



**full circle**  
E X C H A N G E

**EMPOWERING WOMEN AND  
COMMUNITIES TO RISE ABOVE POVERTY**



## Organizational Background

Full Circle Exchange is an innovative non-profit social enterprise dedicated to empowering women in the U.S. and around the world to rise above poverty through training, education, and economic opportunities.



The kind of dignity that says, "I matter, I have purpose, somebody values my services, somebody values my life."



## **Job Readiness Training Program**

# Providing Stepping Stones To Self Sufficiency

- The Full Circle Exchange holistic Job Readiness Training Program helps refugees and women in transition reclaim their lives by providing stepping stones to self-sufficiency in a safe and supporting environment.
- Full Circle Exchange works in collaboration with each agency to pre-screen and select candidates that are the best fit for the program. We conduct pre and post assessments to identify key areas to focus on for short-term and long-term success.

# Overcoming Barriers To Employment

- Full Circle Exchange provides a 3-6 month holistic program that integrates job school and vital enrichment opportunities in a validating environment where women can grow, learn, and overcome barriers to employment.
- Structured job readiness training program occurs within the context of our on-site non-profit social enterprise through the production of handcrafted greeting cards, packaging of gourmet chocolate and coffee, gift boxes, jewelry, accessories, and other items.
- The program is broken down into approximately 25 hours of paid job school and 15 hours of vital enrichment classes.

# Reclaiming Their Lives

- Our aim is to lower the barriers of employment and stabilize the lives of women refugees by providing the skills and support needed to enter into entry-level positions, upwardly-mobile employment, and educational pathways, helping them advance towards living-wage employment, and self-sufficiency.
- Since the launch of our Job Readiness Training Program in January 2014, Full Circle Exchange has successfully graduating over 150 women refugees from 10 different countries (99% graduated the program and approximately 78% have transitioned to full-time/part-time employment in the formal sector).



*"The Full Circle Job Readiness Program has taught me how businesses work and what its like working in America, its very different from work I have done in Africa. I've also learned lots of new words in English class helping me to communicate with the people in my new home."*

**-Denise Bavakure**

BOISE REFUGEE // FULL CIRCLE EXCHANGE EMPLOYEE

## Pathway To Empowerment

Through a multifaceted approach, we work with each woman to create a pathway to empowerment that leads to self-reliance. The program includes four main pillars.

# 1. Transitional Income

- Part-time transitional job (3-6 month program)
- A dignified job that promotes self-esteem and confidence
- A flexible work schedule that takes into account family obligations, transportation challenges, and partnered efforts towards permanent job placement
- A supportive, safe, and validating environment where they can grow, learn, and overcome barriers which otherwise would have been too great to overcome

## 2. Job Readiness Training And Job Placement

- Stabilization/removing employment barriers
- Provide soft skills that are lacking in entry-level applicants
- Training and production of greeting cards, and gift boxes
- Quality control and time-management training
- Warehouse, inventory, sales, and merchandising training
- Resume building & interview training
- Job place etiquette
- Team building, goal-setting, and problem solving
- Job fairs and direct one-on-one help with permanent placement in community



full circle  
EXCHANGE

cy  
8:35  
Dating  
computers  
writing  
Picture Vocab  
urde Store



# 3. Education And Financial Literacy

- Pathways to College
- Reading and writing literacy at individual levels
- Oral language through work-related vocabulary
- Budgeting, money concepts, paper and coin for everyday use, cashier training
- Typing and computer skills training
- Customer service and hospitality training
- Leadership Growth



## 4. Emotional Healing And Mentorship

- Art therapy/Music therapy
- Mentorship/community building
- Individual and Group Counseling

# Play Video

<https://www.youtube.com/watch?v=yseu19td09s>



full circle  
EXCHANGE

# Stakeholders And Partnerships

- Full Circle Exchange believes in the power of collaboration and is committed to creating a broad-based network to accomplish our mission and goals as an organization.
- Our mission to empower women in Idaho has fostered an array of strategic partnerships with organizations locally, regionally, and nationally. Whether it's through monetary gifts, in-kind donations or volunteering, our foundation partners and corporate sponsors have been a vital part of helping us provide local women refugees and economically disadvantaged women opportunities to move out of dependency and into self-reliance.

## **Foundations and Corporate Donors**

J.A. and Kathryn Albertson Foundation, Laura Moore Cunningham Foundation, Murdock Trust, Humanity United (eBay Foundation), Van Auker Company,, UPS Foundation, HP, Scentsy Foundation, Gardner Company, Bank of the West, Wright Brothers Building Company, LivRes, Swig Foundation, Office of Refugees, Teri Bullock Family Foundation, Campbell Foundation, Hodgdon Trust

## **Agencies and Organizations**

International Office for Refugees, International Rescue Committee, World Relief, Agency for New Americans, Women's and Children's Alliance, Goodwill, English Learning Center/ESL, META (Micro Enterprise Training & Assistance), the Idaho Financial Literacy Coalition,

## **Government and Academic**

Idaho Department of Labor, Idaho Department of Commerce, Idaho Department of Health and Welfare, Oxford University, CWI, Boise State University, Northwest Nazarene University, U.S. State Department

## **Retail Partners**

Macy's (national), Walmart (national), Mardel, Whole Foods, Rosauers, Natural Grocers, and other fine local retailers



**full circle**  
EXCHANGE



# Full Circle Exchange Video Resources

Idaho Job Readiness Training Program - Goodwill Job Hunting

<https://www.youtube.com/watch?v=yseu19td09s>

Idaho Job Readiness Training Program - Financial Literacy

<https://www.youtube.com/watch?v=BZ2m75lj2J8>

Idaho Job Readiness Training Program - Music Therapy

[https://www.youtube.com/watch?v=t\\_ovCtHLx7k](https://www.youtube.com/watch?v=t_ovCtHLx7k)

Idaho Job Readiness Training Program – Art Therapy

<https://www.youtube.com/watch?v=7G3VVmGWpBg>

