

WELCOME TO OUR NEWSLETTER

KRA@Work

we're so glad you're here!

KRA Senior Leader Spotlight!

A Message from Melody Daniel, Program Director

Elevating Leadership: My Journey in Empowering Jobseekers

In the realm of leadership, the quest to raise one's own bar is a continuous journey, marked by the unwavering commitment to enhancing one's skills while prioritizing the needs of others.

As a servant leader, this philosophy becomes a guiding principle, a powerful choice that has defined my path for more than two decades.

Working as a servant leader in the realm of jobseekers is not merely a profession; it's a vocation that allows me to make a profound impact. It's about more than just securing jobs; it's about transforming lives by:

- **Making a Meaningful Impact**
- **Fostering Trust and Empowerment**
- **Developing Others**
- **Building Long-lasting Relationships**
- **Creating Positive Change**

As we envision the future of workforce development, especially for marginalized and underrepresented communities, it is crucial to recognize that each of us plays a pivotal role in bridging the existing gaps and forging pathways to opportunity. By actively participating in community empowerment, we contribute to a future that is more equitable and more inclusive for all.

Understanding your "why" as a servant leader working with jobseekers is deeply rooted in personal values, experiences, and aspirations. Embracing this approach not only shapes a rewarding and impactful career but also leaves an indelible mark on the lives of those seeking guidance.

I am immensely grateful to KRA for providing me with the opportunity to raise my own bar. Together, we consistently achieve outstanding results, continuing to create a positive impact within our organization and the communities we serve.

All the best,
Melody D. Daniel



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Workforce Wednesday

UNLOCKING THE POTENTIAL OF OLDER WORKERS: ONE SOLUTION TO THE U.S. LABOR SHORTAGE

Considering the current U.S. labor shortage, one solution often overlooked is the untapped potential of older workers - i.e. jobseekers 40+ who encounter difficulty getting jobs principally because of age - who possess skills and abilities that can contribute significantly to filling workforce gaps.

Older workers often possess invaluable insight and knowledge acquired over the course of their careers, making them highly effective as mentors and problem-solvers. Furthermore, a steady work history suggests a reliable nature and strong work ethic traits, indicating that workplace commitments will be fulfilled efficiently.

However, due to technological advancements and perhaps a lack of investment in their career development, older workers may face challenges such as skill depreciation while unemployed, which can be addressed by training and learning opportunities to extend their career longevity.

Employers can avoid "ageism," i.e. discrimination based on age, by adopting DEIBA-focused hiring practices that involve age-diverse employees in the decision-making process, and by implementing equitable employment policies and practices.

Age-friendly workplaces recognize older workers as assets to their operations, not only to tap into a potentially vast talent pool, but also to bridge generational gaps, facilitate knowledge transfer, and foster organizational innovation.

Read More:

[Training, participation key to retaining older workers, research finds](#)
[Understanding America's Labor Shortage](#)



The KRA Way

5-STAR EXPERIENCE. REAL LIFE IMPACT.



★ Principles

TRAILBLAZING IS IN OUR DNA

★ People

INCLUSIVE SINCE INCEPTION

★ Programs

INNOVATIVE WORKFORCE PROGRAMS
AT THE SPEED OF BUSINESS

★ Partnerships

RELATIONSHIPS THAT DELIVER RESULTS

★ Performance

YOUR SUCCESS IS OUR SUCCESS!

[LEARN MORE](#)



Introducing KRA's Corporate Leadership and Program Management Team!

KRA Corporation's senior-level team plays a critical dual role—directing business operations and supporting program operations—to ensure consistent, high-quality performance of the workforce-services programs we operate for our clients and customers. Collectively, they form an unstoppable force driving our company towards excellence and revolutionizing the industry. Meet the brains behind our success by visiting the [“Corporate Leadership & Program Management”](#) page on our website.

Latest News

KRA CELEBRATES NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH!

"If it's October, it's National Disability Employment Awareness Month (NDEAM).

This year, there are a number of new resources available to help employers and employees participate in this annual celebration of the skills and talents people with disabilities add to America's workplaces and economy. To start, the official [2023 NDEAM poster](#) is available for download and mail order. Illustrating this year's NDEAM theme, 'Advancing Access and Equity'..."

Read More: [NDEAM 2023: Advancing Access and Equity](#)

"KRA's Leadership Edge Convening Focuses on Mental Health First Aid Certification... since its inception in 1981, KRA has been committed to developing it's leadership to face today's and tomorrow's workforce challenges. As part of this commitment, KRA launched Leadership Edge (LE), a comprehensive yearlong professional-development program to nurture leaders and future leaders... This year's fall session will convene, October 18-19, in Chicago... [This] LE Program dedicates the first day to preparing KRA's Leadership team for [Mental Health First Aid Certification](#) through a skills-based course facilitated by the [National Council for Mental Well-Being](#)."

Read More: [Unleashing the Power of Leadership](#)

"As we continue to raise awareness during the month of October by honoring Disability Employment Awareness Month (DEAM), we are thrilled to share one of the latest's podcasts from KRA's THE HUB, featuring Jade Gingerich, Director of Employment Policy at the Maryland Department of Disabilities. [Episode 18](#) provides an insightful discussion on disability employment..."

Read More: [Disability Employment Trends and Innovations from Maryland](#)

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Join us on LinkedIn today and stay connected! We invite you to check out our community events, and visit our Jobs and Life page for a glance at KRA's workforce culture.

[#KRAatWork](#) [#KRALife](#)
[#workforcedevelopment](#) [#reallifeimpact](#)



Tune into our podcast!

KRA'S THE HUB

Episode 19 features a conversation with [Stephanie Deese](#), Executive Director of the North Carolina Association of Workforce Development Boards, as Stephanie provides an overview of her career journey and reveals the most pressing workforce issues facing her region today. Discover how the pandemic accelerated innovation like virtual services in local career centers, and key strategies for building partnerships between workforce boards, economic developers, and education providers. Stephanie also shares advice to developing leaders on making boards more strategic, ensuring inclusive approaches, and being part of critical conversations.

