



Alternative Pipelines for Workforce Development: Second Chance Careers

Alternative Pipelines for Workforce Development

Second Chance Careers



What do you see?



Economic Development Department

Leslie McFarlin- Vice
President Economic
Development

Leslie Foster- Associate
Vice President

Adam Fulbright- Business
and Industry Manager

Marshall Sisk- Technical
Instructor

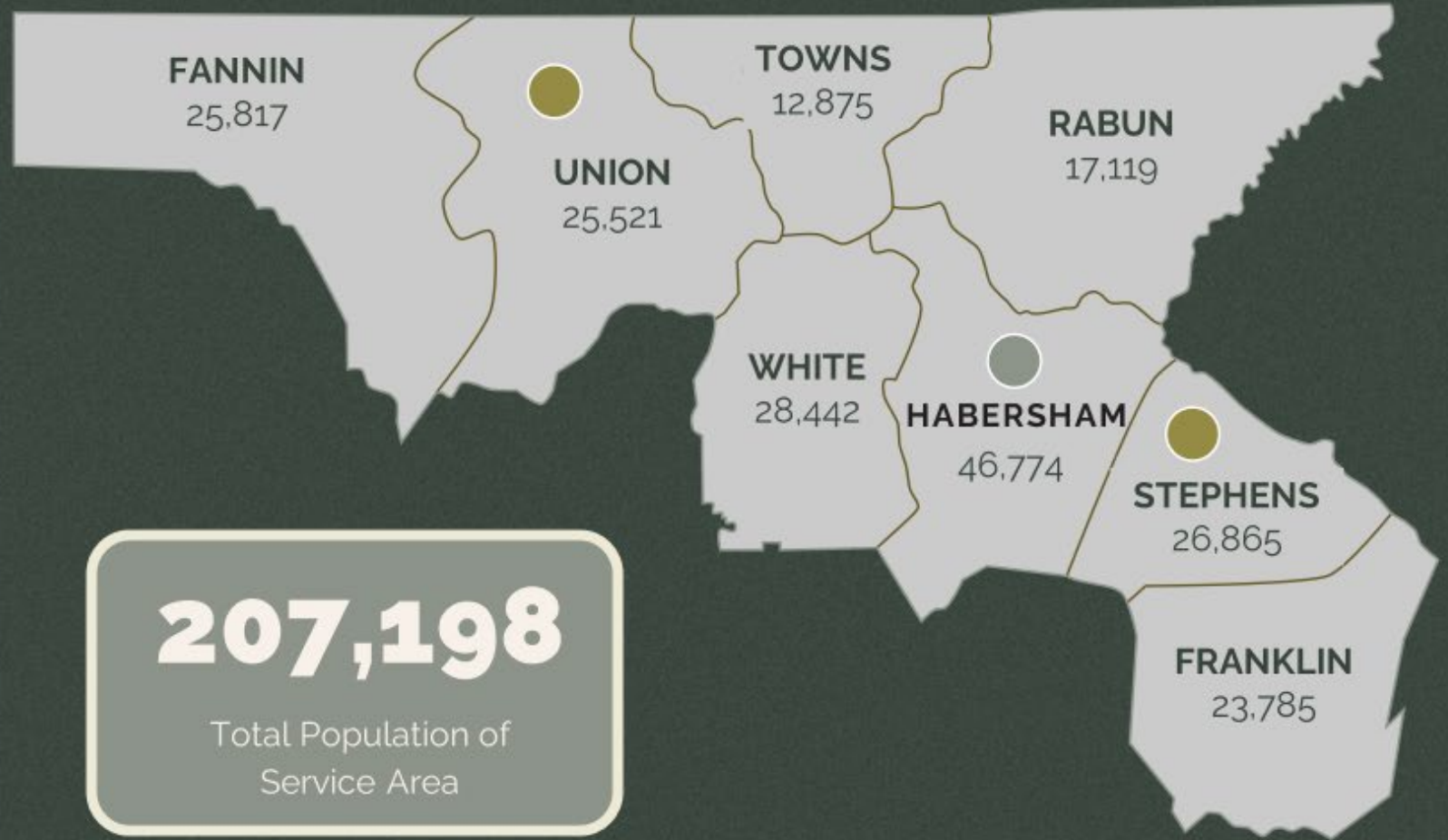


Service Area

 **Clarkesville**
Main Campus
Habersham County

 **Blairsville**
Satellite Campus
Union County

 **Currahee**
Satellite Campus
Stephens County



NGTC Economic Development Department

- Adult Education
- Continuing Education
- Testing Services
- Customized Contract Training



Training Partnerships and Current Program



Mary Overholt- Kubota Manufacturing of America



Workforce
Partners

Danielle Avelar- WorkSource Georgia Mountains



GEORGIA

Connecting Talent with Opportunity

Georgia Department of
Corrections-
Lee Arrendale Transition
Center- Alto, Georgia



GEORGIA
DEPARTMENT OF CORRECTIONS

Habersham Metal
Products



Actions Incorporated



Who's in the room?

The Problem...

Georgia's Workforce Crisis

By 2025 Georgia will need 27,000 more persons working in manufacturing

By 2030, this is expected to grow by 27% over 2025 estimates



The Solution... (Well, one of them)



Alternative Workforce Pipelines
and Second Chance Hiring

Solution for companies

Solution for offenders

Recidivism

Recidivism By the Numbers

Offenders who participate in correctional education programs are 43% less likely to return to prison within three years of release

Prison Education Programs- Save \$4-5 in three-year reincarceration costs for every \$1 invested

• [Lois Davis, Ph.D.](http://www.rand.org/pubs/research_reports/RR266.html) and [Robert Bozick, Ph.D.](http://www.rand.org/pubs/research_reports/RR266.html) are the lead authors of the RAND report "Evaluating the Effectiveness of Correctional Education: A Meta-Analysis of Programs That Provide Education to Incarcerated Adults" which can be found at: http://www.rand.org/pubs/research_reports/RR266.html Davis and Bozick also are the evaluators for the Vera Institute of Justice's Pathways from Prison to Post-Secondary Education project.



Stats and incarceration

Georgia Department of Corrections

- Approximately 47,000 population
- 34 Facilities Total
- 12 Transitional Centers
- 7 Probation Detention Centers

Lee Arrendale Transition Center- Alto, Georgia

- Houses Approximately 120 offenders
- Minimum security
- 6-18 months of release

Welding Training Program



Adult Education and Integrated Education and Training

Integrated Education and Training (IET) Or “On the Go Training”

Assists adults who lack fundamental abilities, pertinent job-related skills, and vital workplace proficiencies in acquiring the competencies and industry-recognized qualifications necessary for sought-after professions.

Topics Covered Include:

- Team Work/ Work Habits
- Self-management/ Time Management
- Communication Skills (Oral & Written)
- Attendance/ Punctuality
- Productivity
- Organization/ Responsibility skills
- Appearance/ Professional Image
- Resumes





Our Welding Program- Lee Arrendale TC

- Program began in 2016 in partnership with Goodwill and has since evolved into NGTC delivering complete curriculum.
- Training is completed in NGTC's state of the art welding Lab by experienced and certified welding instructors.

Program Details Cont.

- Students will take part in 105 hours of teamwork, communication, conflict resolution, manufacturing safety, GMAW welding, metal cutting, and grinding techniques
- Students receive American Welding Society (AWS) upon successful hand-on demonstration and testing by Certified Welding Inspectors & Instructors
- Local industry partnerships utilize second chance hiring



Training Partners



Worksource Georgia Mountains

- Danielle Avelar- Adult/Dislocated Worker Supervisor

Kubota Manufacturing of America

- Mary Overholt- Director of Human Resources



Georgia Mountains

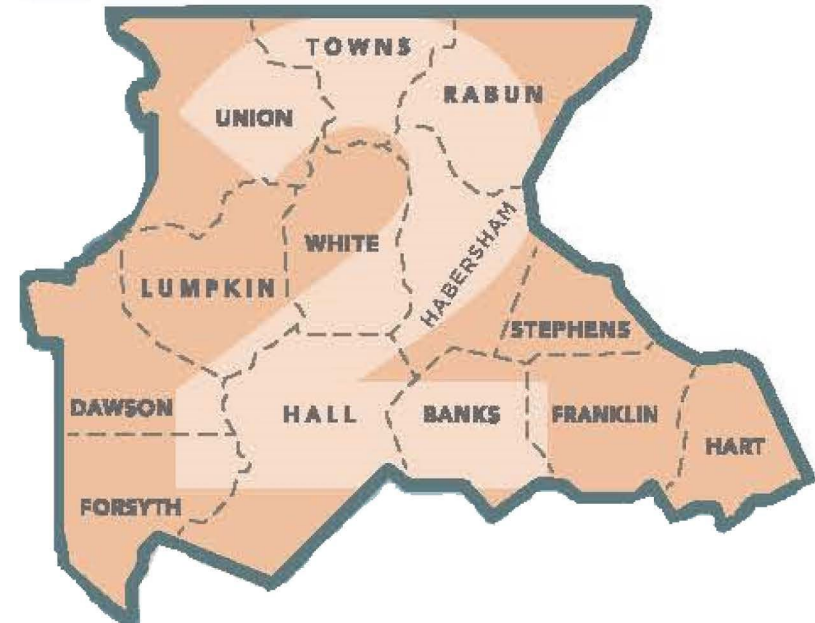
Mission

Our goal is to build a world-class workforce that enables individuals to achieve their highest potential; ensures employers have the skilled workers they need to compete effectively in the global economy; and capitalize on the untapped potential of underemployed and dislocated workers, youth, and other job seekers with special needs.

How are we funded?

Workforce Innovation and Opportunity Act (WIOA)

A Department of Labor-led federal grant program administered by the Technical College System of Georgia- Office of Workforce Development and the Georgia Mountains Regional Commission



The Problem



Growing need for skilled workforce in Georgia
8th highest state imprisonment rate

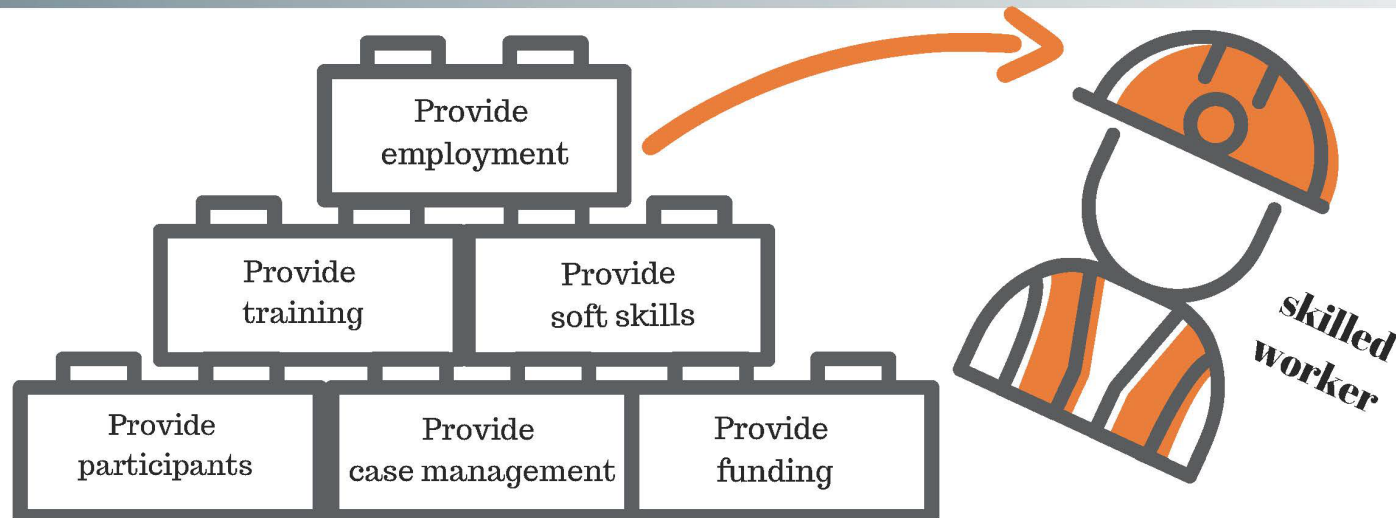
55% of incarcerated individuals did not graduate high school and have no GED

34% high school education or GED only

11% have some form of higher education

<http://www.dcor.state.ga.us/>

Building Blocks for Success



Mary Overholt Director of Human Resources- Kubota Manufacturing of America

- What was the need?
- Why second chance hiring?
- Processes
- Preconceptions
- How have these preconceptions changed?



Kubota

Success Stories



Other Training Programs and Opportunities for Offenders

- Lee Arrendale and Whitworth Hair Design and Cosmetology Continuing Education
- CCDC- Automotive, Construction IET/On The Go Training
- Department of Community Supervision- IET Manufacturing Ready
- Adult Education Programs



Reaction Discussion



Questions, Comments, Discussion

