

ARIZONA @ WORK™

Innovative Workforce Solutions

A proud partner of the americanjobcenter network



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What is ARIZONA@WORK?

A partnership of workforce development organizations providing innovative workforce solutions to employers & job seekers

1 resource, 47 locations throughout Arizona



WHAT SERVICES ARE PROVIDED TO JOB SEEKERS?

ARIZONA@WORK offers an array of services that are tailored to meet the unique needs of the individual

Employment Services are **No Cost** and available to everyone.

Services can include:

- Job search assistance
- Referral to employment opportunities
- Skill and career interest assessments
- Skills upgrade such as certification and training
- Résumé review and development
- Interview preparation



SERVICES FOR EMPLOYERS

ARIZONA@WORK partners with employers to meet their workforce needs

CUSTOMIZED RECRUITMENT

- Job Posting on AJC
- Candidate Matching and Pre-Screening
- Skills Assessment to identify qualified applicants
- Hiring Events
- Special Recruitment Services



Employment Centers



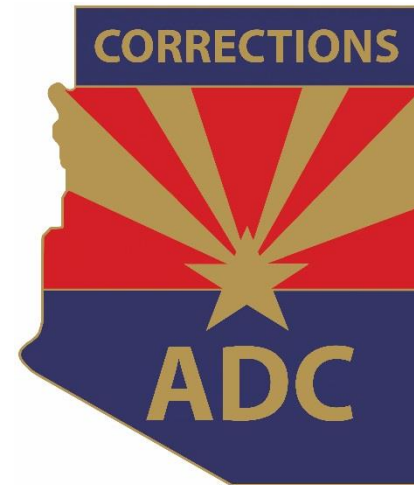
A TRUE SECOND CHANCE

Governor Ducey developed a plan to create safer communities by connecting former inmates to fulfilling employment.



2 AGENCIES, 1 MISSION

DES' Division of Employment and Rehabilitation (DERS) teamed up with Arizona Department of Corrections to create the state's first Employment Centers.



Program & Services

Eligible inmates (high risk to recidivate) within 60 days of release, learn jobs readiness skills to prepare them for post-prison employment.

Topics include:

- Learn “soft skills” needed to keep employment
- Create an email address and basic internet skills
- Speak and act professionally
- Dress professionally
- Explain convictions to employers



Program & Services

| | ADES | ADC |
|---|--|--|
| Week 1 – Orientation Week Stage 1 (First two weeks / 60 days to release) | Assessment Registration in Arizona Job Connection | <ul style="list-style-type: none"> • Employment Center Orientation • Provide inmate background info to Employment Specialists <ul style="list-style-type: none"> ◦ Check transfers in to provide info in advance of inmate arrival • SMI/Mental Health Needs |
| Week 2 – Community Resources and Essential Documents Week Stage 2 (Next 2 weeks / 45 days to release) | Presentation and visits from community-based and/or faith-based organizations (Presentations may include budgeting classes, child support presentation, information about other DES services, etc.) | <ul style="list-style-type: none"> • Work with community partners to make medical/mental health transition uninterrupted (medications, SS benefits if needed, etc.) • Residency / Family Reunification • Driver's license / ID • Birth Certificate • Schedule Money Mgt. class (two 90 minute sessions; lots of homework) |
| Week 3 - Soft Skills Training Week | Computer Training (create email account, etc.) Soft Skills Training (how to be professional, body language, etc.) | |
| Week 4 - Résumé Development Week | Understanding "Letter of Explanation" Understanding O-Net online resource How to present your background during an interview | <ul style="list-style-type: none"> • Complete AHCCCS Application (30 days) |
| Week 5 – Interview Skills Week Stage 3 (Next 2 weeks / 30 days to release) | Mock interviews Dress for Success Confidence Building | <ul style="list-style-type: none"> • Meet with Community Corrections or Probation Liaison • Attend peer forum <ul style="list-style-type: none"> ◦ speak to ex-offenders who have met obstacles/challenges during their release and have successfully overcome them • Programming (continue with individually tailored programming) |
| Week 6 - Search and Apply Week | Job search Employment application process Apply for jobs Attend on-site hiring events and / or job fairs | <ul style="list-style-type: none"> • Seek Job Placement / Submit Applications • Attend Job Fairs / Seminars with community partners (to include |
| Week 7 - Stage 4 (next 2 weeks / 15 days to release) | Final resume review Job referrals (when available) | <ul style="list-style-type: none"> • Bank Account • Clothing |
| Week 8 - Final Preparations Week | Finalization of important documents required for employment upon release Possible housing based on Job Offer | <ul style="list-style-type: none"> • Transportation needs (bus passes, etc.) • Viable Placement / Residency is confirmed • Enrolled in aftercare treatment if needed |

Program & Services

Job fairs are held regularly to connect inmates directly to hiring employers.



Program & Services

On-site job training prepares inmates for immediate employment upon release.



Program & Services



A course on money management, access to other DES services and community resources, vouchers for professional clothing support the inmate's workforce success.

Nonprofit Partners



St. Joseph
THE WORKER

Transforming lives through employment

St. Joseph the Worker donated and delivered clothing to Lewis Prison in December 2017. The clothing room was filled to capacity with overflow.

SJTW is willing to coordinate donations to Manzanita & Whetstone.

Nonprofit Partners

Dress for Success provides workforce preparation services and clothing to the participants at the Perryville Employment Center.



DRESS FOR SUCCESS®
PHOENIX

ARIZONA @ WORK™
Innovative Workforce Solutions

Successes

- More than 1,000 inmates have successfully completed the program
- More than 50% of them have already started working!





SECOND CHANCES

Reentry Workforce Services

DES was asked by the Governor, in 2018, to expand the Reentry Workforce services out into the community, in order to reach more individuals who have barriers to employment due to background issues.

Reentry Workforce Services

Expansion of workforce services are provided offsite for easy accessibility for employers and citizens.

Parole Offices - Phoenix, Mesa, Pima Reentry Center

Staff onsite to identify individual's skills and connect directly to hiring employers

1. ADC Community Corrections Office - 801 S. 16th Street, Phoenix, AZ 85034
2. Mesa Regional Parole Office - 460 N. Mesa Dr. #211, Mesa, AZ 85201
3. ADC Community Correction Office - 1275 W. Staff Pass Blvd. Tucson, AZ 85713

Reentry Workforce Services

Native Health – Phoenix location

- Partnered with Native Health to create true **ARIZONA@WORK One Stop Center** services for any client.
- Native Health Center to be a “**FIRST STOP**” for services when clients leave prison, with a direct handoff from the Second Chance Center for the clients who are not going to parole.

Reentry Workforce Services

Native Health – Phoenix location

- Native Health offers many of the services returning citizens need: Medical, Dental, Behavior Health, Community and Wellness, Food Program and Family Assistance.
- Native Health and DERS will help clients with background issues become job ready and employed by connecting to employers and by hosting tailored hiring events at the center.

Work Opportunity Tax Credit (WOTC)

Employers receive a Federal tax credit for hiring workers from certain target groups

- Up to \$9,600 per qualified hire
- May claim a tax credit on unlimited number of qualifying new hires
- Full-time, part-time & temporary employees are eligible!

www.WOTC@azdes.gov

ELIGIBLE TARGET GROUPS:

- Veterans
- Ex-Felons
- Recipients TANF or SNAP
- Disabled individuals receiving Vocational Rehabilitation
- Recipients of Supplemental Security Income (SSI)
- Long-Term Unemployed Recipient (LTUR)

Federal Bonding

WHAT IS IT?

Fidelity bond for employers to help “at risk” job seekers secure employment

- **Employers receive \$5,000 (max per employee) of fidelity insurance for 6-month period**
- **No cost to the employer**
- **Insures the employer for any type of theft, forgery, larceny, or embezzlement – up to bond limit**
- **Does not cover liability due to poor workmanship, job injuries or work accidents**

WHO CAN GET COVERED?

- **Ex-Offenders**
- **Recovering substance abusers (alcohol or drugs)**
- **Individuals receiving government benefits**
- **Persons with poor financial credit**
- **Anyone who lacks work history**
- **Individuals dishonorably discharged from the military**

How can you help?

One of the most requested items from prisoners who are leaving prison is a...

How can you help?

Wallet.



How can you help?

**Consider hiring these
returning citizens.**

**ARIZONA@WORK has the
team to assist employers with
their hiring needs.**

Thank You!

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