

## National Employment Program

Many survivors work multiple minimum wage jobs, which are not livable wage jobs. By obtaining livable wage employment, survivors can transition from 60-80 hour workweeks to 40 hours, freeing up time to pursue promising education and vocation paths.



Some members of our network have completed further education and are ready to dive into a career with an organization where they can grow. That first opportunity is everything and can be difficult given resume gaps and the sensitive, traumatic histories survivors have overcome. That's where our employment partners fit in.

## Frequently Asked Questions

### **We do not have capacity to accept candidates that have criminal record. Is that an issue?**

*Some survivors have records from their time as a victim of human trafficking. Most states expunge these records, but that can take time. If an employment partner has a standard such as above, we only refer survivors that fit their criteria.*

### **What is the level of education the members of EHN have?**

*It varies greatly; while some work to complete their GED, others have graduated from college. A few women have obtained master's degrees. Because of this, we seek employment partners for a range of positions — from livable wage work with facilities or in the mail room all the way to entry-level positions in the corporate world. We only refer candidates whose credentials fit the job criteria provided.*

### **How should we interview someone that has gaps in their resume or triggers with certain individuals due to their trafficking?**

*Resume gaps are common for survivors of human trafficking. We will help communicate why these gaps occur and guide interviewers on how to navigate this challenge. As a rule of thumb, simply stay forward-focused. We will also share tips for creating a warm interview environment.*

### **Why should I hire a survivor instead of another well qualified person for my company?**

*Members of **Empower Her Network** are remarkably resilient, determined human beings. That's why they were nominated to this program. When we thank our employment partners, they consistently say some variation of, "Don't thank me. Members from your program are the hardest workers at the company."*

### **We're interested in joining forces. What's the engagement process?**

*Typically, we have a corporate contact who champions the program internally and connects local hiring managers to our local advocates for referrals.*