

BUILDING COMMUNITY PARTNERSHIPS TO STRENGTHEN LOCAL HIRING

The background:



- Responded to the Baltimore uprising in April
- Partnered with Baltimore City Mayor's Office of Employment Development and Maryland's Department of Labor, Licensing, and Regulation on a grant to re-engage disconnected youth in highly distressed communities

- Completed an analysis of applicant data showing opportunities in developing a qualified, diverse applicant pool
- Used passive recruiting efforts to attract new candidates
- Resourced by one Manager and two Employment Specialists with an outdated applicant tracking system

The opportunity:

- Through a collaborative effort coordinated by the Baltimore Integration Partnership, a Humanim-led Administrative Assistant Training Program would recruit hundreds of potential candidates for the training program, ensure quality instruction, design and execute the program, and work with Baltimore anchor institutions for placement.

The challenges:

Imagine you were at the table... what challenges would you foresee with consideration to your own workforce, organization, and/or community?

The solutions:

What could be implemented at your organization?