

HIRING ACADEMY

Early Intervention

The Hiring Academy directly connects Unemployment Insurance Exhaustees and other unemployed Washington workers to jobs tailored specifically to their skills.

In 2010, Pierce County WorkSource partners decided to focus on efficiently providing additional services to unemployed workers that had exhausted UI benefits. The dramatic increase in this population made it clear that service providers needed to do business differently to successfully connect jobseekers back to the workforce. WorkForce Central (WFC) partnered with the local branch of the Employment Security Department to roll out a two-phased program to meet the needs of both the employer and unemployed.



PHASE I

Using a job matching tool called JobFit™ during the program registration process allowed partners to more accurately identify the skills of the participants. Each participant was provided a resume template to complete which served as a sourcing tool for employers and local business teams to identify qualified applicants and to customize services to ensure the readiness of job applicants. The services team provided personal attention to both the jobseekers and to the potential employer to match specific skills to employers' needs.



PHASE II

After graduating from the Academy, participants earned a VIP pass that gave them exclusive entrance into a Job Fair that took place a few weeks later. The VIP Job Fair provided employers the opportunity to meet attendees who demonstrated current job search skills, technical and soft skills that matched employers' expectations, and a desire to succeed. Exclusive access to one another after careful preparation and skills matching resulted in a positive impression and outcomes for both the applicants and the employers.



RESULTS

160 individuals participated

158 earned VIP credentials

105 VIP attended Job Fairs

53 VIPs became employed

- **Both the employer and jobseeker provided favorable feedback**
- **Placements increased among the group of jobseekers who participated**
- **Employers found qualified workers above and beyond their standard recruitment methods**