

About
**Tri-County Workforce
Development Initiative**

The Tri-County Workforce Development Initiative addresses employment needs providing an array of services to the residents of Somerset, Wicomico, and Worcester Counties. The three lower Departments of Social Services have combined efforts with their partners to develop this initiative.

The Tri-County collaborative effort provides local residents skills, opportunities, and supportive services to reach their goal of self-sufficiency.

State of Maryland



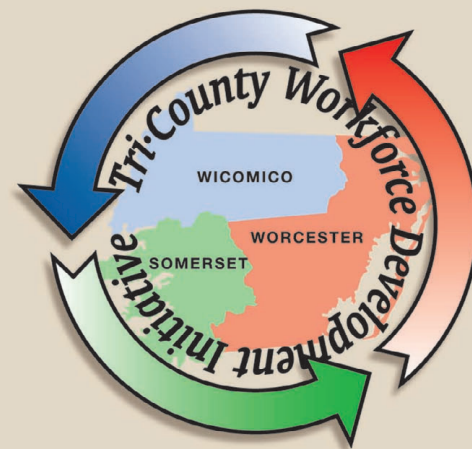
Maryland's Human Services Agency

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How does Tri-County Workforce Development Initiative work?

The Tri-County Workforce is committed to providing motivated employees who will become valued assets to your company. Our success is based on the following strategy:

- A Tri-County Workforce representative visits your worksite to assess your personal needs.
- We survey our talent pool for the best match for open positions, then schedule interviews.
- The employer interviews and selects the Tri-County Workforce candidate.
- Throughout the first six months of employment, a Tri-County Workforce specialist visits the employee regularly to monitor performance and provide whatever support is needed.

The Tri-County Workforce Development Initiative addresses three levels of need for participants. These levels build on each other to ensure ultimate success for residents having difficulty obtaining or maintaining employment.



Life Skills

The Tri-County Workforce Development Initiative will conduct training sessions and assessment testing to assure that appropriate foundations are laid for a person entering/re-entering the workforce. The Life Skills sessions address the following topics with potential employees:

- Self Esteem/ Interpersonal Skills
- Communication
- Resume Preparation
- Conflict Resolution
- Decision Making/ Goal Setting
- Stress Management
- Workplace Behavior
- Money Management
- Time Management
- Interview Techniques

Work / Volunteer Experience

For our participants that demonstrate the need for additional work skills, an opportunity for partnerships with local agencies has been developed. During a 3-6 month period, our participants report to agencies for volunteer and work experiences that will afford them the development of marketable skills. This strong mentoring period guides them in removing barriers that would prevent them from being successful in gainful employment.

Job Development

Once a participant is ready for a paying job, they work closely with a Job Developer. This mentoring process provides guidance in searching, applying for and obtaining full time employment. Retention is monitored to assure success.



Where do employers fit in?

As a local employer, you stand to benefit a great deal from this exciting program. First, your staffing needs can be met without the hassle of placing ads, reviewing applications and trying to schedule many interviews.

As a participating Tri-County Workforce employer, you receive the following benefits:

- **NO FEE:** Our placement and support services are provided free.
- **EASIER HIRING PROCESS:** Careful prescreening ensures motivated, well-matched candidates.
- **ECONOMIC BENEFITS:** Employers who hire Tri-County Workforce participants will be eligible to receive the Work Opportunity Tax Credit for every participant hired.
- **EXTRA ATTENTION:** Extra human resources support from Tri-County Workforce help ensure that candidates succeed on the job and that you are satisfied.
- **GOOD PUBLIC RELATIONS:** Your agency will be recognized as contributing to the development of the community by providing work experience and job sites for local residents.



The Satisfaction of Self-Sufficiency!