



Together, we're changing lives.

2010 to 2015 Strategy Guidance Letter A-106 Employment Supports

United Way Windsor-Essex County
300 Giles Blvd. East, Windsor, ON N9A 4C4

A. Priority Area: Supporting basic needs and independence.

B. Strategic Area of Focus: Employment supports. **Strategy Definition:** Integrated strategies that facilitate acquisition of tools, equipment and other items required for employment.

C. Priority Population

- All strategies that receive funding must serve the following population(s):
- o Employed individuals experiencing low-income.

D. **Intended Outcome:** Employed individuals experiencing low-income acquire equipment, tools, and other items required for employment purposes and maintain employment or potentially improves level of employment. **Outcome Definition:** Many individuals experiencing low-income face many barriers to employment. This strategy will focus on removing barriers to employment by ensuring access to tools, equipment, clothing, etc. required for employment purposes and that enable individuals to either maintain their employment position(s) or pursue improved level of employment. The intended outcome focuses on *Sustenance* and *Opportunity* as described by Torjman's (2007) Resilience Framework.

E. Strategy Paths

To be considered for funding, strategies must address all Strategy paths, as indicated below:

Strategy paths	Potential results
Acquired tools, gear, equipment, clothing, footwear etc. required for employment.	Number of employed participants experiencing low-income reporting that they acquired tools, equipment etc. required for employment.
Readiness to improve level of employment.	Number of employed individuals experiencing low income who acquired tools, equipment, etc. for employment purposes reporting their readiness to pursue improved level of employment.



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F. Preferred Strategy Components

In addition to the required components, preference will be given to those strategies that are able to demonstrate Preferred Strategy Components, as indicated below:

Preferred Strategy Components— (policies, practices and/or activities)	Examples
Assessment of Client Needs	<ul style="list-style-type: none"> • Services provided are determined by client needs and priorities • Show evidence of client employment situation, retention and evaluation • Sensitivity to issues of diversity, disabilities etc. • Operate from an accessible, identifiable location
Appropriate staff	<ul style="list-style-type: none"> • Staff have relevant training and assessment skills concerning employment needs of individuals and financial assessment • Knowledge of other employment supports
Provide relevant employment support services	<ul style="list-style-type: none"> • Conduct ongoing employment evaluations based on acquisition of items required to assure employment effectiveness • Facilitate additional acquisition of identified employment items, if applicable.
Linked with a variety of sectors to assist with the acquisition of items required to support employment.	<ul style="list-style-type: none"> • Linkages that facilitate acquisition of tools, equipment, clothing, gear, etc. required for employment purposes from: <ul style="list-style-type: none"> <i>i.</i> not-for-profit organizations/agencies <i>ii.</i> for-profit /private sector <i>iii.</i> government sources • Has written protocols for linking clients to needed resources provided by other agencies • Ensures community linkages and collaborative activities.



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F. (cont'd) Preferred Strategy Components for all strategies

Preferred Program Components for all strategies	Examples
Staff/volunteers are trained and well-prepared	<ul style="list-style-type: none"> • Staff and volunteers have relevant training, knowledge and skills • Staff keep up-to-date with current developments in the field, including promising and evidence-based practices • Volunteers are provided with strong supervision including screening, orientation and recognition.
Client-centered	<ul style="list-style-type: none"> • Active efforts to be inclusive and to connect with client populations in program planning, delivery, evaluation • Services provided are determined by participant needs and priorities • Operate from an accessible, identifiable location that facilitates access to other participant opportunities.
Diversity is acknowledged and respected	<ul style="list-style-type: none"> • Sensitive to issues of diversity, transportation and childcare • Staff must be culturally competent and aware of diversity issues. • Staff and volunteers reflect the community
Monitor progress and evaluate outcomes	<ul style="list-style-type: none"> • Conduct ongoing program evaluations to ensure program effectiveness • The evaluation includes various methods for measuring potential results as outlined in the strategy paths • Willing to participate in organized learning communities with other strategy partners.
Maintaining success	<ul style="list-style-type: none"> ▪ Measures will be taken to encourage continue positive results after initial implementation ▪ E.g., by offering “booster” sessions; providing follow-up resources; tying the strategy with activities of other relevant community groups & programs.



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Demonstrate effective collaboration and partnerships	<ul style="list-style-type: none">• Involve a range of community partners• Leverage resources and support from an array of stakeholders, e.g., other not-for-profit organizations, private or public sector organizations, and other groups.• Written memoranda of understanding with other organizations to ensure that roles and responsibilities are clear.
Integrated and coordinated approach	<ul style="list-style-type: none">• Strategy is linked with other community services, group, and initiatives in an effort to enhance services.