



# SECOND CHANCE HIRING IN ENERGY

*March 5, 2024*



U.S. DEPARTMENT OF  
**ENERGY**

Office of Energy  
Justice and Equity

# The Mission

## U.S. Department of Energy (DOE)

**The mission of the U.S. Department of Energy is to ensure America's security and prosperity by addressing its energy, environmental and nuclear challenges through transformative science and technology solutions.**

## Office of Energy Justice & Equity (EJE)

**The Office of Energy Justice & Equity's mission is to identify and implement ways of ensuring that everyone is afforded an opportunity to participate fully in the Department of Energy's programs, opportunities & resources.**



**Executive Order 14035  
Expanding Employment  
Opportunities for Formerly  
Incarcerated Individuals**

**Executive Order 14008,  
Tackling the Climate Crisis  
at Home and Abroad  
Justice40, Section 223**



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**SECOND CHANCE  
HIRING IN ENERGY**

*Expanding Access*

September 28, 2023  
11am-12pm EST  
Virtual

Join our new nationwide webinar series focused on sourcing the workforce needed to sustain and expand talent in the energy sector!

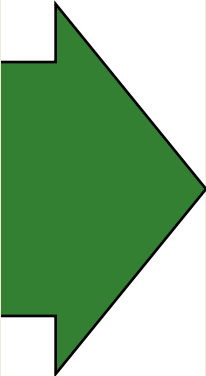
Participate in a national convening of energy employers, policy makers, and community-based organizations who are developing the reentry workforce pipeline.

**REGISTER NOW**

U.S. DEPARTMENT OF ENERGY  
Minority Business and Workforce Division,  
Office of Economic Impact and Diversity

Office of Energy Jobs, Office of Policy

**Pt. 1: Community Benefits  
Organizations/Business Case**



**REGISTER  
NOW!**

**SECOND CHANCE  
HIRING IN ENERGY**

Join our new nationwide webinar series focused on sourcing the workforce needed to sustain and expand talent in the renewable energy sector.

Participate in a national convening of energy employers, policy makers, and community-based organizations that are developing the reentry workforce pipeline.

**MARCH 5, 2024**

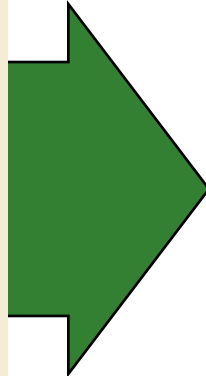
**11:30 AM EST**

**VIRTUAL**

**REGISTER NOW!**

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**Pt. 2 : Doing Business with the  
Government/Funding/Jobs**



**Next Event:  
TBD**

[Event Recordings](#)  
[Department of](#)  
[Energy](#)



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# Background

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By mid-2022, the US economy saw both the most post-pandemic growth and lowest inflation rates of any industrialized economy in the world.

Also, a record for longest stretch of unemployment below 4% ever...

With investments from the Biden Administration's Inflation Reduction Act and Bipartisan Infrastructure Law:

- 13 million jobs added in just over 2 years (nearly 800,000 in manufacturing)
- 10 million+ applicants for small businesses
- \$490 billion in private investment commitments
- ***Energy sector jobs grew 3.8%+ 2021, outpacing the growth of U.S. employment overall (3.1%).***



# Stats

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- There are nearly 19 million felony convictions
- Recidivism rates are as high as 67%
- 27% unemployment rate of the Formerly Incarcerated
- 60 – 75% of former prisoners are unemployed for up to a year after release
- The formerly incarcerated compose only 1% of the energy workforce, compared with 2% of the total workforce,





Jeffrey D. Korzenik

Economist Jeffrey Korzenik highlights the national economic emergency we face:

- By mid-2022, our workforce saw some of the greatest gaps we've seen in decades:
- 11 million posted job openings with only 6 million job seekers...



HOW SECOND CHANCE HIRING  
WORKS FOR YOUR BUSINESS  
AND THE COMMUNITY

JEFFREY D. KORZENIK



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# James Mosley

- **Management & Program Analyst**
- **Georgia Department of Labor (7+)**
- **National Veterans Training Institute**
- **Workforce Development**
- **SME Veteran Employment**
- **89% Successful Job Placement**

*-“If you are not at the table,  
you’re probably on the menu!”*



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# Zachary Ruppel

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- Director of National Policy
- JustLeadershipUSA
- National Criminal Legal Policy
- JustUS Coordinating Council
- A Voice for Policy
- Economic Opportunity in Communities



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# Kerri L. Pruitt

- Author & Executive Director of the Dannon Project
- Population Served: Disadvantaged Persons
- 15yrs. Fed Technical Assistance Consultant HR & Grant Suite
- Awards:
  - 2015, Spear Servant Leadership Award
  - 2014, White House Best Career, “Readiness Programs in the Nation”
  - 2019, White House, “Reentry & Workforce Development Programming”
  - 2020, Leadership Award, “Together Assisting Participants”
  - 2021, State of Alabama, “Making a Difference Award”
  - 2022, Distinguished Excellence, “Omega Psi Phi Fraternity”



The Dannon Project  
One mission...One life at a time



# Charlotte Harris

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- **Partnership and Innovation Unit, Division of Adult Services and Governance (DASG), U.S. Department of Labor, Employment and Training Administration (ETA).**
- **Oversees multiple Dislocated Worker Grants, including the National Health Emergency Disaster and Demonstration grants**
- **American Job Center Management Experience**
- **Experience Implementing Workforce Investment Act (WIA) at every level of government**



# Alex Green

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- **Chief of Reentry, Office of Workforce Investment, U.S. Department of Labor**
- **Oversees multiple DOL grants: Growth Opportunities (GO), Pathway Home (PH), Young Adult Reentry Partnership (YARP), and Partners for Reentry Opportunities in Workforce Development (PROWD) grants**
- **Community Benefits Organization experience with OAR (Offender Aid and Restoration of Arlington County, Inc.)**
- **17 years of experience serving justice involved youth**



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# EXPLORING JOBS IN ENERGY

*A ROADMAP FOR JOBS IN ENERGY FOR JUSTICE INVOLVED AMERICANS*

*March 5<sup>th</sup>, 2024 (11:30pm EST.)*

*James Mosely  
Management & Program Analyst  
Minority Business and Workforce Div.*



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# House Keeping

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- CHAT BOX FOR QUESTIONS
- JUSTICE-INVOLVED INDIVIDUALS OR PERSONS



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# What Funding are we talking about?



**Inflation Reduction Act (IRA)**  
**(Law) H.R. 5376**  
**\$737 billion**

- Prevailing Wages for Workers
- Tax Reform
- Clean Energy Supply Chains
- Prescription Drug Price reform

## The CHIPS and Science Act

**Chips and Science Act**  
**(Law) H.R. 4346**  
**\$250 Billion**

- High-tech Manufacturing
- Semiconductors R&D
- Wireless Technologies
- Workforce Development



**Bipartisan Infrastructure Investment & Jobs Act (BIL)**  
**(Law) H.R. 3684**

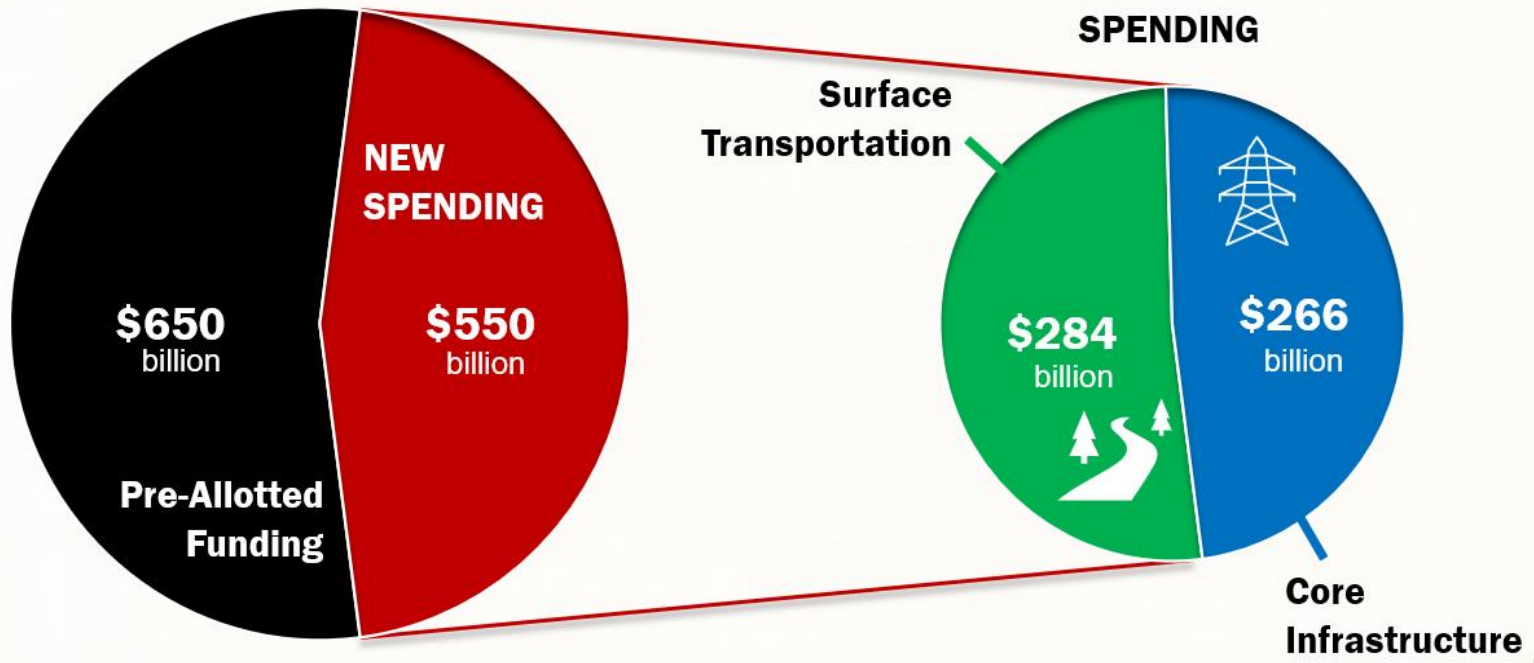


**\$1.2 Trillion**

# Funding Breakdown

# \$1.2 Trillion

Total Authorization: \$1.2 Trillion

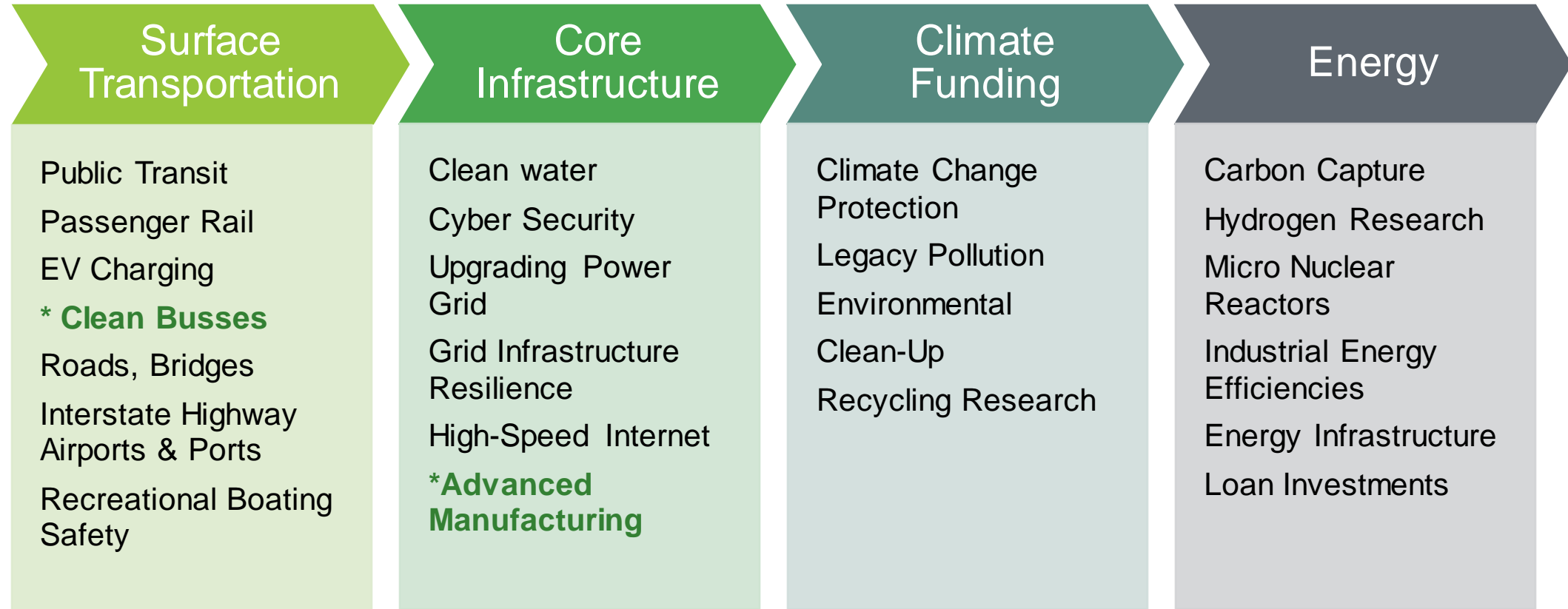


Largest investment in Infrastructure in generations

- \$650 Normal spending
- \$550 Billion for new projects
- Over the next 5 years
- Deadline: November 15, 2026

**INFRASTRUCTURE**  
INVESTMENT & JOBS  
ACT

# Spending \$550 Billion



- [www.Americanprogress.org](http://www.Americanprogress.org)
- [www.Invest.gov](http://www.Invest.gov)



# DOE WORKFORCE TRAINING

- \$10M - Building Training & Assessment Centers
- \$10M Career Skills Training Program
- \$200M Residential Energy Contractor Training
- \$40M Energy Auditor Training

# WHO CAN APPLY

(Higher Education)

(Non-profits/ **Industry**/ Labor Unions)

(State Energy Office)

(State Energy Office)





# JOB IN ENERGY

Federal Resources, General Employment & Entrepreneurship



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# Why Energy?

- 8.1 Millions Americans in Energy
- +300,000 Jobs After COVID-19
- 70k Electricians needed

## Primary Jobs

- Electrical Power-Line Installer
  - Electrician
  - Solar Panel Installers
- \*Entry Edu. HS Diploma or GED*

## Support Jobs

- Administrative Roles
- Manufacturing Components
- Drivers



\$82,340 per yr.  
\$60,240 per yr.  
\$45,230 per yr.



# Federal Resources

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**Question 1.) Can you work for Govt. with a criminal record?**

**Resource Link:** [USAJOBS: Criminal Record?](#)

**Question 2.) What is Eligible and Qualified?**

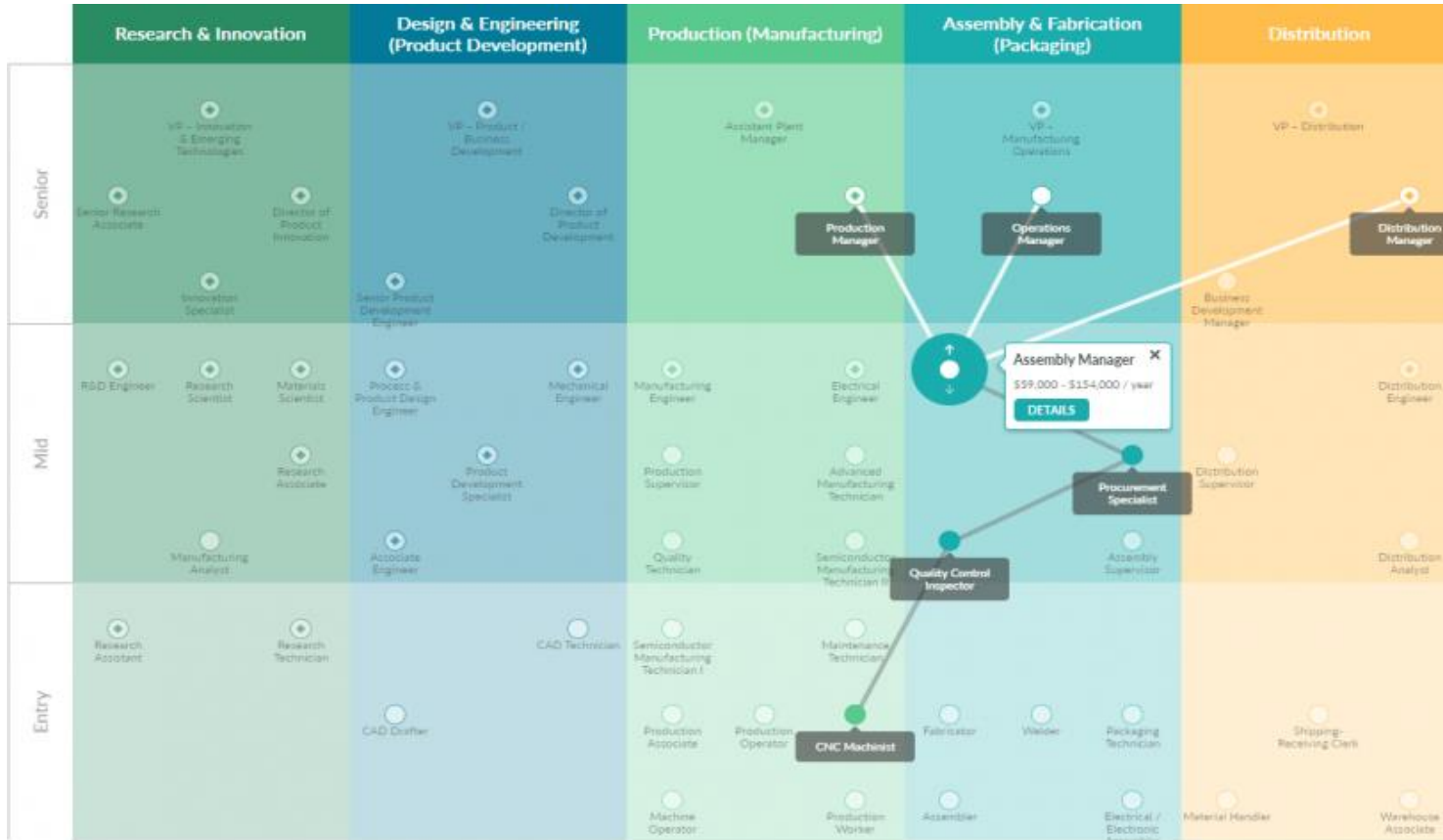
**Resource Link:** [USAJOBS: Eligible & Qualified](#)

**Resource Info: OPM: Final Regulations to Federal Agencies on Criminal History**

**Resource Link:** [Federal Register: Fair Chance To Compete](#)



# Careers in Clean Energy



- Advanced Manufacturing
- Bioenergy
- Green Buildings Industry
- Hydrogen and Fuel Cells
- Hydropower
- Marine Energy
- Careers in Solar
- Careers in Wind
- Climate Control Technology

Link: [Map a Career in Clean Energy](#)

# Entrepreneurship in Energy

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# Building Opportunities in Energy



**MINORITY BUSINESS  
DEVELOPMENT AGENCY**  
U.S. DEPARTMENT OF COMMERCE



**The Dannon Project**  
One mission... One life at a time



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# Resource Page: Second Chance Toolbox

## DOE LINKS:

- [Department of Energy](#)
- [Office of Energy Justice and Equity](#)
- [Event Recordings | Department of Energy](#)
- [Ask Us Anything Series – Procurement | Department of Energy](#)

## COMMUNITY PARTNERS

- [JustLeadershipUSA](#)
- [Home - The Dannon Project](#)
- [Entrepreneurship Edu. for Formerly Incarcerated Persons | MBDA](#)

## FEDERAL WEBSITES

- [The Federal Government's official employment site](#)
- [Map a Career in Clean Energy | Department of Energy](#)

## FUNDING PROGRAMS - LAWS

- [H.R.4346 - 117th Congress \(2021-2022\): Chips and Science Act](#)
- [H.R.5376 - 117th Congress \(2021-2022\): Inflation Reduction Act of 2022](#)
- [H.R.3684 - 117th Congress \(2021-2022\): Infrastructure Investment and Jobs Act](#)

## LOCAL FEDERAL SPENDING TRACKER

- [www.invest.gov](http://www.invest.gov)
- [Center for American Progress](#)

## EMPLOYMENT RESOURCES

- [Career Maps](#)
- [Map a Career in Clean Energy | DOE](#)
- [Bipartisan Infrastructure Law Maps Dashboard](#)
- [Federal Resume Writing classes USAJOBS events](#)
- [DOE Minority Business Enterprise Connect Summit](#)



2023 DOE Minority  
Business Enterprise  
Connect Summit

A promotional graphic for the 'ASK US ANYTHING' event. It features a dark blue background with a grid pattern. At the top, it says 'MONTHLY OFFICE HOURS FOR MINORITY BUSINESS ENTERPRISES' in white. Below that, 'ASK US ANYTHING' is written in large, bold, yellow letters. Underneath are two rows of headshots of diverse individuals, each with their name above them: Melissa P., Jimmy H., Shalaya M., Charles W-T, James M. in the first row; and Greg B., Tyrone S., Kerene T., Simon B., Rephel M., Ben H. in the second row. At the bottom, it says 'EVERY 3RD WEDNESDAY AT 2:00 PM EST' in yellow. The U.S. Department of Energy logo and 'Office of Economic Impact and Diversity' are at the bottom right.





**JLUSA**  
jlusha.org

**JUSTUS**  
COORDINATING  
COUNCIL

# JustLeadershipUSA and the JustUS Coordinating Council

March 5, 2024



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Justice and Equity



# About JustLeadershipUSA



**We amplify the power of people who have been directly impacted by the criminal legal system to self-organize and empower their communities to dismantle racist and oppressive systems in their communities to build a just U.S.**

of Energy  
and Equity

# Founding Principle

*Those closest to the **PROBLEM**  
are closest to the **SOLUTION**  
but furthest from  
**RESOURCES** and **POWER**  
to **EFFECT** positive change.*



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# Our Why



**The voices of those most impacted by the criminal legal system have been missing and/or excluded from decision-making tables.**



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**Leading with Conviction™ (LwC)** is a 12-month, cohort-based, advanced leadership training, coaching, and mentoring program for directly impacted individuals who are already engaged in transformative change.

**Emerging Leaders™ (EL)** is an intensive community-focused training specifically designed for emerging leaders in communities most impacted by marginalization and incarceration. EL builds community power and coalitions so that leaders have the knowledge, skills, and resources to identify, organize, and advocate for change.

**JustLead** - our C-Suite Training Program, builds on the organization's existing professional development and training programs (Emerging Leaders™ and Leading with Conviction™) through a first-of-its kind leadership development program for formerly incarcerated individuals serving in leadership positions within justice organizations.



# Building New Tables



# Racial Equity and Unlikely Allies

In February of 2023, JLUSA and the Association of Prosecuting Attorneys released a report highlighting themes from an unprecedented convening including voices of directly impacted, survivors of crime and prosecutors.

**The strategies and recommendations presented fall into three broad categories of action agreed upon by all convening participants:**

- Coordinate action across system stakeholders through authentic community engagement
- Invest in communities and systems to empower them to pursue equity
- Link decision-making to desired community-level outcomes



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# Economic Mobility and Strategic Partners

The persistent relationship between poverty, inequality, and mass incarceration has created economic realities that are unsustainable. Launched in March of 2023, this second policy landscape report highlights five key levers needed to enhance economic opportunity.

- An allocation of ten billion dollars to sustainably and comprehensively fund reentry and workforce development initiatives
- Make open and fully accessible all allied social safety resources
- Leverage the full procurement power of the Federal government
- Serve as a model employer
- Utilize a whole of government approach to address the economic justice interests



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of individuals who are directly impacted



# JustUS Coordinating Council (JCC)



The JCC is a national federal policy table led by and created for individuals who are directly impacted. Launched on the foundation outlined in our economic landscape report, the JustUS Coordinating Council seeks to restore the rights of directly-impacted individuals through engaging directly with policy makers.



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## Since its launch in April of 2023, the JCC's steering committee has:

- Engaged with twenty-five different agencies, offices, and bureaus from the Federal government and within Congress.
- Provided technical assistance and programmatic partnerships with the National League of Cities, the Centers for Disease Control, and the National Institute of Corrections.
- Continued working toward implementation of the five key “levers” found in our Economic Mobility Report.



# Current Priorities and Alignment

## Paving Pathways to Economic Mobility

- Stakeholder engagement is essential to elevating equity
- Access to social and employment supports are vital to not only gaining employment but maintaining employment
- The rights of workers who are directly impacted often are impacted by myths and lack of resources knowledge to protect
- We work to enhance collective impact by drawing down resources to communities who are impacted



# Onward!

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[Jlusa.org](http://Jlusa.org) & [Justuscc.org](http://Justuscc.org)



[@JustLeadersUSA](https://twitter.com/JustLeadersUSA)



[JustLeadershipUSA](https://www.facebook.com/JustLeadershipUSA)



[@JustLeadershipUSA](https://www.linkedin.com/company/JustLeadershipUSA)



[JustLeadershipUSA](https://www.tiktok.com/@JustLeadershipUSA)



[info@justuscc.org](mailto:info@justuscc.org)



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**The Dannon Project**

One mission...One life at a time



# The Dannon Project

ENGAGE. COLLABORATE. GROW



Presenter

**Kerri Pruitt, MBA**

Executive Director

The Dannon Project -

(A Reentry and Workforce  
Training- to-Work Agency)

[www.dannonproject.org](http://www.dannonproject.org)

# Agency Overview

- Following the untimely death of the Executive Director's teenage brother-in-law, Dannon, who was killed by a newly released non-violent prisoner that faced barriers to successful reintegration back into his community, she was compelled to create a reentry program in 1999 for non-violent returning citizens reintegrating into their communities from prison as well as offer programs and services benefitting the returning citizens families for crime prevention efforts.
- After three years of operation, TDP evolved into a Training to Work (T2W) agency. Moreover, became licensed and credentialed through Alabama Department of Post-Secondary Schools to operate as a training school offering up to twenty-four (24) career pathways/certifications.
- The Dannon Project (TDP) is a non profit organization providing workforce development programs and services offering case management, pre-apprenticeship training, reentry programming, wraparound supportive services, occupational training with credentials/licenses and certifications offered, career readiness training, career placement coordination, court advocacy, housing stabilization, behavioral health (i.e. substance abuse and mental health treatment and counseling), and coordination of social services to over 10,000 returning citizens, at-risk youth, and other community high-risk populations annually.
- Across all age groups in our reentry programs, including adults and young adults, we boast a 2% rate of recidivism.

# Target Population

## Justice-Involved Individuals

People recently released from incarceration or still involved in the justice system, such as probationers or parolees.

## Undereducated

People who have some education but not enough to meet basic standards; or, someone is without a high school diploma.

## Unemployed and Underemployed

People who are unemployed or working low-wage jobs with little opportunity for advancement.

## Seeking Stable Employment

People looking for full-time, steady jobs with livable wages and benefits.

## Motivated to Learn New Skills

People willing and eager to gain new technical skills through training programs.

## Interested in Green Jobs

People open to training for careers in the growing electric vehicle and renewable energy fields.

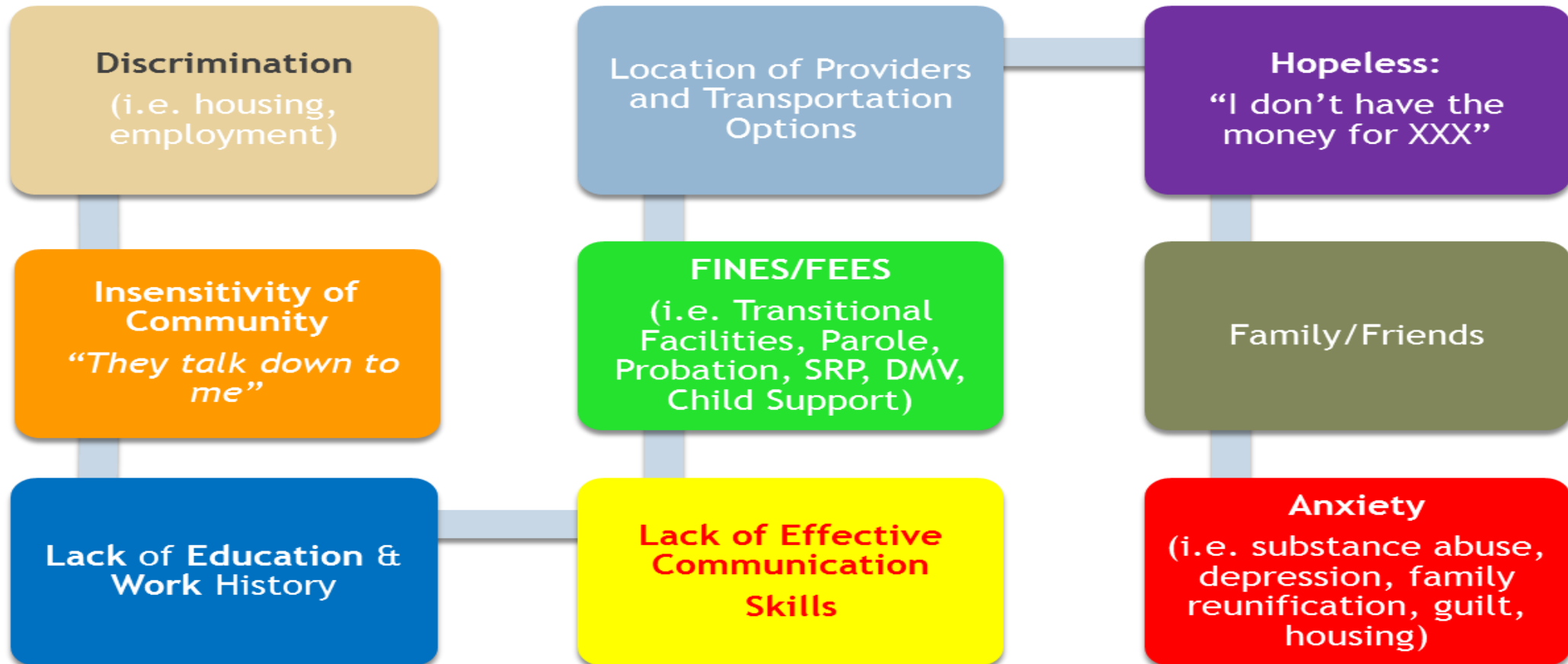


~~Problems~~

Solutions



# Lessons Learned: Barriers – Perceived or Real?



# ***List of Services Offered to Participants (Not exhaustive)***



# The Dannon Project and The Department of Energy

*A Look to the Future!*

## *A Workforce Development Training Partnership*

This training program aims to prepare justice-impacted individuals and other populations for careers installing and maintaining electric vehicle charging stations. Over 16 weeks, participants will gain hands-on experience and earn certifications to become qualified EV charging technicians.



# Collaborations



An HBCU



**American Job Centers**

# National Potential Partners

The logo for ChargePoint, featuring the word "chargepoint" in a sans-serif font. "charge" is orange and "point" is blue. A registered trademark symbol (®) is located at the end of the word.

The logo for Electrify America, featuring a stylized "e" inside a lightning bolt shape. The lightning bolt is blue and green. To the right of the icon, the words "electrify" and "america" are written in a bold, italicized sans-serif font. "electrify" is in black and "america" is in a lighter grey.

The logo for EVgo, featuring the word "EVgo" in a bold, dark blue sans-serif font. Below it, the words "FAST CHARGING" are written in a smaller, dark blue sans-serif font. A registered trademark symbol (®) is located at the end of "EVgo".

The logo for Greenlots, featuring the word "greenlots" in a green, lowercase sans-serif font. A registered trademark symbol (®) is located at the end of the word.

# Impact



Reduced  
Recidivism



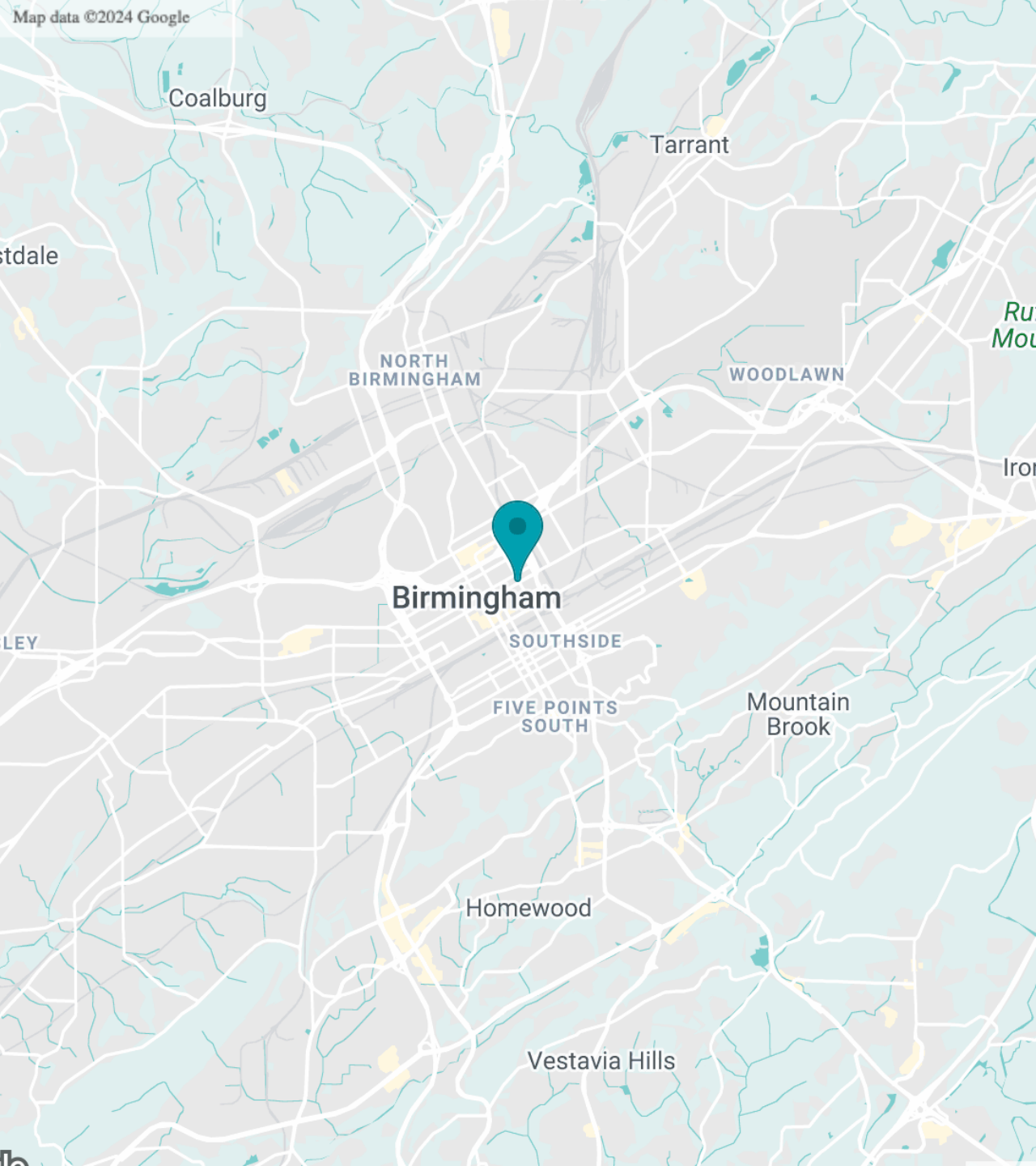
Increased Employability for all target populations  
served



Improved Quality of Life



Community Benefits



# Contact Info

2324 5th Avenue North; Birmingham, AL 35023



205.202.4072



[thedannonproject](#)



[kerri@dannonproject.org](mailto:kerri@dannonproject.org) (Kerri Pruitt, MBA)



[thewritelife@dannonproject.org](mailto:thewritelife@dannonproject.org) (Alvin Garrett)



[www.dannonproject.org](http://www.dannonproject.org)



# Overview of the Public Workforce System through WIOA

Presentation for Staff of the Department of Energy  
March 5, 2024



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Employment  
and Training  
Administration

# Public Workforce System

## Purpose

**Designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.**



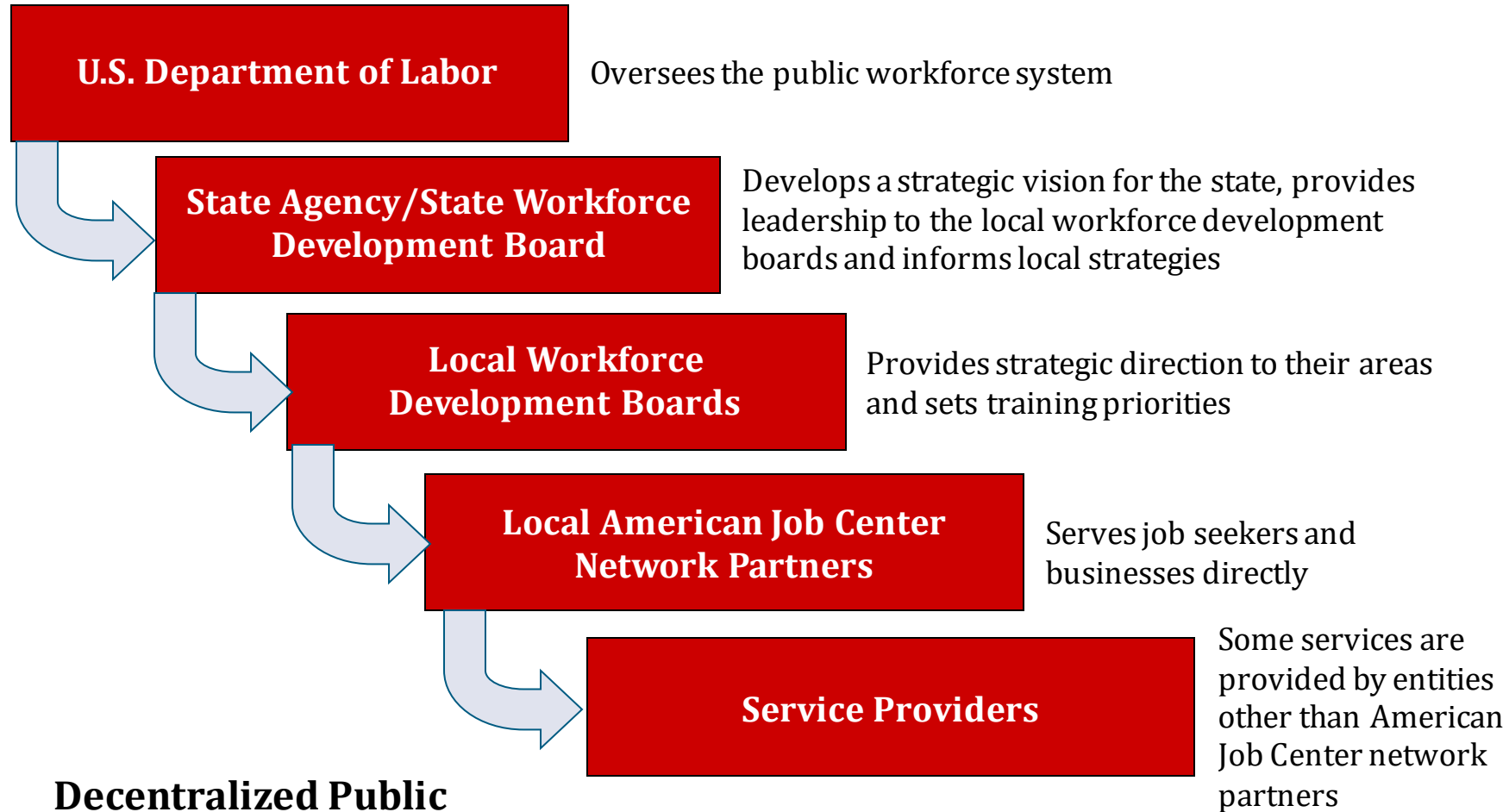
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# Public Workforce System



**Decentralized Public Workforce System**

**Divided into Six Regions**



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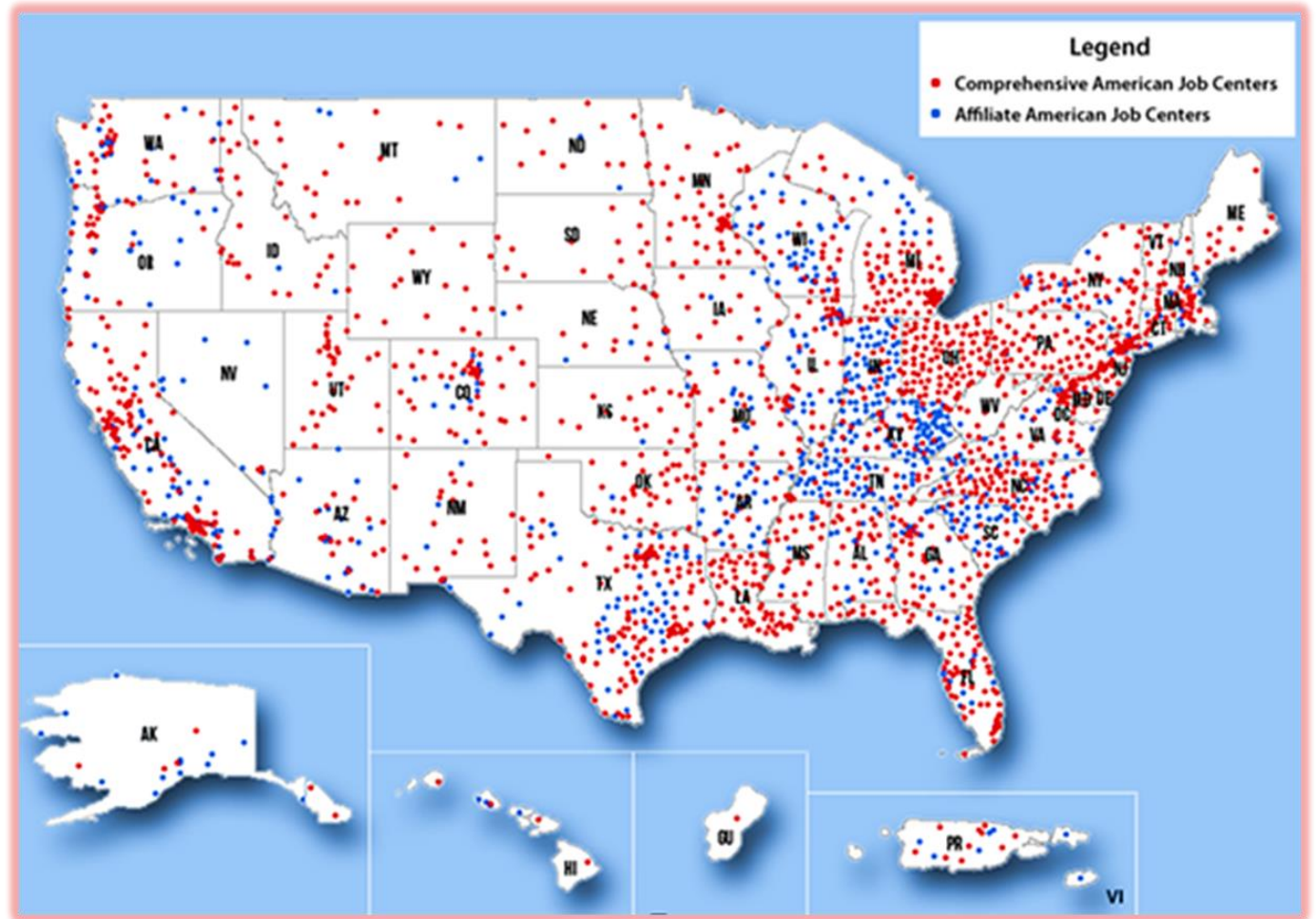
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# Public Workforce System

## Key Features of WIOA

- **Decentralized system led by local businesses to deliver workforce services to jobseekers and businesses.**
- **Provides career and training services through the nation's 2,300+ [American Job Centers](#).**
- **Under WIOA, priority of service must be provided to low-income individuals.**
- **WIOA identifies 19 required one-stop partner programs; and allows the local areas to include additional one-stop partners, as needed.**





<https://www.careeronestop.org/>



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# REQUIRED ONE-STOP PARTNERS

Section 121(b)(1)(B) and 20 CFR 678.400

<b>Department of Labor</b>	WIOA Title I Programs	Adult, Dislocated Workers, and Youth
		Job Corps
		YouthBuild
		National Farmworker Jobs Program (NFJP)
		Native American Programs
	Wagner-Peyser (Employment Services)	
	Senior Community Service Employment Program (SCSEP)	
	Trade Adjustment Assistance (TAA) Program	
	Unemployment Compensation (UC) Programs	
	Jobs for Veterans State Grants (JVSG) Programs	
Reentry Employment Opportunities (REO) programs authorized under sec. 212 of the Second Chance Act of 2007 (42 U.S.C. 17532) and WIOA sec. 169		
<b>Department of Education</b>	Adult Education and Family Literacy Act program, authorized under WIOA title II	
	The State Vocational Rehabilitation Services program authorized under title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.), as amended by WIOA title IV	
	Career and technical education programs at the postsecondary level, authorized under the Carl D. Perkins Career and Technical Education Act of 2006	
<b>Department of Housing and Urban Development</b>	Employment and training activities carried out by the HUD	
<b>Department of Health and Human Services</b>	Employment and training activities carried out under the Community Services Block Grant (CSBG) Programs	
	Temporary Assistance for Needy Families (TANF)	



U.S. DEPARTMENT OF EDUCATION

# Public Workforce System

## Formula Programs

### Title I

- **Adult program-** The **Adult** program serves individuals ages 18 and over, with a special focus on finding unsubsidized employment to public assistance recipients, low-income individuals, and individuals who are basic skills deficient.
- **Dislocated Worker program-** The **Dislocated Worker** program serves individuals who have lost a job through no fault of their own. Ensuring workers encountering difficult life transitions have the skills they need to return to unsubsidized employment.
- **Youth Programs -** The **Youth Program** delivers services to 16–24-year-old out-of-school youth and 14–21-year-old in-school youth with one or more barriers to employment. The program helps prepare them for post-secondary education and employment opportunities, attain educational and/or skills training credentials, and secure employment with career/promotional opportunities.

### Title III

- **The Employment Service (Wagner-Peyser Act)** program provides basic employment and career services to all job seekers across the board and provides a critical labor exchange link between job seeker and business with an emphasis on helping unemployment insurance claimants find quality work.



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# WIOA Eligibility Changes

- **Under WIOA, priority of service must be provided to low-income individuals, regardless of the level of funds.**
- **WIOA also expanded the priority to include individuals who are basic skills deficient.**



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# Workforce Development System

## Business Services (Demand)

Business Services	Workforce Services for Businesses
<ul style="list-style-type: none"><li>▪ Job Postings and Recruitments</li><li>▪ Screening of Potential Workers</li><li>▪ Assistance in leverage economic development and other resources</li><li>▪ Customized Labor Market Information</li><li>▪ Workforce Investment Services and Strategies</li><li>▪ Industry Sector Strategies</li><li>▪ Rapid Response services</li></ul>	<ul style="list-style-type: none"><li>▪ <b>On-the-Job Training funds for new workers</b></li><li>▪ <b>Customized Training funds for new workers</b></li><li>▪ <b>Incumbent Worker training funds for upgrading current workers</b></li><li>▪ <b>Work Experience host opportunities</b></li><li>▪ <b>Transitional Jobs host opportunities</b></li></ul>

# Workforce Development System

**Business Services:** Job Postings and Recruitments

***The expectation for the public workforce system and AJC assistance:***

**The services offered to employers, in addition to referral of job seekers to available job openings, include assistance in development of job order requirements, matching job seeker experience with job requirements and skills, assisting employers with special recruitment needs, arranging job fairs, assisting employers analyze hard-to-fill job orders, assisting with job restructuring, and helping employers deal with layoffs.**



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# Workforce Development System

## Career Services (Supply)

### Basic

- Determination of eligibility for WIOA and other services
- Outreach, intake and orientation
- Initial assessment of skills, abilities, aptitudes & needs
- Job search and placement assistance
- Provision of workforce information
- Follow-up upon job placement

### Individualized

- **Comprehensive and specialized assessments of skills & service needs**
- **Development of individual employment plans**
- **Employment counseling, case management, and career planning**
- **Financial Literacy**
- **Prevocational or pre-training short-term skill development services**
- **Internships, work experiences, and Transitional Jobs**



# Workforce Development System

## **Job Training Focus on Skills and Credential Attainment**

- **Occupational Training**
- **On-the-job training**
- **Customized training**
- **Entrepreneurial training**
- **Incumbent Worker Training**
- **Job readiness training**
- **Adult education and literacy**
- **Registered Apprenticeship**



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# Workforce Development System

## Youth Program 14 Program Elements (Supply)

1. Tutoring, study skills training, dropout prevention
2. Alternative secondary school services
3. Paid and unpaid work experience
4. Occupational skills training
5. Education offered concurrently with workforce preparation
6. Leadership development
7. Supportive Services
8. Adult mentoring
9. Follow-up services
10. Comprehensive guidance and counseling
11. Financial literacy education
12. Entrepreneurial skills training
13. Services that provide labor market information
14. Postsecondary preparation and transition activities



# Reentry Employment Opportunities (REO)

The (REO) program's mission is to inform the public workforce system on how best to serve justice-involved youth, young adults and adults who are currently or formerly incarcerated. REO is authorized under section 169 of WIOA.

- Grants are awarded through Funding Opportunity Announcements (FOAs). We are currently operating the following grants:
  - **Pathway Home (PH): 76 grants**
  - **Growth Opportunities (GO): 31 grants**
  - **Partnership for Reentry Opportunities in Workforce Development (PROWD): 17 states & DC**
  - **Young Adult Reentry Partnership (YARP): 12 grants**
- Approximately 100 REO grantees have operated each year since 2015 serving over 7,000 people combined annually.
- REO has allotted up to \$30,000,000 based on the appropriations amount, to national and regional intermediaries to serve justice-involved youth, young adults, and individuals who left school prior to graduating with priority for projects in communities facing high levels of crime and poverty.



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# Building a Relationship with the Workforce System

First, determine how your customers can benefit from services offered through the partnership provided through the PWS.

Second, answer the question, “How can the services that our agency provides supplement/complement the PWS?”

Third, reach out to your local workforce development board to discuss a possible partnership. [Workforce Board Finder](#)



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# Important Tools & Resources from the U.S. Department of Labor

**CareerOneStop** ([www.CareerOneStop.org](http://www.CareerOneStop.org)) includes tools to help job seekers explore careers, investigate salary and benefit information, research education and training opportunities, plan a job search and browse job sites, write and improve resumes and cover letters, prepare for a job interview, and search for jobs.

**Business Center on CareerOneStop** ([www.careeronestop.org/BusinessCenter](http://www.careeronestop.org/BusinessCenter)) Some of the key features of this new web portal include information on recruiting and hiring a skilled workforce, links to local training and educational institutions, a civilian to military crosswalk to assist in recruiting Veterans, information about workforce certifications, and a job description writer.

**My Next Move** ([www.MyNextMove.org](http://www.MyNextMove.org)) gives students three main ways to explore careers: (1) an online O\*NET interest assessment; (2) an easy-to-read, one-page profile of each occupation highlighting important knowledge, skills, abilities, technologies used, simplified salary and outlook information; and (3) links to find specific training and employment opportunities. There is also a Spanish-language site called Mi Proximo Paso.

**Workforce System Strategies** (<https://strategies.workforceegps.org/>) aims to provide users with an improved starting point for making informed decisions. A comprehensive database containing over 1200 profiles that summarize a wide range of reports, studies, and papers that focus on career pathways, post-secondary education, job search assistance, registered apprenticeships, case management, employer engagement, partnerships, s... building, and many more workforce development related topics.



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# Additional Information

## Currently open Funding Opportunity Announcements.

	REO Grant	Federal Gov Dept.	Posted	Closing Date
<a href="#">FOA-ETA-24-05</a>	Pathway Home 5	DOL-ETA	02/08/2024	04/04/2024
<a href="#">FOA-ETA-24-06</a>	Growth Opportunities - Rounds 4 and 5	DOL-ETA	02/07/2024	04/02/2024

Also meant to mention a few employment incentives the Federal Bonding program that is managed by my unit as well, here is the link to the website and a blurb. There is also the Work Opportunity Tax Credit (WOTC), I think most stakeholders know about that but just in case.

**Work Opportunity Tax Credit (WOTC)** – authorized until December 31, 2025 – a Federal tax credit is available to employers for hiring individuals from certain targeted groups who have consistently faced significant barriers to employment. <https://www.dol.gov/agencies/eta/wotc>

**Federal Bonding Program** - provides \$5,000 to \$25,000 worth of fidelity bond coverage for the first six months of employment for justice-involved individuals at no cost to the individual or employer. The program has facilitated more than 55,000 job placements since it began.

<https://bonds4jobs.com/>

### *Additional Background on the Federal Bonding Program*

*Through the Federal Bonding Program (FBP), the Department provides fidelity bonds to employers to help remove the risks of hiring individuals whose backgrounds pose significant barriers to securing or retaining employment. The FBP was developed in 1966 by DOL to help people in reentry gain access to private sector jobs. Fidelity bonding is insurance that indemnifies employers for loss of money or property sustained through the dishonest acts of their employees (i.e., theft, forgery, larceny, and embezzlement) with no deductible amount to become the employer's liability (100 % coverage). The FBP has a 99% success rate, with only 1% of claims processed. In 2019, DOL greatly expanded the program by providing grant funds to 23 states and one U.S. territory. In April 2021, DOL announced the availability of an additional \$3.3 million to states to expand their use of fidelity bonds to cover employers hiring persons with criminal records, including individuals recovering from opioid and other addictions. The bonds cover the first six months of employment at no cost to the job applicant or the employer.*





# Thank you

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**Alex Green**

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