

TRANSITIONS TO WORK

CREATING EMPLOYMENT FOR ALL ABILITIES



Network of Jewish Human Service Agencies' Conference

Presenters

- ❖ **Madeline Wenzel – *Jewish Vocational Service, Director of Community Engagement and Disability Services at JVS-Boston***
- ❖ **Beth Tauro – *Combined Jewish Philanthropies, Director of Planning Outreach and Engagement***
Rick Laferriere – *CVS Health, Lead Manager, Workforce Initiatives*



Why Transitions to Work?

Labor Force Participation

68.7%

People without disabilities

21.2%

People with disabilities

Unemployment Rate

3.9%

People without disabilities

7.5%

People with disabilities

Source: 2017 Disability Employment Statistics



Transitions to Work Goals and Objectives

- Offer training focused on skills needed to perform job functions.
- Teach general work skills that are transferrable.
- Integrate services/candidates at training employer site.
- Employment opportunities through strong partnerships with employers.
- Competitive and integrated employment opportunities.
- Employment and internships by matching individual's skills with employer needs.
- Support to participants and employers to ensure long term job success.



Transitions to Work Structure for Success

Innovative Training Model

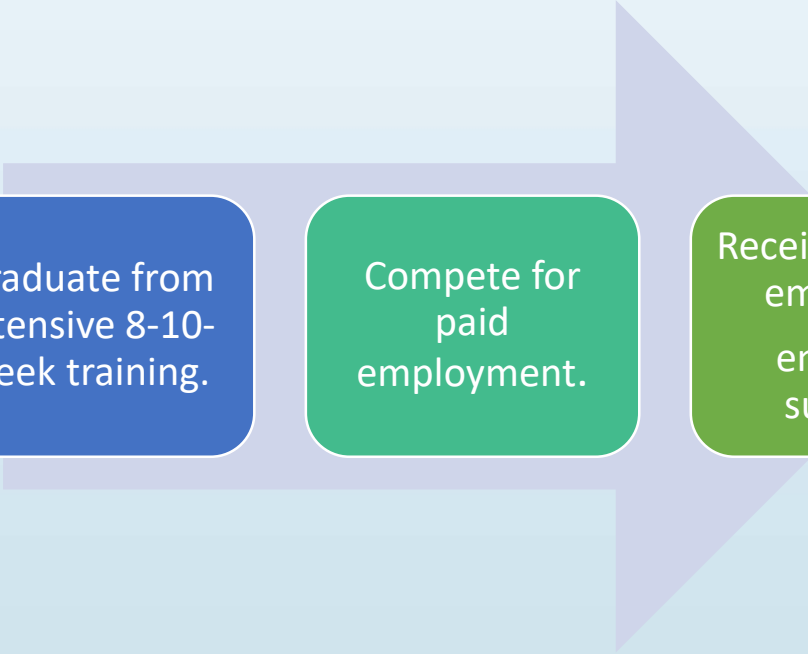
Changed Business Culture

**Integrated Public/Private
Partnerships**



Transitions to Work Training Model

Transitions to Work Participants:



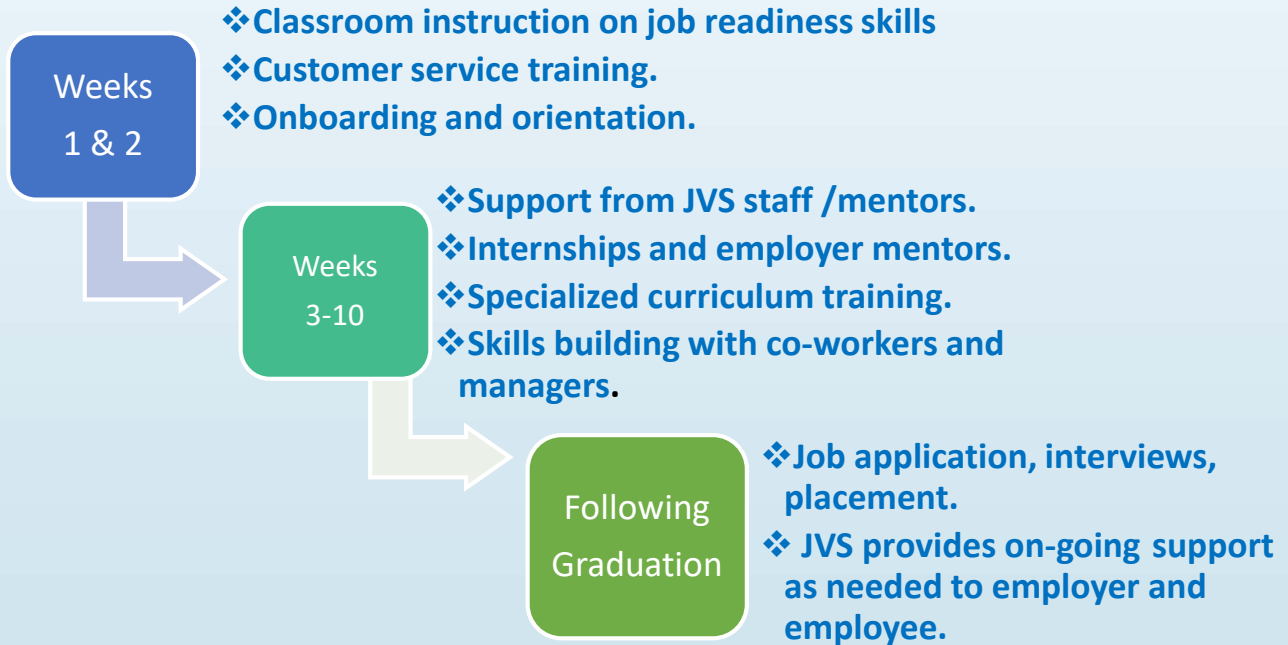
Graduate from
intensive 8-10-
week training.

Compete for
paid
employment.

Receive ongoing
employee/
employer
support.



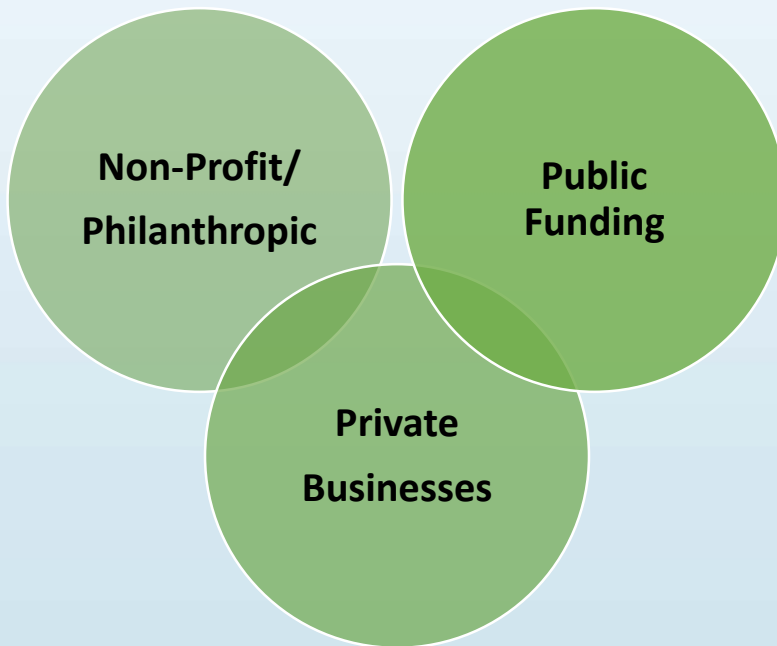
Transitions to Work Training Model



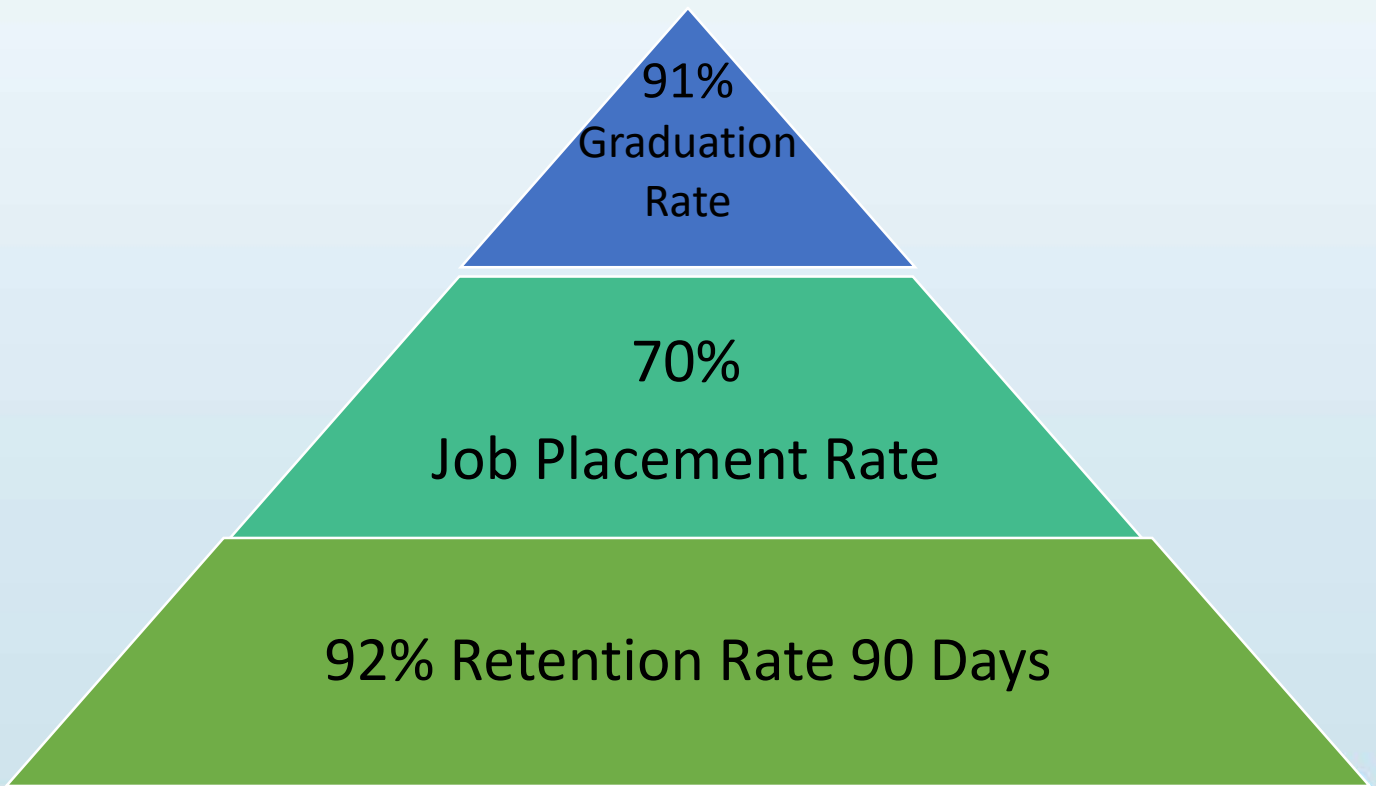
Transitions to Work Changing Business Culture

- Build relationships with businesses as training and hiring partners.
- Educate corporate leaders about inclusive hiring.
- Create win/win referrals of graduates to employers.
- Ongoing support and connection to employers.
- Relationship-building and successful placements create culture change.
- More than 75 businesses are employer training and/or and hiring partners.

Transitions to Work Public/Private Partnerships



Transitions to Work Statistics



The Employer Perspective

CVS Health Workforce Initiatives Team

- ❖ Team of 26 dedicated CVS Health colleagues, supported by consultants, working under the CVS Health Workforce Strategies and Diversity Management umbrella.
- ❖ Enable CVS Health purpose of “helping people on their path to better health” by developing innovative pipelines that deliver diverse talent to CVS Health.
- ❖ Results in strong loyalty with our community partners, our customers, and our clients.

The Employer Perspective

The Recipe for a Perfect Partnership

- Research & vet each other
- Meet & begin to bond
- Agree on what success looks like
- Start small & earn some wins
- Nurture the relationship and build trust
- Share appreciative & constructive feedback
- Be truthful
- Be curious

The Employer Perspective

Building a Pipeline

- ❖ Pipeline definition = successful, sustainable partnership and/or program with ongoing buy-in.
- ❖ Successful hires through direct referrals or program.
- ❖ Recipe to developing a job-driven training program:
 - What can the agency offer?
 - What can CVS Health offer?
 - Funding available?
 - Desired outcome?
 - How much effort will it take?



The Employer Perspective

CVS Health/Transitions to Work Partnership

- ❖ CVS Health is in search of great talent and we can't do it alone.
- ❖ Critical to us as a healthcare company that we reflect the communities we serve.
- ❖ Inclusive hiring practices are good for our company culture and identity.
- ❖ Our business is stronger.
- ❖ It gives us a competitive advantage and we find great employees!

The Employer Perspective

Why is Transitions to Work a Successful Partner ?

- ❖ The people
- ❖ The deep relationship employer partner
- ❖ The robust program
- ❖ The ability to customize the program to employer needs through input
- ❖ The track record of success
- ❖ Post-hire support

The Employer Perspective

Qualitative Benefits:

- Internal view:
 - A solution to many business imperatives
 - A diverse, inclusive pipeline of sustainable talent
 - A trusted and reliable source of talent
- External view:
 - A champion of public-private partnership
 - An employer that cares about the community
 - An employer of choice

Quantitative Benefits:

- HR
 - Retention (+1 year)
 - Promotability
 - Highly engaged
 - Compliance
- C-Suite
 - Cost reduction
 - Monetary incentives
 - Value add
 - Company reputation



Transitions to Work Representative Employers

AMC Theatres
Anton's Cleaners
Bake 'n Joy
Barnes & Noble
Bed Bath & Beyond
Bertucci's Italian Restaurant
Beth Israel Deaconess Medical Center
Border Café
The Boston Globe
Boston Children's Hospital
Brigham & Women's Hospital
Bright Horizons Family Solutions
Bruegger's Bagels Boston
Combined Jewish Philanthropies
Costco Wholesale Corporation
CVS Health
Destination XL Group, Inc
Dollar Tree
Donelan's Supermarkets, Inc.

Epstein Hillel Academy
Fairhaven Health, LLC
The Home Depot
House of Blues - Boston
Hebrew SeniorLife -
Roslindale
Kmart
Kappy's Fine Wine & Spirits
Legal Sea Foods
LEGOLAND® Discovery Center
Leventhal-Sidman Jewish Community Center
Margaritas Mexican Restaurant
Modell's Sporting Goods
The New England Aquarium
NewBridge on the Charles
Ocean State Job Lot
Panera Bread

Petco
Primark Prime Motor Group
Rebecca's Café
Reebok
RSIG Security
Santander Bank
Shaws
Soul Cycle
Star Market
State Cleaning Service
Stop & Shop Supermarket Company
Sudbury Farms
Taco Bell
Target
TJX Companies, Inc
Value Store It
Walgreens
Walmart
Whole Foods Market

