



# INTENTIONAL HIRING

"A good job is the antidote to poverty." - Bob Lupton

Every business is a platform for community impact and "intentional hiring" is one of the best ways to make a positive difference. A good job enables people to move into a new season of life and become self-sufficient. Work opportunities also provide individuals with new networks. This is a big deal as our vulnerable neighbors are often in need of healthy relationships even more than financial resources.

Practicing second chance or intentional hiring is not always easy. In fact, it can be messy at times. But it's worth it! It has the potential to change the lives of those you hire and the entire culture of your company.

## GETTING STARTED

Here are a few best practices to keep in mind:

- Partner with a local non-profit or organization that is helping people who are materially poor or who are transitioning out of the department of corrections. Ask them for candidates who they believe in and who are motivated to work. Stay connected with someone at the non-profit after making the hire. They will be a good resource if and when something comes up with your new employee.
- During the hiring process, value skills and potential over traditional accreditation.
- Assign new hires to a mentor on staff. This will significantly increase the retention rate of new hires. Mentors should make it a point to meet with the new hires once a month and connect on both a personal and professional level.
- Take it slow. Make a commitment to interview people who are on the margins and then hire 1 or 2 people to start with. Continue to assess and adjust as you move down this road.

## STORIES

Many companies are already doing this and having success in finding quality employees. They have seen firsthand the change this can make for individuals and in the culture of their companies.

Here are a few video stories that will encourage and inspire you to try intentional hiring:

Weifield Electric: <https://vimeo.com/268797117>

Prime Trailer Leasing: <https://vimeo.com/115020023>

L&R Pallet: <https://vimeo.com/170676098>