

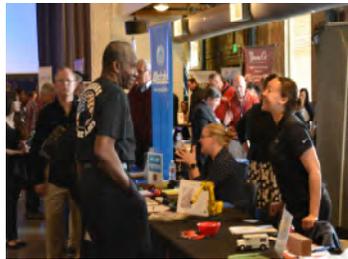


Fairchance®

Career Events & Services | Underserved Training & Placement



An Informational Guide: 2021



A scene from the CCP, Jane S. Denver-Aurora Career Fair



On October 27, 2015 (making from left): DDC Manager, Jasmine Lee, U.S. Chief of National General "Pat" And U.S. Attorney, Colorado Career, Testimonial and District Attorney's Office - Jennifer Johnson, Colorado Springs PD, Officer Ray Isaac





FAIRCHANCE® | Corporate Career Project

Career Events & Services | Underserved Training & Placement

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U.S. DEPARTMENT OF JUSTICE

Robert C. Troyer

United States Attorney
District of Colorado

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Denver, Colorado 80202

April 23, 2018

Kathy McIntyre
Director, Fair Chance
Via e-mail: 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.

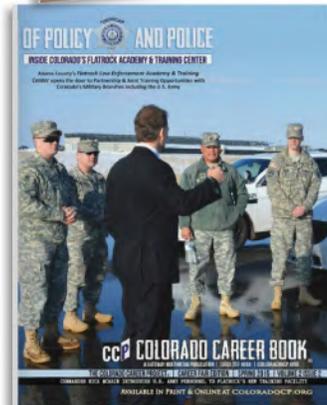
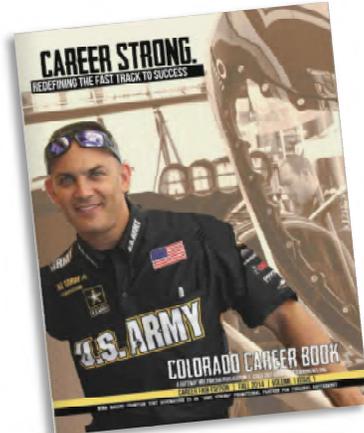
Very truly yours,


ROBERT C. TROYER
United States Attorney





HISTORY of FAIRCHANCE® | THE CORPORATE CAREER PROJECT®



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.



Above. KYGO was an early promotional sponsor of CCP.

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.



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.

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





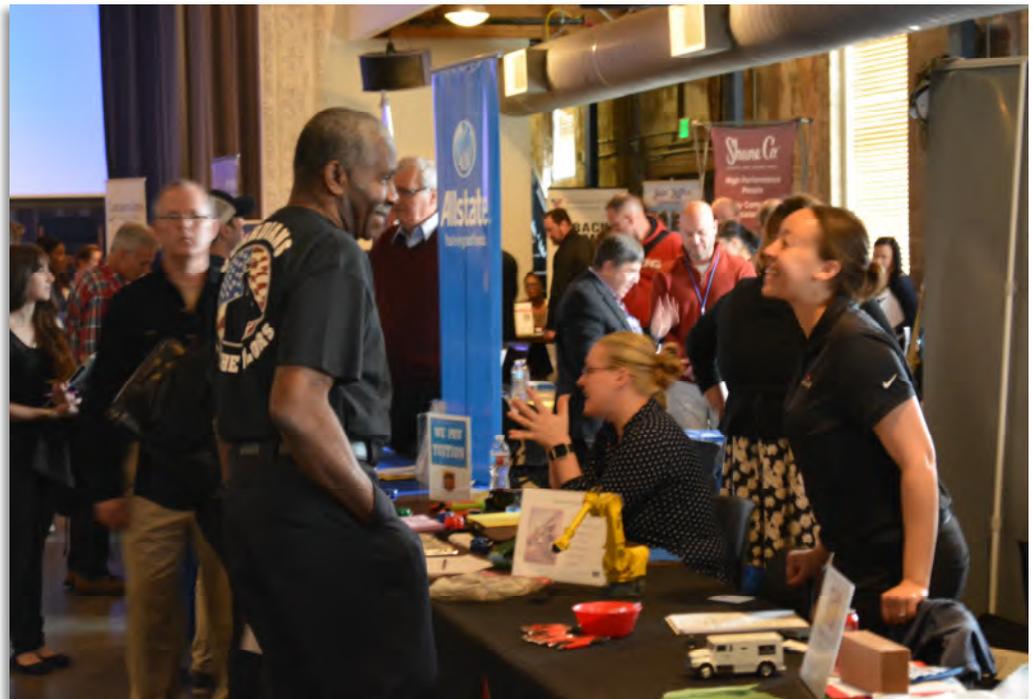
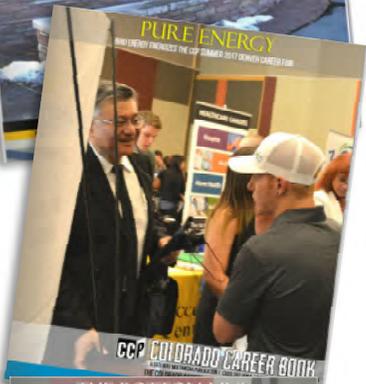
HISTORY of FAIRCHANCE® | THE CORPORATE CAREER PROJECT®



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.

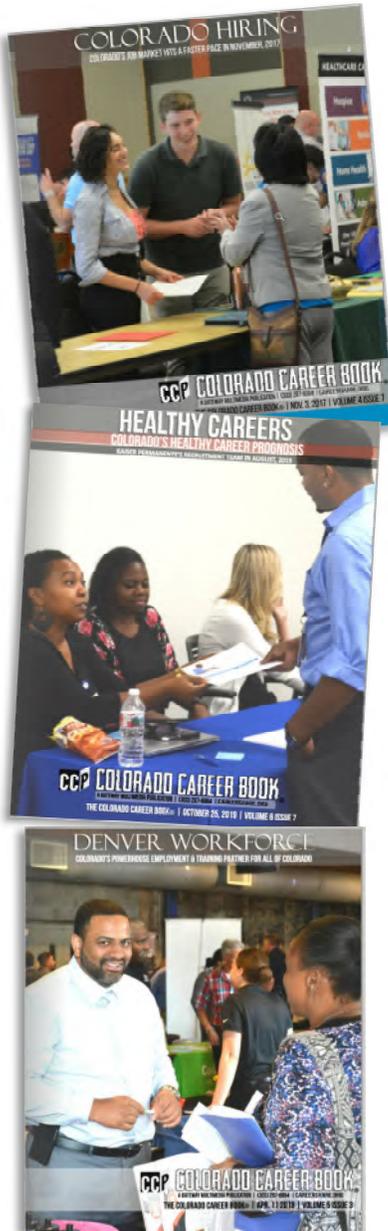


Far Left. Career events continued a string of record-setting attendances between 2013 and 2016 at predominantly university venues (Left and Bottom). 2016 marked an intentional expansion into community programming including a heavy focus upon U.S. Veteran placement as well as addressing the needs and 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) 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.

