

WorkAdvance

TE celebrates 40 years!



prepare
for a job



get
a job



keep
a job

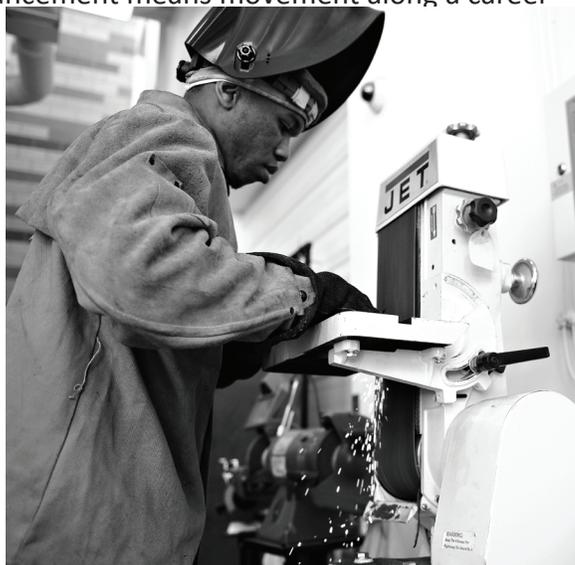


advance
in a career

WorkAdvance, a regional sector specific career pathway program coordinated by Towards Employment, delivers a continuum of appropriately aligned services to meet business needs and move unemployed and low-income working adults onto career pathways in healthcare and manufacturing. By delivering the right services at the right time in response to business demand, WorkAdvance improves outcomes for individuals and businesses to address local economic needs.

Participants have access to career advancement workshops, wrap-around supports, technical skills training, job placement assistance, and up to 2 years of sector specific career coaching to help them prepare for a job, get a job, keep a job, and advance into a career. Advancement means movement along a career pathway toward higher skilled positions with better wages.

Businesses get candidates who have been screened for essential employability skills, prepared for the sector and job, and provided with support across a range of opportunities. Once an initial job placement is made, WorkAdvance staff remains available to both the employee and the business to ensure the best possible outcome: skilled, reliable employees that meet their needs.



Businesses are saying

“Those who have gone through WorkAdvance always seem to have the skill sets we need.”

Healthcare employer

“Our people are motivated by the opportunity to participate in WorkAdvance. We’re filling hard-to-fill skilled positions. And the backfill candidates from Towards Employment are strong. It’s a major win for us.” *Manufacturing employer*

Current Partners/Resources

Towards Employment; Compass Family and Community Services; Center for Families and Children (ease@work); Ohio Means Jobs-Mahoning and Columbiana County; Ohio Means Jobs - Cleveland/Cuyahoga County; WIRE-Net; MAGNET; and multiple education, training, and business partners throughout the region.

About Towards Employment

Towards Employment (TE) is a Cleveland-based nonprofit organization whose mission is to empower individuals to achieve and maintain self-sufficiency through employment. TE helps individuals prepare for jobs, get jobs, keep jobs and advance into a career. Through holistic programming and strong partnerships, TE builds skills and confidence, removes barriers to employment and helps individuals meet employer’s workforce needs. TE has served more than 122,000 individuals in its 40 year history.

WorkAdvance is a national initiative, currently operating in Northeast Ohio, New York City, and Tulsa, funded through the federal Social Innovation Fund (SIF), a public-private partnership administered by the Corporation for National and Community Service (CNCS).

Significant regional funding for WorkAdvance is provided by the Fund for Our Economic Future and additional support in Northeast Ohio is provided by The Harry and Jeannette Weinberg and JPMorgan Chase foundations.



Towards Employment



WorkAdvance

Success.

Kelly came to WorkAdvance in October, 2012 with no experience working in the manufacturing sector and a very limited work history in general. His last formal employment consisted of three months as a Telecommunications Sales Associate. Previous work experience included only temporary and non-paid volunteer positions. Kelly had a goal to obtain full time employment, but lacked training and knowledge to achieve this goal. The WorkAdvance team, recognizing these challenges, quickly developed a plan to resolve them.

Kelly was selected to attend a WA machinist training class conducted by Cleveland Industrial Training Center (CITC). An excellent student who consistently performed at the top of his class, Kelly completed his training on December 12, 2012.

With technical training accomplished, WorkAdvance staff focused on Kelly's career readiness. Mock interviews are a standard part of career readiness at Towards Employment, and it was apparent Kelly had a particularly hard time articulating his strengths and skills - even the training he had just gained at CITC. WorkAdvance career coaches worked to ensure Kelly could talk about his skills and effectively respond to interview questions about his limited work history.

In February 2013, efforts were rewarded when Kelly was offered a temporary to permanent position through Mid-Weston Associates as a Quality Inspector at Norman Noble Inc., earning \$11.00 an hour. Only 30 days into his temporary position, Kelly accepted a direct hire offer from Norman Nobel, Inc. as a Quality Inspector, earning \$12.50 an hour with full benefits.

With ongoing career coaching support Kelly continued to advance and is now earning over \$13.00 an hour!



Impact.

- 332 participants have completed technical skills training leading to industry recognized skills
- 435 participants have secured employment at an average starting wage of \$10.83/hour
- 189 people have secured increases in wages since they started working, with an average increase of over \$2.41/hour
- 540 unique businesses have hired WorkAdvance participants into good jobs (includes first time and advancement hires)

These factors combine to ensure participants move from poverty onto career pathways with better wages and increased economic stability.

*based on data through 2/29/2016

Apply for career pathways.

Must be 18+ years of age and able to pass a drug screen.
APPLY at waneo.org or call (216) 696-7311

Employers connect with WA.

towardsemployment.org/strategic-initiatives/workadvance/
or call (216) 696-5750