Improving Employment Outcomes for People with Criminal Records – Lessons from Per Scholas and New Century Careers

Webinar

2014 NNSP Virtual Conference

December 5, 2014

INSIGHT
Center for Community Economic Development

NNSP National Network of Sector Partners
Linking Industries, Communities and Workers

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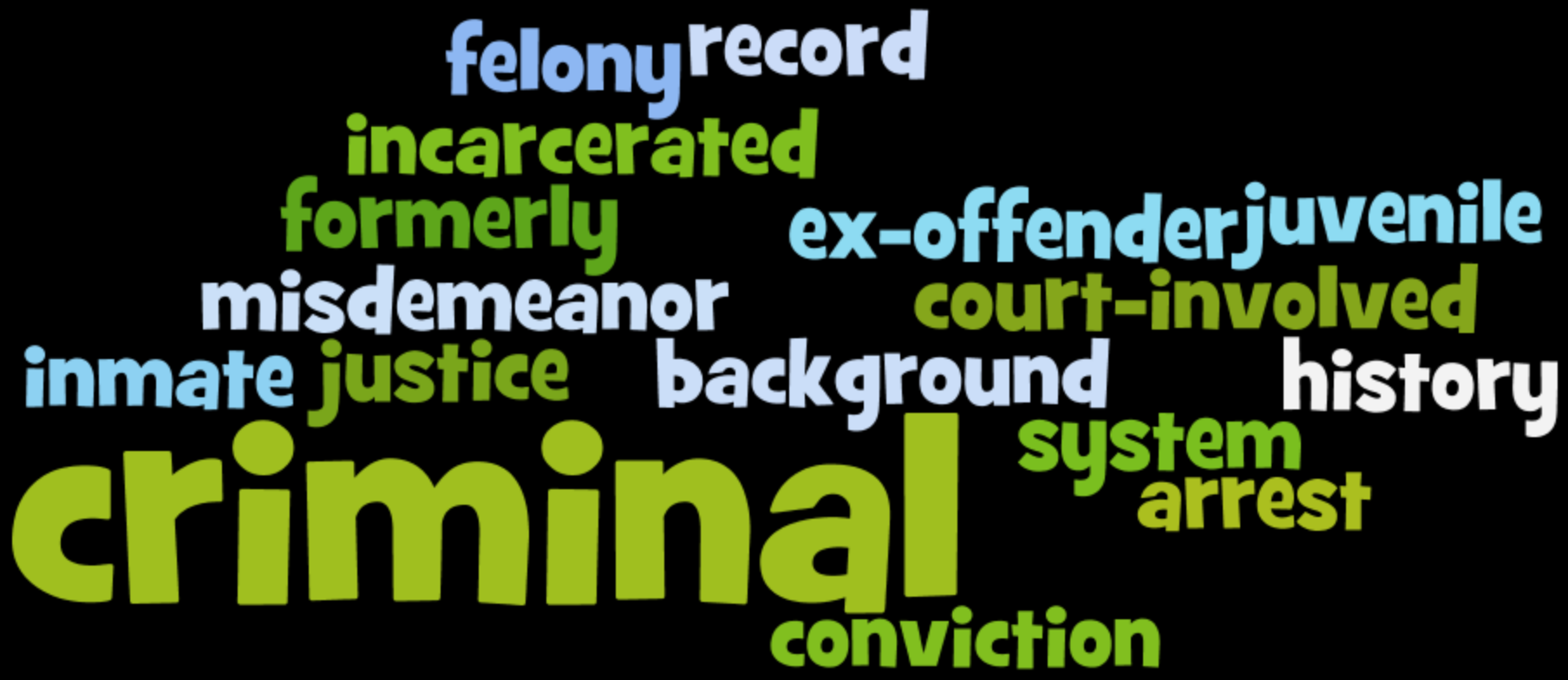
felony
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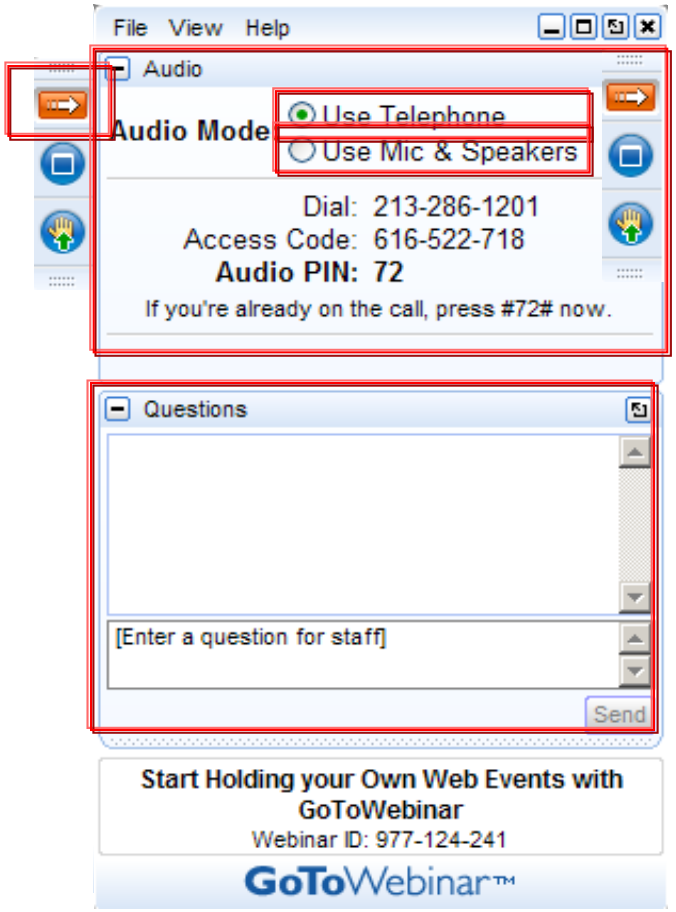

- Open and close your Panel
- Check your audio
- Submit text questions

Note: this webinar is being recorded. After the webinar, links to the recording, slideshow, and supporting materials will be sent to the e-mail address you provided. They will also be posted to the virtual conference resource page: http://www.nnsp.org/nnsp-vconf-resources.html.

Next week's conference schedule

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11:00 AM – 12:30 PM Pacific

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Participate in online discussion and networking about apprenticeships and sector initiatives after this webinar.

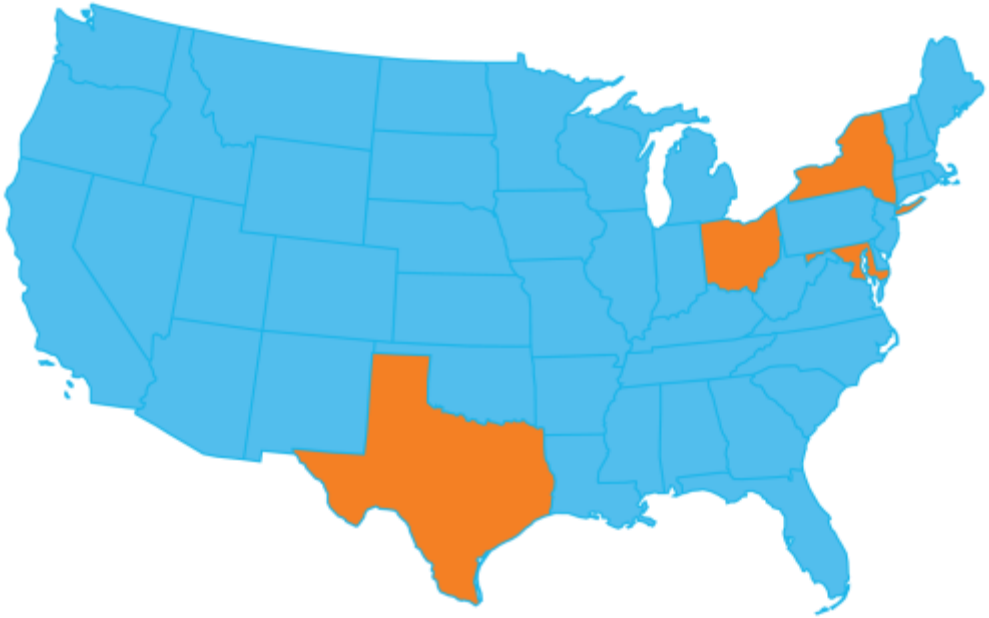
PER SCHOLAS

Strategies Resulting in Higher Earnings for Individuals with Convictions

December 5, 2014

OVERVIEW

Mission and Scale

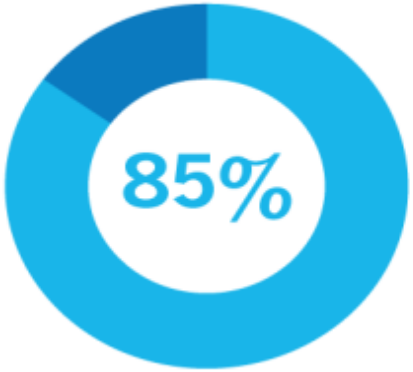


- Train low-income adults for entry and mid level IT professions
  - Help desk
  - Software testing
  - Network administration
- Serve > 750 adults every year
  - Bronx and Brooklyn, NY
  - Columbus and Cincinnati, OH
  - National Capital Region in Silver Spring, MD
  - Dallas, TX
- Bring IT training and employment opportunities to cities where it is needed most

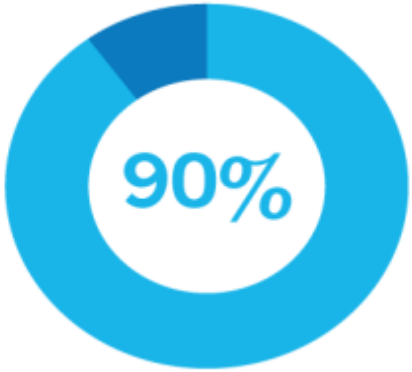
Results

"Rigorously studied and... particularly impactful."

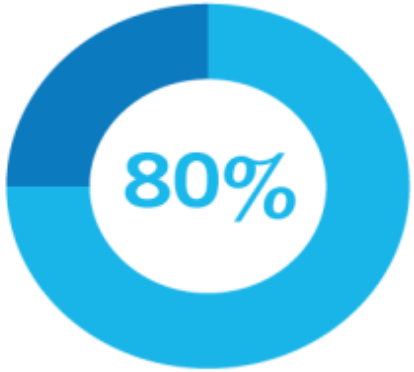
— WHITE HOUSE REPORT, JANUARY 2014



GRADUATION RATE



GRADUATE CERTIFICATION RATE



GRADUATE PLACEMENT RATE

$7,000

Average annual pre-training earned income

$29,000

Average annual income upon placement

314%

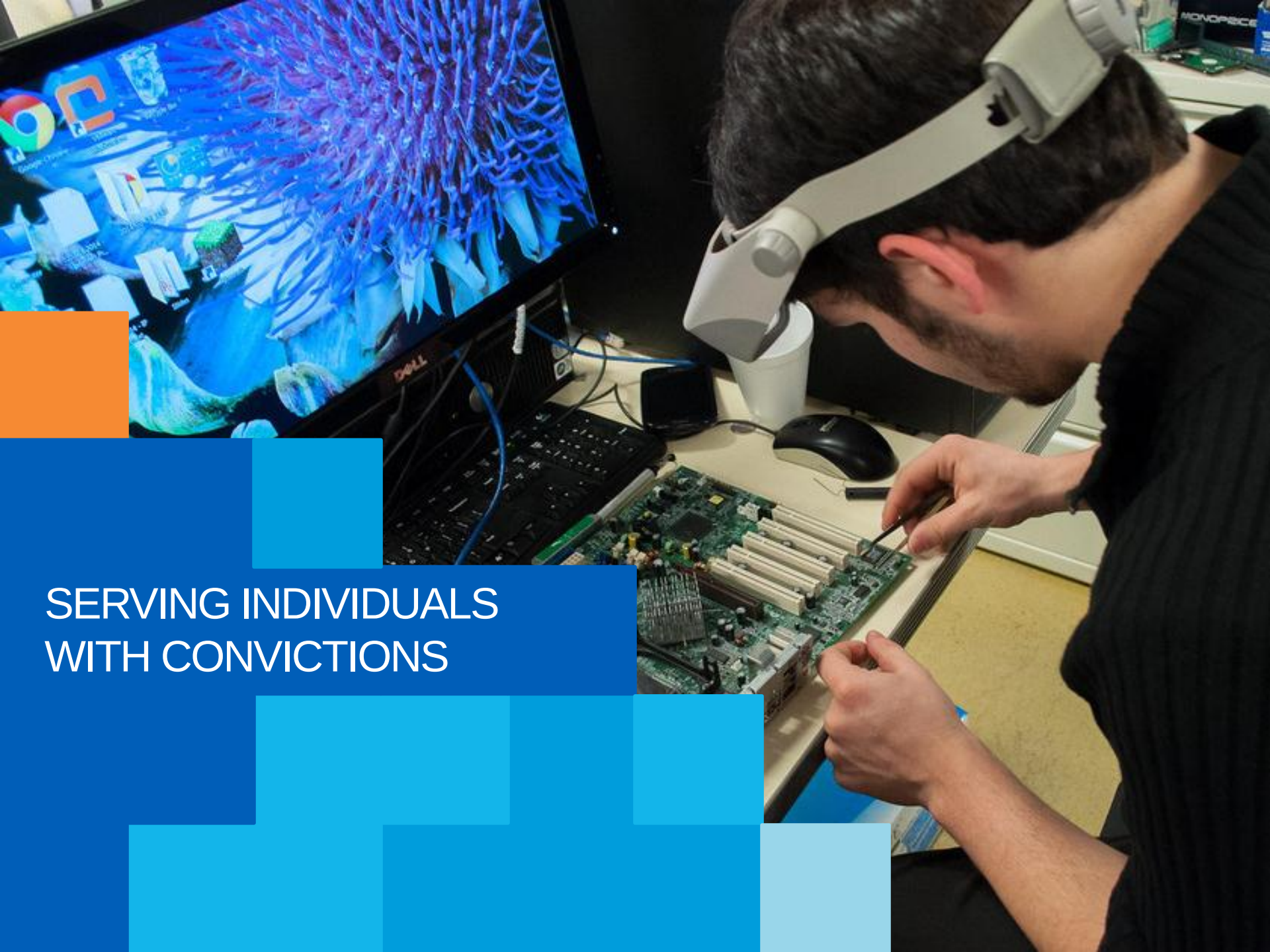
Percent increase

$150 million

Estimated wages earned by all Per Scholas graduates in the past year

Proof of Impact

- 2005 *Sectoral Employment Impact Study* conducted by Public/Private Ventures and funded by the Charles Stewart Mott Foundation
- Random assignment, longitudinal study tracked Per Scholas students over two years: wage gain, number of hours worked, access to benefits and medical coverage
- Findings
  - Participants earned **32% more** than control
  - Worked more, had greater access to benefits
  - Formerly incarcerated made **147% more** in year 2 (nearly $14,000 more per year)



SERVING INDIVIDUALS WITH CONVICTIONS

Current Data - NY

	2013		2014	
	Conviction	No conviction	Conviction	No conviction
Enrolled	5%	95%	8%	92%
Placed	71%*	75%*	39%*	34%*
Tech placements	78%	90%	100%	95%
Avg initial wage	15.44	16.05	15.85	15.86
Avg current wage	17.78	17.13	15.85	16.26
3 month retention	80%	76%	n/a	n/a

* will increase as graduates have time for placement.

Strategy - Admissions

- New York Correction Law Article 23-A
- Evaluate conviction on eight factors:
  - Relationship between conviction and training
  - How conviction will affect ability to achieve certification
  - Risk to property or individuals
  - Public policy considerations
  - Time elapsed since offense
  - Age at time of offense
  - Seriousness of offense
  - Evidence of rehabilitation or good conduct
- Conviction not considered until the very end of admissions process
- Helpful resource: Doe Fund's "How to Comply with Article 23-A When Hiring"

Strategy – Resume and Interview Prep

- Private meeting to practice discussing the conviction
- Five step response to conviction question
  1. X years ago … (distance yourself)
  2. Very brief statement of crime
  3. Life changing moment
  4. Resulting action
  5. Statement of transformation / interest in position
- Obtaining and cleaning up rap sheet
- Include work experience during incarceration
- Workshops and additional assistance from Osborne Association

Strategy – Employer Relationships

- Target industries / types of companies
  - Staffing and contracting agencies
  - Small and medium sized businesses
  - Community based organizations
- Understand the employer's process
  - Documentation to increase likelihood of employment
  - Example: Time Warner Cable
- Build and leverage personal relationships
  - Example: Johnny
  - Per Scholas business relationship manager personally pitched Johnny for internship and disclosed his conviction
  - Hiring manger said yes on strength of recommendation
  - Manager later submitted personal letter to HR to get Johnny hired full time

We have demonstrated it is possible for individuals with convictions to succeed in the workforce. Based on our findings, what will you do differently to achieve similar success?

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Improving employment Outcomes for people with Criminal Records

An example of a non-traditional partnership to create better opportunities for people with criminal records.

Allegheny County Jail
Collaborative and New
Century Careers

Presenters

Kathy McCauley

Grant Writer
Consultant with Jail Collaborative
Pittsburgh PA

Amy McNicholas Kroll

Director of ReEntry Services
Allegheny County Jail
Pittsburgh PA

Presenters

Paul Anselmo

Training Program Designer
New Century Careers
Pittsburgh PA

Amy Kent

Training Coordinator
New Century Careers
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Presentation Outline

1. Quick background of Problem (McCauley)
2. Jail Collaborative implements improved "re-entry" into society (Kroll)
3. New Partnership with New Century Careers machining training program…a part of the solution (Anselmo)
4. Successful re-entry client—what it takes (Kent)

Background

- Major issues with criminal inmates:
  - no real rehabilitation
  - High recidivism
  - Low expectations
- Joined together with key stakeholders to plan, invest, and test
- Strong results…but needed to pivot to sector-specific training

Jail Collaborative implements new re-entry process

- **Reentry Program goals:**
  - Don't return
  - Job, housing, sobriety
  - Change mindset
  - Motivate and build success
- **Target:** Chronic offenders (Highest payoff)

Jail Collaborative implements new re-entry process

Tight, structured network of services, support and probation:

- Classes & treatment
- Case management w/family support

Assess and plan career pathway options:

- "Soft skills" in each course
- GED, pre-GED
- Pre-apprenticeship
- Training options
- Screenings by each of the trainers

Jail Collaborative partners with New Century Careers (NCC)

An Established Manufacturing Sector Workforce Development Organization since 1999

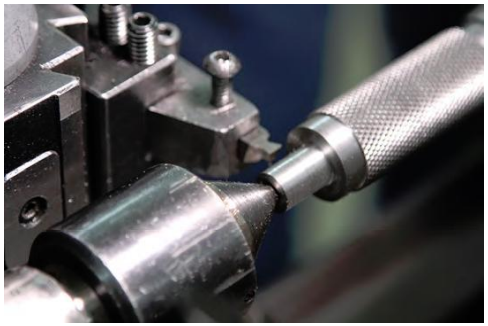
New Century Careers offers longstanding, job-driven, employer-designed manufacturing programs

- On-going Industry Collaboration
- Youth BotsIQ High School Program
- Pre-employment Machining Training and Job Placement
- Specialized Incumbent Worker Training
- Multi-Employer Apprenticeship
- Companies contribute time and financial support for all programs

NEW CENTURY CAREERS

Initial thoughts when the Jail Collaborative called

- We have been working with ex-offenders for years but only by chance…nothing structured or deliberate.
- Discovered we were recognized as successful with this population.
- Manufacturing Sector is open to hiring ex-offenders.



NEW CENTURY CAREERS

Concerns about partnering with the Jail Collaborative

- How could we deliver a quality program inside the jail with all the restrictions placed upon us?
- How could we assure that our established M2K program remained viable to all populations, not just ex-offenders.
- Could a “turn-on-a-dime organization” manage to work with a bureaucracy such as the Department of Human Services?

NEW CENTURY CAREERS

Traditional MANUFACTURING 2000 (M2K) – Machining Pre-Employment Training

- Industry aptitude test for admittance into program, plus other application requirements
- Primarily hands on, project-based training with manual machines and CNC exposure
- 3 Training Levels with a Max of 600 hours
- Competencies Tracked and NIMS Credentials Earned at each level
- Job placement assistance beginning after 250 hours
- Multiple funding sources; Employer Placement Fees

MANUFACTURING 2000

NIMS

NEW CENTURY CAREERS

Modified M2K Training Model Starting in Jail and culminating in community

- On Line Tooling U Classes tailored to machinist careers
- Hands on workbench experience with hand tools, measurement instruments and part layout
- Earn 2 NIMS Credentials while in the Allegheny County Jail
- Small classes for personalized attention. Two half-day sessions per day total 160 hours.
- Upon completion and release – opportunity to continue MANUFACTURING 2000 on industrial machines at New Century Careers in the community.

MANUFACTURING 2000

TOOLINGU | sme

NIMS

Successful re-entry client—what it takes

- Motivation
- Self-worth
- Attention to detail
- Determination as opposed to instant gratification

Potential Barriers:

- Addiction demons
- Transportation
- Freedom can be scary
- Parole restrictions

As a Machinist
right means perfect.
...and it can be achieved!

Contacts

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The successful collaboration among New Century Careers, the Allegheny County Jail Collaborative and its key stakeholders has shown that we can ensure a path to success for people with a criminal record.

Who are the partners you can start working with today?

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INSIGHT

CENTER FOR COMMUNITY ECONOMIC DEVELOPMENT

National Network of Sector Partners

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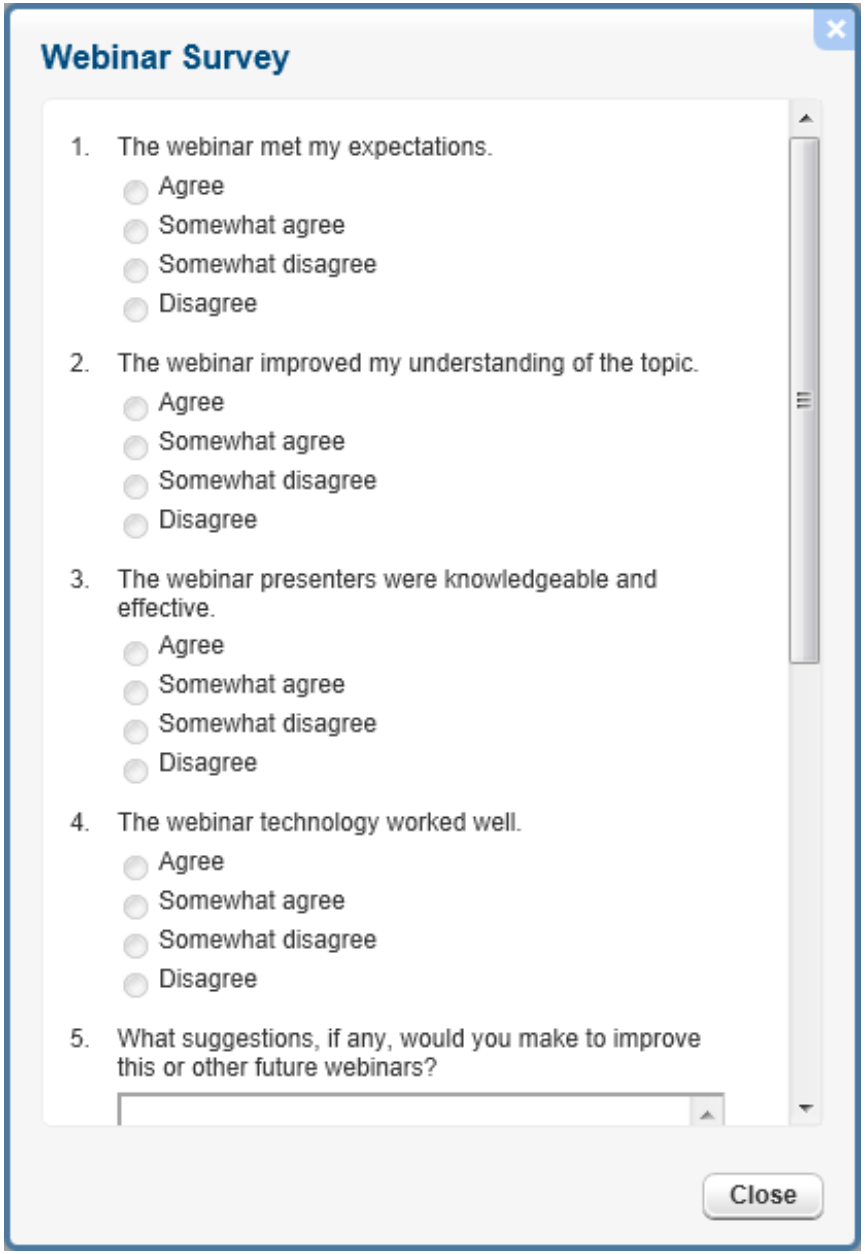
After the webinar….



Webinar Survey

1. The webinar met my expectations.
   - Agree
   - Somewhat agree
   - Somewhat disagree
   - Disagree
2. The webinar improved my understanding of the topic.
   - Agree
   - Somewhat agree
   - Somewhat disagree
   - Disagree
3. The webinar presenters were knowledgeable and effective.
   - Agree
   - Somewhat agree
   - Somewhat disagree
   - Disagree
4. The webinar technology worked well.
   - Agree
   - Somewhat agree
   - Somewhat disagree
   - Disagree
5. What suggestions, if any, would you make to improve this or other future webinars?

Close

Thank you!

Jim Torrens
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