



Benefits of Partnering with Connections to Success

- Program staff can visit each job site to understand the employer's needs and adequately describe the requirements to potential applicants.
- Referred applicants are job ready with the employability skills necessary to succeed at work.
- Our applicants are not job hoppers. They will not quit their new employment after only a short period thereby wasting your time and training resources.
- More than one qualified candidate will be referred giving employers a choice in whom to hire.
- Staff is available to provide immediate troubleshooting assistance to the employer and employee, if necessary to ensure both sides are satisfied with the relationship.
- Follow-up continues at specific intervals, for at least a year, after the placement to ensure everything is working smoothly.





Why Outsourcing with Connections to Success Saves Time and Money for your Organization

- We ensure a good match between employer and employee as well as ongoing assistance to ensure the match is successful.
- We can reduce the amount of time and resources spent on screening non-relevant applicants, by referring qualified and motivated applicants that will contribute to your business mission effectively and efficiently.
- We provide life skills employability training which reduces your turnover cost and helps with retention of trained employees.
- We can meet your needs quickly and efficiently with services specifically tailored to meet your needs.
- We are responsive with our follow through and our staff cares about both the employer and the employees we refer.
- We provide businesses with a connection to employable groups that have been underutilized in the past, such as welfare recipients, chronically unemployed, individuals with disabilities, older workers, ex-offenders and those without previous work experience.
- We provide on-going employment retention support through our Professional Women's Group and Career Development meetings.





Benefits Employee's Want From Their Employers

- Flexibility, in such things as schedules, work locations, work requirements and career paths.
- On-going opportunities to improve skills and abilities that allow employees to become more marketable both within and outside the company
- Challenging, meaningful work that makes the job enjoyable.
- The chance to show proof of ability and value through such mechanisms as portfolios of accomplishments, authorship of work, and written letters of commendation and recommendation.
- Increasing job responsibility leading to the opportunities for advancement.
- Access to decision makers within the company
- Performance-based compensation and benefits that recognize employees for their individual and team-based contributions.
- Coaching-style managers who believe in and support personal and professional development to benefit both the employer and the employee.





Did You Know?

Key Forces Shaping Work and the Workforce

- At the end of 2002, there were five million individuals receiving public assistance.¹
- In each of the next three years state, local and federal correctional institutions will release over 600,000 men and women most of whom will need some type of employment to become productive members of society.²
- There are nearly 30 million working-age individual with some type of disability, approximately half of whom are not working.³
- By 2010, there will be 28 million people in the United States between the ages of 65 and 79 well into retirement age, yet still capable of positive contributions in the workplace. This number will grow to nearly 52 million by 2030.⁴
- By 2010, there will only be 158 million people in the labor force to fill an estimated 168 million jobs in the economy.⁵
- Over the next 30 years, 76 million baby boomers will retire, while there will only be 46 million new workers from Generations X and Y entering the labor force.⁶

¹ U.S. Department of Health and Human Services, news release, "HHS Announces Sixth Straight Year of Declines in Welfare Caseloads," Washington D.C., February, 2003

² U.S. Department of Justices, Bureau of Justices Statistics, "Reentry Trends in the United States," August, 2003

³ John M. McNeil, U.S. Bureau of the Census, "Employment, Earnings and Disability," paper prepared for the 75th Annual Conference of the Western Economic Association International, July, 2000, Vancouver, B.C.

⁴ U.S. Census Bureau, "Projections of the Total Resident Population, 1999 to 2010," Washington D.C., www.census.gov/population/www/projections/natsum.html.

⁵ Bureau of Labor Statistics, "BLS Releases 2000-2010 Employment Projections," Washington D.C., December, 2001.

⁶ U.S. Department of Labor, "Training and Employment Information Notice No.12-00, 2001 and calculations based on U.S. Census Bureau population projections

