REBUILD & RISE
Workforce Re-entry and Wellness

Give an Hour's Approach to Workforce Wellness

At Give an Hour, we understand that true workforce wellness requires a holistic approach. We support both job seekers and businesses by addressing barriers and trauma that prevent individuals from re-entering and thriving in the workforce. Our focus is on empowering businesses to understand and address the unique challenges faced by populations such as Veterans, returning citizens, and others facing re-entry barriers. By fostering this understanding, businesses can create healthy, supportive work environments that enable these job seekers to thrive, live, and work productively and healthily.

Our goal is to ensure employees have access to mental health resources and know how to utilize them effectively. We offer strategies to manage stress and prevent burnout while fostering a workplace culture that prioritizes mental well-being and healthy boundaries.

A Journey Towards Hope & Resilience

Give an Hour understands the deep impact of **trauma on communities** as well as the complex journey to healing and recovery. We employ a person-centered, empowerment approach which provides multiple opportunities to **listen and learn** to what our customers want and need and build **responsive and tailored** mental health services and supports.

Supporting Businesses:
- Address Employee Trauma & Re-entry Barriers.
- Foster Healthy Supportive Work Environments
- Assess Organizational Strengths, Needs, and Challenges

Supporting Job Seekers:
- Create a Durable System of Support
- Train Peer Mentors with Lived Experience to Guide & Inspire
- Equip Job Seekers with Resiliency Tools for Success

Resilient Workforce
Our goal is to create lasting value for employees and businesses, enhancing both well-being and profitability.

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*The economic implications of un/under employed **returning citizens** are significant and multifaceted, affecting both individuals and the broader economy.*

High Unemployment Rates

Returning citizens face extreme unemployment rates, with approximately 60% being jobless at some point within four years after release. This rate is substantially higher compared to the general population, where peak unemployment during the pandemic reached 15%.

Economic Costs

The inability of formerly incarcerated individuals to secure stable employment leads to higher rates of poverty and recidivism. Stable jobs are crucial in reducing recidivism; however, lack of employment opportunities can mean a return to criminal activities, creating a cycle that burdens the criminal justice system and the economy.

Workforce Participation

Nearly 600,000 individuals are released from incarceration each year and face substantial barriers to employment. This large pool of potential workers remains underutilized, contributing to the ongoing workforce shortage. Currently, there are around 11.5 million job openings in the U.S., but only 6 million unemployed workers, highlighting the gap that could be filled by employing returning citizens.

Sector-Wide Impacts

The exclusion of formerly incarcerated individuals from the workforce also affects overall labor market dynamics. Industries such as construction and manufacturing, which commonly employ returning citizens, see a decline in union membership and bargaining power, leading to lower wages and poorer working conditions. This not only impacts those with criminal records but also depresses wages and benefits for all workers in these sectors.

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Project Overview

The Workforce Re-entry and Wellness Project provides tailored support for returning citizens seeking employment by addressing the unique challenges they face after incarceration. We leverage lived experience and targeted mental health interventions to enhance employability and well-being, while also working with businesses to create supportive environments that facilitate successful reintegration. The result is a happy, healthy, and productive workforce.

Give an Hour Solutions

✓ Needs Assessment

Conduct listening sessions with staff, job-seekers, and businesses to identify specific needs and challenges.

✓ Customized Mental Health Support

Develop and implement tailored mental health services that address the specific needs of returning citizens.

✓ Peer-to-Peer Support Model

Establish a peer support network where give-an-hour-trained individuals with lived experience of incarceration provide guidance and support to job seekers.

✓ Workforce Readiness Training

Deliver "Help the Helpers" trauma informed training to staff and peer support facilitators, equipping returning citizens and their supporters with skills and resilience to navigate the job market and succeed in the workplace.

✓ Psychoeducational Resources

Develop resources that address mental health challenges, coping strategies, and employment readiness for both job seekers and their families.

✓ One-on-One Clinical Support

Provide access to therapists for individuals requiring personalized mental health care and support that addresses the specific needs of returning citizens.

✓ Employer Engagement

Partner with local employers to build a network of trauma-informed and inclusive work environments that optimizes human performance.

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Topics

- Coping with daily stressors
- Dealing with job application rejections
- Incarceration trauma recovery
- Building resilience and self-esteem
- Managing mental health during job search
- Effective communication skills for interviews
- Navigating workplace dynamics and culture
- Addressing stigma and discrimination
- Strategies for maintaining motivation and focus
- Conflict resolution and problem-solving skills
- Building and maintaining a support network
- Health and wellness tips for stress reduction

Expected Outcomes

RESILIENCE
Improved mental health and resilience among returning citizens.

AWARENESS
Increased awareness and adoption of supportive practices among employers.

READINESS
Enhanced job readiness and employment success rates.

SUSTAINABLE SUPPORT
Development of a sustainable peer support model that can be replicated in other regions.

Give an Hour's Continuous Improvement Model: Customer-Informed and Customer-First

Our Continuous Improvement Model prioritizes the voice and experiences of our customers, ensuring that our mental health products and services are tailored to their needs. By employing an iterative customer engagement process, we progressively refine and enhance our offerings, leading to meaningful and impactful changes. This customer-first approach allows us to create personalized mental health solutions that truly resonate with and support those we serve.

COLLECT → SUSTAIN → IMPROVE

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Assessment and Continuous Improvement

Program Sustainability

GAH provides consultation to job readiness participants and Workforce Support Management (WSM) staff to ensure program sustainability through further program integration, staff development, and alignment with training programs and key employer partners' capacity building. Finally, de-identified and aggregate data will be analyzed and shared with partners to identify trends, gaps, and opportunities, and to improve outcomes.

Collect 01

Survey & Data Analysis

Analyze project data to understand the efficacy of the customer experience.

Sustain 02

Reassess Customer Needs

Understand the evolving needs of the community and its ability to support one another in the long term.

Improve 03

Inform Ongoing Efforts

Utilize lessons learned to inform ongoing efforts, enabling better support for customers and the community.

Assessment involves a comprehensive review of existing program offerings, resources, and support systems. This includes interviews with job readiness participants, team members, and key employers. Give an Hour (GAH) reviews data indicators that demonstrate success and identifies gaps or barriers that hinder progress. Information from these assessments and interviews helps to define problems and fosters dialogue to reach a moderate consensus on issues and potential solutions (e.g., tardiness/absenteeism, lack of eye contact with supervisors, situations that trigger disproportionate responses).