

NOVEMBER 2019 to November 2021

# PHILADELPHIA

connecting talent to opportunities

## EMPLOYMENT FIRST INITIATIVE

### MARKETING

- Create an Employment First campaign in Philadelphia
- Photos → real people
- Stories
- philaonthejob.org
- Recognition → businesses + more (shaker example in support of employment)
- Inclusivity
- Concise message
- Photo shoot
- Commit to philosophy

### BENEFITS

- Create a toolkit that includes a number of documents, videos, info, etc. that can be used by teachers, schools, people with disabilities, families, providers, etc.
- Dispelling the myths

### ORGANIZATIONAL CHANGE

- Build an infrastructure to support the collection of employment success stories
- Ask questions instead of "tell me your story"
- Teaching people how to share their stories
- Storytelling training
- Go to schools with storytelling training
- Social Media campaign
- Support people to advocate for themselves

### TALENT MANAGEMENT

- Orientation event (career link? Colleges/universities, school district?)
- Day in the life of an employment professional → webinar, video?
- Shadowing and mentorship to employment professionals
- Retention - focus (not just a stepping stone, real career ladder)
- Job description with statement of core values, expectations and competencies
- Creative hiring practices, different skill sets

### BEST PRACTICES IN TRAINING

- Examine organizational commitment to employment
- Record 10 family experiences in employment
- Mentorship to families
- Training to families
- Data tracking
- Create training on the employment process with talking points

It's the right thing to do.

Employment First

mentor each other



Just do it! No is not an option

work works for everyone

True inclusion

learning never ends

TENACITY

Networking

Vision for a good life

Tap In to Talent!

Informed choice

Collaboration

Person first work first!

True Equality

Equal Pay

Social Justice

Staying true to our core values