



Invest In You Too	
<b>County</b>	Salt Lake
<b>Elements</b>	<ul style="list-style-type: none"> <li>- Cohort Occupational Training (3 months)</li> <li>- Cohort Empowerment Days</li> <li>- Specialized Case Manager (Cohort 1-3)</li> <li>- Individualized Case Manager (Cohort 4)</li> </ul>
<b>Recruitment</b>	TANF FEP Case Managed Customers referred by Case Managers to Orientation & Interview <ul style="list-style-type: none"> <li>- Cohort 1 (43 referred / 11 selected / 9 completed)</li> <li>- Cohort 2 (48 referred / 13 selected / 12 completed)</li> <li>- Cohort 3 (78 referred / 15 selected / 12 completed)</li> <li>- Cohort 4 (76 referred / 15 selected/ 9 completed)</li> </ul>
<b>Participants</b>	<u>Adult</u> <ul style="list-style-type: none"> <li>- Single mothers currently enrolled in DWS Case Managed Program.</li> <li>- Cohort 1-3 were currently enrolled in FEP or eligible for TANF non-FEP or WIOA</li> <li>- Cohort 4 were currently enrolled in FEP or eligible for TANF non-FEP or WIOA</li> </ul>
<b>Case Management</b>	<ul style="list-style-type: none"> <li>- Cohort 1-3: DWS TANF FEP, TANF non-FEP or WIOA</li> <li>- Cohort 4: DWS TANF FEP, TANF Non-FEP or WIOA</li> </ul>
<b>Targeted Industry / Occupation</b>	<ul style="list-style-type: none"> <li>- Medical Manufacturing</li> </ul>
<b>Employers</b>	<ul style="list-style-type: none"> <li>- BioFire, Stryker, Merit Medical, Biomerics, Nelson Labs, Edwards, Varex, BD, Baard, VM Nutritional</li> </ul>
<b>Partners</b>	<ul style="list-style-type: none"> <li>- Medical Manufacturing Pathways Committee</li> <li>- BioUtah</li> <li>- University of Utah Social Research Institute</li> </ul>
<b>Training Provider</b>	Salt Lake Community College
<b>Project Manager</b>	<ul style="list-style-type: none"> <li>- Cohort 1-3: Program Specialist</li> <li>- Cohort 4: Operations Manager</li> </ul>
<b>Staffing</b>	<ul style="list-style-type: none"> <li>- Cohort 1- Program specialist (.75), two workers and one LCT (.5)</li> <li>- Cohort 4: Three workers one in each office(Metro, Midvale, South County) and LCT (.5)</li> </ul>
<b>DWS Caseload Size</b>	<ul style="list-style-type: none"> <li>- Cohort 1: 5.5 per worker</li> <li>- Cohort 2: 6.5 per worker</li> <li>- Cohort 3: 7.5 per worker</li> <li>- Cohort 4: Integrated into mixed and ongoing caseload</li> </ul>
<b>Exposures</b>	<ul style="list-style-type: none"> <li>- Cohort 1: Started Feb 2017 and Graduated Apr 2017</li> <li>- Cohort 2: Started Aug 2017 and Graduated Nov 2017</li> <li>- Cohort 3: Started April 2018 and Graduated Aug 2018</li> <li>- Cohort 4: Started Jan 2019 and Graduate Apr 2019</li> </ul>



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<b>Outcome Metrics</b>	<p><u>Certificate</u></p> <ul style="list-style-type: none"> <li>- Medical Device Manufacturing from SLCC</li> </ul> <p><u>Placement</u></p> <ul style="list-style-type: none"> <li>- Cohort 1               <ul style="list-style-type: none"> <li>* Graduation = 6/9 @ \$11.98</li> <li>* 90 days = 7/9 @ \$16.72</li> <li>* 180 days = 7/9 @ \$15.81</li> <li>* 360 days = 7/9 @ \$20.36</li> </ul> </li> <li>- Cohort 2               <ul style="list-style-type: none"> <li>* Graduation = 9/12 @ \$14.36</li> <li>* 90 days = 9/12 @ \$15.28</li> <li>* 180 days = 11/12 @ \$14.70</li> </ul> </li> <li>- Cohort 3               <ul style="list-style-type: none"> <li>* Graduation = 8/12 @ \$13.38</li> <li>* 90 days = 9/12 @ \$14.37</li> </ul> </li> <li>-Cohort 3               <ul style="list-style-type: none"> <li>*Graduation= 4/10 @ \$14.50</li> </ul> </li> </ul>



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<b>Lessons Learned</b>	<ul style="list-style-type: none"> <li>- Integrated Cohort 4 into regular operations</li> <li>- Employers don't need subsidized employment (done with Cohort 1). Employers are more interested in getting good employees</li> <li>- Empowerment Days can be taught onsite at the Employment Center as compared to as the training provider site</li> <li>- Cohort 4 integrated multiple Employment Counselors into the Empowerment Days</li> <li>- Referrals have increased with each cohort</li> <li>- SLCC has maintained the same curriculum and most of the instructors have taught the Invest In You Too cohorts in the past</li> <li>- Daily Structure is so important. Helps the customers prepare for the workforce</li> <li>- Motivation is a key factor when interviewing. Even those with many barriers have been successful if they are motivated</li> <li>- Cohorts work better if they are all female or all male</li> <li>- Referrals take time and commitment. Increase when employment counselors start to see the benefits</li> <li>- Employer relationships and education about the program is critical. It is important to find out their needs, hiring process, requirements and anything that would not be acceptable before starting information meeting and interviews.</li> <li>- The cohort model has worked within the first couple of weeks with each group. Bonding, supporting, holding each other accountable, etc.</li> <li>- Employers expressed the need for soft skills as more important than the work skills</li> <li>- Employers appreciate the referral process and begin to trust our referrals</li> <li>- The interview process takes time, but is so important to ensure a cohesive group and the right people are identified</li> </ul>
<b>Notes</b>	