



FORUM
ON CRIMINAL JUSTICE
Sep 15-18, 2019 | Arlington, VA

Momentum Urban Employment Initiative

A Community Collaboration

Kenneth D. Bobo, JD
Director

Kalamazoo County Community Corrections
1421 Healy Street; Suite 2
Kalamazoo, MI 49048
269.383.6434
kdbobo@kalcounty.com



KALAMAZOO COUNTY GOVERNMENT
In the Pursuit of Extraordinary Governance...

Community Collaboration



- Luke Kujacznski
- Brian Parsons
- Chris Pompey



- William G. Buell, II
- Jamie Weston



- A. Elizabeth Bernhard, MA
- Kate Miller
- Melody Woods



- Patrick Cundiff, PhD

Brandy



Momentum

➤ Community-based Workforce Development Program

- Connects unemployed and underemployed individuals of the community to sustainable employment opportunities through pre-employment training, life skills training, coaching and networking with business partners.
- Six Weeks
 - ✓ Pre- Employment Education
 - ✓ Mentoring
 - ✓ Volunteer Work Experience
 - ✓ Mentoring
 - ✓ Job Placement Assistance
 - ✓ Job Evaluation with Incentives

Kalamazoo Valley Community College

- Short-term technical training geared towards regionally identified, employer-driven needs.
 - 2-3 weeks in length
 - ✓ Computerized Numerical Control (CNC) Operator
 - ✓ Production Technician
 - ✓ Warehouse Management and Inventory Control
 - ✓ Culinary and Sustainable Foods
 - ✓ Manufacturing and Material Handling
 - ✓ Quality Assurance/Quality Control Technician
 - ✓ Welding (coming soon)

BAN
BO  **THE**

35 states, the District of Columbia, and over 150 cities and counties



National unemployment:

~5%

Ex-Offender unemployment at one year, post-release:

30 - 70%

Second Chance Act:

\$695M since 2009-2018

Local initiatives

Kalamazoo County Office of Community Corrections

- Provides alternatives to incarceration for both pre-trial and post-conviction offenders.

Primary Responsibility:

→ Public Safety

→ Flight Risk

Secondary Responsibility:

→ Rehabilitation

- Pre-trial case supervision services
- Cognitive programming
- Substance abuse testing
- Urban employment initiative
 - ✓ Liaise with courts, Px, Dx, Probation

Momentum Basic Program Admission Requirements

BARRIERS - BARRIERS - BARRIERS

- Two or more
 - ✓ Criminal background
 - ✓ Little to no employment history
 - ✓ Homelessness
 - ✓ Lack of a high school credential
 - ✓ Generational poverty
 - ✓ Substance abuse past

AND –

- Fluency in English/Spelling and Mathematics
 - ✓ 5th Grade Level
 - 8th Grade Level if continuing on to an Academy
- **Desire To Change**

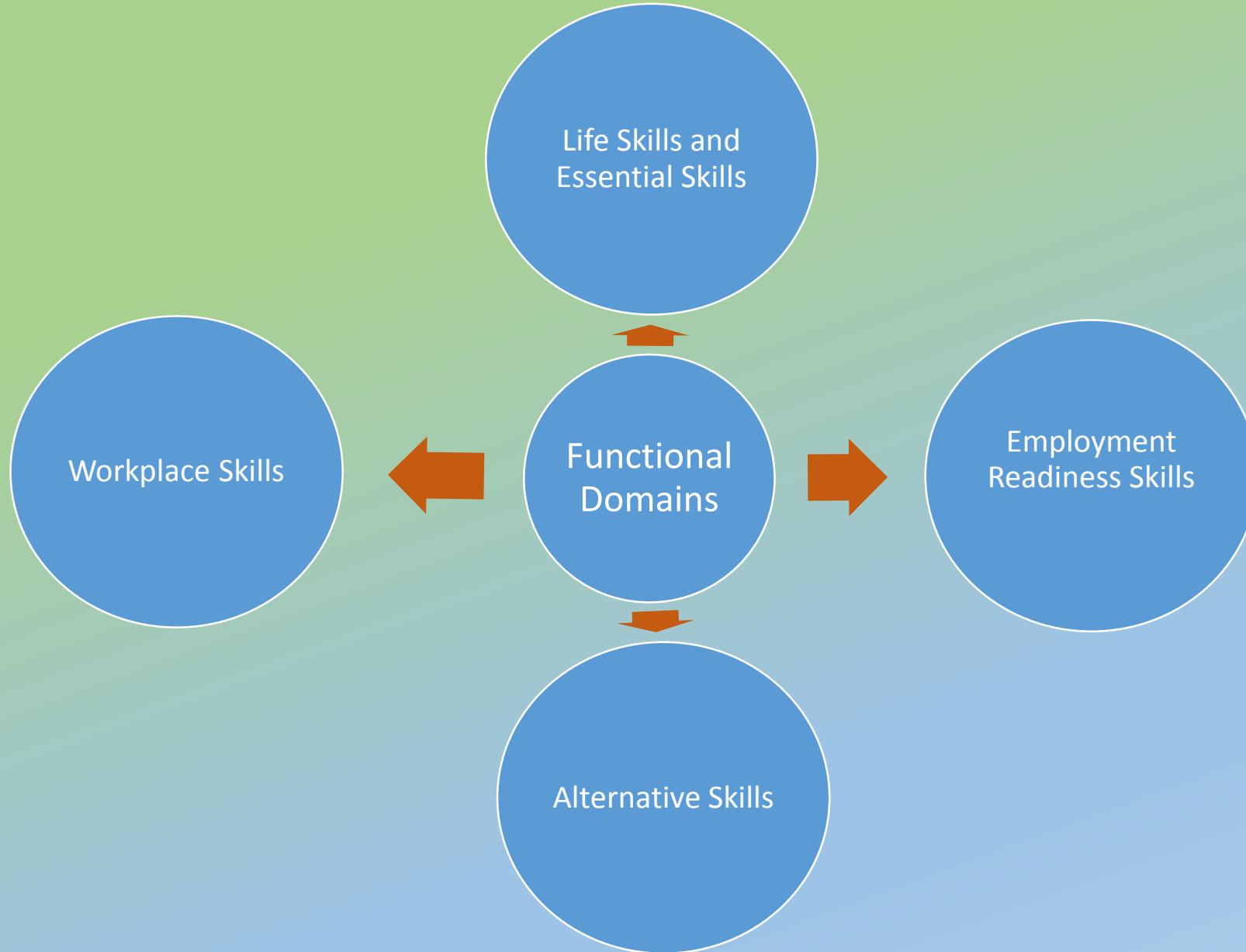
OCC ‘wraparound’ sponsorship:

- Pre-trial or Probation status
- High-Risk Offender
 - ✓ COMPAS* score of Medium to High in the educational/vocational/financial needs categories
 - ✓ KRAT** score of Above Average to High.

* Correctional Offender Management Profiling for Alternative Sanctions

** Kalamazoo Risk Assessment Tool

Momentum Classes



Vocational Training

CNC Career Academy	Production Technician Academy	Warehouse Management & Inventory Control Academy
<p>The CNC Academy provides the hands-on, practical opportunities to learn about automated manufacturing processes and the products they produce.</p> <ul style="list-style-type: none"> • Part loading • Machine setup • Basic machine • Part inspection/precision measurement • Industrial blueprint reading • Introduction to Lean Management Tools • Shop math 	<p>The Production Technician Academy is a hands-on training program designed to prepare graduates for successful, long-term careers in manufacturing.</p> <ul style="list-style-type: none"> • Quality Assurance • Introduction to Lean Management Tools • Lean 5S • Statistical process control • Industrial blueprint reading • Precision measurement • Basic industrial fluid power • Basic electrical • Fundamentals and methods of problem solving 	<p>The Warehouse Management and Inventory Control Academy provides the hands-on, practical opportunities to learn about managing inventory and working within an organization's supply chain.</p> <ul style="list-style-type: none"> • Completing cycle counts • Operation of material handling equipment • Maintaining material handling equipment • Palletizing • Utilizing necessary documentation for shipping/receiving • Banding/wrapping/weighing/labelling dunnage • Dock safety • Control/shipping & receiving operations

Participant Profile

Average age	33 y/o
Gender	♂ = 59% ♀ = 41%
Race	Black 57%
	White 34%
	Hispanic 09%
Unemployed	85%
HS/GED	82%
SA History	84%
Generational Poverty	76%
Ex-Offender	82%
	Prior felonies = 3
	Total priors = 6

Offense Sampling

Escape	Sentence + 5 years
Armed Robbery	Life
Robbery Unarmed	15 years
Delivery Cocaine	20 years
U&P, Meth Lab	20 years
Break & Enter	15 years
Criminal Sexual Conduct	15 years
Assault/GBH	10 years
Larceny	5 years
Insufficient Funds Check	2 years
Resisting & Obstructing	2 years
Stalking	1 year
Retail Fraud 3 rd	93 days

Momentum Business Network. (55 area employers)



- Privately Owned
- \$40M Revenue; 110 employees
- Worldwide supplier of underground mining equipment



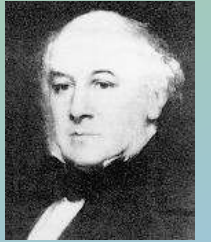
- Privately Owned
- \$2M Revenue; 325 employees
- Midwest US metal distribution, manufacturing and recycling concern with largest used beverage container recycling business in the US



FLowsERVE

Automax Valve Automation Systems

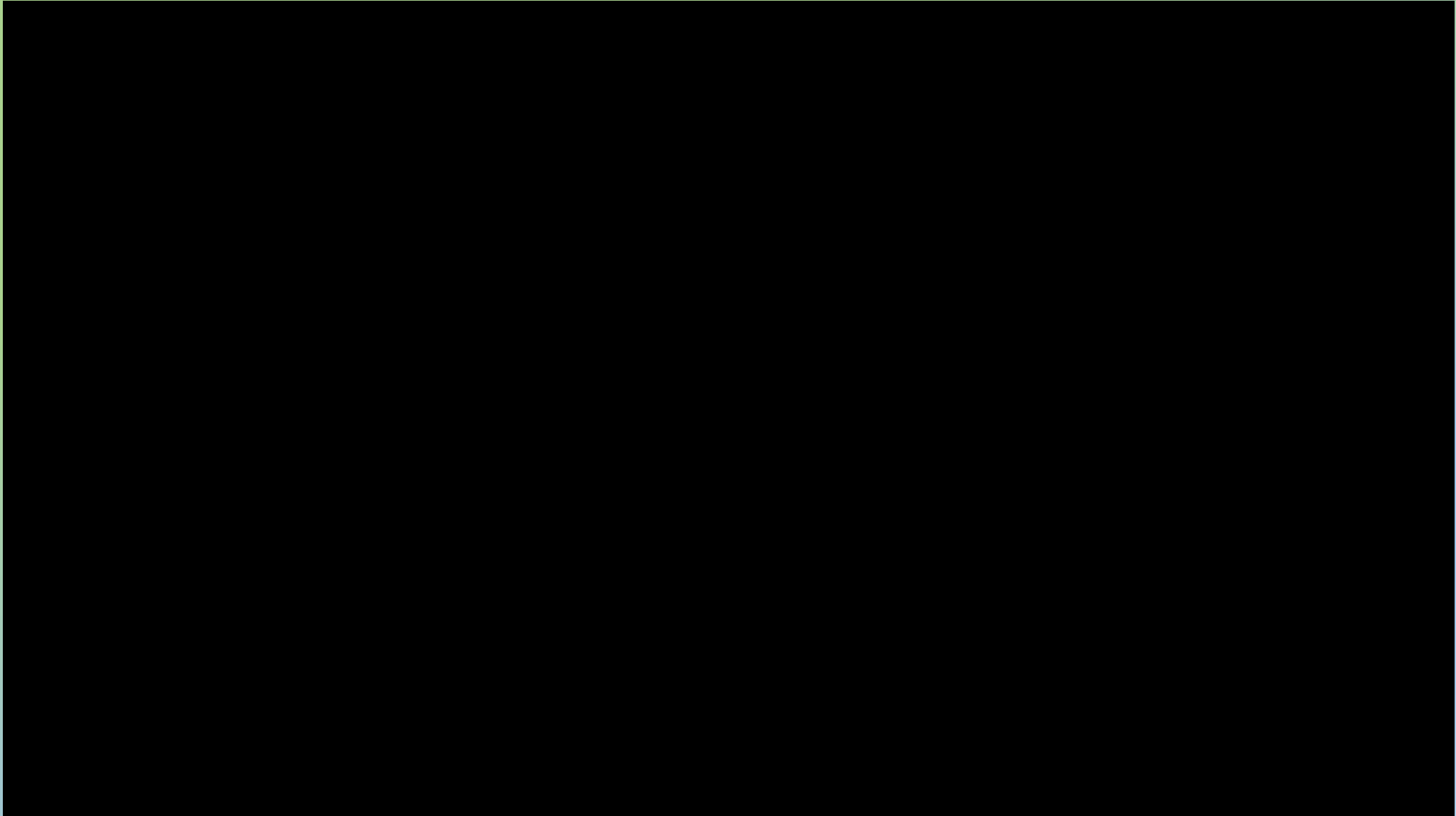
- Publicly Traded; originated in 1785 in London
- \$3.8B Revenue; 17,500 employees
- Multinational supplier of pumping systems to the oil and gas, hydrocarbon and chemical processing, and power generation and water resources industries



- Privately Owned
- \$13.5M Revenue; 100 employees
- Serves the electric vehicle, aviation and food processing manufacturing industries along with being a Tier1 Automotive Supplier



Momentum Intro



Employment Success*

Living Wage**:

Minimum income necessary to meet basic needs, such as food, housing, health care, clothing and transportation.

Poverty: \$5.84/hr. Minimum wage: \$9.25/hr Kalamazoo-Portage SMSA Living Wage: \$11.04/hr

<u>Program</u>	<u>Grad</u>	<u>Placement</u>	<u>Wage</u>	<u>90 Days</u>	<u>180 Days</u>
Momentum Only	71%	90%	\$11.67	75%	89%
+ Academy		90%	\$13.62	87%	87%
Highest Starting Wage			\$28.85		

* Data set provided by Urban Alliance, Inc. without independent verification and statistical validation was not possible.

** <http://livingwage.mit.edu/metros/28020>

Overall Rates of Recidivism

Graduates -v- Non Graduates



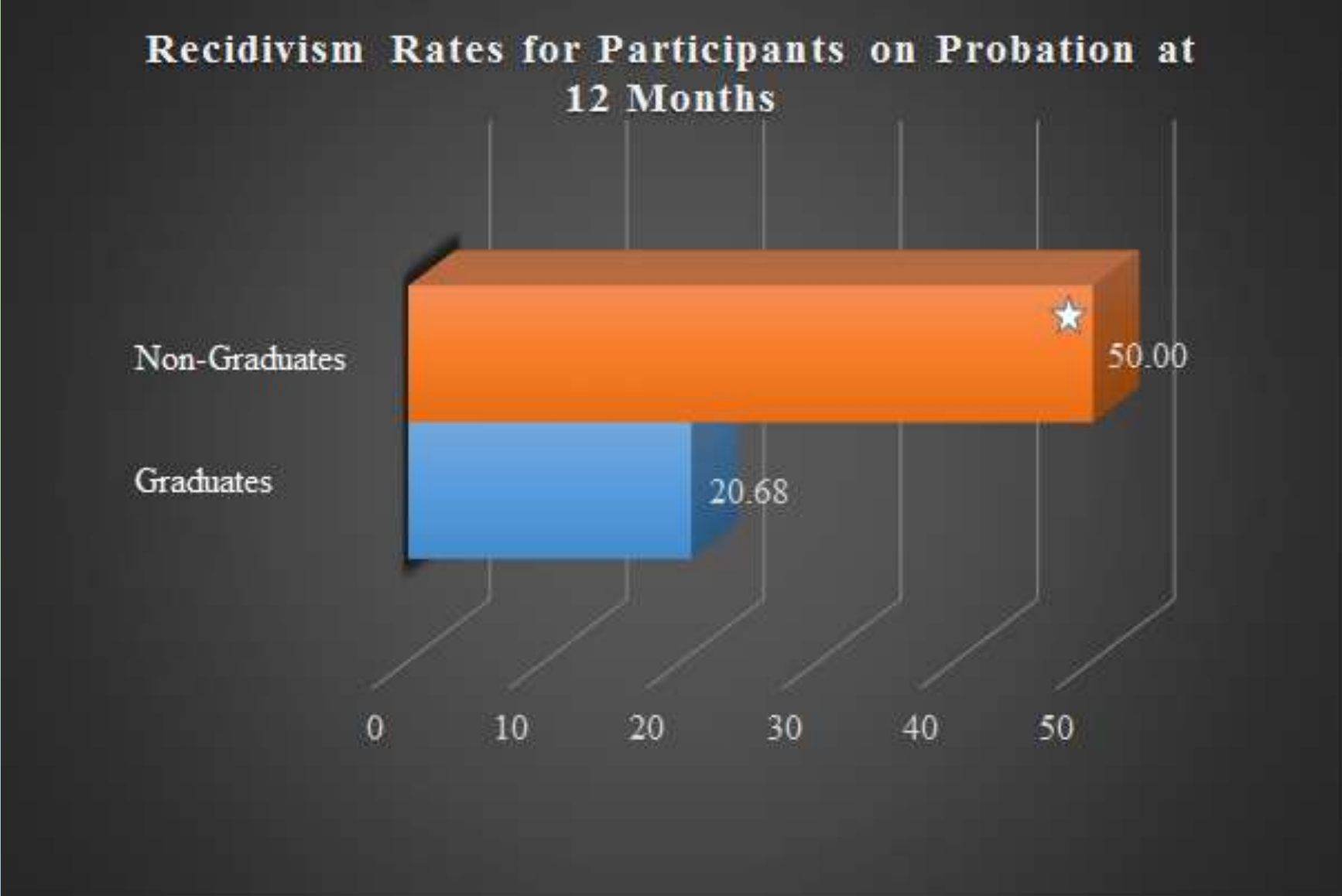
Recidivism by Race



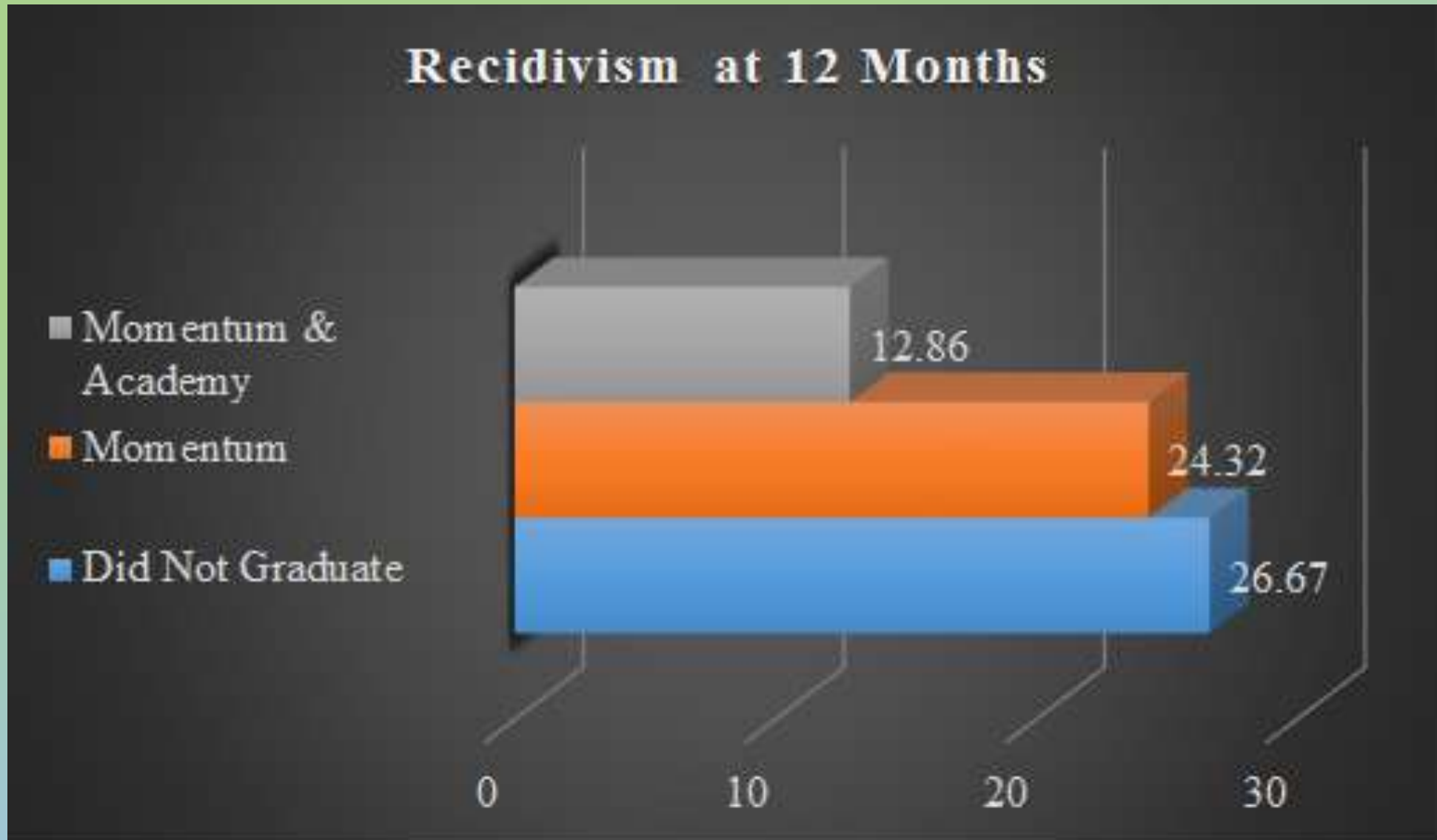
Recidivism by Gender



Recidivism by Legal Status



Recidivism by Training Pathway



Regression Analysis

Non-Graduates are 112% more likely to recidivate at 24-months than Grads.

- Controls include:

Employment status

Homeless

Substance abuse

Legal status

Generational poverty

Single parent home

Being a parent

Gender

Race

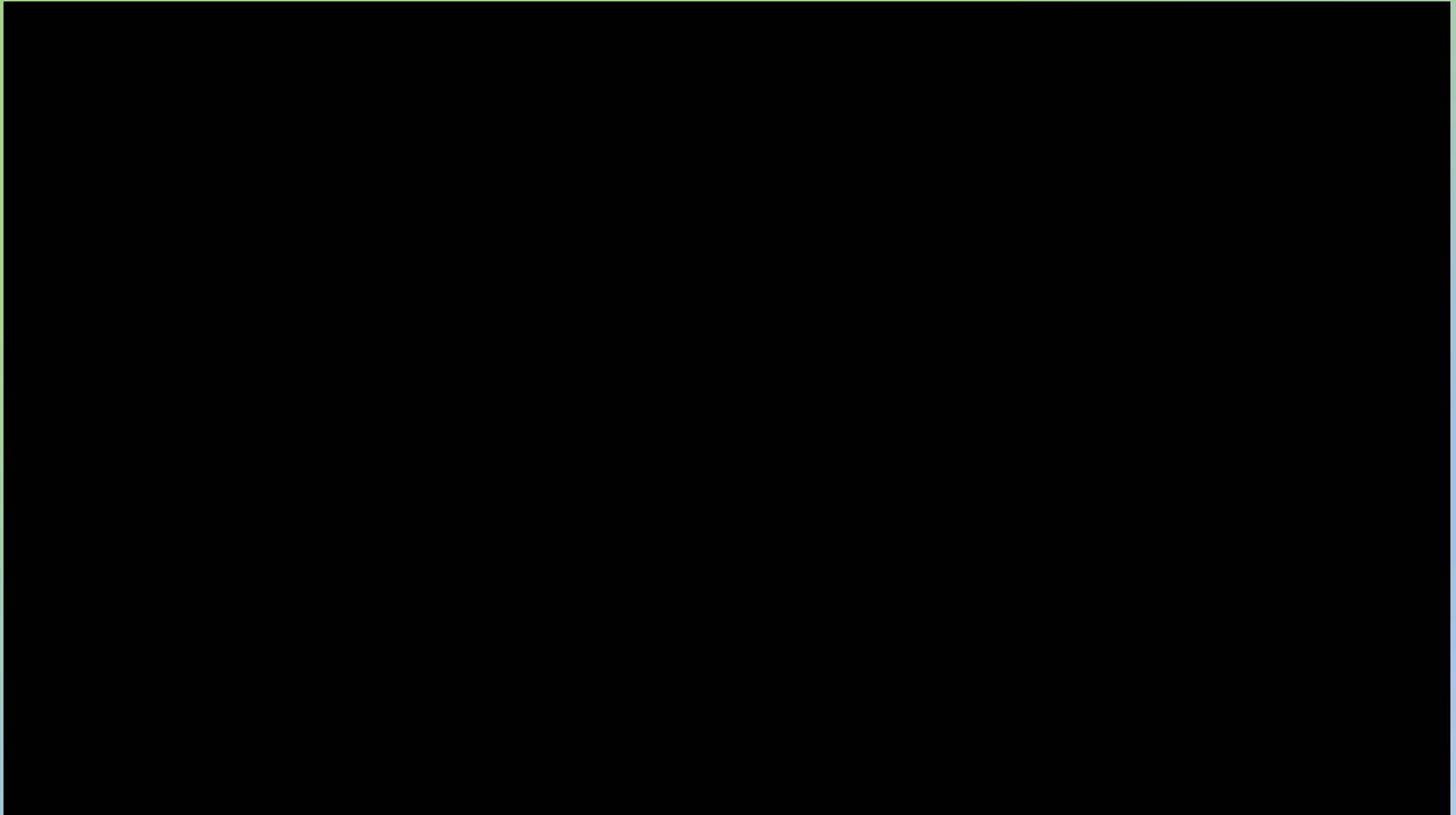
Age

Total arrests and types

Marital status

Education

Life After Momentum



Suggestions

Partnership - Partnership - Partnership

- Workforce Development Agency
- Literacy Council
- Employers
- Neighborhood Associations
- Criminal Justice
- Mental Health
- Clergy