

Welfare to Career

“Moving above and beyond Welfare to Work”



The Challenge

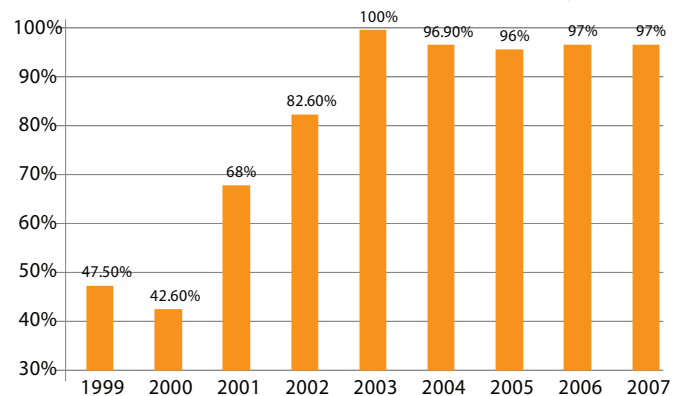
Cascade Engineering believes that helping people bridge out of poverty and off welfare is the right thing to do. Success was not immediate, however, and failed attempts led to the development of a collaborative process that resulted in the successful program we have today. Cascade Engineering believes it is an organizations responsibility to engage in these programs as part of the community. The welfare system was unable to move people off welfare roles and keep them off welfare

The Solution

The two main keys were (1) collaboration and partnering with the State of Michigan and (2) the education of key leaders in the company on the principles contained in the book *A Framework for Understanding Poverty* by Dr. Ruby Payne. These two elements resulted in several key program changes that led to the design of a nationally recognized welfare to career program that moved people off welfare and kept them off.

- A caseworker was placed on site
- A new assessment was created that identified barriers to employment
- Barriers to employment were eliminated
- Early intervention insured workers were held accountable for behavior changes
- New orientation program was designed to clarify expectations
- Policies were developed and implemented to support employee success

Welfare-to-Career Retention (Monthly)



The Result

- Understanding and Ability to utilize untapped labor pool
- High retention rate of employees in the program
- Economic self-sufficiency for program participants
- Money saved by the State of MI
- Open positions filled
- Positive reputation relationship with the community
- Employee Pride

Links

To read articles about Cascade Engineering's Welfare to Career program, please visit our web site at www.cascadeng.com/quest

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