



LynnMark Solutions, Inc. was founded to serve as a continuum of support for the formerly incarcerated, unemployed, underemployed, poor and illiterate individuals who want to grow intellectually, professionally, and personally. We plant a seed, then water and nurture it so that it becomes strong and healthy. This should be the same model for our mind-set. For those who want to grow, be challenged, believe in being open-minded, and are self-motivated, this is the first step toward channeling an individual's potential into action.

Through our mental health counseling, workforce development and character development services, we want to help change target audience's thinking and ultimately their behavior so that they have a better chance of becoming the person they aspire to be and become strong productive members of their communities and society on a whole. Personal success is determined more than by dollars and cents. Several core personal qualities separate those who value short-lived happiness over long-term success. For this project, we've chosen the concept of MOVEME developed by Dr. Marcal Graham.

- M**otivation
- O**penness
- V**ision
- E**xposure
- M**astery
- E**ngagement



According to Dr. Graham in his MOVEME concept, "Motivation is a term that many people are familiar with and practice daily. The question is to what degree individuals are motivated to do things that take them out of their comfort zone in order to strive for excellence. How often do you step up to personal and professional challenges that require you to generate a high level of motivation even in the face of adversity? It is easy to be motivated with things that you enjoy, but do you motivate yourself to overcome professional obstacles with colleagues and supervisors in the workplace? How do you generate positive energy to overcome these challenges?"

**O**penness is not as common a mind-set as you might believe. Unfortunately, there are individuals who are unwilling to change their way of thinking or even listen to new ideas that may be beneficial to their growth, personally and professionally. When you practice openness, you are leaving open the possibility that you may be wrong, misguided, or misinformed about a person, situation, or event. You allow room to make decisions rationally and with much thought. How do you react when people disagree with you? Do you block thoughts that may put your thinking in a vulnerable place? Being vulnerable positions your mind to grow and confront new ideas.

**V**ision deals with the ability to see beyond the surface of situations. Many individuals, because of their limited experiences or exposure, lack the ability to see beyond what is directly in front of them. They have not planned or prepared for success, so when adversity appears, they are unable to adapt or reinvent their thinking in order to accomplish their goal. There is one potential downside of being a "forward thinker," and that's only seeing the big picture and not the smaller challenges and victories along the way.

**E**xposure is a critical part of the MOVEME mind-set because it encourages you to think about the kinds of things you have been exposed to in your life, whether through family, friends, education or work. The decisions that you make are, to a large part, based on the experiences you have had throughout your life, so you must understand both the positive aspect and the limitations to this thinking. We must be conscious about the types of movies, hobbies, people, and things that we read and do daily. The best scenario would be to have a healthy balance of experiences to pull from, but who determines what is healthy and what is not? How do you know when your exposure to people is limited? Can this be changed? Is it simply sitting down and talking to people of different cultures and backgrounds?

**M**astery is by far the easiest to understand since it poses two questions to you. Have you dedicated yourself to excellence in everything that you do in life? Are you reaching down within your emotional, physical, and mental self to work on things in your life that you have control over?

**E**ngagement is critical to your success. To get things accomplished, you may be required to interact with groups, organizations, and the community at large. You are not an island, so you must develop strategies, interventions, and approaches that promote your personal and professional success. Through engagement, you are trying to reach people

and make connections from "real relationships" with people who may not see the value in self-reflection."

These are all abstract terms that drive us to be something or someone. They are measured in action and results. We want to uncover the thoughts behind the actions and develop ideas that help to move your thinking."

### **Case Management, Workforce Development and Employment Placement**

LynnMark Solutions will have primary responsibilities for the implementation and management of the project conducting monthly partner meetings to ensure all stakeholders are on track with project goals and conduct an evaluation and analysis of planned outcomes. LynnMark is responsible for all contractual and fiscal aspects of the project. Through the Job Readiness Program, LynnMark supports program participants with training, supportive services, and job search assistance through established workshops and services.

LynnMark provides a comprehensive system of assessment, career planning, training, placement, and support for job seekers throughout Marlboro, Chesterfield, Dillon, Darlington counties. Businesses will look to LynnMark for qualified employees, for expertise in job training and supportive services, and for leadership to mobilize public and private organizations to address workforce needs.

LynnMark's partners and training providers share in the desire to work together to prepare the area's current and future workforce by integrating academic, vocational, and social services with workforce development.

LynnMark is responsible for reporting all outcomes including the enrollment rate, participation rate, work-readiness indicator, placement rate, and retention rate. Participants receive orientation and individualized career assessments. Participants can also use the computer lab to work on resumes, and other self-directed skill building tools as well as attend a full menu of job readiness and related workshops led by peers, staff and community volunteers.

Conducting assessments and gathering information on risks, needs, likelihood to recidivate, education level and employability, the LynnMark staff will use this information to develop a career assessment to enhance the career and educational planning process for jobseekers by measuring both interest and aptitude through valid and reliable assessment tasks.

Individual Development Plans (IDPs) are developed through one-on-one career counseling with the Career Advisor.

LynnMark provides supportive services that could include Business attire (interview clothes), textbooks, tools, certification fees, childcare, and other supportive resources that can mitigate barriers to employment. Once enrolled at the program, implementation of peer-to-peer learning significantly improves outcomes for at-risk and hard-to-reach participants. When combined with traditional instructional training, peer-to-peer learning improves social and cognitive development, increases students' sense of responsibility for achievement levels and enhances transferable skills for employability.

Expanding on this model, LynnMark equips program participants with job leads, facilitate workshops, conduct interview role-playing, and review of résumés and cover letters. Former program participants in this capacity creates a greater sense of community, ownership and teamwork while increasing the volume and quality of grant-funded services.

Delivering this unique model demands an even more capable, responsive, skilled, well-trained and empowered workforce. The workforce has to be recognized for the contribution they are already making, and has to see the benefits that this strategy will bring to them in terms of how they are going to be supported and encouraged to develop new skills, work in different ways, and in new and emerging careers.

LynnMark focuses on development of partnerships that bring together providers, the workforce, people who use services, families and their support networks with the resources of their neighborhoods will ensure that people can benefit from all community assets—the skills and knowledge of residents, the businesses and trades, voluntary, community and faith groups as well as the diversity of services, whether public or independent. ‘Bottom-up’ skills are vital. Employers are and will be looking for a more holistic group of **skill** sets in hiring people. The workplace and the world is shifting demographically, socially, and generationally. What will make the employee most valuable and have the most impact are a combination of core, personal, and **intangible**, or soft **skills**.

People have both a right and a responsibility to make a positive contribution to their own community. To support program participants in achieving this goal, LynnMark assists with developing new soft skills and the ability to work across service boundaries.

LynnMark has the systems and policies in place to confirm that administrative controls comply with grant rules and fiscal accountability practices. LynnMark is structured to ensure the segregation of duties and checks and balances across our fiscal, compliance, and program operations.