

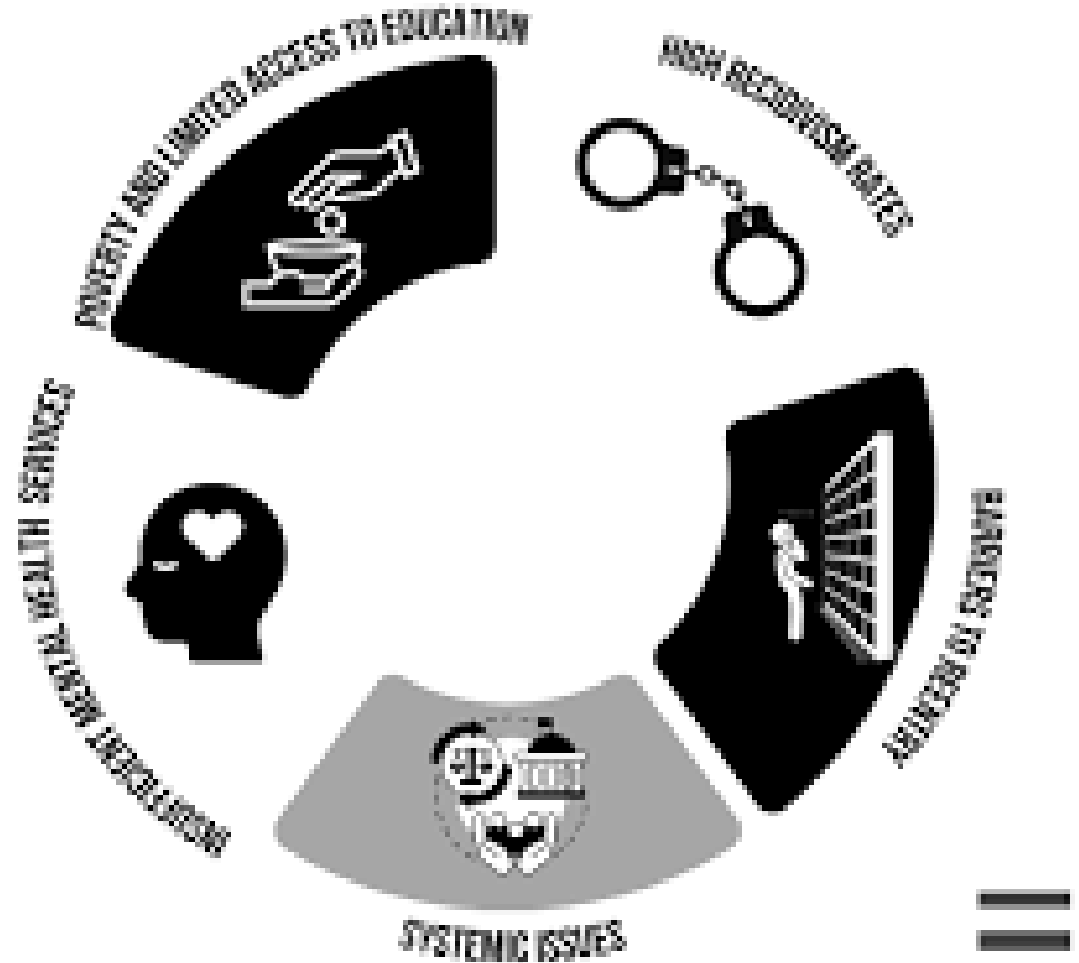
Breaking Barriers: The Power of Reentry and Workforce Training

- Addressing Barriers and Providing Solutions for Formerly Incarcerated Individuals

Presented by: Michael D. Hollis

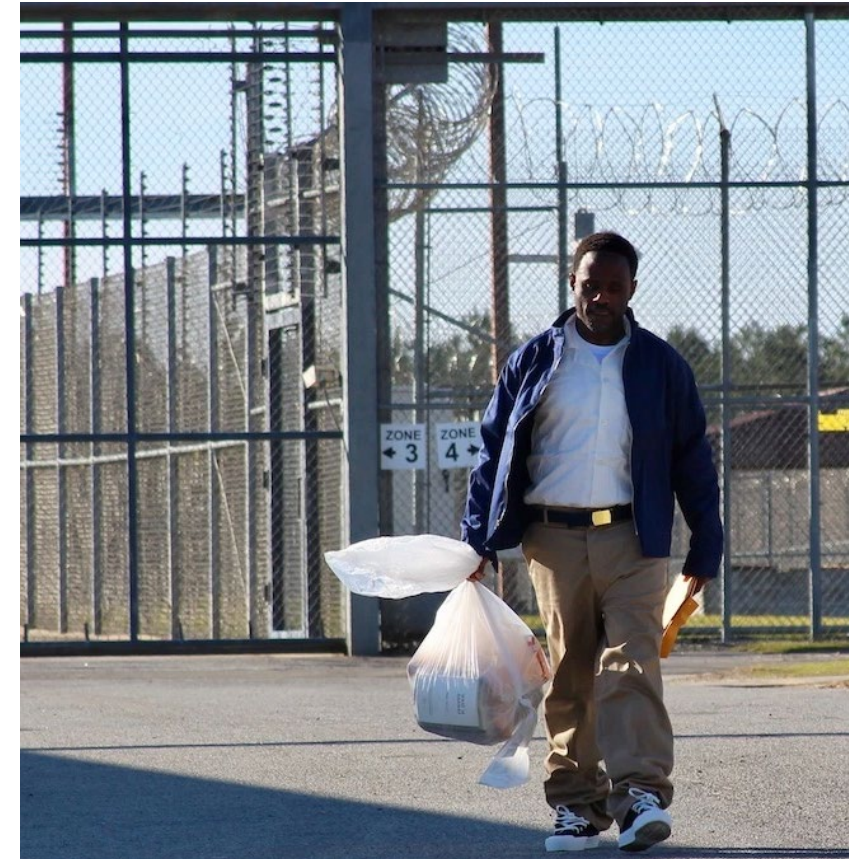
Organization: Foundation for an Independent Tomorrow

CYCLE OF MASS INCARCERATION



The Reality of Reentry

- Over 600,000 individuals are released from U.S. prisons each year.
- Nearly two-thirds are rearrested within three years.
- Employment is a key factor in reducing recidivism.
- *What can be done to help people who are released from prison keep from being rearrested? With no job, no money, and no place to live, returnees often find themselves facing the same pressures and temptations that landed them in prison in the first place. Assisting ex-prisoners in finding and keeping employment, identifying transitional housing, and receiving mentoring are three key elements of successful re-entry into our communities.*



Barriers to Reentry

- **Employment Barriers:** Criminal records reduce job opportunities.
- **Housing Barriers:** Many landlords refuse to rent to individuals with records.
- **Education & Skills Gap:** Lack of credentials and training hinders job access.
- **Social Stigma:** Employers and communities may hesitate to provide second chances.
- **Legal & Financial Barriers:** Unpaid fines, restrictions on licenses, etc.

Driver's license restrictions

Employment discrimination

Court + consumer debt

Housing discrimination

Occupational licensing barriers

Criminal record barriers



Barriers to public benefits

The Role of Training in Overcoming Barriers

- Provides **marketable skills** in growing industries.
- Increases **employability** and reduces job application discrimination.
- Helps individuals gain **financial independence** and stability.
- Builds **self-confidence** and restores dignity.

Job Versus a Career

- *A "job" is a specific position or role you hold to earn money, often temporary or focused on a single task, while a "career" is a long-term path within a particular field, encompassing multiple jobs and experiences, built with intention and focused on professional development and growth over time.*



The Data on Training and Employment

- Formerly incarcerated individuals who gain employment within a year are **50% less likely to reoffend**.
- Workforce training programs have shown to increase employment rates by **35%**.
- For every **\$1 invested in job training**, communities see a **\$3 to \$5 return** in economic benefits.

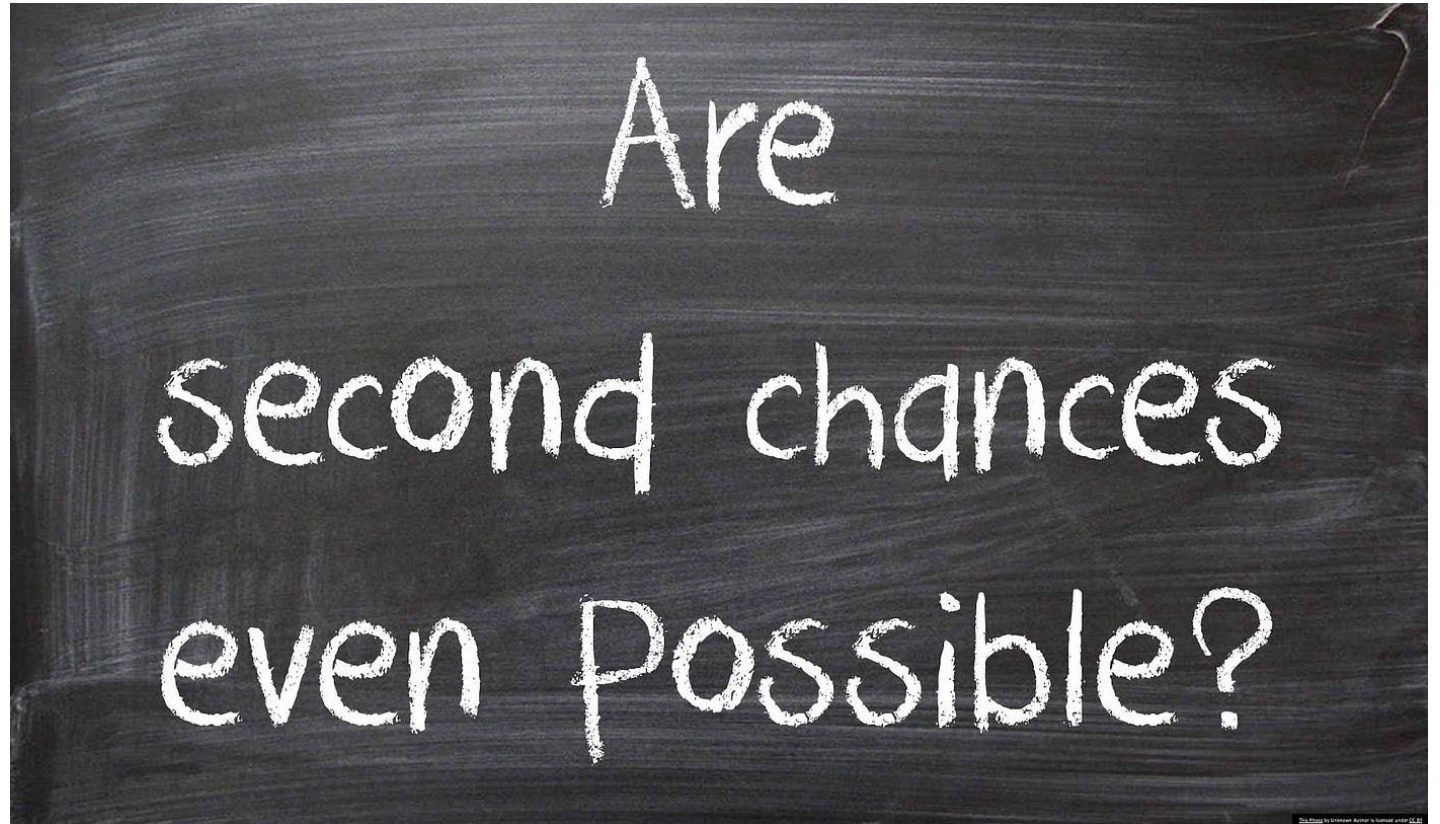


Why Reentry is a Good Solution

- Reduces **recidivism**, lowering crime rates.
- Strengthens **families and communities** by improving financial stability.
- Saves taxpayer dollars on **incarceration costs**.
- Helps fill **labor shortages** in key industries.



Everyone Deserves a Second Chance



- Rehabilitation leads to **reduced public assistance dependency**.
- Providing opportunities promotes **equity and justice**.
- People with lived experience can contribute **valuable skills** to the workforce.

The Role of Funding in Expanding Reentry Programs

Increased funding allows for:

- More vocational training programs.
- Supportive services like childcare, transportation, and housing assistance.
- Greater case management and mentorship opportunities.
- Expanded partnerships with employers and apprenticeship programs.



How Training Reduces Public Assistance Dependence



Stable employment means fewer individuals relying on **food stamps, housing vouchers, and Medicaid.**

Reduces the burden on **social services and the criminal justice system.**

Generates **tax revenue** from increased employment.

Call to Action

- Support funding for reentry and workforce training programs.
- Advocate for fair hiring practices for returning citizens.
- Encourage businesses to participate in second-chance hiring.
- Join the movement to break the cycle of incarceration.





Foundation for an Independent Tomorrow (FIT)

Michael D. Hollis

Chief Operating Officer

A little history

1) What is Foundation for an Independent Tomorrow?

- We are a local nonprofit 501 c3 celebrating 28 years this October and our scope is workforce development we serve the unemployed and underemployed individuals here in Southern Nevada. We provide vocational training, workforce support and other amazing services and resources.
- **Address:** 1931 Stella Lake Street Las Vegas, Nevada 89106 ~**located in the historic westside**~
- **Phone:** 702-367-4348





The need!!!!



Services Provided

- **All services are at no cost to the program participant.**

- **FIT provides funding for:**

- Vocational training
- Tuition
- Books and school supplies
- Licensing fees
- CPR classes
- Certification testing fees
- Application fees
- OJT

- **Supportive Services:**

- Hygiene Supplies
- Gas cards/ Daily and Monthly bus pass
- Vouchers

- **Workforce Prerequisites:**

- Uniforms and clothing
- Drug testing
- Background checks
- Health Cards
- Physicals/ Immunizations
- Tools

Services cont...

- **Workshops:**
- Job Readiness Workshop
- Resume Workshop
- Digital Literacy Courses
- Financial Literacy Courses
- Job Search Assistance



Community Connected! Resource Driven!



Community...**CONNECTED!**

- Half of the FIT Case Management Team are licensed Social Workers
- Medicaid information-Division of Welfare on site
- HPN/Anthem enrollment on site for clients interested
- Drug or alcohol treatment coupled with on-site biweekly NA/AA meetings
- ESL classes
- Family and mental health counseling on-site
- High School Equivalency prep course through Clark County Adult Ed on site
- Community Partner Referrals
- Labor exchange services through on-site access to a Job Connect representative
- Child Support information/ one on one meetings with DA Family Services on site
- Nevada Legal Services record sealing workshop
- Ask A Lawyer in house 30-minute sessions on site with Clark County Public Defender's Office

Case Management



October 26, 2023
Caesars Palace
Las Vegas, Nevada



- **Assessments:**
- Bio-Psycho-Social Assessments to identify strengths and employment barriers
- Basic Reading/ Writing// Math and Computer classes/assessments
- Workplace interests and values surveys
- Labor market information
- Drug and Alcohol Use
- Criminal History

- **Case Management:**
- Individualized case plan one –on- one
- Career Counseling
- Individual Employment Plans
- Vocational Goal Planning
- (12) Months of follow up AFTER employment
- One-on-One financial coaching
- Evaluation of client budgets
- Mock interviews

Programs

- Re-Entry Initiative Program
- Pathway Homes 3 Pre-Release
- Employment Empowerment Project

FOUNDATION FOR AN INDEPENDENT TOMORROW

Re-Entry Initiative Program

Have you been searching for a program to help you reach your employment goals?

We will help you find a career that "FITS" your needs!



Foundation for an Independent Tomorrow's (FIT) program is aimed at helping ex-offenders re-enter the labor market. Services and funding are available to individuals with a past criminal history, with a strong emphasis on training and employment opportunities.



SERVICES AVAILABLE

- Job Readiness Classes
- Computer Classes
- Resume Writing
- Supportive Services/Work Items
- Vocational Training
- Job Search Assistance



Come learn about our program every Monday at 8:30am
1931 Stella Lake Dr.
Las Vegas, NV 89106
702-367-4348
www.lasvegasfit.org



workforce CONNECTIONS

Additional rules and restrictions are available upon request to individuals with disabilities. The 11% (202) 367-4348 / Nevada Relay 711. A sign language interpreter may also be made available with the Nevada Relay 711. If you need accommodations for the program, please contact the Nevada Relay 711. This is an Equal Opportunity Employer. The Foundation for an Independent Tomorrow is a 501(c)(3) non-profit organization. 100% payment of our 11% fee is made from Nevada's Department of Justice - Employment and Training, Job Retraining Initiative, a grant from the Department of Justice - Employment and Training, Job Retraining Initiative. Training is a grant from the Department of Justice - Employment and Training, Job Retraining Initiative. Training is a grant from the Department of Justice - Employment and Training, Job Retraining Initiative. Training is a grant from the Department of Justice - Employment and Training, Job Retraining Initiative.



FOUNDATION FOR AN INDEPENDENT TOMORROW

Employment Empowerment Project

Foundation for an Independent Tomorrow (FIT) helps unemployed and underemployed Nevadans towards financial stability. By providing individual mentoring, career guidance, and employment-related services, FIT guides clients to identify career options and take steps to achieve self-sufficiency.

Focusing on careers in Healthcare!

Services Available

- Job Readiness Classes
- Computer Classes
- Resume Writing
- Supportive Services/Work Items
- Vocational Training
- Job Search Assistance

COME LEARN ABOUT OUR PROGRAM EVERY MONDAY AT 1PM

1931 Stella Lake Dr.
Las Vegas, NV 89106
702-367-4348
www.lasvegasfit.org



Diversified funding

- WIOA
- Department of Labor-4
- County-ARPA
- State-AB525
- DETR
- Multiple Private Donors



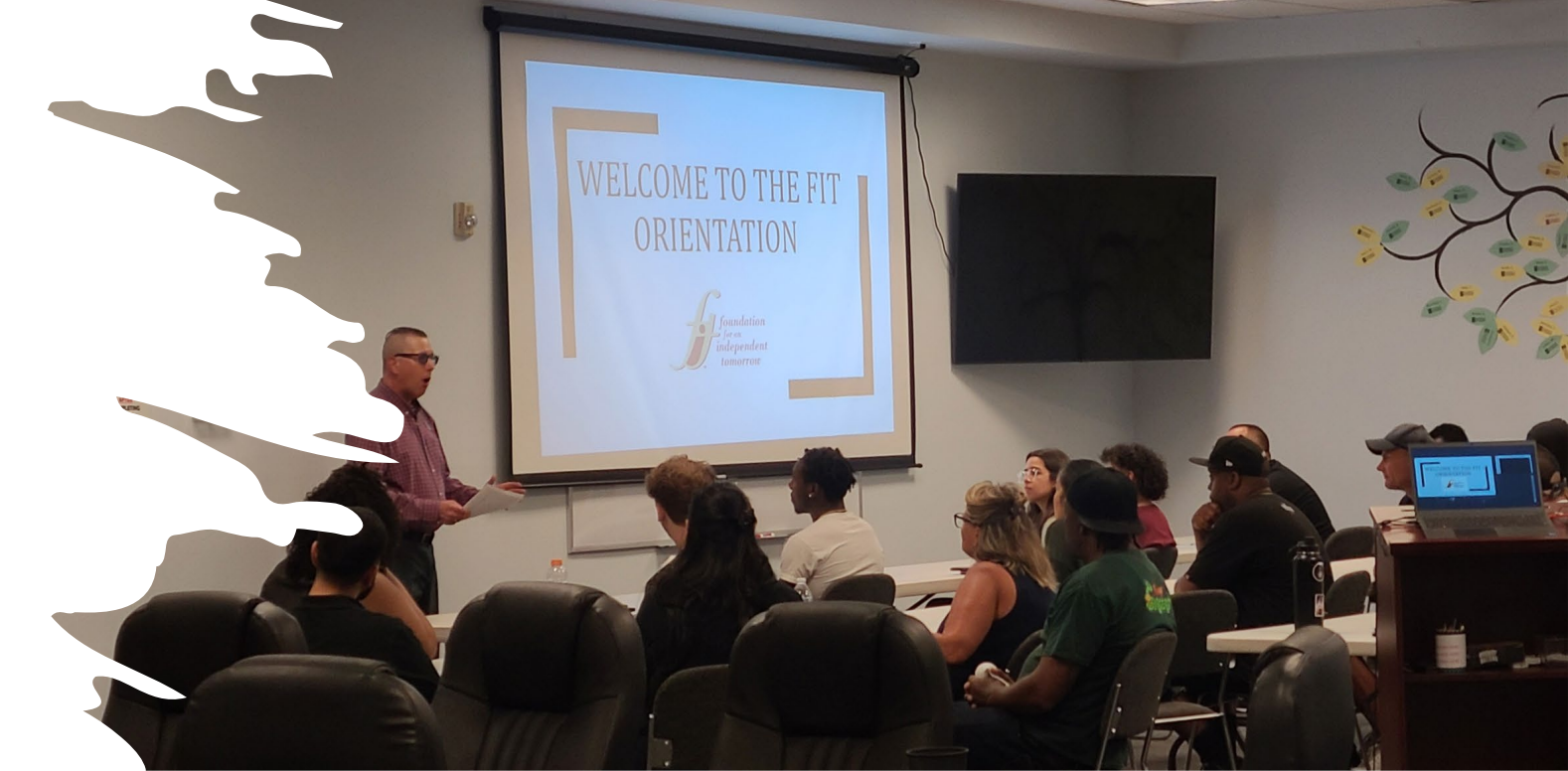
FIT/Standards

- The Standards of Excellence Academy (the Academy) makes advanced learning opportunities accessible to more southern Nevadans by providing training and certification programs.
- Programs: Certified Nursing Assistant, CDL Class A, Automotive Technician, Forklift, Warehouse Associate/Technician, Phlebotomy, OSHA certifications, and CPR/AED.

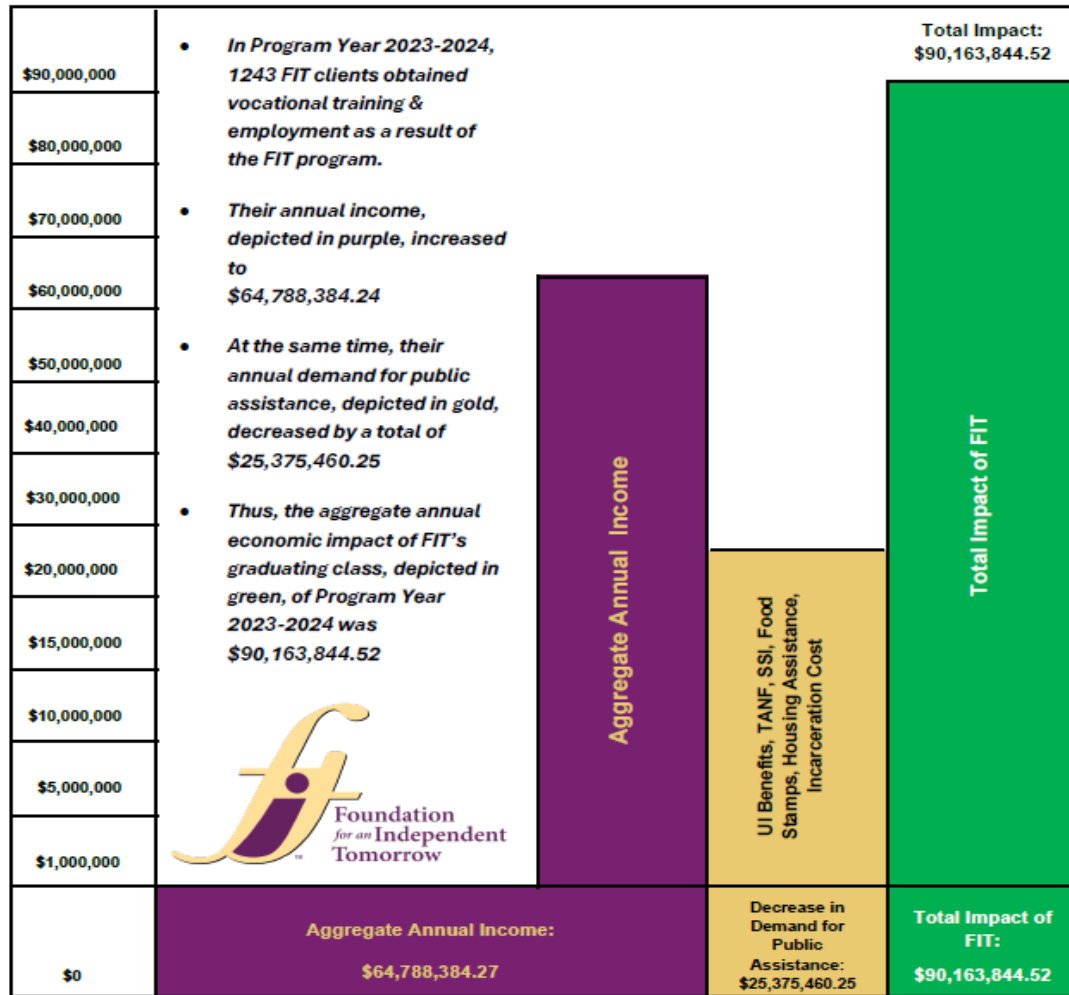


Are you interested?

- **First step in getting started with the FIT program is to attend orientation which is held every Monday! Doors open at 8:00a.m. and orientation starts at 8:30a.m. We take the first 50 people in line.**



Annual Economic Impact of FIT Clients
Results from PY 2023-2024 (July 1, 2023 - June 30, 2024)



The Success

- We measure our impact through 3 objective quantitative measures:
- 1. The number of people employed.
- 2. The amount to which their income increases.
- 3. The amount by which their dependence on public assistance decreases.

Impacting Generations! Chris' Journey: From Incarceration to Self-Sufficiency

- After spending eight years incarcerated, Chris was determined to rebuild his life. Upon his release, he sought support from Foundation for an Independent Tomorrow (FIT), eager to create a stable future for himself and his daughter. Chris began his journey by attending orientation, where he learned about the resources available to him. He actively participated in FIT's Stages to Employment job readiness classes, staying in close contact with his case manager to develop a case plan tailored to his short- and long-term goals. With guidance, Chris identified a career path that would provide stability and independence earning his Class A Commercial Driver's License (CDL) through vocational training. Through dedication and perseverance, Chris completed his training and secured employment as a professional driver. This achievement was a major milestone, but for Chris, success became real in a much smaller, yet deeply meaningful moment. One day, his daughter came home from school and asked for four dollars to buy a snack from the student store. For many, it was a simple request. But for Chris, it was everything. For the first time in a long time, he could provide for her without worry or hesitation. That four-dollar moment symbolized his hard work paying off not just in financial stability but in the pride and confidence that came with being a father who could meet his child's needs. Today, Chris' daughter goes to school every day with money in her pocket because her father is self-sufficient, stable, and thriving. His journey is a testament to the power of determination, opportunity, and the unwavering love of a parent striving for a better future. Chris' story is just one example of how FIT empowers individuals to overcome barriers and create new beginnings.

Time for
Questions?



ANY QUESTIONS?

NO HARD QUESTION, PLS..