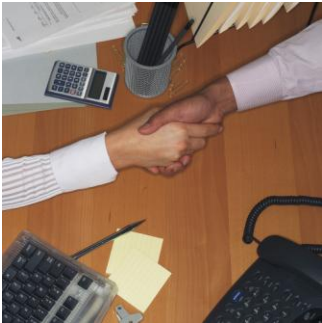


## OAR's Work Empowerment Program

Thank you for your interest in learning more about OAR's Work Empowerment Program (WEP). We hope this information encourages your company to join other local businesses to make positive changes in the community by becoming an OAR Corporate Partner.

### WHAT IS A CORPORATE PARTNER?



WEP Corporate Partners are owners and managers of local businesses that have agreed to consider OAR's "Employment Ready" clients for job openings. Those

who are employment-ready are earnestly turning their lives around to make positive contributions in both the community and within their family. Corporate Partners agree to consider these workers for job openings based on their skill level, personal attributes as well as the position requirements, but are under no professional or legal obligation to offer employment to anyone referred by OAR.

### HOW THE RELATIONSHIP WORKS

When an employment opportunity becomes available, the Corporate Partner contacts OAR's employment developer to share details about the job opening. Such details may include: the position title and duties, instructions on how to apply (online, in person, etc.), experience and/or licenses required for the position, location of the opening and any other pertinent details. Corporate Partners can specify the types of criminal history they will (or will not) consider, as well as the acceptable length of time since the last charge, if applicable.

Our employment developer will notify OAR's case managers of the opportunity and they will review their client files to see if there is a match.



**Only those assessed as "employment ready" will be referred.** As with all existing and potential employment relationships, once someone applies for a position with a Corporate Partner, the relationship is then strictly between the applicant and the Corporate Partner. All details of the position, including salary, hours, expectations, etc. are between the applicant and the employer.

### CORPORATE PARTNERS

Below is a partial list of businesses that have agreed to consider OAR's employment ready workers for job openings at their company. Some of those listed have not only interviewed WEP clients, but have hired and successfully employed them long term:



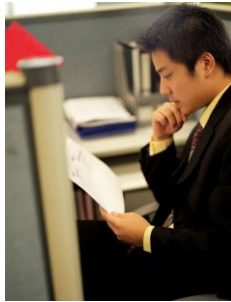
*Advance Auto Parts  
Allstar Movers  
Cedar Park Auto Body  
Complete Building Services  
Davis Cookies  
Denny's Restaurant  
Eureka Van and Storage  
Garry's Mr. Fix it  
Germantown Shell  
JK Moving & Storage  
Luciano Restaurant  
Papa Johns Pizza  
Panera Bread  
Safeway Food  
Sally's Beauty Supplies  
Shoppers Warehouse  
Starbucks*

## Defining Employment Readiness

Before being referred to you, the candidate must first successfully demonstrate:

- ✓ Intrinsic motivation
- ✓ Effective time-management skills
- ✓ Dependability
- ✓ Productive participation in employment workshops
- ✓ Attendance in coaching sessions
- ✓ Accountability for past actions; and
- ✓ A positive attitude towards achieving and maintaining steady employment

It takes anywhere from three to eight weeks or longer for a client to be considered “employment ready.” At a minimum, clients must complete



two employment-related workshops and at least three in-depth coaching sessions before being referred to a Corporate Partner. Training topics in the employment coaching sessions include: analysis of the skills and experiences the worker brings to the workplace; conflict management strategies; the power of positive attitudes; building valuable relationships; and effective communication.

## ABOUT OAR

OAR of Fairfax, Inc. is a nonprofit organization whose mission includes rebuilding lives and communities by breaking the cycle of crime. OAR’s professional staff, in partnership with local businesses, administers employment-related opportunities to help formerly incarcerated persons to lead productive lives in the community and provide for their families. OAR of Fairfax County has been providing pre-release and post-incarceration services for offenders, ex-offenders, and their families in Fairfax County since 1971.



**Opportunities,  
Alternatives &  
Resources**

# Work Empowerment Program



### For additional information on OAR’s Work Empowerment Program:

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*United Way #8285*  
*Combined Federal Campaign #60929*  
*Combined Virginia Campaign #8097*  
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