Manpower, a non- profit organization founded in 1948, is in 83 countries with 25,000 employees. The local San Diego franchise has 75 employees. In 2005, the local Manpower began its workforce development work. This story is about a recent program done collaboratively by Manpower, YMCA, Gary and Mary West Foundation and Becky's house. Becky's house is a shelter for women who have suffered from domestic violence and have moved to Becky's house to find shelter for themselves and their children. These women found it hard to find jobs. The collaboration worked together to train 18 women for a 3-week course in addition to job coaching and providing a paid 40-hrs. internship. While these women are attending the course, their children are being provided care at the local YMCA. The women also share resources and job leads and share baby- sitting duties when on job search. This course has fostered communications among women who were initially strangers and have bonded as a group. The program has led to the securing of jobs 100%.

The high points for me were: the graduation; the job acceptance and career development; and the inspiration and morale boost for the kids.

What made this happen is the collaboration especially the non-profit partner, the funding source and the sense of accomplishment through each module of the training. The modules were 80-100 hrs. of classroom time learning computer skills, interviewing, how to thrive, how to manage your boss, etc… The women also had to follow eligibility criteria: >50% English proficiency; have at least a H.S. diploma or GED certificate; and have transportation.

I brought five years of pulling all the pieces together to make this program happen.

The vital center is the focus on the end-game of jobs.

We can reinforce that core by having previous program graduates return to share their life changes, reinforcing the gift.

There would be increased community effect of programs if there was no non-profit territorialness and no constant balance between scarcities vs. collaboration.