



Welcome | Untapped Talent Training Series Justice-Impacted Individuals

Tuesday, March 12, 2024





WELCOME AND INTRODUCTIONS

HOUSEKEEPING



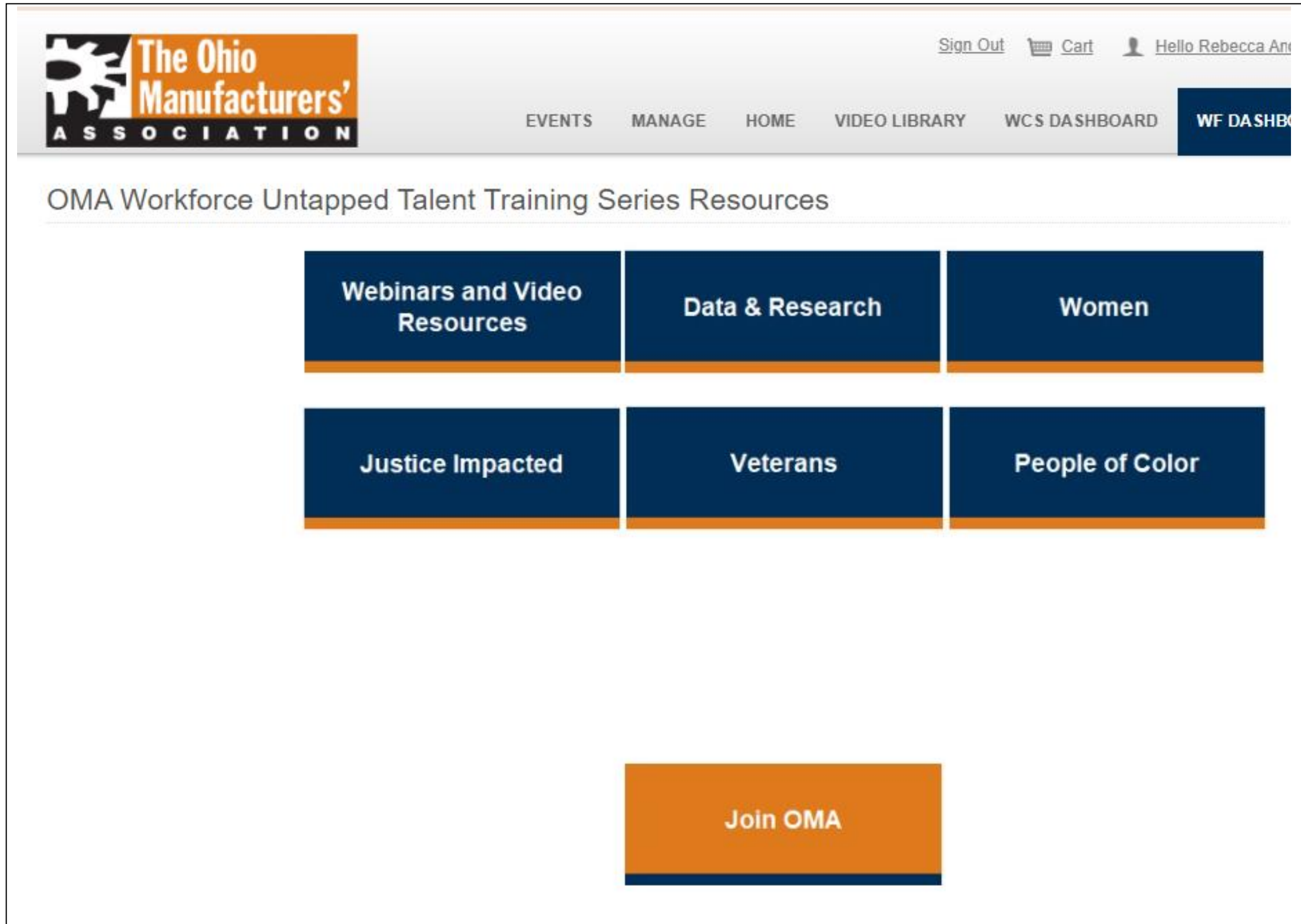
- If possible, turn your camera on!
- Microphones will be muted during the session if you are not presenting, but feel free to use the chat!
- This session will be recorded; all recorded training sessions are stored at the OMA Video Library at www.ohiomfg.com. Use your My OMA login to access. We will also email you the link to the recording, along with today's presentation.
- Additionally, you will receive a 30-second survey by email later today asking you about your experience related to today's session. We value both your attendance today and your feedback!

TRAINING SERIES REFRESHER



- **Purpose:** Create a dynamic learning environment in which manufacturers and their ISPs liaisons can learn best practices for recruiting and retaining untapped talent.
- **Audience:** Manufacturers, ISPs, and individuals interested in workforce challenges & solutions.
- **Process**
 - Training Series led by SMEs
 - Webinars led by OMA
 - Access to online portal of resources
 - Direct access to untapped talent SMEs

WORKFORCE RESOURCES IN MYOMA



The screenshot displays the website interface for The Ohio Manufacturers' Association. At the top left is the logo, which includes a gear icon and the text "The Ohio Manufacturers' ASSOCIATION". To the right of the logo is a navigation menu with the following items: "EVENTS", "MANAGE", "HOME", "VIDEO LIBRARY", "WCS DASHBOARD", and "WF DASHB". In the top right corner, there are links for "Sign Out", "Cart", and a user greeting "Hello Rebecca An". Below the navigation menu, the page title reads "OMA Workforce Untapped Talent Training Series Resources". The main content area features six dark blue rectangular buttons arranged in two rows of three. The top row contains buttons for "Webinars and Video Resources", "Data & Research", and "Women". The bottom row contains buttons for "Justice Impacted", "Veterans", and "People of Color". At the bottom center of the page, there is a large orange button with the text "Join OMA".

[CLICK HERE TO ACCESS MYOMA](#)



TRAINING SERIES OVERVIEW

JUSTICE-IMPACTED



In this 6-session live peer-learning series, participants will be equipped with the foundational knowledge and skills to hire and retain jobseekers with past convictions.

SUBJECT-MATTER EXPERT FACILITATOR



Their fair chance employment practice develops strategies that enable participants to expand opportunities and broaden their talent pipelines to people impacted by the justice system.

DATES AND TOPICS

6 Sessions

March 12	Info Session and Fair Chance 101
April 16	Fair Chance Background Screening
June 11	Community Partnerships
Aug 13	Research Spotlight
October 8	Integration of Fair Chance
December 3	Stories of Success

FORMAT

Open forum format, all manufacturers and ISP staff are welcome to join any or all offered sessions.

NO COST TO YOU

Untapped Talent Training Series are made possible by Ohio's Good Jobs Challenge.

TRAINING SERIES OVERVIEW

JUSTICE-IMPACTED



In this 10-session peer-learning series, participants will be equipped with the foundational knowledge and skills to hire and retain jobseekers with past convictions.

SUBJECT-MATTER EXPERT FACILITATOR

envoy

Their fair chance employment practice develops strategies that enable participants to expand opportunities and broaden their talent pipelines to people impacted by the justice system.

FORMAT

Curriculum builds session to session. For maximum benefit, consistent attendance needed.

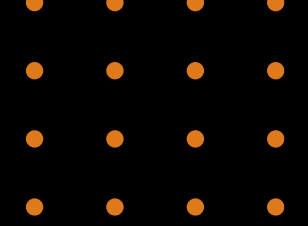
NO COST TO YOU

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DATES AND TOPICS *10 Sessions*

March 12	Info Session and Fair Chance 101
April 11	Getting Started
May 9	Case Making and Landscape
June 12	HR Policies and Practices
July 11	Communication
August 8	Partnerships
September 12	Hiring and Retention
October 10	Measurement
November 7	Integration
December 5	Success and Learnings

Poll Questions



Introduction Questions:

1. What are you hoping to gain from participating in this training series?
2. What is your biggest challenge related to recruiting, hiring, and retaining individuals impacted by the justice system in your company?

March 2024

Untapped Talent Series Info Session

Justice Impacted Individuals

Envoy Team



Cassi Spruill

Managing Director

Fair Chance Employment Practice



Cara Bowmore

Manager

Fair Chance Employment Practice



Mae Fullerton

Associate

Fair Chance Employment Practice

Session Agenda

- Welcome
- Fair Chance Employment Overview
- Opportunity: Fair Chance Webinars
- Opportunity: Implementation Series
- Next Steps

Fair Chance Employment Overview

Fair Chance Employment Overview

What is Fair Chance Employment?

Fair Chance employment is intentionally and proactively expanding opportunities for employment and upward mobility for people with prior convictions.

Fair Chance Employment Overview

Being a Fair Chance Employer

Fair Chance employers...

- Ensure nuanced and intentional human resources policies
- Proactively engage job seekers with past convictions
- Address potential barriers to success and advancement

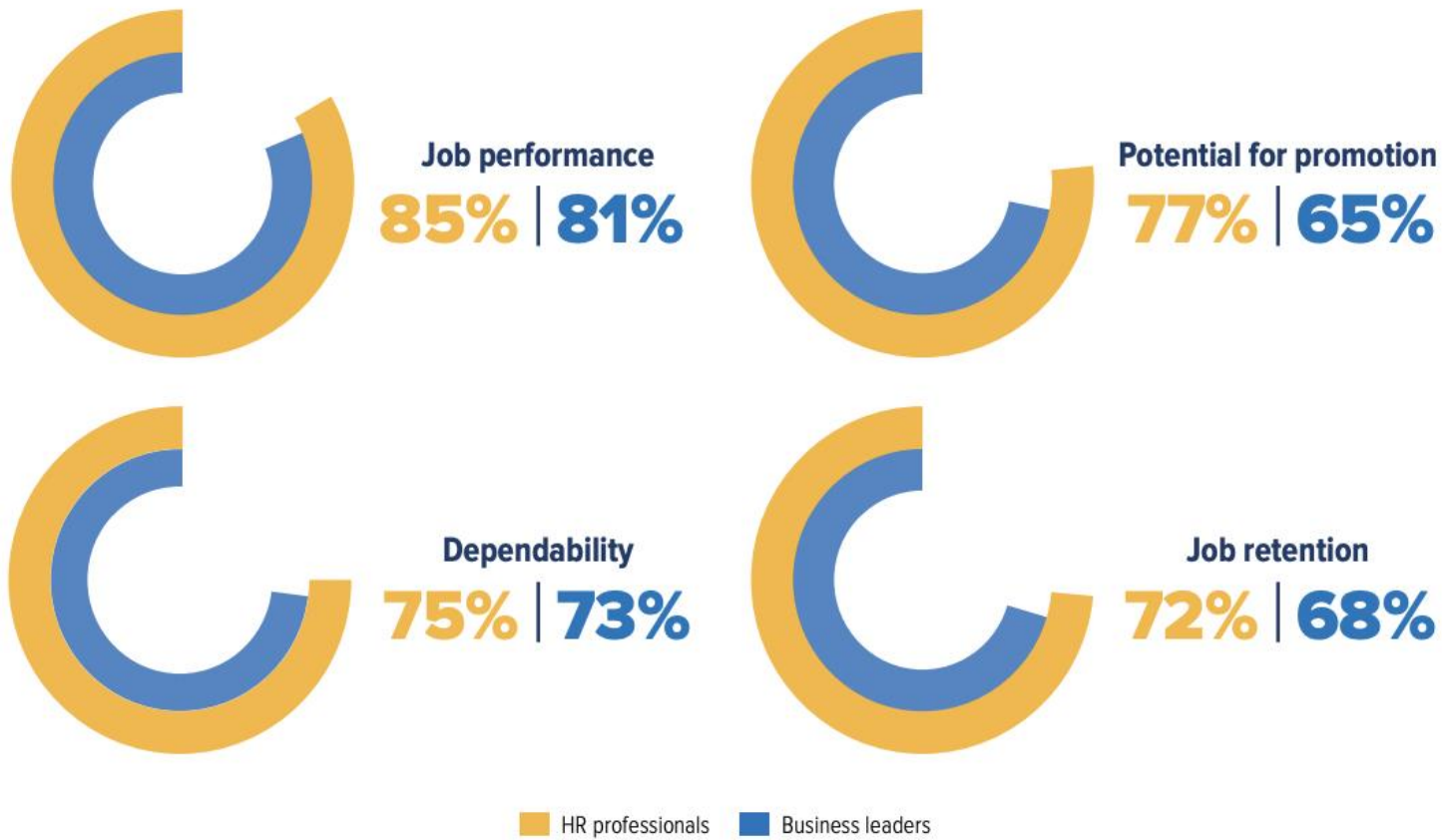
Fair Chance Employment Overview

Community Impact

- Recognizing the reach of the justice system
- Reducing recidivism
- Acknowledging barriers
- Addressing unemployment
 - The unemployment rate among formerly incarcerated Americans is 27% compared to Ohio's overall unemployment rate of 3.7%



Percentage of HR professionals and business leaders who rate team members with conviction or arrest records “as good or better than” team members without records:”



SHRM, 2021

Fair Chance Employment Overview

Business Outcomes

- Increasing employee retention and advancement
 - Employees with past convictions stay longer and advance faster at their firms than their peers (Northwestern & Harvard/Umass)
- Broadening the talent pool
- Listening to experts
- Hiring the best candidate for the job

Opportunity: Fair Chance Webinars

Opportunity: Fair Chance Webinars

Webinar Structure

- Broad-based community of practice open to any Ohio manufacturers or ISPs
- 5 webinars hosted every other month throughout 2024
- 5 unique topics related to Fair Chance employment tangibly related to implementation
- Optional office hours for any employer or ISP to ask questions about Fair Chance employment practices

Opportunity: Fair Chance Webinars

Webinar Topics & Timeline





Justice Impacted

- [ACCESS to Manufacturing Careers for Justice Impacted](#)
- [Best Practices in Inclusive Talent Recruitment and Retention](#)
- [Building Community Partnerships](#)
- [Case Study: Creating a Holistic, Multiemployer Hiring Initiative](#)
- [Hiring Best Practices](#)
- [Hiring Toolkit for Local Communities](#)
- [Justice Impacted Business Coalition Onramps Guide](#)
- [Justice Impacted Fair Chance Employment Language Guide](#)
- [Justice Impacted Hiring Toolkit](#)
- [Justice Impacted Labor Market in Ohio](#)
- [Pilot Readiness Scorecard](#)
- [Resource Guide for Community Partnerships - Scorecard](#)
- [Retention and Advancement Resource Guide](#)

Opportunity: Fair Chance Webinars

OMA Learning Library

Dedicated resource hub on OMA's website to complement the Justice Impacted webinars and provide additional tools for participants to bring back to their company to move Fair Chance practices forward.

Resources are available to all OMA members.

Opportunity: Implementation Series

Opportunity: Implementation Series

Implementation Series Structure

- Peer cohort fixed group of 8-12 employers
- 2 to 3 participants per company to attend every session and drive implementation
- 9 virtual sessions throughout 2024
- Completion of activities between sessions geared towards implementation of Fair Chance practices
- Office hours between sessions to help guide employers and answer questions

Opportunity: Implementation Series

Implementation Series Goals

Modernize HR Practices

Update employment practices to align with Fair Chance goals in areas including:

- Job posting and application
- Interviewing
- Background screening
- Onboarding and retention

Build Talent Partnerships

Meet and engage with local community partners who provide candidates with:

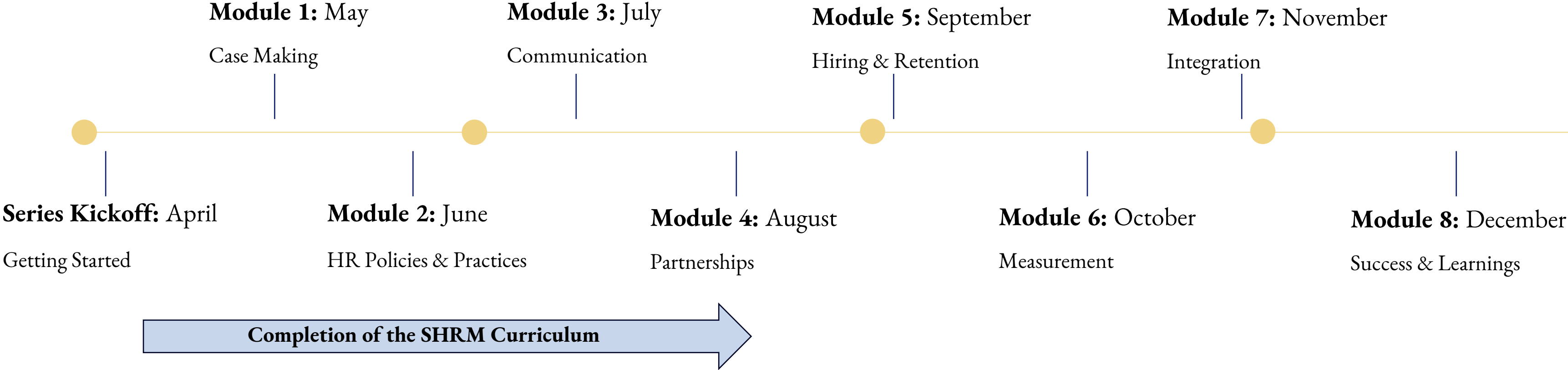
- Workforce readiness
- Skills training
- Vetting for job placement
- Ongoing retention supports

Learn from Peer Employers

Gain best practices from peer companies and build a long-term community of practice with other Ohio Fair Chance employers.

Opportunity: Implementation Series

Implementation Series Timeline



Welcome to the Fair Chance Hub!

The Fair Chance Hub is designed to support employers to use and share tools and practices from the Fair Chance Implementation Series to implement Fair Chance strategies at their companies. Here you will find a roadmap for each module of the series, with agendas, speakers, presentations, and resources. We hope this will serve as a practical resource for your company to build and execute your Fair Chance initiative during and after the Implementation Series.

Your Facilitation Team



Matt Joyce
Partner at Envoy



Cassi Spruill
Managing Director at Envoy



Cara Bowmore
Manager at Envoy



Mae Fullerton
Associate at Envoy



Roadmap



Home



MODULE 1
Getting Started



MODULE 2
Case Making



MODULE 3
HR Policies



MODULE 4
Communication

Opportunity: Implementation Series

Fair Chance Hub

Envoy’s Fair Chance Hub provides participants with a customized online roadmap and resource library. The Hub is complete with agendas, learning objectives, and corresponding materials, including extension activities for each module in the Series.

Participants must register to receive access.

Next Steps

Next Steps

How to Participate

Complete the interest form to indicate interest and/or share the interest form with others within your organization, who are interested in attending.

For those who have already completed an interest form, calendar invites have been sent out and we look forward to welcoming you in April.

Next Steps

Interest Forms

Fair Chance Webinars



Implementation Series



Questions?



NEXT STEPS

WHAT'S
NEXT?

- Short 30-second survey coming your way.

- Recording and materials will be accessible via MyOMA Library.

2024 OMA WEBINARS

Untapped Talent Training Series: **Focus on Women** - 03/21/2024

Untapped Talent Training Series: **Focus on Justice-Impacted Individuals** - 06/20/2024

Untapped Talent Training Series: **Focus on People of Color** - 09/26/2024

Untapped Talent Training Series: **Focus on Veterans** - 12/12/2024

[ACCESS ALL OMA WEBINARS HERE](#)



THANK YOU FOR ATTENDING!

Next Implementation Series:

Thursday, April 11, 2024

Next Open Webinar Training Series:

Tuesday, April 16, 2024

