Experts estimate that between 40% and 60% of Americans are trauma survivors. The percentages go up significantly for people in poverty, dislocated workers, mental health consumers, people who are homeless, veterans, refugees, foster and disconnected youth, violence and abuse survivors, people in reentry, people with disabilities, and other individuals. Trauma changes the physical elements of the brain in ways that create barriers to employment, job retention, and other problems.

If you and your program are not trauma aware, you will inadvertently do things that will add to the trauma of the people in your program and make it worse. In addition, you will misread problematic behavior caused by trauma and this will lead you to focus on the symptom and not the cause. The original trauma coupled with these costly mistakes means that your program participants will have very little chance of being successful in your program, on the job, and retaining the job.

This webinar is based on information from experts on the subject of trauma as well as the feedback from hundreds of employed and job-hunting trauma survivors and the people that helped them with the employment process. The webinar presenter, Larry Robbin, is a multiple trauma survivor and he integrates observations and strategies from his own struggles with trauma and his healing journey in the webinar. The webinar will show you new ways to identify trauma-related behaviors so you can focus your energy on the source of the problem and avoid blaming the victim. You will get a wide range of practical strategies that will help your trauma survivors make employment progress.

* Learn how to identify the signs of trauma and learn about its impact on job search, employment, and job retention.

* Discover the effect trauma has on the brain so you can understand why trauma survivors do things that may not be in their best self-interest.

* Find out how to make your program trauma aware so you do not retraumatize people and create more barriers to their vocational progress.

* Get new counseling strategies for working with people that are having a traumatic episode.

* Learn the boundaries of your role and that of mental health service providers.

By the end of this webinar, you will have a whole new level of understanding about trauma and its impact on vocational progress. You will know how to work with trauma survivors so they can succeed in the world of work! This webinar is for management and all staff that work with job seekers in any capacity. It is appropriate for any type of workforce program and every population of job seekers.
The Long, Hard Path to Employment! How to Help the Hard-to-Employ Manage Rejection and Sustain Job Search Motivation to Get the Job!

1:00-2:30 pm CDT | August 22, 2023

While some people are getting hired quickly, many others with significant barriers to employment are facing a long discouraging job search that kills job search motivation. People with a lack of employment history, skills gaps, disabilities, a reentry history, language and literacy challenges, homelessness and other barriers must wage a challenging and protracted job search to become employed. Research shows that after a month or so of constant rejection and a lack of job offers, many of these job seekers are giving up on the idea of getting a job and only job hunting a few hours a week if at all. This lack of job search activity becomes a major barrier to employment and will keep people from getting job offers.

The motivation strategies you use to get people started in job search are no match for the often overwhelming discouragement they face when job search takes much longer than they anticipated. It takes new and creative approaches to help people sustain a long job search. This webinar is filled with innovative program design and counseling strategies to help people sustain a long and rejection filled job search that will keep them motivated over the long haul to getting the job offer. Many of the ideas in this webinar came from people that had to job hunt for months to get a job offer.

While your traditional approaches to job search motivation can help people get started job hunting, they are not the right match or strong enough to help people deal with the constant rejection that comes with an exceptionally long job search. This innovative webinar is designed to help you provide the kind of program services, employment counseling and support that will help prevent these job seekers from giving up on finding their place in the labor market.

Learn how to realistically set the expectations of your job seekers so they can anticipate the long journey to employment. This will help people frame their job search in ways that match the reality of the labor market. When this happens, people are not surprised about what happens in their job search and they can learn how to cope with a long job search.

Get a list of strategies that will help people cope with rejection. Do a Rejection Strengths Assessment that will help people find ways to manage the feelings that come with a
long job search and not getting a job offer. Discover how to organize Job Search Teams that will help people get the support they need from other job seekers. Put the power of the Jump Start Your Job Search Day feature into your program design to help people get the peer to peer support they need to keep them motivated to job hunt. Learn how to mobilize the power of successful role models to give people the hope and inspiration they need to believe that they will hear an employer say, “You got the job!”

If you work with people that are going through a long and discouraging job search, you need new employment counseling, motivation and program design strategies to help them stay motivated over the long haul. This webinar will show you innovative and powerful motivational strategies that will help people stay in job search all the way to the job offer!

**Presenter:** Larry Robbin, Executive Director of Robbin and Associates  
**Cost:** $50 for NAWDP members/$75 for non-members  
**CWDP Competency 4:** Principles of Communication

**REGISTER**

The Radar Approach to Job Retention! The Most Powerful Job Loss Prevention System You Can Put Into Your Program!  
1:00 – 2:30 pm CDT | September 26, 2023

The reason that most approaches to job retention for hard-to-employ populations are not as successful as they should be is because they view retention services as primarily a post-employment service. This is a serious mistake. In fact, about twenty-five percent of entry-level job seekers that get job offers do not even show up on the first day of work! The percentage is higher in some industries like fast food where it approaches forty percent! It is clear from these examples that thinking of job retention as a post-employment activity will never touch the full extent of this problem.

The vast majority of the reasons that people with barriers to employment will not show up on the first day of work, quit jobs or get fired are present with them when they start employment programs. These problems do not start when people go to work. Work makes them worse and brings them to the surface. Retention strategies that start when people go to work are often not able to prevent job loss because they take a crisis intervention approach that cannot move quickly or deeply enough to keep people working.

The Radar Approach to Job Retention model works like radar providing an early warning system that identifies potential firing and quitting problems before people go to work. Radar is also an early identification system for identifying and building on the retention strengths that each individual brings to the employment process. Radar is a powerful strength based prevention based approach that greatly reduces the risk of job loss before it occurs!
Radar can be done in a version for all types of hard-to-employ individuals or it can be done in population specific versions for people in reentry, various youth populations, people with disabilities or a specific disability, welfare recipients and other populations. Here are a few of the topics covered in the training:

* Discover why many of the people we serve do not see retention as an important part of working. Get new approaches to helping them see and appreciate the profound and multiple benefits that come from building a work history.

* Learn how to make every service you provide from orientation on a part of your retention job loss prevention model. Integrate retention into every program component so that it works like radar spotting and addressing the early warning signs of job loss as well as surfacing and enhancing assets to retention!

* Find out how to do a retention strengths and weaknesses assessment that will reveal the potential of people to stay on the job so you can adjust how much retention support to provide to fit the individual.

* Get lists of the reasons employers fire people, why people say they quit jobs and the real hidden causes of job loss so you can address all of them and help people increase their length of time at work!

* Give people tools they can use on the job when they start to think about quitting. These tools provide an immediate and powerful intervention that can slow down the quitting urge and help people rethink their options.

* Find out how to avoid the most common mistakes people make when they do post-employment follow up so you can help people stay positive and strong about being employed without making them dependent on you!

* Make retention a part of any vocational skills training that you or partners provide so people not only learn the skills to get jobs but to hold them!

Over 10,000 people across the country have attended sessions of The Radar Approach to Job Retention. It has been selected as a workshop for over 100 workforce development conferences. The state of Oregon chose this model as their statewide welfare-to-work approach to job retention and the result was the highest TANF job retention outcomes in the country. Radar has been used successfully by programs serving all types of job seekers with barriers to job retention. Put radar in your program and keep people on the job longer than ever before!

**Presenter:** Larry Robbin, Executive Director of Robbin and Associates  
**Cost:** $50 for NAWDP members/$75 for non-members
CWDP Competency 4: Principles of Communication
REGISTER