Introduction to Safer Foundation’s Demand Skills Collaborative

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Overview

About Safer

Safer Foundation is in its 43rd year of operation.

Our mission is to support, through a full spectrum of services, the efforts of people with criminal records to become employed, law-abiding members of the community and as a result, reduce recidivism.

- 12 locations in Illinois and Iowa with additional sub-contractors in Wisconsin and Missouri
- Nearly 300 employees
- A 63% reduction in recidivism for clients after achieving 30 days of employment, when compared to the IDOC overall recidivism rate for the same time period

Services Provided
- Case Management
- Mentoring
- Educational Intervention
- Service Learning
- Industry Training
- Employment Services
- Expungement
- Follow-Up
- Substance Abuse Treatment
- Mental Health Services

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Safer Geography and Services

Today, Safer Foundation’s network spans its operations across four states providing various services.

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Demographics

Our client demographics in Chicago* are listed below.

*Data collected for clients served between 3/13-3/15

Adult Transition Center Programming

Chicago Community Trust’s Computer Numerical Control (CNC) Training
- Chicago Community Trust (CCT) wanted to implement training in a Work Release setting (easier than institutional)
- Implemented a CNC training program for 4 cohort’s of at minimum 15 residents @ a minimum total of 60 residents
- CCT has renewed funding for an additional 2 cohorts, currently underway

DOL’s Training to Work (T2W) 1 and 2
- Safer leveraged the success of CCT’s grant, applied and won funding to administer Training to Work 1, in 2012.
- As a result, we expanded training to Welding, Microsoft Cert., Forklift Driver, Food Service, Commercial Drivers License
- We then applied and were awarded T2W 2
- Added Culinary, removed Microsoft

Both programs are still training across industries today

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Partnerships

What worked
- With an end goal of employment, partnerships were needed
- The included partnerships with:
  - Industry experts
  - Training organizations
  - Businesses
  - Funders
- These were needed to give credibility (show we knew what we were talking about) and help to setup clients for employment success

What did not work
- Where we didn’t have strong partnerships with employers
- Where we didn’t appropriately consider the number of qualified clients for the training/end job
  - E.g. Microsoft

Results FY13/15

<table>
<thead>
<tr>
<th>Deliverable Description</th>
<th>Contract Target</th>
<th>YTD Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clients Served</td>
<td>60</td>
<td>74</td>
</tr>
<tr>
<td>80% Complete Training</td>
<td>48</td>
<td>90% (67)</td>
</tr>
<tr>
<td>70% Secure Employment</td>
<td>34</td>
<td>81% (60)</td>
</tr>
<tr>
<td>70% of Employed attain 30-day Retention</td>
<td>24</td>
<td>92% (55)</td>
</tr>
<tr>
<td>70% of 30-day Retention attain 90-day Retention</td>
<td>16</td>
<td>85% (51)</td>
</tr>
<tr>
<td>60% of 30-day Retained attain 180-day Retention</td>
<td>14</td>
<td>63% (38)</td>
</tr>
</tbody>
</table>

Results FY14/16

<table>
<thead>
<tr>
<th>Deliverable Description</th>
<th>Contract Target</th>
<th>YTD Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clients Enrolled</td>
<td>125</td>
<td>158</td>
</tr>
<tr>
<td>Complete Occupational Training (Industry Credential)</td>
<td>60</td>
<td>149</td>
</tr>
<tr>
<td>Entered Employment (Qtr. 1)</td>
<td>100</td>
<td>128</td>
</tr>
<tr>
<td>Employment Retention Rate (Qtrs. 2&amp;3)</td>
<td>70</td>
<td>83</td>
</tr>
<tr>
<td>Average Earnings (after exit)</td>
<td>$9 p/h ($9,360 over 6mths)</td>
<td>$12.63 p/h</td>
</tr>
<tr>
<td>Recidivism (1 yr. after exit)</td>
<td>28</td>
<td>3</td>
</tr>
</tbody>
</table>

What is SDSC

SDSC is...
- A deeper (and mutual) understanding of the Labor Market, needs, issues and potential solutions
- A collaboration of partners working closely to train and or place our clients into high demand, higher paying occupations
- A deeper level of employer engagement
- Driven by employer needs to increase outcomes
- Made of many partners, i.e. trainers, experts, WFD agencies, business
- Designed to put candidates on a career pathway with a strong outlook
- Financial Stability

Who are the Collaborators

Collaborators include:
- Businesses - that have a demand for labor
- Training organizations — that can deliver industry recognized credentials
- Safer – As a workforce development intermediary to identify and screen qualified candidates, deepen employer relationships
- Funders – to bring resources to the demand driven model
- Industry Experts – provide understanding of terminology, trends, certifications and industry needs

Brings credibility
Why the SDSC Approach

Why?
- It helps us to identify industry training needs and then creates a pipeline for the industry
- It places our clients in a stronger position to compete for jobs
- It helps employers get people trained the way they want them
- It increases the chances of higher wages and advancement
- Longer term industry attachments

How to Identify and Meet Needs...

How to ...
- Start with one employer partner in a target industry
- Know your customer (and their industry):
  - Have your LMI and industry research together
  - Show them the cost of a hire
    - [http://www.costofahire.com](http://www.costofahire.com) (manufacturing)
  - Show how you can add value as an intermediary to reduce cost
    - Bring WFD resources, qualified candidates
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  - Conduct organizational positions / skills inventory ([O*Net*/careeronestop.org](http://www.o*net.org))
  - Develop career pathways—show progression in wages and skills*
  - Align your candidate screening, support and training process with career pathway and business needs

Supply and Demand Driven Model

Safer Foundation as Intermediary
1) Candidates
2) Training/bridging
3) Supports
4) LMI and resources

Businesses
1) Demand for skilled labor
2) Industry expertise
3) Lack of time or focus to fill vacancies

Benefits of this Approach

The SDSC Approach means:
- Clients are better prepared for in demand occupations, have a better understanding of their value and the market needs
- Clients will be paid more and have higher retention rates—SDSC involves career pathways and skill/wage progression
- Employers get candidates that better meet their needs

Expected Results:
- Positive Community IMPACT
- Stronger Bottom line for Business

Target Industries

Size, Growth and Location Quotient
- Labor market size varies by industry
  - Driven by demand for the product or service
- Jobs growth varies by industry
  - Driven by:
    - Availability of qualified candidates
    - Demand for the product or service
    - Projections for new job creations and of those leaving the industry
- Location Quotient (LQ) definition:
  "LQ is a valuable way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region "unique" in comparison to the national average." (Source: EMSI)

Industry Growth vs Size vs Location Quotient

Data source: EMSI
Industry Growth vs Size vs Location Quotient

Healthcare Industry
- Healthcare has the largest occupational growth at 12% through 2022
- 1 in 3 adults in Cook and Collar County has a health condition
- In the Community -Extent of record impact: 1 in 3 adults
  - Individuals released from IDOC and Cook County Jail annually
  - Safer Retention Services and Supports

Telecommunications Industry
- Telecommunications has modest occupational growth at up to 7%
- A 100,000 person skill gap is affecting revenue
- Champion Employer
  - Implementing apprenticeship program has acknowledged the problem

Target Industries
- Strategy
  - Safer already has relationships in most industries, but some have not been offender friendly. A strategic decision was made to target industries that need skilled candidates and have avenues open to our clients.

These include:
- Manufacturing (advanced)
- Transportation / Distribution / Logistics
- Food Service / Hospitality
- Healthcare
- Wireless Telecommunications
- Urban Agriculture (and more to come)

Community Based Needs
- SDSC in the Community
  - Community based clients not part of existing skills training target groups
  - Demand in the community for remedial education and training is very high
  - Strong assessment process needed
  - Contextualized bridging needed
  - All services need to be in one place, including general Safer Retention Services and Supports

Mutual Interests
- Safer Foundation Candidates
- Telecommunications Health Care (Other) Opportunities
  - Meeting High Demand of Open Health Care Opportunities
  - Considering new pool of vetted qualified candidates

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SDSC “HUB’s”

Screening Process: Retention Services Model

Safer Foundation Services and Options

1) Candidate Pipeline Preparation, Screening, Supports and Follow-up
2) Industry Expertise and Training – Industry Collaboratives
3) Additional Options
   1) Pivotal ‘Staffing/Temp to hire’ Services
   2) Subsidized Employment

Questions?

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Thanks!