



WFL
COLLECTIVE™

collective impact

The concept of the Collective Impact Model is founded upon the principle that large-scale social change requires a collaborative approach that doesn't focus on a singular problem: each problem is related to several others and this is why they are so difficult to solve (Kania, 2011). By assembling various businesses, nonprofits, government organizations, and individual leaders and working together to address different pieces of the larger problem, large-scale change can be achieved.



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HOW THE COLLECTIVE
IMPACT MODEL WORKS



HOW THE COLLECTIVE IMPACT MODEL WORKS

The Collective Impact Model offers the opportunity to connect employment candidates to social services, training, and education which addresses the systemic issues that can prevent work readiness. Beyond initial job placement, the model provides a career pathway that enables the employment candidate to earn greater wages over time.

WFL Collective™ will advocate to influence government policies that ensure investments are made in workforce development, education, and training. The Collective will need to create consistent and ongoing messaging targeting politicians, government agencies, and think tanks in an effort to impact the budgeting process.

Collective Impact Model components include partnership development, community outreach and referrals, employment pre-screening, case management, and a recognition program.



HOW THE COLLECTIVE
IMPACT MODEL WORKS

COMPONENTS

- PARTNERSHIP DEVELOPMENT
- EMPLOYMENT PRESCREENING
- CASE MANAGEMENT
- COMMUNITY OUTREACH AND REFERRALS
- EMPLOYMENT SUPPORT
- RECOGNITION PROGRAM



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HOW THE COLLECTIVE IMPACT MODEL WORKS



PARTNERSHIP DEVELOPMENT

The WFL Collective™ is the structure within which each organization operates to deliver comprehensive employment services to under-resourced communities. These organizations are introduced to the collective impact model and asked to join the movement.



COMMUNITY OUTREACH AND REFERRALS

Partner referrals help in recruiting people to the PCC system. Access to these individuals for pre-screening purposes helps to create a robust database of eligible employment candidates. The Partner referrals and individuals solicited from the community are contacted and asked to sign-up for employment services.



HOW THE COLLECTIVE IMPACT MODEL WORKS



EMPLOYMENT PRESCREENING

Prescreening begins with the potential employment candidate filling out an intake form, attaching a resume, and uploading the information to the PCC online server. Once the resume and form are uploaded, the employment candidate then receives an invite to interview.



EMPLOYMENT SUPPORT

A "Job Success Coach" is assigned to an employee, and a "Relationship Manager" is assigned to each employer. If there are challenges in the workplace for an employee or employer, there is always someone to reach out to that can help solve workplace challenges so that both may be successful.



HOW THE COLLECTIVE IMPACT MODEL WORKS



CASE MANAGEMENT

For individuals who are not "Ready-To-Work," PCC refers them, along with an assessment of their social challenges, to the appropriate WFL Collective™ member who can provide the targeted social services. Upon completing the recommended social services, the individual returns to the PCC Platform and is re-screened to determine readiness.



RECOGNITION PROGRAM

An annual awards program will be held to recognize partners, employers, and individuals who have contributed to the success of the Workforce Leverage™ Collective. The WFL Collective™ will identify residents, case managers, job developers, job coaches, relationship managers, and employers for their contributions to the program each year.



**"TOO MANY ORGANIZATIONS ARE
WORKING IN ISOLATION FROM ONE
ANOTHER."**

Collective impact brings people together, in a structured way, to achieve social change. It starts with a common agenda. It establishes shared measurement. It fosters mutually reinforcing activities. It encourages continuous communication."

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