



Fairchance®

Career Events & Services | Underserved Training & Placement



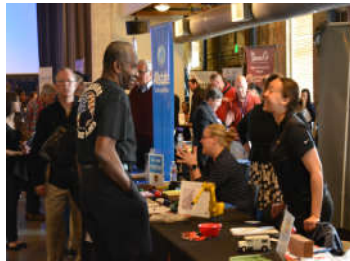
*An Informational Guide: 2022*



### **2016. Fairchance® 501C3 formed under an Obama Administration Initiative.**

In the final days of the Obama Administration, tremendous emphasis was placed upon both criminal justice reform which centered around the rights and opportunities of individuals with a criminal past ("justice-involvement"). The Second Chance Act provided for a pathway to expungement of non-violent criminal histories and over 100 corporate CEOs were invited to the White House for a signing of a pledge to hire justice-involved candidates. Additionally, every US DOJ / U.S. Attorney's Office was issued an edict to involve themselves in statewide re-entry / re-employment efforts. In late 2016, the directors of FairChance were contacted by the Office of U.S. Attorney John Walsh regarding the establishment of a collaborative effort to help employ the under-served.

The work of Fairchance involved promoting many career fairs, candidate workshops, charitable human services resource partnerships, employer symposiums, and governor awards ceremonies to cement newer, more permissive hiring policies for those with a justice-involved past.



A photo from the COP: Jane 3 Denver-Aurora Career Fair



All of October 27, 2018 featuring from left: DCC Manager, Johanna Lee, U.S. Chief of Police, "National Fair Chance" Award U.S. Attorney, Associate Counsel, Testimonial at District Attorney's Office - Jennifer Johnson, Coos Bay Springs PD, Officer Ray Jones



# ZERO TO ZEN

FROM A HOMELESS RESCUE PERSPECTIVE,  
THE AMERICAN DREAM ISN'T ABOUT HOW  
YOU GET THERE IT'S ABOUT

who can help.

A NEW  
LIFE, A  
STABLE  
HOME,  
AND A  
CAREER IN  
60 DAYS  
BECAUSE WE CAN.



**Zero to Zen.** Founded in 2016 as a collaborative partnership with the U.S. Attorneys' Office, Fairchance acted in its role as an economic development career project, empowering the underserved and consulting employers on hiring practices. Fairchance then partnered the "other 50%" of requisite services, namely human services components of food, transportation, and shelter.

In 2022, the key ingredients to a "Zero to Zen" 60-day life turnaround for the homeless remain the same. But with new collaborations in Delaware (particularly New Castle County, Delaware Department of Labor, Delaware Dept of Human Services, and the New Castle County Hope Center), Fairchance's efforts toward a nationwide 60-Day Zero-to-Zen human services / career services hybrid protocol template remains evermore promising.



FAIRCHANCE® | Corporate Career Project

Career Events & Services | Underserved Training & Placement

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U.S. DEPARTMENT OF JUSTICE

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April 23, 2018

Kathy McIntyre  
Director, Fair Chance  
Via e-mail: [kathy@coloradocareerproject.com](mailto:kathy@coloradocareerproject.com)

Re: U.S. Attorney's Support of Fair Chance's Application for Second Chance Act Grant

Kathy:


I write to express my office's full support of Fair Chance's application for the above grant. As you know, the Colorado U.S. Attorney's Office has participated with volunteers and speakers at Fair Chance's Job Fairs for approximately two years. We have seen firsthand that these Job Fairs improve public safety in Colorado by reducing recidivism and helping integrate justice-involved individuals productively back into our communities. We have seen Fair Chance literally turn defendants this office has prosecuted into healthy contributors to our communities after release from prison.

Your work is essential to health and safety, changing the willingness of employees to hire justice-involved individuals – and giving hope and usefulness to those individuals who otherwise feel hopeless and discarded.

Expanding that work with the assistance of the above grant funding is something this office fully supports. The engagement of your identified charity partners is a natural evolution that will expand the amazing safety-improvement impact of Fair Chance's work to more and more people who need and deserve hope and productivity. As a result, I could not be more supportive of your application, and my office will continue to participate in your work to an even greater degree if you receive this grant. We will have many at my office ready to volunteer to help with your expanded pre-release and mentor programming.

Thank you for making life better – and safer – in Colorado.

Very truly yours,

  
ROBERT C. TROYER  
United States Attorney



## IN ACKNOWLEDGEMENT

...of your organization's support and endorsement of the Fair Chance Pledge and for your involvement in the Colorado Fair Chance Event.



**T**hank you for joining the growing number of public and private sector organizations nationwide who are taking action to ensure that all Americans have the opportunity to succeed, including individuals who have had contact with the criminal justice system.

A handwritten signature in black ink, appearing to read 'John Hickenlooper'.

Governor of Colorado  
John Hickenlooper

A handwritten signature in black ink, appearing to read 'Robert C. Troyer'.

U.S. Attorney District of Colorado  
Robert Troyer

A handwritten signature in black ink, appearing to read 'Rick Raemisich'.

Executive Dir., Dept. of Corrections  
Rick Raemisich

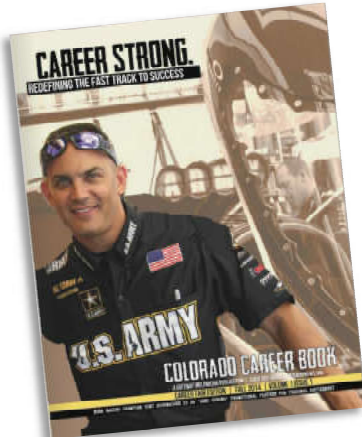
—Presented this—

20TH DAY OF AUGUST, 2018      Denver, Colorado

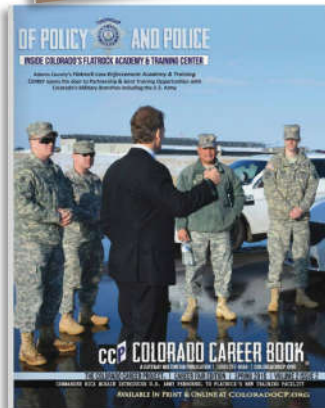
**Fairchance Governor Plaque.** A crucial element of Fairchance career services includes its government partnerships including the U.S. Department of Labor and U.S. Attorney's Office. In Colorado, then-Governor Hickenlooper's signature atop all Fairchance awards was presented alongside those of the Director of the Department of Corrections as well as the U.S. Attorney. Fairchance Governor Plaques were then presented not to job candidates, but to hundreds of employers. Through catered symposiums, employers learned of government support programs for the hiring of the underserved (wage subsidizations, bonding, training reimbursements) and were impacted by the testimonies of many impact speakers - former homeless, incarcerated, and chronically-unemployed individuals whose lives were turned around.



# HISTORY of FAIRCHANCE® | THE CORPORATE CAREER PROJECT®



**Brief History.** The Colorado Career Project (CCP) was formed in 2012 under a contract with the U.S. Army (CCP, the service arm of Fairchance was later renamed as “Corporate Career Project”). CCP was initially engaged in assisting the Denver Recruitment Command with public relations and advertising services. In 2014, rendered services were expanded to include U.S. Veteran career placement, corporate partnerships, and the direction of public career events. The very first event was housed at Mile High Stadium with over 100 employers, a KYGO media partnership, the presence of several Denver News channels, and higher level U.S. Army personnel attendance. The “Colorado Career Book” was then to become the official event itinerary of future CCP events.



**Above.** Early editions of the “Colorado Career Book” focused heavily upon U.S. Army events, themes, and community involvement including regional training and the U.S. Army racing team.



**Left.** The first event of CCP (then known as the “Colorado” Career Project included over 100 major employers from Investment & Finance to Insurance, Healthcare, Education, and Government, among many other industries.



**Above.** KYGO was an early promotional sponsor of CCP.

**EMPLOYER LIST**

AS OF PRESS TIME OF THE PUBLICATION OF THIS BOOK, THE FOLLOWING ORGANIZATIONS HAVE COMMITTED TO PARTICIPATION IN THIS CAREER FAIR.

- U.S. Army
- Chipotle Grill
- Charles Schwab
- U.S. Foods
- U.S. Bank
- Mass Mutual
- American-Nat'l Insurance
- Mile High Travel
- Core-Mark
- Sysco
- Adams Co. Treasurer
- Wounded Warriors
- Embry-Riddle University
- Stevens Transport
- Robert Half
- Hyatt Regency
- 1st Bank
- Ace Radon
- Adams Co. Sheriff
- American Family Ins.
- BSI Designs
- CDL College
- City of Denver
- City of Wheatridge
- Colo. Christian U.
- CR England
- Denver Vet. Center
- DeVry University
- Domenico
- Denver Public Schools
- EcoShield
- EPA
- Epicurean Catering
- Excel Personnel
- Fedex
- First Transit
- Front Range CC
- Grand Canyon U.
- Flatrock Academy
- Heritage College
- Horizon Transit
- Isle Casino
- Jeppesen
- JetStream
- LegalShield
- Lowes
- N. Cal. Constr. Col
- PASC0
- Pilot Logistics
- Redstone College
- SCL Hospitals
- Securitas
- Swift Transit
- TSA
- Universal Protection
- University of the Rockies
- U.S. Air Force
- Verizon
- Via Mobility
- Wells Fargo
- Wheatridge PD
- Gateway Multimedia
- ATF
- Valley Crest
- PIMA
- U.S. Marshal Service
- Sherwin Williams
- Denver Housing Authority
- Charles Schwab
- Chipotle
- Drug Enforcement Agency
- University of Phoenix
- Manpower
- Colorado Border Patrol
- RTD
- Arapahoe County Sheriff's Office
- HSS Security
- KYGO
- Wal-Mart
- Safelite
- Icon Cable
- Con-way Freight

Brought to you by: **GATEWAY MULTIMEDIA** Promotional / Ounce Consideration:

CCP media included the “Colorado Career Book” which was both feature-driven and an actual itinerary for CCP Career Events.







# HISTORY of FAIRCHANCE® | THE CORPORATE CAREER PROJECT®



Between 2013 and 2016, the program stepped away from its exclusive dedication to the U.S. Army, expanding its operations beyond the bounds of a military contract. Partnerships were made with Veteran Student Organizations, numerous charitable organizations, and the City of Denver Economic Development Office. Monthly events were held on college campuses and civic buildings including Denver Auraria, Regis University, University of Denver, Denver Workforce, University of Colorado (Boulder, Colorado Springs), CSU and local technical college campuses.

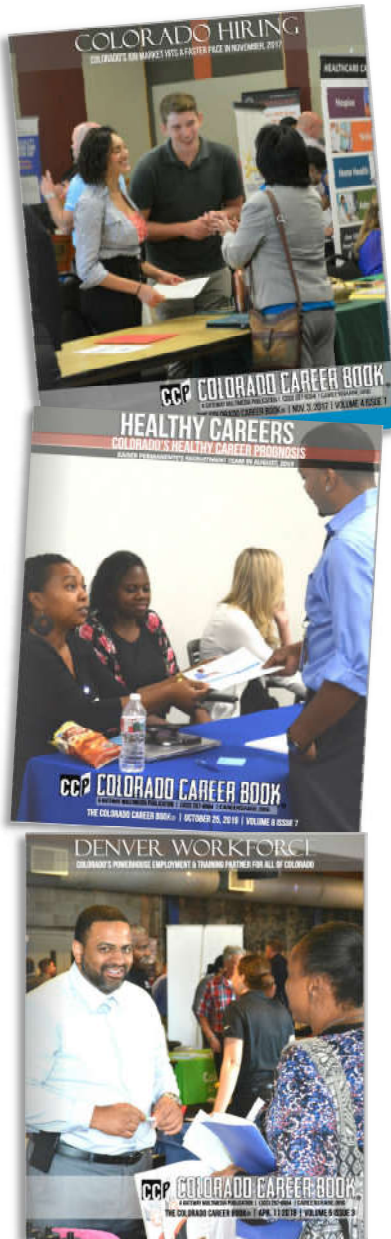


**Far Left.** Career events continued a string of record-setting attendances between 2013 and 2016 at predominantly university venues (Left and Bottom). 2016 marked an intentional expansion into community programming including a heavy focus upon U.S. Veteran placement as well as addressing the needs and interests of the underserved populations in Colorado (specialized placement, apprenticeships, extended advisement, etc.)





### History of Fairchance® THE CORPORATE CAREER PROJECT (continued)



**Above.** The Colorado Career Book continued to occupy the role of being the “official” publication for career candidates and was presented at all career events including those that immediately followed government-partnered symposiums. In 2016, CCP changed from an entirely printed publication to electronic and CD-based publications.

From 2016 through 2018, CCP expanded its collaborative partnerships to include the U.S. Attorney’s Office/Denver and the U.S. Department of Labor. While its events and services remained open to the general public, a particular focus was directed toward U.S. Veterans, homeless, and justice-involved candidates. Monthly live events continued to hold 50 to 60 major employers while the Colorado Career Book remained the official event itineraries.

In 2016 government symposiums were introduced including speakers from the Colorado Department of Labor and Employment, U.S. Attorney’s Office, and U.S. Department of Labor. The focus of these large events which often preceded career fairs, was to help inform employers regarding the existence of state and federal subsidies and bonding insurance in support of hiring U.S. Veterans, justice-involved candidates, and under-represented populations.



**Left.** Military colors presented at a Fairchance / U.S. Attorney’s Office collaboratively partnered symposium event. **Above.** CCP government-partnered symposiums held at the Denver Auraria College campus included over 50 major employers as well as government-led informational sessions on sourcing subsidies and bonding for the hiring of select Colorado candidate populations. Even highlights also included impact presentations by successful candidates who “made it” against all odds.





### HISTORY of FAIRCHANCE® | THE CORPORATE CAREER PROJECT® (continued)



Above. The “Northeast Career Project” (NCP) is an expansion of services and events into a 7-state region in the Northeastern U.S. The first NCP event was held in Delaware on February 19, 2020

In 2020, the Colorado Career Project was renamed to “The Corporate Career Project”, while retaining naming rights for Colorado-local events and programming. Fairchance/CCP expanded nationally in response to new expansions into a 7-state Northeast United States region (Delaware, Maryland/ D.C., Virginia, Pennsylvania, New Jersey, and New York).

Relatedly, Fairchance/CCP also expanded its online presence to include a brand new portal that was better devoted to the much larger “career economy” to which CCP was now finding itself in service of. Specifically, “CareerMarket” ([www.careermarket.org](http://www.careermarket.org)) was designed to house partnership interests as well as serve as an interface for a conglomerate of other services including networking, jobsites, social networks, direct placement, and virtual events.



Left: CCP monthly events in Colorado often utilize government venues including the Denver Fed Center

Above: Careermarket.org is the brand new web portal for CCP, providing a single-point consolidation of clients and services including a heavy focus on networking between government, charity, education, employment, and candidate sectors.





## PARTNERSHIPS & AFFILIATIONS



Fairchance / CCP has formed a number of government and charitable partnerships including the U.S. Department of Labor, the City of Denver Economic Development Office, Colorado Department of Labor and Employment Workforce Development Office, the U.S. Attorney’s Office (*Collaborative Partnership 2016-18*), and the Colorado Department of Corrections. CCP has worked with countless charitable and for-profit organizations as well, regarding events and placement.



**Above.** Kathy McIntyre (CCP) and Fairchance Charitable Director (right) poses with U.S. Assistant Attorney Jamie Mendelson (middle) and DOC’s Johanna Leal (left). **Far Above.** U.S. Attorney Bob Troyer poses with a CCP-Fairchance Governor of Colorado Award. At left above, the Colorado Springs PD and El Paso District Attorney pose with the Colorado Department of Corrections staff and several former felons at a CCP-Fairchance Symposium and career event.





## EVENTS



Above. Pictured From the top: Live Career Fairs, Symposiums, Employer Awards, CCP Candidate Optimization Training, and CCP Virtual Events (Starting January, 2021).

Fairchance / CCP has held and continues to hold, a number of career-related events including the following:

### 1. Live Career Fairs

- Live Career Fairs were held from 2013 through early 2020 when the Corona Virus pandemic began. Events are expected to resume in mid-2021. Typically 50 to 55 employers and 300 to 450 candidates attend.

### 2. Employer Symposiums

- Employer Symposiums offer presentations to employers regarding government programs, awards and recognitions, and prominent guest speakers.

### 3. Governor-signed Employer Awards for Veteran & Underserved Hiring

- CCP-Fairchance awards are presented to employers in recognition of their attendance and program involvement in hiring initiatives for U.S. Veterans, the under-served, and justice-involved candidates.

### 4. Live Candidate Optimization Training

- CCP assists candidates with personal development in their pursuit of careers that magnify their core interests. Through workshops, Fairchance | CCP assists candidates in better understanding their own interests and motivations in the workplace as a prerequisite to properly matching them with career employers.

### 5. Virtual Career Events

- CCP Virtual Career Events started in January, 2021 and will be held on a monthly basis. Applied technologies will be additionally used for candidate training.

### 6. Virtual Candidate Optimization Training

- Also starting in early 2021 is Virtual Candidate Optimization Training. Training is expected to utilize both Zoom as well as webinar presentation technologies.





## WHICH EMPLOYERS ARE INVOLVED?

It may be easier to consider who Fairchance | CCP hasn't worked with. In the course of almost a decade, we've worked with thousands of regional, national, and international corporations, governments, colleges and charitable organizations.

From aerospace to Insurance, retail, hotel, law enforcement, banking, transportation, and packaging, Fairchance | CCP has maintained the same broad scope of employer involvement as was originally mandated under agreements with the U.S. Army when it was formed in 2012.

The volume and diversity of CCP employers have been the primary reasons the average attendance volumes have been sustained at 300 to 450 candidates per event. And while the hiring cycles of companies differ by their size, industry, and geography, hundreds of employers have retained their commitments to Fairchance | CCP standards week after week, month after month—like RNDC, Ball Aerospace, ECC, and hundreds of other major conglomerates.

Fairchance | CCP maintains the largest employer participation of any small, independent career events organization in the State of Colorado and within other statewide regions including the Northeast.



**Above.** Along with hundreds of multinational corporations, The City of Denver has maintained its participation levels at Fairchance | CCP Career events since 2013 (shown above at a Denver-Auraria Career Event in 2018). **Left.** Employer rosters have been maintained for every event since 2013 and provide an insight into the intended broad diversity of Fairchance | CCP employer alumnae. From Insurance to Finance, Retail, Aerospace, Accounting, Banking, and Government, Fairchance | CCP career events draw the largest employer participation levels of any known independent career services organization.



## MEDIA

Fairchance / CCP continues to utilize a wide range of communicational media in both its operations and promotional mix. Here is a list of some of its general media tools.

### 1. Web

- The brand new web portal is “Careermarket.org”. Careermarket is predominantly a site to house virtual events but is the first major career site to focus extensively and comprehensively upon the larger, aggregate “career economy”.

### 2. Print

- Publication media was predominantly print through 2016 and included the *Colorado Career Book* publications (replaced by electronic and web media).

### 3. Social Media

- Social media including government (e.g., Connecting Colorado) and educational intranets, the internet (Facebook), and now, Careernet on Careermarket.org.

### 4. Television / Radio

- Since 2013, career events have been routine features on all Denver television news platforms including CBS/News 4 as well as ABC, NBC, and Fox news affiliates. Radio has included KYGO, Talk Radio, and other local channels.

### 5. Electronic / Email

- Electronic means and email subscriptions are a staple of CCP operations. With Careermarket, CCP will soon utilize its own email systems.

### 6. Virtual

- Virtual programming is just beginning in 2021 but will feature virtual training (both through Zoom as well as Webinar-based technologies), virtual career events, etc.

### 7. Live Events

- Live Events, themselves, include career fairs, candidate training, placement, and symposiums / employer award ceremonies.

