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2024 WORKFORCE PROFESSIONAL DEVELOPMENT SUMMIT

# **Cultivating Untapped Talent: Second Chance Doesn't Mean Second Rate**

Innovative *pre-release* partnerships between the CareerSource Florida network, Florida Department of Corrections, and community-based partners are answering employer demand and exceeding employer expectations for work ready talent




# Untapped Talent

- 1 in 3 adults (77 million) in the United States are justice-involved – arrest and/or conviction
  - 20,000 + jobseekers leave the Florida Department of Corrections and return to our local communities every year
  - Job = individual / family / community well-being: Only 8% employed shortly after release return to crime / prison as compared to 52% who do not maintain employment
  - Employer bottom line benefits = tax advantages, statistically less likely to quit, no more likely to be fired for misconduct, and willing to learn / grow – increasing productivity and reducing hiring and turnover costs
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# Florida HIRES


Helping Inmates Realize Employment Success

- Employability and technical skills training are common sense strategies to maximize the potential for employment
  - Governor and Florida Legislature directed the Florida Department of Corrections and CareerSource Florida to collaboratively develop and implement *pre-release* work readiness solutions
  - Inception to date (5 years), direct pre-release services to 1,200+ incarcerated individuals at 12 FDC institutions in collaboration with 8 current CareerSource Florida network partners and dozens of technical training, community-based, and employer partners, resulting in more than 4,400+ work readiness certifications
  - Preliminary research indicates as many as 63 percent of Florida HIRES participants were employed within the first few months of completion / release
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# Florida HIRES

Helping Inmates Realize Employment Success

- New pre-release technical skills training aligned with employer demand including commercial truck driving; advanced manufacturing; core construction and related trades; heavy equipment operation; warehousing and logistics; low voltage/ fiber; and customer service / hospitality
  - For the first time, pre-release technical skills training offered at a FDC community work release center – opening the door to higher wage career pathways
  - First-ever pre-release paid onsite work-based learning experience (funded by the CareerSource Pinellas) – all participants immediately offered employment and 11 of the 12 retained at the six-month mark
  - New 100-hour reentry / work readiness training (COMPASS 180) required within 180 days of release and new companion facilitator guide to elevate the quality of instruction / learning – opportunity for CareerSource pre-release engagement
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# FDC Pre-Release Hiring

- Approaches include:
    - FDC direct development of employer partnerships + FDC facilitated 'hiring events' directly matching jobseekers and employers
    - FDC facilitated reconnection of jobseekers with their previous employers
    - FDC pre-screens jobseekers and CareerSource matches with CareerSource developed employer partners – CareerSource Hillsborough Pinellas, CareerSource Northeast Florida, and CareerSource Polk
  - FDC facilitates pre-screening of jobseekers for work readiness including technical skills and mindset + release date and location + reentry housing / transportation plan
  - FDC facilitates jobseeker pre-hire prep including resume development, online applications, interviews both in-person and virtual (DTEN / Zoom), job offer / acceptance, and employment documentation
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# Baker Re-Entry Center

- Warehousing and Logistics



# Baker Re-Entry Center

## Warehousing and Logistics Training

- Entry level warehousing, supply chain, and logistics training transferrable across industries
- OSHA Forklift Certification
- Florida Ready to Work Soft Skills Credential
- Starting \$18-\$21 per hour plus benefits, high \$25

### Technical Training

- 4 +/- weeks (120 +/- training hours), 5 classes per year
- Classroom / computer-based learning
- Forklift training

### Participants

- 20 +/- per class – Men
- Started 2021, 12 classes, 93 total completers

# Baker Re-Entry Center

## Warehousing and Logistics Training

### Employer Partners

- Wayfair– distribution center
- WalMart – stores / distribution center
- Amazon – distribution center

### Community Partners

- University of North Florida
- Southern States Toyotalift
- Operation New Hope
- Florida Ready to Work, state-sponsored foundational career readiness program

### CareerSource Northeast Florida

- Employ Florida orientation / registration, resume development, job search strategies, and interview prep at Baker Re-Entry Center
- Florida Ready to Work soft skills training / credentialing
- Employer partner collaboration to advance job matching / placement, new employer recruitment
- Project management and outcome tracking / reporting



# St. Petersburg Community Release Center

- Core Construction / Tiny House
- Advanced Manufacturing
- Low Voltage



# St. Petersburg CRC

## Core Construction - Manufacturing / Tiny House Training

- Entry level training for construction, manufacturing, transferrable skills for other career pathways
- OSHA 30 (Workplace Safety) Certification
- Power Tools Certification
- OSHA Forklift Certification
- PERC STARS (Success Mindset) Certification
- Within My Reach (Family Relationships) Certification
- Florida Ready to Work Soft Skills Credential
- Starting \$18-\$21 per hour plus benefits, high \$27

### Technical Training

- 16 +/- weeks (450 +/- training hours), 4 classes per year
- Classroom / computer-based learning
- Hands-on construction skills training
- Forklift training
- On-the-job experience building a tiny house

### Participants

- 20 +/- per class – Men
- Started 2021, 6 classes, 137 total completers + 20 training now
- Work release qualified, motivated!, no other requirements



# TSE Industries

Clearwater Florida-based, family-owned polymer (rubber, plastics, adhesives, sealants) manufacturing and fabrication company shipping made in America products across the globe.



# St. Petersburg CRC

## Core Construction - Manufacturing/ Tiny House Training

### Employer Partners

- TSE Industries – advanced manufacturing / transferrable skills
- Habitat for Humanity – residential construction
- Cypress Gulf – civil site construction

### Community Partners

- PERC / Pinellas Ex-Offender Re-Entry Coalition
- The Florida Dream Center
- University of South Florida
- Florida Ready to Work, state-sponsored foundational career readiness program

### CareerSource Hillsborough Pinellas

- Employ Florida orientation / registration, resume development, job search strategies, and interview prep at CareerSource Hillsborough Pinellas Career Center
- Florida Ready to Work soft skills training / credentialing
- Employer partner collaboration to advance job matching / placement, new employer recruitment
- Project management and outcome tracking / reporting



# Kissimmee Community Release Center

# Orlando Community Release Center

- Commercial Driver License  
Class B
- Electrical



# Kissimmee CRC / Orlando CRC

## Commercial Driver License Class B Training

- Licensed to operate Class B commercial vehicles: dump trucks, concrete mixers, sanitation, and retail delivery
- Optional tanker certification
- Florida Ready to Work Soft Skills Credential
- Starting \$18-\$21 per hour plus benefits, high \$23
- Career pathway to train as a 'big rig' Class A driver

### Training

- 6 +/- weeks (80 +/- training hours), 5 +/- classes per year
- CDL physical / screening
- Driver license reinstatement
- CDL permit prep and testing
- Classroom / computer-based learning
- Pre-trip skills training
- Behind-the-wheel training and licensure testing

### Participants

- 12 +/- per class – Men and Women
- Started 2021, 14 classes, 149 total completers
- Work release qualified, prior driver license required, fines paid



# FCC Environmental

One of the world's largest waste collection, recycling and sustainability companies with 60,000+ employees spanning 7 Florida markets and 35 countries worldwide.



# Kissimmee CRC / Orlando CRC

## Commercial Driver License Class B Training

### Employer Partners

- FCC Environmental – waste management
- A-1 Block – concrete products / solutions
- Argos – cement
- Waste Pro – waste management

### Community Partners

- FleetForce Truck Driving School
- Osceola County Tax Collector's Office
- Florida Ready to Work, state-sponsored foundational career readiness program

### CareerSource Central Florida

- Employ Florida orientation / registration, resume development, job search strategies, and interview prep at Kissimmee Community Release Center
- Florida Ready to Work soft skills training / credentialing
- Employer partner collaboration to advance job matching / placement, new employer recruitment
- Project management and outcome tracking / reporting



# Panel Q&A

