

WELCOME TO OUR NEWSLETTER

KRA@Work

we're so glad you're here!



Senior Leader Spotlight!

A Message from Jonathan Overall, KRA Director of Workforce Operations, Program Performance

As soon as I joined KRA in 2014, I understood why our core values are “**Innovative, Exceptional, and Trusted**.” The original **Business Services Team** that I joined was fresh and fast-paced, grounded in the experience of a 33-year old company that had managed to keep the kind of drive and enthusiasm you usually see in a “start-up,” while working to develop and implement the new KRA product. That product was an employer-centric business-service model---**the KRA Consultative Approach**--- which leans into a relationship-focused process, emphasizing collaboration and partnership in assessing the short- and long- range goals and objectives of our Business Services customers.

When I started with KRA, my responsibility was to support local **WIOA program operations**, first as a Senior Business Services Consultant and then as a Business Services Program Manager. Throughout my time with the company, I’ve had the pleasure of working collaboratively with **KRA on-site staff**, which helped prepare me for my current role of providing strategic leadership for Program Directors and Managers in their performance-based operations. These leaders have dedicated immense time to the **contract compliance, fiscal management**, and **organizational effectiveness** of their Departments, to ensure we are providing our clients with the support and services they need.

I believe the **future of work** relies heavily on foresight, drawing on our ability to align our services with, not just the communities we serve but, the needs of the global business community as a whole. KRA is **effective** as a **National Leader in Workforce Development Services** because of how we patiently mold our organizational capacity to reflect today’s economic workforce landscape, which is being constantly shaped by **innovation** and **technology**.

As we celebrate April, both **Second Chance Month** and **Internship Awareness Month**, I am proud to be part of an organization that advocates equitable services for all, and provides workforce opportunities that make a real-life impact for those we serve.

*Jonathan Overall
KRA Director of Workforce Operations, Program Performance*

Workforce Wednesday

THE FUTURE OF WORKFORCE

How far out is the future? How will artificial intelligence, inflation, fractional resources, DEIBA and mental health awareness shape the future?

With advancements in technology and the rise of remote work, it's clear that the traditional nine to five office job may soon become a thing of the past. One potential future of work is a focus on flexibility and autonomy; we may see more companies adopting a results-only work environment (ROWE), where employees are judged based on their output rather than their number of hours worked. We can also see a rise in employers adopting a more cost effective approach by using fractional resources, who are freelancers or contractors hired to perform a specific task or role.

DEIBA and mental health awareness will continue to be a top priority for job seekers, and employers will need to demonstrate their commitment to a more diverse and inclusive workplace, throughout the entire employee experience. In addition to flexible work schedules, employers will need to increase focus on wellness programs, counseling services, and other resources to support employee's mental health.

As automation continues to become more prevalent, upskilling and reskilling will become crucial, and it's likely that we'll see a rise in jobs that require uniquely human skills, such as creativity, empathy, and critical thinking. These abilities that are considered “soft-skills” are likely to be become indispensable in the future.

Overall, the future of work is exciting and ever-changing. Looking back to early 2020 (just three years ago), most of us didn't think the future of work would be where it is today. As workforce development professionals, it is up to us to adapt in preparation of the changes that lie ahead.



The KRA Way

5-STAR EXPERIENCE. REAL LIFE IMPACT.



**not all employees pictured*



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](#)

KRA Project Spotlight!

DC TANF Programs

Program Director: [Anthony Wilson](#)

Program: [Job Placement](#)

Program Manager: [Renee Brooks](#)

KRA DC currently has several in house work readiness courses to assist customers with [career readiness training and placement assistance](#). While building partnerships within the workforce community, KRA DC has taken part in several [career fairs](#) hiring for open positions, and strives to ensure all customers receive great customer service from the moment they connect with us.

Program: [Education and Training](#)

Program Manager: [Steven Evans](#)

KRA DC is proud to currently offer [15 in-house certification training courses](#) that can be taken in-person and/or virtually to allow customers to complete their training while [saving funds](#) and making the next step in their [career goals](#).

Latest News

KRA CELEBRATES INTERN AWARENESS MONTH AND THE NEWLY RECOGNIZED SECOND CHANCE MONTH

On March 31, 2023, President Biden proclaimed April 2023 as Second Chance Month! KRA has been an advocate for the success of our returning citizens for decades, collaborating with local workforce agencies to deliver effective and compassionate services. Recently, our KRA DC Team participated in a Hiring and Educational Fair sponsored by **DOES' Division of State Initiatives (DSI)**, to connect DC residents with opportunities in the Construction, Education, Healthcare, Hospitality, and IT industries. This fair was particularly successful for KRA; we pre-screened 60+ candidates for open KRA positions, initiated partnership talks with University Security and other companies to help our customers gain employment, and had more than 100 participants signed up for **Career Coaching**!

Today's Real-World Experience for Tomorrow's Skilled Workforce: Either by complying with client-contract requirements, or adding to existing work-preparation services, KRA has incorporated **Internship Programs** into its **TANF**- and **WIOA**-funded operations for both Adults and Youth. Featured this month are **Jayla Wellington** and **Kia Brooks**, our interns in the **KRA DC office**. KRA has a standing partnership with the **Department of Employment Services' Project Empowerment Program** to provide work-readiness coaching and skills training to customers. Over the years, we have transitioned several interns into program-level positions such as Career Agents, Intake and Retention Specialists, Job Developers, Program Assistants, and more! We are proud to "practice what we preach"!

Check out this month's **Latest News** Articles!

- › **Internship Awareness Month**
- › **Second Chance Month**
- › **Another Customer Finds Career Path with KRA**



#SECONDCHANCEMONTH



KRA'S LATEST NEWS

Visit our **Social Newsroom** to learn more and to read our latest news!



Connect with us! FOLLOW US ON LINKEDIN

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

[VISIT KRA'S LINKEDIN](#)



Tune into our podcast! KRA'S THE HUB

Episode 8 was just released! In this episode, **Andy Hall, President & CEO of Trailhead Strategies Inc.**, reveals why workforce organizations should seek to **diversify their funding sources** beyond traditional WIOA funds, and how diversification of funds can allow organizations to be more flexible and creative. Andy shares related tips for workforce leaders and discussed how to create **sustainable alternate funding streams**.

[KRA'S THE HUB ON SPOTIFY](#)