

TRAINING AND EMPLOYMENT NOTICE	<b>NO.</b> 8-07
	<b>DATE</b> August 29, 2007

TO: ALL STATE WORKFORCE LIAISONS  
 ALL STATE WORKFORCE AGENCIES  
 ALL STATE ONE-STOP CENTER SYSTEM LEADS  
 ALL STATE AND LOCAL WORKFORCE INVESTMENT BOARDS

FROM: MARIA K. FLYNN /s/  
 Administrator  
 Office of Policy Development and Research

SUBJECT: Release and Availability of Two ETA Occasional Papers

**1. Purpose.** To announce the availability of two ETA Occasional Papers:

- *ETA Occasional Paper 2007 – 08* titled *Literature Review: Business/Faith-Based and Community Organization (FBCO) Partnerships*; and
- *ETA Occasional Paper 2007 – 09* titled *Action Steps for Businesses: A Guide to Developing Partnerships with Faith-Based and Community Organizations (FBCOs)*.

**2. Background.** In recent years, there has been growing recognition of the vital role that FBCOs can play in providing employment and training services to job seekers while helping businesses meet their objectives. Many forward thinking companies are recognizing that community partnerships can also contribute to profitability in that it helps them meet and exceed placement and retention goals. The Literature Review provides an overview of the partnerships that FBCOs have formed with businesses, how those partnerships are evolving, and how they are benefiting both parties. The Action Steps for Businesses guide provides practical steps that businesses can take to develop and sustain successful partnerships with FBCOs. This step-by-step guide includes procedures for developing effective FBCO partnerships, and highlights the resources needed to develop, maintain, and sustain these partnerships.

**3. Evaluation Findings.**

- Partnering with FBCOs can contribute to increased employee retention because FBCOs have well developed community networks which enable them to quickly broker a wide range of supportive services that can help new employees stay focused in their jobs.
- FBCOs have extensive community connections that allow them to reach and mobilize a sizable labor pool.
- For businesses, hiring staff can be costly, so partnering with FBCOs can streamline the recruitment process. FBCOs can pre-screen job applicants and provide relevant training in “soft” and “hard” skills, thus saving businesses money on recruitment, training, and hiring expenses.

- Business and FBCO partnerships also face a number of challenges, including overcoming the negative stereotypes businesses have of FBCOs and its constituents; understanding the culture of the nonprofit sector, its service delivery models and program requirements; and persisting through shifts in the economic climate or labor market, among others.

To learn more about these publications' findings, please see the attached "Summary and Implications" document.

**4. Availability.** To view an abstract of the publications, as well as to download the full reports as a PDF, visit the ETA Occasional Paper series Web site at:  
<http://wdr.doleta.gov/research/keyword.cfm>.

To request a hard copy of the publications, please write: the Dissemination Team, Division of Policy, Legislation and Dissemination, Office of Policy Development and Research, Employment and Training Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Room N5641, Washington, DC 20210; or call the publication order line at: (202) 693-3666.

**5. Attachment.** *Literature Review: Business/Faith-Based and Community Organizations (FBCO) Partnerships, Summary and Implications*