



**Submitted by:** Heather Steeves, [heather.steeves@goodwillnne.org](mailto:heather.steeves@goodwillnne.org)

**Company/Organization:** Goodwill Northern New England

**Type of organization:** Nonprofit

**Number of Employees:** 2,000

**Category:** community

### **Challenge or Opportunity:**

Like all other organizations in this hiring environment, Goodwill has trouble getting enough great applicants and hiring enough people to do important sustainability work. NH faces unprecedented challenges. Its rapidly aging workforce has businesses wondering where their future employees will come from.

### **Approach or Solution:**

We switched our thinking, and encourage other employers do the same. NH needs every person who want to work to work. NH's pool of job candidates isn't what it was 20 years ago. NH changed, so too must its employers. Immigrants, people with disabilities and people who need a second (or third, or seventh) chance all need to be part of the solution.

### **Impact:**

This is how we build sustainable communities. Sustainable communities thrive when all its people (and biz) thrive.

Goodwill is here to help any business that needs qualified employees. We will learn your business and find good job candidates, and we will stay with them, if necessary, until everyone is comfortable and the work is getting done.