



www.bakerindustries.org

Hiring From the Sidelines

PA Chamber, June 2022

Baker Industries Overview

- Non-Profit established in 1980 to **provide paid work *opportunity for hard to employ adults*** challenged by:
 - **Parole/probation**
 - **Disability**
 - **Homelessness**
 - **Substance use disorder.**

@200 people each year receive a job, training and support.



Two Locations: One Team, One Culture, One Mission

EMPLOY those with the most difficulty getting and holding jobs.

TEACH the work ethic through real work experience.

ACT as a transition step toward outside employment.

HELP those who are unable to move on reach their highest level of achievement.



Two light industrial locations (Malvern & Kensington) perform packaging, assembly, kitting, mailing and distribution for 80+ companies across the Philadelphia region.

Untapped Opportunity on Sidelines

- **30,000+ returning citizens in PA each year**
 - Federal/State/County
 - > 50% recidivism rate
- **Most Disabled Adults Underemployed**
 - Workforce participation ½ of non-disabled
 - Unemployment 2x of non-disabled
- **Talent & Motivation**
 - Wide Range of Skills
 - Focused on Success

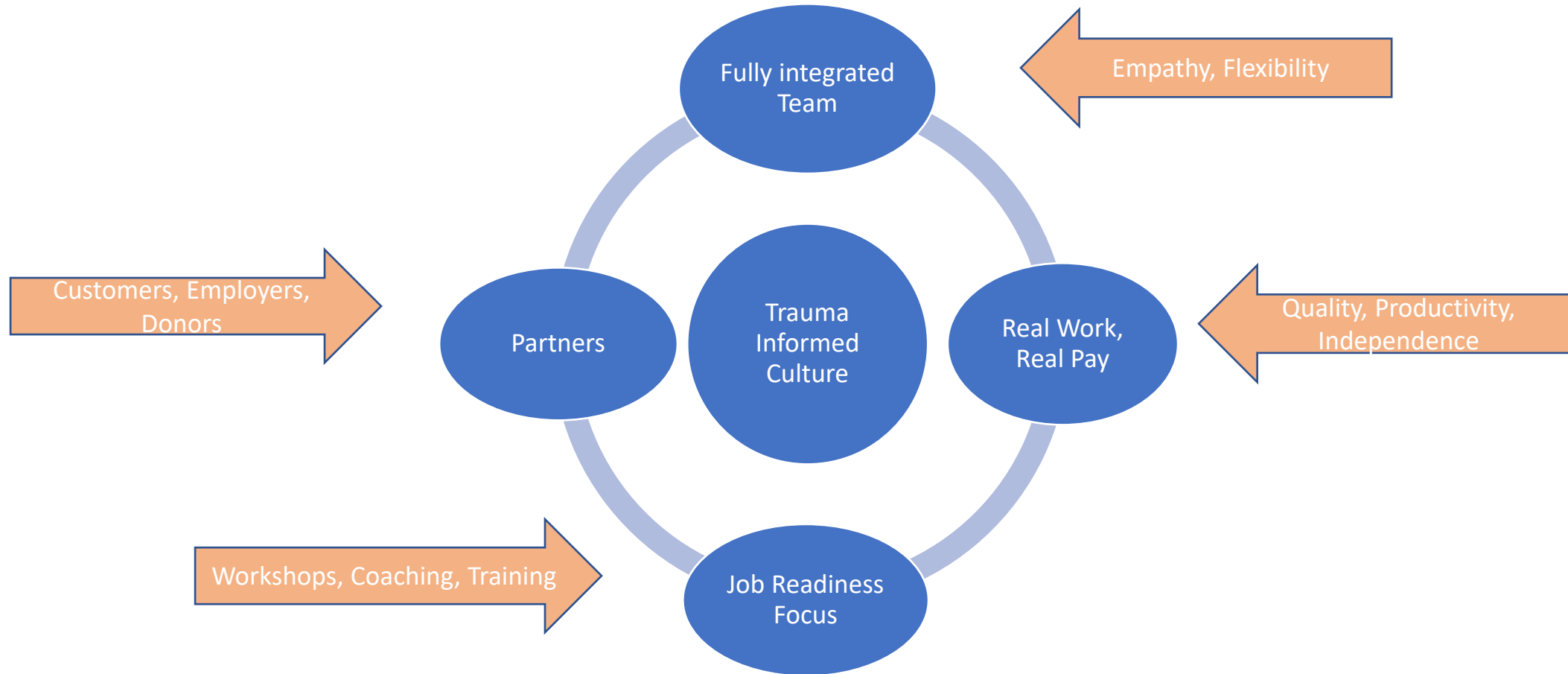


Challenges of Hiring from the Sidelines

- **Build Work Habits**
 - Adjust to Regular Work Experience
 - Workplace Expectations
- **Build Confidence**
 - New Skills & Training
 - Coaching & Encouragement
- **Help Overcome Hurdles**
 - Flexibility – Parole, Courts, Counseling
 - Housing, Transportation, Finances



5 Things Define Our Program



Tips for Success

- DO invest in Training & Coaching
- DON'T compromise on Expectations
- DO show Flexibility
- DON'T expect Perfection
- DO leverage partners and resources



Hiring from the Sidelines Can Change Lives...& Companies !

We are a team.

We support and encourage each other as we strive for success today and beyond.

