

Owner to Owner Podcast Notes



Hiring Interns and Investing in Community

Episode #11

Summary:

Felicia Harris, Principal Owner of EverythingHR and EverythingHR Financial Services, interviews Fred Lumpkin, the Director of Corporate Work Study at Detroit Cristo Rey in Detroit Michigan. Within this work-study program, Fred is going on his fifth year of being responsible for over 330 students that are employees at over 80 different organizations. Fred explains how Cristo Rey works between high school students and workforce partners, the high level of professional training that students receive, and the ample amount of benefits for employers.

Show Notes:

- Introduction of Fred Lumpkin
- What exactly is Detroit Cristo Rey
- What types of results have Cristo Rey managed to achieve
- How is the work-study program financially supported
- What types of organizations are partnered with Cristo Rey
- How does the training support and resources work between Cristo Rey and business partners
- How is timelessness and attendance of students addressed
- There are six or seven different employment industries that students work in
- How does the summer program work
- What does Cristo Rey do to support students and partners
- How does Cristo Rey handle students that perform poorly
- How can interested businesses contact Fred Lumpkin and Cristo Ray
- Are short term employment opportunities available
- There is a difference between experience and talent

3 Key Points:

1. Detroit Cristo Rey is part of a network of 35 schools, covering over 12,000 students, in 22 states.
2. Students go to school four days a week and work one day a week.
3. Cristo Rey provides direct transportation to and from work sites for all students.

Tweetable Quotes:

- “In order to attend our schools, our average income level of the majority if not all of our families is in or around \$35,000.” – Fred Lumpkin
- “100% of our students have been excepted to college. I believe this is our seventh year announcing that news.” – Fred Lumpkin

- “We’ve got over 500 hours worth of content built around workforce development training.” – Fred Lumpkin

Resources Mentioned

support@everythinghrfs.net

Linkedin: [Fred Lumpkin](#)

[DetroitCristoRey.org](#)

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Podcast

<http://elshaddaiconsulting.net/everythinghr-owner-to-owner-podcast.html>

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