



At Crawford Works, our mission is to partner with all willing and capable people living in poverty to assist them in advancing to economic self-sufficiency through employment.

"Poverty is a cancer that keeps growing while killing our neighbors. Isn't it time we come together to find a lasting cure for this disease?"

Dave Phillips, Co-Founder  
Cincinnati Works

Crawford Works is replicated  
after Cincinnati Works.

#### Intake Criteria:

- Job seekers demonstrate to us that they are willing and capable to work, and are mentally & physically able to retain stable employment.
- Drug Free
- Stable Housing
- We are convinced that we will be able to assist the job seeker in obtaining meaningful employment.
- Will not accept a job seeker who has a barrier that we are unable to work with successfully.

#### Core Employers:

- Fair Wage
- Respectful Management Practices
- Offer Stable Employment
- Growth Opportunities
- Access to Benefits
- Open Dialogue
- Fully Understand and Support CW Mission

#### Staff:

- Believe in CW Members before they believe in themselves.
- Use tough love, when appropriate
- Coaching model mentality
- Empowering vs. enabling
- Encourage problem-solving skills

#### Administrative:

- Report results (transparency) – placements/retention/self-sufficiency.

#### Contact Us:

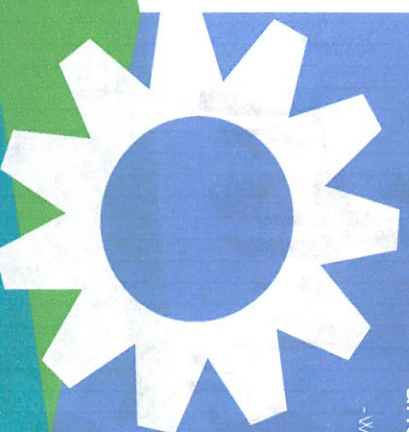
Crawford Works  
419-569-9427  
[crawfordcworks@gmail.com](mailto:crawfordcworks@gmail.com)  
[www.crawfordcworks.com](http://www.crawfordcworks.com)



We will lead the effort to eliminate poverty through employment in our community.

"Any necessary work that pays an honest wage carries its own honor and dignity."

- W. Kelly Griffin





# who we are

## WHO WE ARE & WHO WE WORK WITH

Crawford Works is a non-profit organization that has been created for the purpose of assisting all **willing and capable** individuals with advancing to economic self-sufficiency through employment.

Crawford Works, through a network of comprehensive employment services and employer partnerships, will serve **two clients**:

- **Job seekers** who want to work their way out of poverty (**Members**)
- **Employers** who pay a fair wage and offer health benefits (**Employer Partners**)

## OUR STANDARDS OF BEHAVIOR

Respect • Empowerment • Timeliness  
Professionalism • Problem-Solving  
Quality • Integrity



# our process

## THE CRAWFORD WORKS PROCESS

Crawford Works is a four step process for **job seekers that are qualified as willing and capable of working**.

Our strategy is to **ENHANCE JOB PLACEMENT AND RETENTION** opportunities for non-traditional and dislocated workers and address generational poverty issues faced by the community.

**STEP 1:** complete a **FREE** five-day **Job Readiness Workshop** on professionalism, thinking like an owner, attitude, conflict resolution, personality and skills inventory, and more.

**STEP 2:** the **job search** step, where members will gain access to a core group of employers who have entry level job opportunities available.

**STEP 3:** provide the **support** necessary to help members **RETAIN** employment. Regular contact for **AT LEAST** a year with both the **MEMBER AND EMPLOYER** will help ensure job retention.

**STEP 4:** is **advancement**. Once a member retains the same job for a year, CW staff will assist the member with a plan to improve a skill to increase the member's marketability, and therefore, their earning power.

"My family and business support Crawford Works because the economic and community impact of generational poverty is very real and apparent and the need to transition people into steady employment is serious."

Pat Hord, President | Hord Family Farms

# our approach

## HOLISTIC APPROACH: HAND UP vs. HAND OUT

Job seekers in poverty face multiple barriers that prevent them from making a successful transition to steady and continuous employment.

Barriers may include a pattern of broken commitments, mental health issues (often depression), lack of problem solving skills, unstable work history, lack of planning skills, lack of education, a criminal record, insufficient job skills, language barriers, legal barriers, poor financial literacy and money management, lack of transportation, or child care, or lack of confidence.

Individuals and families that find themselves in a vicious cycle of poverty and dependency on public assistance do not usually have the ability to simply lift themselves out of their circumstances.

As long as a member is working, or actively looking for work and meets the intake criteria; **membership is for life**.

Moving from poverty to economic self-sufficiency is a process that often requires years to achieve and many obstacles to overcome.

Crawford Works is financially supported by The Community Foundation for Crawford County, Hord Family Farms, The Carter Family Foundation, and The Crawford County Partnership for Education & Economic Development.