

JUST ONE THING

Title: One Piece of Uncut Fruit

Company/Organization: Working Fields

Type of Organization: For profit

Number of Employees: <100

Category: Workplace

Challenge or Opportunity: There are millions of jobs unfilled in the US today. Employers are struggling to recruit and retain a workforce to meet their needs. There are millions of Americans that face barriers and challenges to employment to include, justice system involvement, substance use disorder and associated stigma, discrimination, and access to resources and basic needs. Our challenge is to bring both these individuals and the employers together to solve both of their issues and challenges.

Approach or Solution: The solution is a traditional temporary staffing agency model that adds a supportive employment model component. Working Fields provides jobs to individuals and then support them through weekly peer coaching. This model was developed on the belief that individuals do deserve a second chance after taking responsibility for mistakes made. As the founder, I developed this model based on my own lived experiences and recognizing that employment and support are the two key factors to success.

Impact: Since inception in 2016, we have worked with over 2,000 individuals. We have placed hundreds and through a strong support system provided by our Account Managers and Peer Coaches, we help individuals make progress on overcoming their challenges. At the same time we have worked with nearly a 100 employers helping them find workers that in many cases develop into stable, dedicated and reliable employees. We have changed lives, one job at a time.