SHOW NOTES: TLS WEBINAR
Pathway to Employment in the Health System
Important Findings from Lifespan's Justice-Impacted Cohorts

- **Thoroughly vet Community Based Organizations (CBO):** Clearly define roles and responsibilities to enhance clarity and ensure alignment with shared upfront goals. If CBOs are the referral resource, ensure that the candidates are "ready" for the opportunity, not just in the greatest "need" for the opportunity. Conduct comprehensive candidate vetting to ensure the participant possesses a fundamental level of work readiness and motivation aligned with employer standards, not just CBO standards.

- **Use Cohorts When Possible:** Using cohorts offers chances for collaborative learning, fostering connections, and establishing internal support systems.

- **Establish Multiple Touch Points:** The structure and engagement of participants are crucial for success. Maintaining multiple touchpoints at each stage (recruitment, onboarding, training, post-program) is vital for building relationships, trust, and ensuring retention.

- **Set Clear Expectations and Foster Continuous Learning:** Establish and promptly review program expectations, ensuring consistent job coaching throughout. Be in constant pursuit of learning and improvement. Gathering participant feedback throughout the process is essential to tailor the program to the specific.

- **Use an Employer-Driven Approach to Training & Preparation:** Provide employer-driven work readiness and emotional intelligence training before and during employment. Frame these sessions with discussions and goal setting to provide structure and guidance. If employers are not directly providing the training, they must have input or approve any work readiness programs.

- **Establish a Feedback Loop:** Ensure transparent communication regarding compliance and accountability. Implement a formal system to hold participants accountable. Provide feedback as close to the moment as possible, including an action plan for improvement or recognition for a job well done.

- **Assess and Monitor Capacity Periodically:** All parties must maintain a realistic understanding of their capacity, role, and delivery of services. Reentry workforce programs and participants have high needs, necessitating regular evaluations of staffing and resources capacity. (This assessment should extend not only to your organization but to all partners as well.)

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