

# Community Partnerships Framework

## Summary

This resource is intended to help employers identify community partners, or organizations that serve justice-impacted jobseekers, that fit a company's unique needs for candidate referral and support. Every community partner that serves justice-impacted jobseekers has unique priorities, objectives, and services. The employer questions in the framework can be utilized to establish the individual needs of the company, prior to connecting with community partners to make sure that the relationship with a community partner will meet the company's unique needs.

## Organizational Features

Term	Definition
<b>Work Readiness</b>	<p>Work readiness refers to the set of activities and programs for jobseekers that prepare them for success in employment, which may include: setting expectations, resume/cover letter writing, career exploration, basic digital literacy, essential skills training, and more.</p> <p><i>Employer Question: What fundamental skills am I looking for in a candidate?</i></p>
<b>Reentry Supports</b>	<p>Reentry supports are the wraparound services that are particularly useful to individuals with justice involvement, such as housing supports, food security programming, transportation assistance, etc.</p> <p><i>Employer Question: What type of support do I have internally at my company, and what support do I need from the community partner?</i></p>
<b>Employer Referrals</b>	<p>Employer referrals refers to an organization's capacity to recruit jobseekers, assess their employment-readiness, and effectively connect them to employer hiring managers.</p> <p><i>Employer Question: Has the community partner collaborated with an employer in the past?</i></p>
<b>Scale</b>	<p>Scale refers to the volume of jobseekers served by an organization and its quantity of services and programs.</p> <p><i>Employer Question: How many candidates am I looking for, and how often?</i></p>
<b>Post-Placement Support</b>	<p>Post-placement support refers to the level of involvement an organization has with jobseekers after placement in a role. Post-placement support can include periodic check-ins, ongoing wraparound supports, or continuous education opportunities.</p> <p><i>Employer Question: At what stage of employment are new employees most likely to drop out?</i></p>
<b>Training Opportunities</b>	<p>Training opportunities are the career- or position-specific training programs that may make an organization's participants uniquely qualified for positions in certain fields.</p> <p><i>Employer Question : Are there any certifications or trainings that would give candidates a leg up in the application process?</i></p>