

INSPIRATION

Restoring community.



UNLIKELY INSPIRATION

A Workforce Solution by a Community Impact Organization



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UNLIKELY INSPIRATION

There are marginalized people who desire to improve their lives yet are not afforded the opportunity to do so. Working with a recovery, re-entry, and restorative services Community Impact Organization to come alongside people and enable them to re-enter the workforce is an innovative way to not only hire employees but to reduce addiction, recidivism, and poverty in our community. Learn how Ashley Industrial Molding and Inspiration Ministries implemented a transformative model of just such a program to impact systemic issues and create 'Unlikely Inspiration'.



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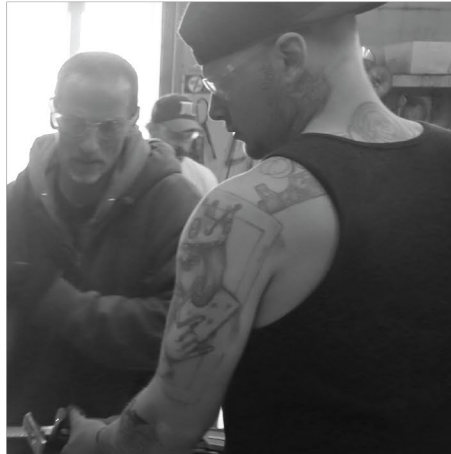
LEARNING OBJECTIVES

- 1) Understand the size of and challenges facing a marginalized community
- 2) Know the stages of a workforce re-entry program and how to enable people to succeed
- 3) Recognize where and how workforce re-entry programs can be implemented
- 4) Hear an 'Unlikely Inspiration' story and be encouraged to implement a workforce re-entry program



LEARNING OBJECTIVE 1

**Understand the size of and challenges
facing a marginalized community**



UNDERSTAND THE SIZE OF AND CHALLENGES FACING A MARGINALIZED COMMUNITY

SIZE

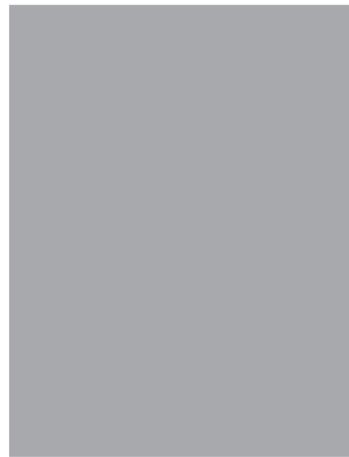
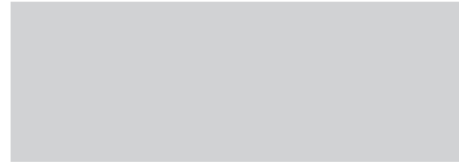
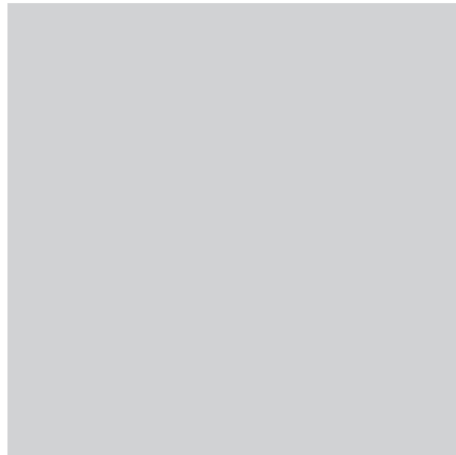
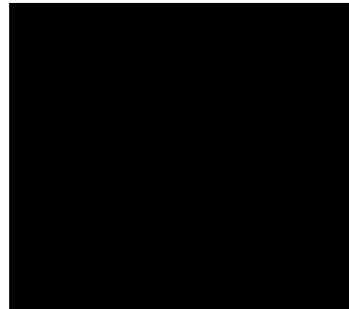
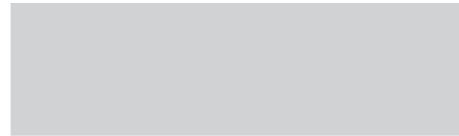
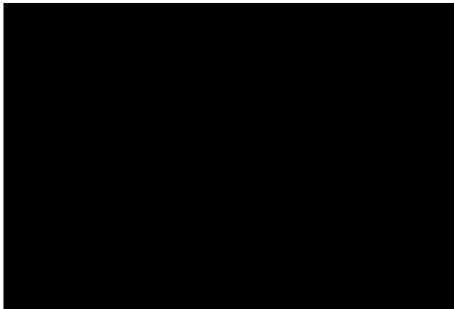
- Serving the vulnerable community is like stepping in a Blue Ocean.
- Inspiration has housed over 630 individuals in the last three years.
- These individuals do not count towards available workforce numbers.
- 10-15% of our communities struggle with Substance Use Disorder.

CHALLENGES, HURDLES, AND BARRIERS

- Over 85% of these men and women come from broken homes.
- 100% are unemployed, but not all lack the skills to be employed.
- 5% have shown have history of financial literacy.

LEARNING OBJECTIVE 2

**Know the stages of a workforce re-entry program
and how to enable people to succeed**



KNOW THE STAGES OF A WORKFORCE RE-ENTRY PROGRAM AND HOW TO ENABLE PEOPLE TO SUCCEED

ENABLING SUCCESS

The IM model

- 1) blackout period
- 2) mentorship & training
- 3) alumni support



LEARNING OBJECTIVE 3

Recognize where and how workforce re-entry programs can be implemented



RECOGNIZE WHERE AND HOW WORKFORCE RE-ENTRY PROGRAMS CAN BE IMPLEMENTED

ON-SITE TRAINING – RAC

- 1) Daily work (blackout period)
- 2) Mentorship and development (work alongside)
- 3) Hired by others (alumni)

STEP-BY-STEP PROCESS - AIM

- 1) Box & Pack (blackout period)
- 2) Lucid Assembly (work alongside)
- 3) Direct-hire (alumni)



LEARNING OBJECTIVE 4

Hear an 'Unlikely Inspiration' story and be encouraged to implement a workforce re-entry program



UNLIKELY INSPIRATION

AARON & RONDA

- Ronda's perception and story
- Aaron's story and participation
- Intersection
- Impact and outcome



ENCOURAGED TO IMPLEMENT A WORKFORCE RE-ENTRY PROGRAM

THOUGHTS ON HOW YOU CAN MAKE A DIFFERENCE

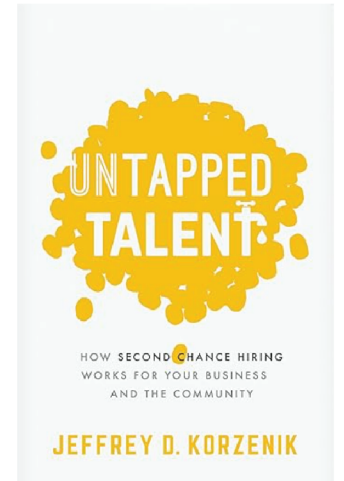
- Find the re-entry partner for your community
- Understand that not all programs are built the same
- Reach out to them and determine 'fit'
- Address issues head-on
- Use the resources around you!
 - Inspiration Ministries
 - 'Untapped Talent' by Jeffrey D. Korzenik

KNOW THE STAGES OF A WORKFORCE RE-ENTRY PROGRAM AND HOW TO ENABLE PEOPLE TO SUCCEED (RESOURCE)

STAGES OF A PROGRAM (FROM 'UNTAPPED TALENT' BY JEFFREY D. KORZENIK)

Ch 5 – Implementation, Challenges, and Refinement

1. The Leader's Role: Building the Vision
2. Communication and Overcoming Objectives
3. Laying Down the Hammer: Accountability
4. Implementation: Legal, Tax, and Talent Pipeline Resources
5. The Screening Process
6. Individualized Assessments and the Secondary Review Process
7. Onboarding, Coaching, and Support
8. Quantum Leap Second Chance Hiring: Going to the Next Level
9. Zen Master Level Second Chance Hiring



Scan to find on Amazon

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www.inspiration-ministries.org

