Momentum Urban Employment Initiative
A Community Collaboration

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- 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)
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**
- 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

- Functional Domains
  - Life Skills and Essential Skills
- Workplace Skills
- Employment Readiness Skills
- Alternative Skills
## Vocational Training

<table>
<thead>
<tr>
<th>CNC Career Academy</th>
<th>Production Technician Academy</th>
<th>Warehouse Management &amp; Inventory Control Academy</th>
</tr>
</thead>
<tbody>
<tr>
<td>The CNC Academy provides the hands-on, practical opportunities to learn about automated manufacturing processes and the products they produce.</td>
<td>The Production Technician Academy is a hands-on training program designed to prepare graduates for successful, long-term careers in manufacturing.</td>
<td>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.</td>
</tr>
<tr>
<td>• Part loading</td>
<td>• Quality Assurance</td>
<td>• Completing cycle counts</td>
</tr>
<tr>
<td>• Machine setup</td>
<td>• Introduction to Lean Management Tools</td>
<td>• Operation of material handling equipment</td>
</tr>
<tr>
<td>• Basic machine</td>
<td>• Lean 5S</td>
<td>• Maintaining material handling equipment</td>
</tr>
<tr>
<td>• Part inspection/precision measurement</td>
<td>• Statistical process control</td>
<td>• Palletizing</td>
</tr>
<tr>
<td>• Industrial blueprint reading</td>
<td>• Industrial blueprint reading</td>
<td>• Utilizing necessary documentation for shipping/receiving</td>
</tr>
<tr>
<td>• Introduction to Lean Management Tools</td>
<td>• Precision measurement</td>
<td>• Banding/wrapping/weighing/labelling dunnage</td>
</tr>
<tr>
<td>• Shop math</td>
<td>• Basic industrial fluid power</td>
<td>• Dock safety</td>
</tr>
<tr>
<td></td>
<td>• Basic electrical</td>
<td>• Control/shipping &amp; receiving operations</td>
</tr>
<tr>
<td></td>
<td>• Fundamentals and methods of problem solving</td>
<td></td>
</tr>
</tbody>
</table>
# Participant Profile

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average age</td>
<td>33 y/o</td>
</tr>
<tr>
<td>Gender</td>
<td>♂ = 59%</td>
</tr>
<tr>
<td></td>
<td>♀ = 41%</td>
</tr>
<tr>
<td>Race</td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>57%</td>
</tr>
<tr>
<td>White</td>
<td>34%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>09%</td>
</tr>
<tr>
<td>Unemployed</td>
<td>85%</td>
</tr>
<tr>
<td>HS/GED</td>
<td>82%</td>
</tr>
<tr>
<td>SA History</td>
<td>84%</td>
</tr>
<tr>
<td>Generational Poverty</td>
<td>76%</td>
</tr>
<tr>
<td>Ex-Offender</td>
<td>82%</td>
</tr>
</tbody>
</table>

- Prior felonies = 3
- Total priors = 6
<table>
<thead>
<tr>
<th>Offense</th>
<th>Sentence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Escape</td>
<td>Sentence + 5 years</td>
</tr>
<tr>
<td>Armed Robbery</td>
<td>Life</td>
</tr>
<tr>
<td>Robbery Unarmed</td>
<td>15 years</td>
</tr>
<tr>
<td>Delivery Cocaine</td>
<td>20 years</td>
</tr>
<tr>
<td>U&amp;P, Meth Lab</td>
<td>20 years</td>
</tr>
<tr>
<td>Break &amp; Enter</td>
<td>15 years</td>
</tr>
<tr>
<td>Criminal Sexual Conduct</td>
<td>15 years</td>
</tr>
<tr>
<td>Assault/GBH</td>
<td>10 years</td>
</tr>
<tr>
<td>Larceny</td>
<td>5 years</td>
</tr>
<tr>
<td>Insufficient Funds Check</td>
<td>2 years</td>
</tr>
<tr>
<td>Resisting &amp; Obstructing</td>
<td>2 years</td>
</tr>
<tr>
<td>Stalking</td>
<td>1 year</td>
</tr>
<tr>
<td>Retail Fraud 3rd</td>
<td>93 days</td>
</tr>
</tbody>
</table>
Momentum Business Network. (55 area employers)

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

**Flowsserve**
- 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

**Schupan & Sons Inc.**
- Privately Owned
- $2M Revenue; 325 employees
- Midwest US metal distribution, manufacturing and recycling concern with largest used beverage container recycling business in the US

**Sigma Machine**
- 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

<table>
<thead>
<tr>
<th>Program</th>
<th>Grad</th>
<th>Placement</th>
<th>Wage</th>
<th>90 Days</th>
<th>180 Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Momentum Only</td>
<td>71%</td>
<td>90%</td>
<td>$11.67</td>
<td>75%</td>
<td>89%</td>
</tr>
<tr>
<td>+ Academy</td>
<td>90%</td>
<td></td>
<td>$13.62</td>
<td>87%</td>
<td>87%</td>
</tr>
<tr>
<td>Highest Starting Wage</td>
<td></td>
<td></td>
<td>$28.85</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

** [http://livingwage.mit.edu/metros/28020](http://livingwage.mit.edu/metros/28020)
Overall Rates of Recidivism
Graduates -v- Non Graduates

![Graph showing rates of recidivism for graduates and non-graduates at 12 months and 24 months. The graph indicates higher recidivism rates for non-graduates at both time periods.]
Recidivism by Race

Recidivism Rates at 12 Months

- Black-Non Grad: 23%
- Black-Grad: 19.5%
- White-Non Grad: 33.3%
- White-Grad: 14.5%
Recidivism by Gender

Recidivism Rates at 12 Months

- Female Non-Graduate: 25%
- Female Graduate: 15.25%
- Male Non-Graduate: 26.42%
- Male Graduate: 21.18%
Recidivism by Legal Status

Recidivism Rates for Participants on Probation at 12 Months

- Non-Graduates: 50.00%
- Graduates: 20.68%
Recidivism by Training Pathway

Recidivism at 12 Months

- Momentum & Academy: 12.86%
- Momentum: 24.32%
- Did Not Graduate: 26.67%
Regression Analysis

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

- Controls include:
  
  Employment status  Gender
  Homeless          Race
  Substance abuse   Age
  Legal status      Total arrests and types
  Generational poverty  Marital status
  Single parent home  Education
  Being a parent
Life After Momentum
Suggestions

Partnership - Partnership - Partnership

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