

## **Employer Road Map for Hiring Reentrants Part II**

**This is an actual outline of a 30-60-90-day trial test period for a potential new hire from the pool of the reentrants. It was created and used successfully by an anonymous MBA member employer.**

### **STAGE I**

**The employer evaluates the potential per centage of success at 70%.**

- Does the reentrant have the basic skill set and/or aptitude matching the job opening?
- To what length will the reentrant go to achieve success?
  - He showed his desire for success by catching a bus at 5 am in downtown Pittsburgh to meet a ride to take to him to the workplace by 7 am.
  - He showed his desire for success by his willingness to ask for help with transportation to work.
- The reentrant passed the test for the stage.

### **STAGE II**

**The employer evaluates the reentrant for soft skills match and education.**

- He evaluated organizational skills, thoroughness of work and his analytical skills.
- He identified major weaknesses and the reentrant had to quickly learn the technology required for the position such as excel, email, texting, scheduling, and gain familiarity with the G Drive and other tools.

### **STAGE III**

**The employer sets 30, 60, and 90-day goals for the probation period to answer the question “Where are we going with this?” The employer has not yet made a commitment. During the 90 days he implements the critical “acid test” foundation and gives guidance which is the path for success.**

- 30 Days
  - The reentrant is now working and on the firing line. The employer looks for the following:
    - Habits
    - Strengths
    - Weaknesses and
    - Where the uninformed requires special help.
- 60 Days
  - The employer asks these questions:
    - Has the reentrant developed an understanding of the job, continuity, and a routine?

- Does the reentrant still have a burning desire to work or is he “pretending” to like the job?
- Has the reentrant paid off any existing fines or debts and sought any necessities for the work such as a car and license?
- 90 Days
  - The probation period ends. The employer asks himself these questions:
    - Is he settled within the group and team?
    - Is he grasping the company’s mission?
    - What help does he need?
    - Does he have the incentives to pay for the cost of the reentrant?
    - Does he have a sufficient level of comfort?

#### **STAGE IV.**

**The employer looks ahead to next six months. He will have to take risks by giving the reentrant a high level of responsibility, allow him to be on a worksite, and turn a job over to him completely. He must define the future goals for his company and the reentrant.**

- A large part is infrastructure and rehabilitation
  - The employer will make use of the company’s DBE (Disadvantaged Business Enterprise) certification and participation.
  - The employer will set up the mode of operation for the department and help train the reentrant to manage that.
- The business goal for 2023 and 2024 is growth.
- The employer will give the reentrant a raise and set up a bonus structure.

#### **The employer acknowledges the following points:**

- He may not be totally comfortable with the reentrant for 18 or more months.
- He needs a plan B if the reentrant does not work out.
- The employer himself has taken on the responsibility of close supervision and one-on-one mentoring.
- He must pay the reentrant enough to maintain his family.
- The employer’s bottom line is the reentrant must uphold the company’s reputation of delivering and delivering on time.

#### **October 19, 2021 - Actual trial test results report from the employer after 90 days.**

The employer is extremely happy with his new hire. The reentrant is meeting his expectations at 100% and the employer is looking for another reentrant to hire.

- A positive strength: The reentrant is extremely attentive to detail when it comes to some skills and the employer will use to his advantage.
- Important milestones achieved:
  - Personal: The reentrant now has his own apartment
  - Work: The reentrant is now the manager of a \$15 million project
- Employer requirements:
  - Mentorship: The reentrant needs a close mentor for an extended period of time

- Socialization: The reentrant has difficulty in group meetings and is not aware of the norms. For instance, he will stand up in the middle of a meeting for no apparent reason. (His back hurts and he is uncomfortable). Reentrant's social behavior is similar to someone on the autistic spectrum.
  - The employer will not place the reentrant social settings where he is uncomfortable and unskilled until that problem is worked through.

*The Manufacturer & Business Association (MBA) founded in 1905, has over 3,000 members representing around 120,000 employees in 57 counties. The MBA is dedicated to helping employers face challenges by delivering services that lower the cost of doing business, ease the burden of compliance and increase productivity for its members. The MBA is recognized as a trusted resource for employers across Pennsylvania, northeastern Ohio, and southwestern New York. [www.mbausa.org](http://www.mbausa.org)*