

RTWBC Provides Industry Expertise To Employers Who Seek To Increase Workforce Productivity By Hiring Ready To Work Candidates.

Employers, Review The Chart Below to Assess Both Your Organization Recruiting Level and Ready To Work (RTW):

Employer Maturity Level	Plan	Source	Evaluate	Hire	Retain
<p>Basic Organization meets legal compliance requirements and is not intentionally or unintentionally discriminating against the RTW</p>	Update knowledge, skills, and abilities regularly	<p>Eliminate inappropriate advertising</p> <p>Use consistent and appropriate assessments for referrals, external job postings, and initial screenings</p>	Eliminate long-term unemployment filtering		
<p>Progressive Aware, committed and actively seeking to recruit RTW job seekers</p>	<p>Develop a strategy for RTW recruiting</p> <p>Identify a RTW champion</p>	<p>Know local and industry sourcing partners and diversify where jobs are posted</p> <p>Socialize business case for hiring RTW with hiring managers</p> <p>Tap into employees for referrals</p>	<p>Use assessments to evaluate candidates</p> <p>Conduct behavioral interviews</p> <p>Review all candidate materials and look for transferrable skills</p>		

*Credit -

A Guide to Recruiting and Hiring the Long-Term Unemployed A Handbook for Employers
- Deloitte. In collaboration with The Rockefeller Foundation

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<p>Leading Hiring RTW and building strong relationships within workforce ecosystem partners</p>	<p>Align business and talent leadership on a talent strategy around the RTW</p> <p>Appoint an RTW champion who is a senior leader in your organization</p> <p>Tie RTW recruiting goals to performance metrics</p>	<p>Develop strong relationships with sourcing partners</p> <p>Educate and engage with hiring managers</p>	<p>Establish guidelines for reviewing RTW applications and conducting RTW interviews</p>	<p>Investigate poor credit scores</p>	<p>Onboard RTW new hires</p> <p>Track RTW success</p>

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