The Ohio Manufacturers' Association

TRAINING SERIES

Recruiting and Retaining Untapped Talent: Justice-Impacted Individuals

envoy

June 2024

Community Partnerships

OMA Fair Chance Webinar Series

envoy

Facilitators

Cassi Spruill

Managing Director

Fair Chance Employment Practice
Envoy

Matt Joyce

Partner

Envoy

Cara Bowmore

Manager

Fair Chance Employment Practice
Envoy

envoy

June 11, 2024

Session Agenda

- Community Partner Overview
- Finding the Right Partner
- Panel
- Q&A
- Resources & Next Steps

Community Partner Overview

slido

Does your organization have any history of recruitment partnerships?

ⓘ Start presenting to display the poll results on this slide.

Community Partner Overview

Recruitment Partnerships

envoy

Community Partner Overview

What is a community partner?

Within Fair Chance Employment initiatives, community partners are organizations that **provide services to jobseekers** and can **serve as a reliable referral source of candidates to employers.**

Community Partner Overview

What is a community partner?

The types of organizations can range from **nonprofits to public sector agencies** and the types of services and programming a community partner provides jobseekers can range from **basic reentry supports to career guidance and technical job training with robust wraparound services.**

Finding the Right Partner

Finding the Right Partner

Why partner for Fair Chance?

- Community partners are a resource to the jobseeker and to the employer
- Partners reliably identify and refer qualified candidates
- Partners offer a spectrum of programming and supports to participants
- Strong partnerships provide a sustainable and ongoing source of talent

Community Partner Framework

Work Readiness

Set of activities and programs for jobseekers that prepare them for employment

envoy

Community Partner Framework

Work Readiness	Set of activities and programs for jobseekers that prepare them for employment
Reentry Supports	Wraparound services that support individuals' reentry upon exiting the justice system

envoy

Community Partner Framework

Work Readiness	Set of activities and programs for jobseekers that prepare them for employment
Reentry Supports	Wraparound services that support individuals' reentry upon exiting the justice system
Employer Referrals	Capacity to connect jobseekers to employer hiring managers

envoy

Community Partner Framework

Work Readiness	Set of activities and programs for jobseekers that prepare them for employment
Reentry Supports	Wraparound services that support individuals' reentry upon exiting the justice system
Employer Referrals	Capacity to connect jobseekers to employer hiring managers
Scale	Volume of job seekers served by an organization

envoy

Community Partner Framework

Work Readiness	Set of activities and programs for jobseekers that prepare them for employment
Reentry Supports	Wraparound services that support individuals' reentry upon exiting the justice system
Employer Referrals	Capacity to connect jobseekers to employer hiring managers
Scale	Volume of job seekers served by an organization
Post-Placement Support	Ability to provide follow-on services after jobseekers are placed in a job

envoy

Community Partner Framework

Work Readiness	Set of activities and programs for jobseekers that prepare them for employment
Reentry Supports	Wraparound services that support individuals' reentry upon exiting the justice system
Employer Referrals	Capacity to connect jobseekers to employer hiring managers
Scale	Volume of job seekers served by an organization
Post-Placement Support	Ability to provide follow-on services after jobseekers are placed in a job
Training Opportunities	**Experience and capacity to develop training services within a specific sector**

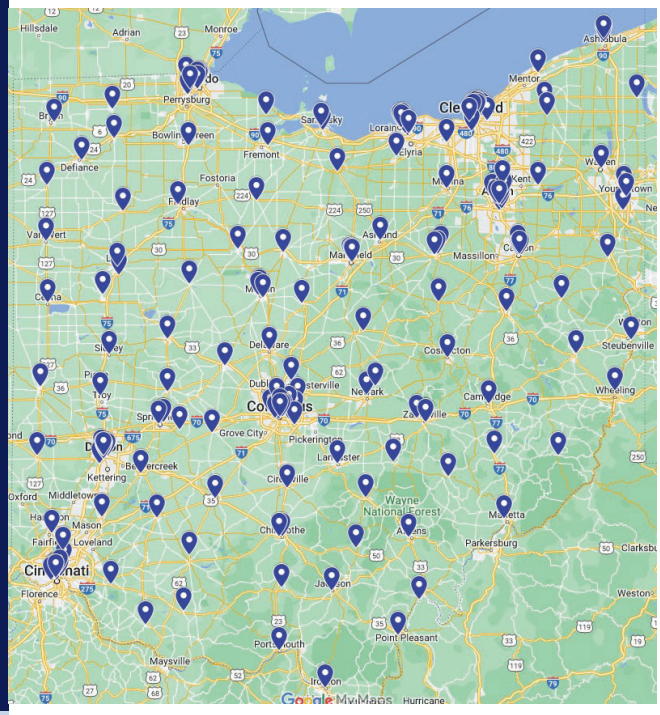
envoy

Finding the Right Partner

Community Partner Map

Compilation of community partners, or organizations that serve justice-impacted jobseekers, in a searchable map format of Ohio.

- Organization Name
- County and ISP
- Description
- Website
- Contact Information

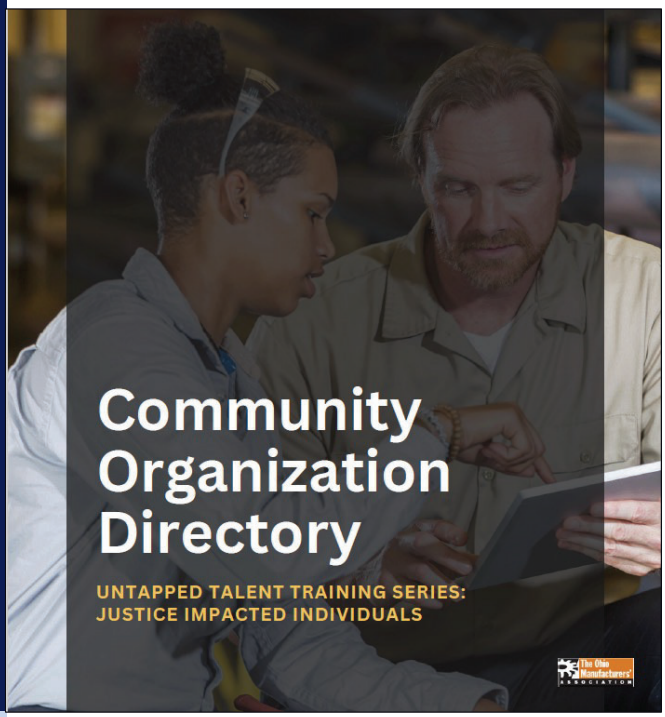


Finding the Right Partner

Organization Directory

Compilation of community partners, or organizations that serve justice-impacted jobseekers, in a directory format listed by ISP and county throughout Ohio.

- Organization Name
- County and ISP
- Description
- Website
- Contact Information



A Few Final Takeaways

Framework

Decide what community partner criteria matters most to your organization

Partner Resources

Use the map or directory to understand the scope of community partners in the areas where your organization has available roles

Framework + Resources

Overlay the framework criteria to assess which community partners may best meet your organization's needs

Community Partner Panel

Staci Wampler

Director, Industry Partnerships

Towards Employment

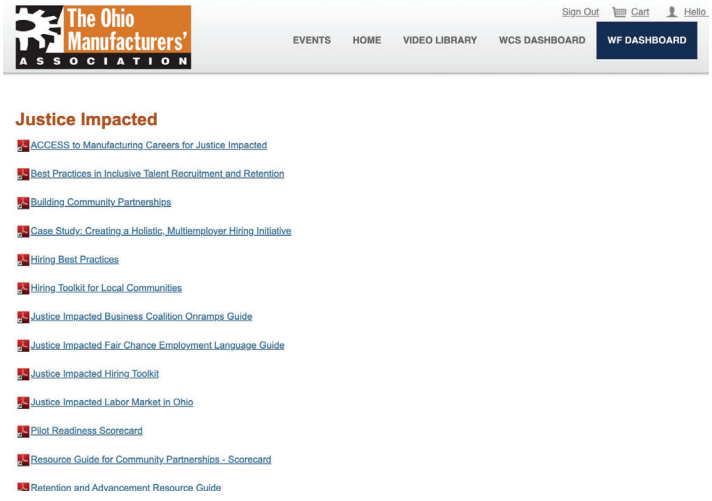
Joe Silva

Operations Manager

Northwest State Community College

Resources & Next Steps

envoy



Resources & Next Steps

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.

envoy

Resources & Next Steps

Future Webinar Topics

Integration of Fair Chance

October 8th

Research Spotlight

August 13th

Stories of Success

December 3rd