

# JJAC – Employment & Life Skills

*How do employment and life skills training contribute to successful diversion of youth from the juvenile justice system?*

We believe that  
Second Chances  
Matter!

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Ready4Work<sup>®</sup> is a nationally recognized program assisting the formerly incarcerated with re-entry into the community and workforce, effectively leading clients toward a productive life.

OPERATION  
NEW HOPE

# Ready4Work<sup>©</sup>

## Client Program Overview

### GET SUPPORT

Once accepted into our FREE program, each client is partnered with a Case Manager who provides support to common barriers upon re-entering into the community.

- Transitional housing financial support and referrals
- Medical support
- Obtaining vital documents (birth certificate, drivers license)
- Access to wellness, mental health, substance abuse
- Life Coach mentoring
- JTA Bus pass
- Daily lunch
- Dress clothes for job interviews

### LEARN SKILLS

© Clients attend a comprehensive program featuring life skills, employment skills, and resume writing. Holding a Ready4Work graduation certificate has been highly regarded by employers in the Jacksonville area.

Ready4Work clients also have access to the following Vocational Training programs:

- UNF Warehouse & Logistics
- Customer Service Certification
- Contact Center Certification
- Microsoft Office
- Construction Apprenticeship Program

# Ready4Work<sup>©</sup>

## Client Program Overview

### BREAK THE CYCLE

Children of parents who have gone to jail or prison are 7x more likely to become offenders themselves.

While enrolled in the Ready4Work program, clients can be a part of The Breaking the Cycle Program. This program provides family reunification services to ***break the cycle*** of generational incarceration.

**[BREAKING THE CYCLE]**

*Reclaim. Recommit. Reunite.*

### EARN MONEY

While unemployed and participating in the Ready4Work program, it is important to earn money.

- Active clients earn a \$50 stipend per week
- Stand out in class and become Student of the Week and earn an extra \$25
- Graduate from Career Development and earn another \$75

# Ready4Work<sup>©</sup>

## Client Program Overview

### GET HIRED

- During the Ready4Work program clients are trained on how to interview, how to search for a job, and create a resume. However, the Ready4Work program does not end there.
- Our Employment Team partners with hundreds of employers across Jacksonville to fill actual job openings.
- Once clients are partnered with a Job Coach, they take clients to interviews and coach them through the process.

### SUCCEED

*If Operation New Hope wasn't here I would have gone back to the streets, used, and there would have been no changing of my mindset. Operation New Hope helped me learn to live in the real world and gain the life skills I needed to avoid Phillips Highway. My Children have been greatly affected by my addiction, and this program has helped me make steps towards repairing those relationships. I recommend Ready4Work to anyone who needs a second chance.*

-Elise Sapp, Age 41, 2107 Ready4Work Graduate

In 2017, 312 clients received jobs! And not just any job, but careers.  
The average hourly rate was \$10.71 per hour including benefits.

Juveniles  
participating in the  
Ready4Work<sup>©</sup>  
Program

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# Leveraging the Ready4Work Program for Juveniles

Operation New Hope has piloted two programs to serve Juveniles (ages 16-24) within our existing Ready4Work<sup>©</sup> Program.

- 2015 – 2017 Conducted a partnership with Career Source to support juveniles that had a brush with the criminal justice system.
- 2017 awarded funding from a private donor in Jacksonville

# Lessons Learned: Soft Skills Training

#1 – A soft skills program scheduled Monday – Friday from 8:30-3:00 PM that works for adults can be a challenge when serving juveniles

- Juveniles may still be in school or working towards a GED
- Juveniles that have dropped out of school, may not want to be in an atmosphere that *feels* like school

#2 - Learning happens differently for Juveniles than Adults

- Motivation is a powerful engine for learning
- Motivation to learn is stronger when it emerges from the young person's prior knowledge and interests
- Learning is most effective when it is social; when it occurs as a shared activity; when it allows for increasingly responsible participation
- Learning works best when young people can focus in depth on a few things at a time
- They want to have an active role in the learning: co-constructing, interpreting, applying, and making sense of something
- Digital applications and the ability to have some instruction as self-paced works well

## Lessons Learned: Hard Skills Support

#3 – Many juveniles that have a brush with the criminal justice system do not have a high school diploma or GED. Working to achieve this significant milestone helps future job placement but also can provide a sense of achievement and success.

#4 - Access to the following types of Vocational Training programs seem to resonate with juveniles more than adults:

- Coding / Video Game Design
- Microsoft Office
- Apprenticeships (construction, electrical, plumbing, HVAC)
- Barber / Cosmetology

## Lessons Learned: Job Placement

#5 - Many 16 and 17 year olds' struggle to find employment. Without a driver's license, without a HS diploma/GED and with a record, it is all the more difficult.

From our Experience: A targeted program that is tailored to Juveniles would be more beneficial

