



**Federal Reserve Bank of St. Louis
Investment Connection Proposal**

Proposal title	Managed Work Services of St. Louis
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Organization name/address	Employment Connection 2838 Market Street St. Louis, MO 63103
Mission statement	Employment Connection: to assist those with limited opportunities to self-sufficiency. MWSstl: To enhance the St. Louis Metropolitan community through the creation of employment opportunities for individuals that lead to self-sufficiency and assisting area businesses in becoming more effective with recruiting and retaining employees.
Overview of organization	Employment Connection was founded in 1977 after a study by the Young Lawyers Division of the Bar Association of Metropolitan Saint Louis found employed ex-offenders were 66% less likely to return to incarceration. Our agency immediately began work to reduce recidivism through employment, pursuing our mission of “assisting individuals with limited

	<p>opportunities to self-sufficiency". In 1980, Employment Connection became a full United Way member agency. Since that time, we have expanded services to fill identified gaps in services to a range of clients including homeless individuals and families, out-of-school and at-risk youth, U.S. veterans, non-custodial fathers, and other low-income residents of the St. Louis region. Today Employment Connection serves an average 1,500 individuals each year, providing necessary supports and services to assist clients in overcoming their significant barriers, find employment, and reach self-sufficiency.</p>
Website	https://www.employmentstl.org/managed-work-services
Social media link(s)	<p>Facebook</p> <p>https://www.facebook.com/EmploymentStL/</p>
Location of project/activity	<p>Illinois</p> <p>Missouri</p> <p>St. Clair County</p> <p>St Louis City and St Louis Counties</p>
Geographic Impact	<p>Citywide</p> <p>Countywide</p>
Support request	Investment
Requested dollar amount	\$175,000
Proposal description and structure	<p>Managed Work Services of St. Louis (MWSstl) is Employment Connection's Social Enterprise. MWSstl is a job sourcing agency designed to help fulfill Employment Connection's social mission. The Social Enterprise creates employment opportunities that lead to careers for our clients while assisting area businesses recruit and retain employees. Clients are currently recruited through community partner referrals, word of mouth, and MWSstl is designed to generate self-sustaining income in the same way our programs are designed to help our clients achieve self-sufficiency. Starting in 2016, the agency sought to increase revenue by strengthening</p>

	contracts already possessed as well as developing relationships with potential new employers. As operations expand, the revenue generated sustains the program and allows us to be less dependent on charitable dollars.
Issues addressed	Economic/Workforce Development
Target population/geography	Managed Work Services of St. Louis (MWSstl) works with area employers to overcome their stigmatic perceptions of our target client populations (e.g. justice involved individuals, recovering addicts, etc.) and encourages them to give our clients a chance to prove themselves on the job. The program is available to all Employment Connection clients regardless of the nature of their barriers to employment, based on the availability of current contracts and employer needs/criteria. MWSstl fills the gap for clients in most need of of post-placement retention and on-the-job training services. The program is particularly helpful for clients interested in skills training programs or educational opportunities, and allows opportunities for clients to learn from their past mistakes on the job site and rectify any performance issues before they are hired on by the employer.
Population served including income	Individuals served through Employment Connection and MWSstl are unemployed or underemployed individuals. 87% have an annual household income of less than \$10,000. 60% of participants are women. 89% are African American. 59% are between the ages of 20-34. 9% come from Gravois Park, Marine Villa, Benton Park West and Benton Park neighborhoods.
Anticipated outcomes/impact	The goals of MWSstl are to: <ul style="list-style-type: none"> -Maintain and expand contracts with current customers. -Pursue growth opportunities within the Healthcare industry. -Research, identify, and market MWS services to targeted industries & Regions - MO and IL. -Assist individuals obtain and maintain employment. -Generate self-sustaining income. -Recirculate profits into the community through various programming to fulfil unemployed individual's needs.

<p>How will the program be evaluated</p>	<p>The agency evaluates the program by observing three key factors. First, we seek the best candidates for the positions and ensure the businesses received the right person. We determine the success of the program by how quickly individuals get hired on and what the turnover rates are for the positions we are filling. Next, the agency consistently requests feedback from its contracted businesses-ensuring customer satisfaction. Feedback includes how can we improve, what gaps do you need filled, what training can we provide to ensure a smooth transition, etc. Finally, the agency monitors the amount of revenue generated to support Employment Connection's social mission.</p>
<p>Project time frame</p>	<p>Existing Program Project Duration: Ongoing Program</p>
<p>Other significant partners in the proposal</p>	<p>Largest Healthcare System in the Region (Business has requested to be confidential)</p> <p>Other</p> <p>Contracted Employer</p> <p>Missouri Botanical Gardens</p> <p>Other</p> <p>Contracted Employer</p> <p>http://www.missouribotanicalgarden.org/</p>
<p>Time/Date Received</p>	<p>8/20/2018 2:24:51 PM</p>