

INTERSECTIONS

THE QUARTERLY NEWSLETTER FOR CROSSROADS JOBS

HAPPY THANKSGIVING

EMPLOYMENT SUCCESSES & CHALLENGES

BY CAROL SMITH, DIRECTOR

Our goal at Crossroads Jobs is to ensure economic opportunity for all Loudoun residents by giving people the knowledge, tools and support they need to find a job and remain employed. By averting the crisis and stopping the downward spiral, we help people avoid poverty and light a path to self-sufficiency.

As we cautiously navigate what we hope to be the waning pandemic, we reflect on successes and challenges and look ahead to a healthier future for all.

Local employers are hiring, but report difficulty in finding workers. At the same time, qualified applicants report difficulty getting hired. Among the reasons are technology, health concerns around exposure to COVID19, wages, schedule conflicts or too few hours, and childcare. When time is of the essence, as is the case of unemployment in this high-cost region, Crossroads Jobs provides professional, nimble services to job seekers and employers alike.

Recently a store in a large national chain called us looking for suitable candidates, admitting that their online recruiting system was not working well. ***At Crossroads Jobs, we get to know the person, not just the resume*** so we were able to refer a suitable applicant and arrange an interview right away.

To find good matches, we contact local employers and develop relationships to assist them in the most effective way possible. Each applicant is pre-screened before being referred for available and suitable positions.

Our busy Sterling office, staffed by our two bilingual job counselors, Yanci Portillo and Catherine Harris, meets the needs of Loudoun's LatinX community, assisting sixty-four individuals in their job search.

Eleven of our **sixty-two** placements have been individuals with a disability. We work with other agencies to provide in-person job coaching, increasing job satisfaction and job retention.

We love what we do and will continue to work hard for our community. Wishing you a very Happy Thanksgiving!

KUDOS TO OUR LOCAL PARTNERS

- Unique Staffing – Leesburg
- Healthworks for Northern Virginia – Leesburg
- BakeCo – Dulles
- LCPS – Ashburn
- Sunrise Senior Living – Sterling
- Arbor Terrace – Herndon
- Loudoun Hunger Relief – Leesburg
- Kohl's – Leesburg
- Good Shepherd Alliance – Sterling
- Homewatch – Sterling
- Club Demo Services (CDS) – Leesburg
- A Farm Less Ordinary – Leesburg
- Target – Leesburg & Sterling

2020 MISSION UPDATE & GRATITUDE

We are currently at **62** permanent placements for 2021 and hope to achieve at least seventy-five placements before the end of the year! We have placed individuals in fields that include healthcare, retail, food service, admin, hospitality, customer service, construction, among many others.

We are incredibly grateful to all who have supported us throughout the year. A special thanks to **Crossroads United Methodist, Wells Fargo Foundation, Unitarian Universalist Church of Loudoun, Leesburg Daybreak Rotary Club, and Headway Church** for their generous support of our program. We also offer heartfelt thanks to all our individual donors who provide continued funding to assist in our efforts to place capable applicants in marketplace jobs.

RECENT GRADUATE SUCCESSES

This is **Yegor** planting garlic bulbs for next year and filling in a trench. He has been working at A Farm Less Ordinary since finishing high school in June 2021 - his first job! He has learned a multitude of valuable, transferrable “soft” skills, such as verbal and written directions, completing all steps in a task, collaborating with peers as coworkers, and knowing when, who and how to ask for help.



Yegor’s work at AFLO has been supported by weekly job coaching from his Crossroads Jobs Job Counselor, who has provided him with a dependable way to hone what he has been learning as a grower. At the end of AFLO’s season, Yegor is moving on to a job in a shoe store near his home, where we are sure he will continue achieving and growing! Our post-placement support will be there for him every step of the way!

“**Bea**” was referred to us after leaving a domestic violence situation of more than 20 years. This was the first time she was out on her own with her children. She was relocated to Leesburg from another county, so was not familiar with the area. Her spouse had not permitted her to work in the US after moving here two decades ago. She came to us scared and unsure, lacking confidence in her skills and abilities and not knowing how she would balance work with raising her children. She faced many barriers, including limited English proficiency and lack of transportation.

Bea worked with her job counselor to put together a plan, which included trying out public transportation for the first time to expand her job opportunities. She called after her first bus ride and was thrilled! Her job counselor assisted with an online job application and subsequently arranged an interview with a local department store. She was offered a job right away, which she loves and can easily access with public transportation. Soon after, she contacted us to see about a second job, in order to make more money for her family. She now has two jobs located in the same shopping center and, with help from two partner organizations, has an apartment and winter clothing for her family.

Bea sent a lovely email to her job counselor, thanking her for assisting her in finding work and, more importantly, for helping her gain the confidence to be on her own. Currently, Bea and her children are living in their new apartment, and she is making enough money support her family.

Please consider **donating** to Crossroads Jobs to support the work we do in and around Loudoun, assisting individuals find and secure permanent employment. Please feel free to contact us for more information...We love to talk about what we do!
www.crossroadsjobs.org

Crossroads Jobs is a Loudoun County nonprofit, under Section 501c3 of the IRS code, offering individualized job search and placement services to unemployed and underemployed area residents



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