



Workforce Development Program

Workforce development programs typically begin with teaching participants soft skills; a combination of people skills, social skills, communication skills, character traits, attitudes, career attributes, social intelligence and emotional intelligence quotients. Individuals then move on to the hard skills that are specific, teachable abilities that can be defined and measured. Some models compliment their program with job placement components and job coaching; all valuable but useless if the individual cannot regulate their emotions.

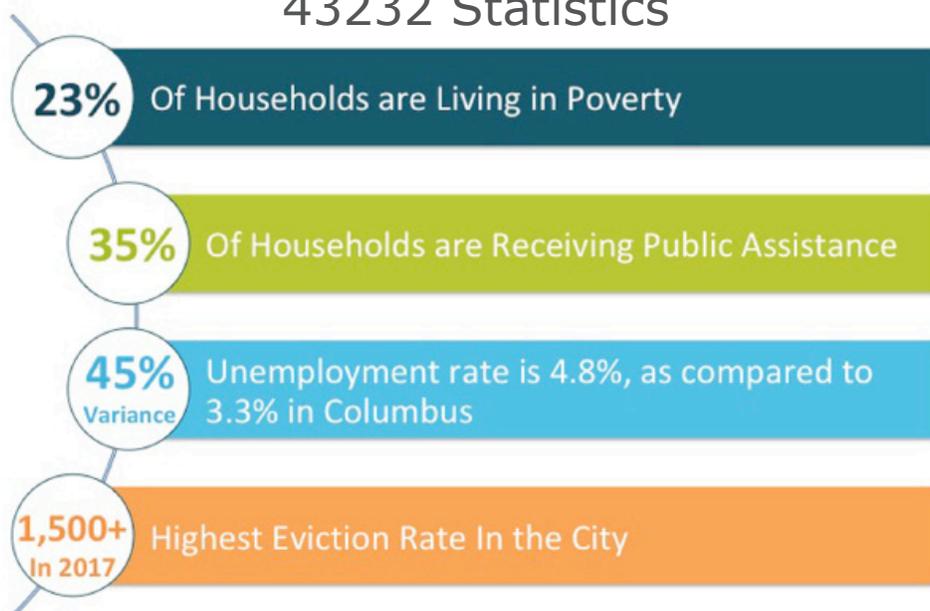
At DFYF, our experience with the chronically unemployed who have generational lapses of employment is that traditional workforce development programs are not effective.

Our experience with unresolved trauma and toxic stress, factors common in impoverished communities, has taught us that improvement in one's employment history must start with developing necessary skills to regulate one's emotions. Our approach will develop the self-discipline to accept feedback without triggering a negative response.

DFYF has created a non-traditional approach to Workforce Development / Job Training that includes a three-step model focusing on an individual's:

1. Mental Health, Behavioral Health, and Emotional Regulation Issues
2. Soft Skills (etiquette, problem solving, time management, organization, good communication skills, etc.)
3. Hard Skills (computer / software programs, accounting, writing, etc.)

43232 Statistics



This first step is creating a foundation on which training soft skills and hard skills can occur. Those skills are pivotal to securing and maintaining employment. Getting a job is not the issue for many in Central Ohio, keeping a job is the challenge. There is no other Workforce Development model like this available today in our community that promotes effective job readiness.

This new program also supports DFYF's 2Gen approach by altering the culture within a family and providing an opportunity to create a new path out of poverty. Individuals who are raised in toxic environments and toxic communities often experience challenges in overcoming behavioral health issues. These experiences tend to have a negative impact on employability. Generational unemployment is embedded in some families and it is paramount that this cycle be changed in our communities.

Training at the New Crittenton Community Center

DFYF is currently in discussions with several identified potential partner organizations to provide job training skills in:

- Information Technology
- Culinary Arts
- Landscaping
- Customer Services / Customer Relations / Management
- Barista

Our plans include training held on-site at the new Crittenton Community Center, while other training may be provided at a partner location. Our commercial teaching kitchen will provide needed job training for some individuals.



We envision the Center as being a resource for prospective employers. We are sourcing local companies that are in need of a qualified workforce in our community. We envision these companies utilizing the Center for job fairs and as a transportation hub for employers to transport individuals to and from their office / work site.

OUR GOAL: To fully ready an individual for employment with the necessary emotional regulation and self-discipline to maintain employment; beyond the necessary soft and hard skill development.