

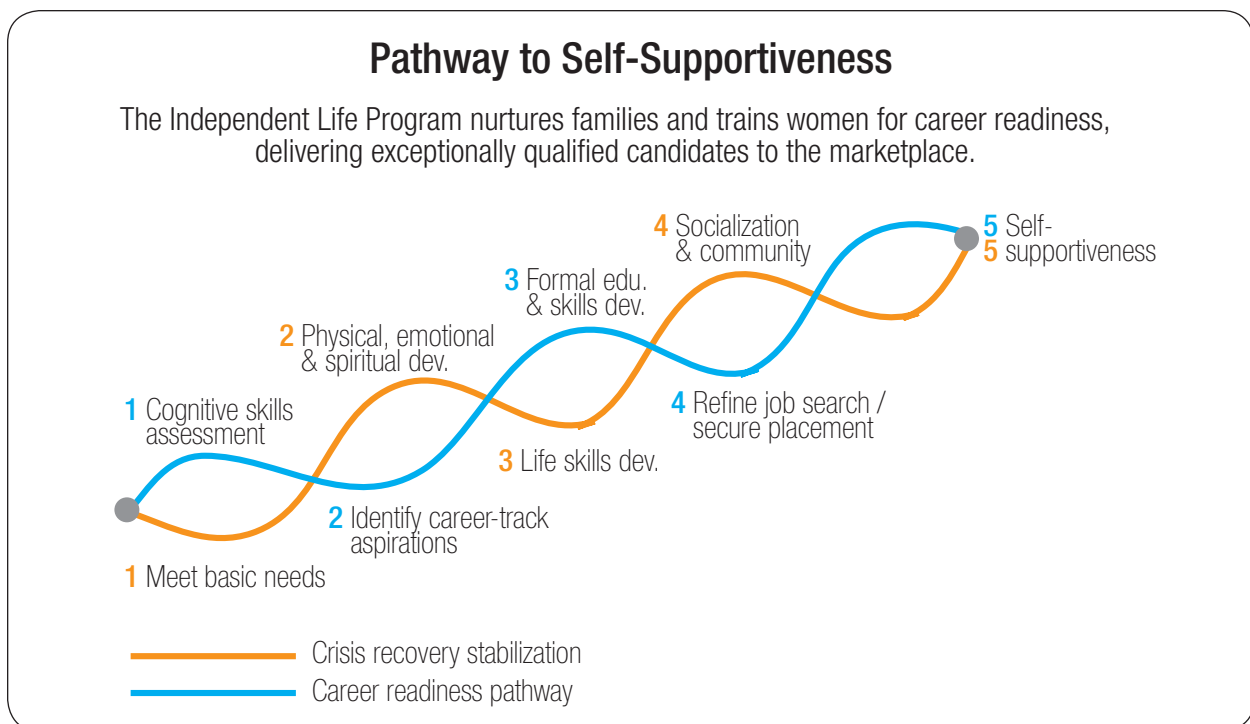


The Gatehouse, located in Grapevine, Texas, is a supportive living community where women and children in crisis receive ample time, safe refuge, practical resources and healthy relationships to discover new paths for permanent change. We are not a shelter, but fill the gap between short-term services and permanent self-supportiveness. The community is comprised of 96 apartments, a community / events center, two in-neighborhood advisor centers, a General Store, Keeps Boutique for clothing, Justin Warehouse and The Hope Chapel.

Independent Life Program

The Independent Life Program (ILP) at The Gatehouse is designed to give members practical resources needed to positively navigate the path toward permanent change. Central to permanent change is financial stability, obtained through career-track employment. The ILP nurtures families and trains women for career readiness, *delivering exceptionally qualified candidates to the marketplace.*

The ILP provides a structured approach to a member's career search, with milestones and focus areas:



The ILP duration is approximately 2 years depending on a member's chosen career path and requisite steps to secure employment. Throughout the program, members are provided resources to explore career paths that best align to their skills and interests, and prepare for job interviews.

How you can help: Join the HR Circle

The HR Circle is a coalition of HR executives who will act as a steering committee to coach, assist and deliver resources to shape the Career Development Program at The Gatehouse.

HR Circle members will convene twice per year and maintain open-ended communication throughout the year.

HR Circle members will be asked to:

- Drive strategy for promoting employment of Gatehouse members,
- Foster relationships with employment partners, and
- Confront obstacles and recommend Career Development Program improvements.

HR Circle Member Role

1 Drive strategy to promote employment of members

- Act as a 'steering committee' to advise The Gatehouse and direct resources within their organizations, as needed
- Help Career Leader resolve hiring obstacles, and suggest ways to make members more "marketable"
- Suggest additional resources from broader HR community networks

2 Foster relationships with employment partners

- Nominate additional partners to join the HR Circle
- Act as ambassadors for The Gatehouse in the marketplace

3 Confront obstacles & recommend program improvements

This *may* include activities such as:

- Review resumes / mock interviews
- Identify job opportunities & internships
- Provide marketplace data to Career Leader
- Conduct career counseling seminars on relevant topics, including "soft skills"

4 Convene twice per year, with open-ended communication during year

Discussion / communication topics may include:

- Insights on trends in the marketplace
- Identify and resolve areas where Gatehouse women are struggling
- Design new program activities

Next Steps

The HR Circle is a critical component of the Career Development Program at The Gatehouse. Please consider nominating an HR executive within your organization to lend value to this important component which will ensure the long-term success of Gatehouse members.

Contact Lisa Rose at lisa@projecthandupwomen.com for more information or to nominate an HR Circle member within your organization.