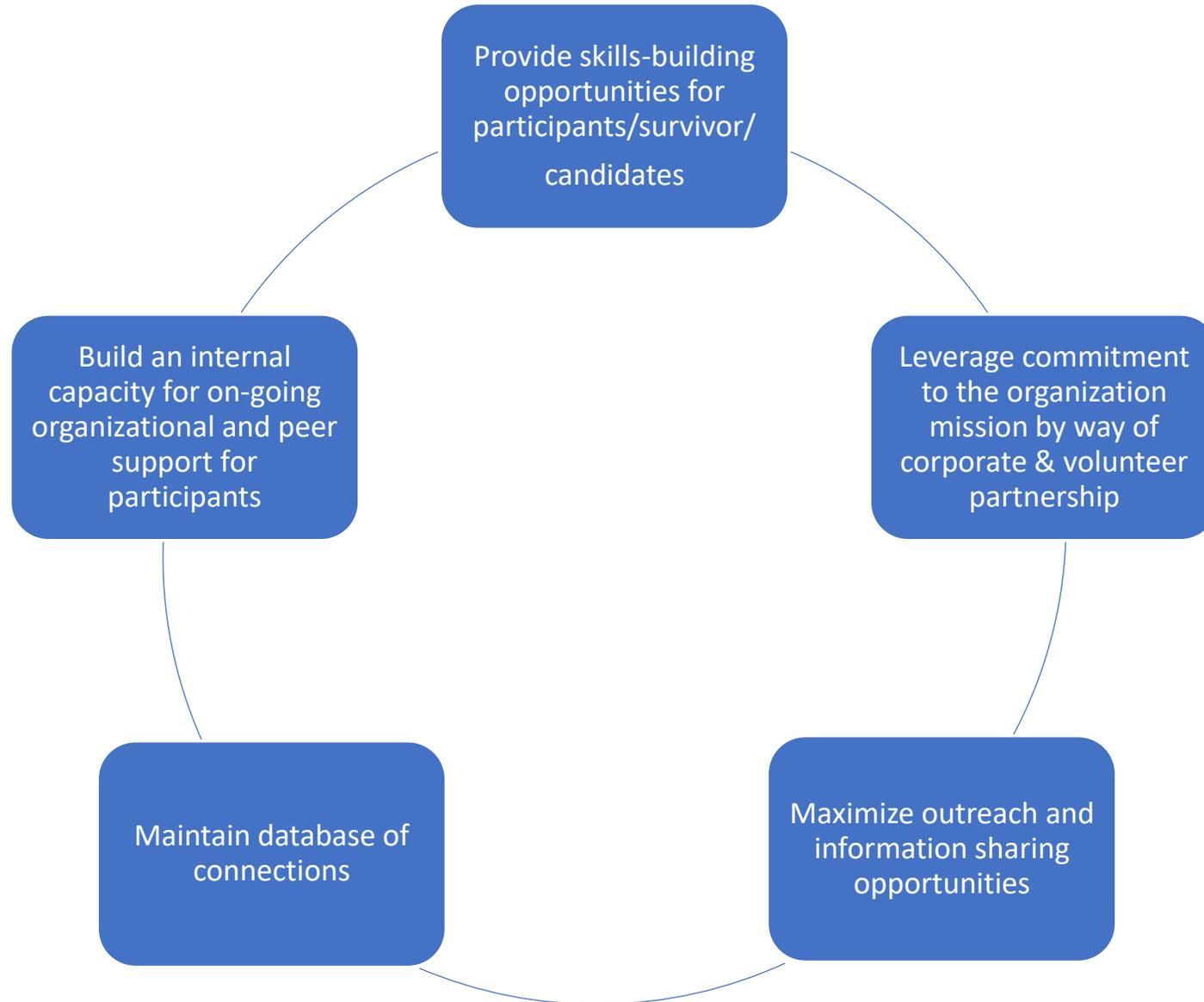
- 16 – 24 y/o
- No Literacy Assessment Requirement
- Work Authorization Required

- 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



Supporting Employer Engagement





Q & A