

ReEntry Acceleration Program (REAP)

Business Association Breakfast
Columbia University
Wednesday, April 26, 2017

About the Re-Entry Acceleration Program (REAP) and this Association

REAP [1] trains MBA students to deliver business training to incarcerated individuals, **[2]** coordinates with current and potential employers, and **[3]** creates a forum for new relationships to shape a solutions-focused dialog.

Our **association's mission**: “To enlist 200 business to provide 2000 FIPs with career-track jobs that lead to financial independence by 2020.”

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Agenda

7:30–8:00 a.m. | Breakfast & Seating

8:00–8:10 a.m. | Welcome & Recap of Previous Breakfast

8:10–8:20 a.m. | Introduction of Featured Members

Koby Rotstein, Director of Business Development, Year Up

Lynn Allen, Technical Evangelist, Autodesk

8:20–8:30 a.m. | Proposed Organization & Review of Working Groups

8:30–8:40 a.m. | Table Assignments for Working Groups & Working Group Sign-Up

8:40–9:15 a.m. | Working Group: Review of Agenda, Elect Leadership, Assign Tasks

9:15–9:30 a.m. | Plenary Discussion of Working Groups

9:30–9:40 a.m. | Next Steps and Wrap-up

9:40–10:00 a.m. | Networking

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Columbia Business School
AT THE VERY CENTER OF BUSINESS™

The Tamer Center for Social Enterprise



Year Up - Who We Are

- A strategic source of diverse entry-level, middle skill talent for some of America's largest and best known companies.
- A workforce development organization that rigorously prepares underserved young adults for successful corporate careers and higher education.
- A non-profit organization dedicated to closing the Opportunity Divide.



JPMORGAN CHASE & CO.



The Year Up Program Model – High Support & High Expectations



Learning and Development Curriculum: Greater Boston

**Financial
Operations**

INVESTMENT OPERATIONS: Interns focus on the roles and functions of key participants in the investment arena and understand the principles of financial products and value change factors.

**Information
Technology**

HELPDESK & DESKTOP SUPPORT: Interns can install, upgrade, configure, and troubleshoot hardware and operating systems. They are equipped with strong customer service skills in order to effectively communicate with and provide direct support to users.

**Sales &
Customer
Support**

INSIDE SALES: Techniques to uncover needs, build rapport, defuse situations, manage pipeline via CRM and close deals

CUSTOMER SUPPORT: Techniques to communicate effectively through oral and written communication, assess customer needs and exceed customer expectations.

**Software
Testing**

QUALITY ASSURANCE: Interns are versed in the Software Development Life Cycle (SDLC) and equipped with an understanding of testing processes, tasks, and tools—both manual and automated.

**Project
Management**

PROJECT MANAGEMENT SUPPORT: Includes project management concepts, techniques, tools, and terminology as well as the technical skills to effectively support projects. Also included is knowledge of analytical frameworks (SWOT and feasibility analysis) and project management tools.

** Coming in 2018/2019: Data Analytics- principles of scripting, particularly Javascript and PHP, and the concepts of SQL, including referential integrity and queries*



Year Up Internship and Hiring Partners

FINANCIAL SERVICES



JPMORGAN CHASE & CO.



MEDIA & TECHNOLOGY



HEALTH & HIGHER ED



Northeastern



Corporate Benefits from Partnering with Year Up

Our partner organizations report the following benefits from our partnership:

1. Reduced hiring risk
2. Reduced employee turnover/ improved performance
3. Lower cost to hire
4. Greater diversity & “millennials without the millennial attitude”
5. Tangible evidence of our partners support for diversity & inclusion and corporate social responsibility initiatives



Year Up Program Outcomes



16,000+

Number of students
Year Up has served to
date



85%

Of graduates are
employed or enrolled
in postsecondary
education within 4
months of graduation



\$18/hour

Average starting wage
for employed
graduates (equivalent
to \$36,000/year)



90%+

Of corporate partners
would recommend
Year Up to a friend or
colleague



1 in 3
Year Up
interns hired

vs.



1 in 18
Traditional
applicants hired



Year Up National Footprint



17 Locations

250+ corporate partners

3,700 students served in 2017

725 Employees

\$125 MM Annual Operating Budget

Contact Information

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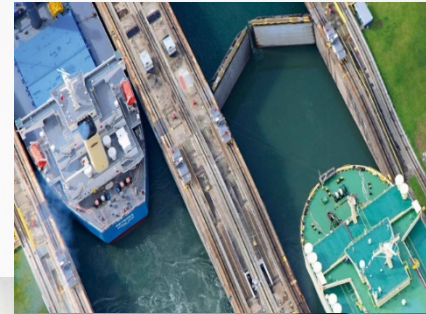
Folsom Prison Autodesk Training Center

Lynn Allen
Autodesk Evangelist



Autodesk helps people imagine, design and create a better world.

- Autodesk is the leader in 3D design, engineering and entertainment software
- Nearly 200 million users worldwide



California Prisons Current Status

- California Prison Population 135.8% capacity
- Offenders cost CA Taxpayers \$60,000 year
- **65%** of those released from California's prison system return within three years



Folsom Autodesk Training Center Program

- Over 200 incarcerated women total enrollments (Over half of those have graduated so far)
- 45 students in each new group
- Extensive application process
- 6 month intensive program – 4 days a week
1,152 hours of hands-on technical training, testing, and projects.



Folsom Autodesk Training Center Program

- 3 full time Certified Instructors
- Graduates are certified in 1 to 3 software products (145 Professional Certifications so far)
- State of the art computer lab
- **Recidivism rate: 7.13%**





Autodesk's Participation:

- Supply the Software
- Instructor Training
- Instructor Certification
- Ongoing support as needed



Employed Graduates

- **Jessica Dence:** Kaaterskill Associates, Cairo, N.Y.. Civil Engineering
- **Sheilah Lewis:** Architectural and Engineering company (declines to tell us the name) in Redwood City, Ca
- **Patricia Padilla:** MCTC (Mid Coast Transit Construction).
- **Traci Goff:** YJ Inc. Santa Clarita, Ca. Civil Engineering and Signage
- **Channdy Indula:** A. and E. company in Stockton
- **Marina Vega:** Accepted to New School of Architecture and Design in San Diego.



Folsom Prison Autodesk Training Center

lynn.allen@autodesk.com



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To build a scalable model of civically-engaged businesses, reentry organizations, academic institutions, and others that work in concert to provide career-track employment for formerly incarcerated people that

- breaks down negative perceptions and other barriers to employment;
- provides businesses wider access to the skills, productivity, employment retention benefits of hiring from this employment pool, as well as direct financial incentives;
- reduces the recidivism rate through building long-term financial independence;
- fosters economic development in poor underserved communities;
- and builds the tax base through increased employment, wages, and profits.

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Working Groups

Employer Working Group Topics

1. Knowledge & Learning
2. Employer/FIP Narratives & “Risk” Management
3. Member Outreach Strategies
4. Building & Refining the Business Case

Employee Working Group Topics

5. Expanding Computer & Tech Literacy
6. Employee Skills
7. Career Transitions & Pathways

Association Measurements and Comparisons

8. Setting the Stage: The Current State of Employment for FIPs
9. Effectiveness & Accountability of the Business Association

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THINGS TO ORGANIZE IN YOUR WORKING GROUP (WG) BEFORE THE END OF THIS SESSION

(You may decide on whether to do this as the first step or at the end.)

1. Vote or self-nominate a WG Lead Liaison to the Steering Committee; Secretary; and any other roles that may be needed.
2. Decide on at least three projects/priorities that you/this WG should initially focus on.
3. What resources will this WG need to be able to accomplish these projects? Who else should this WG reach out to?
4. Develop a rough timeframe for doing this between now and end of this calendar year. Include what could be accomplished by mid-summer.
5. When is the best time for this WG to connect with each other between now and the next whole-group Breakfast Workshop (which will be around end of June)?
6. What is the best way to connect with each other? What online group or platform is preferred by this WG? (Business Association can assist with setting up collaborative tools like Slack, Google groups, etc. but needs feedback from members about the preferred tools.)

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Next steps

- The Secretary should circulate contact info and notes, connect with everyone in their WG online, and agree on the next date for discussion.
- Communicate any questions for the broader Business Association group or steering committee.

We'd like to hear from you (will take one minute or less!)

Go to www.menti.com and use the code 74 17 54

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