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COMMUNITY CORRECTIONS PARTNERSHIP
PROGRAMS AND SERVICES WORKGROUP
WHEN: JULY 23, 2020 FROM 10:00AM – 12:08PM
WHERE: MICROSOFT TEAMS VIRTUAL MEETING

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PRESENT:

Crosby, Neola (Chair)	Grigsby, Janene	Rodney Dunn	Smith, Tim
Abernathy, Lisa	Guillory, Stacey	Oddie, Sarah	Thompson, Deleign
Black, Anita	Kelley, Shanice	Holman, Rahkii	Turner, Charles
Brewster, Jamie	Lacy, Shahidah	Robertson, Greg	Coleman, Rodney
Brown, Tamia	Leonard, Patrick	Rodney, Brooks	(community works)
Dunn, Rodney	McCants, Jeremy	Rowland, Shawn	Additional Guests: 7
Eady, Rashad	McGrath, Kathryn	Russell, Vanessa	
Eddy, Charlie	Hellums, Melissa	Santos, Jacee	

I. REVIEW AND APPROVE MEETING MINUTES – Meeting minutes were reviewed and approved as written

II. PRESENTATIONS

1. **Michael's Transportation Services (MTS) Presentation– Greg Robertson**
   a. MTS offers a life changing career in the transportation industry that provides a living wage with the opportunity for career advancement
   b. The MTS Academy has been approved for distant learning by BPPE effective April 6, 2020
      i. This means the classroom portion of the course can be done virtually at home
      ii. The class prepares students to take their DMV permit exams
   c. MTS is an essential employer, per executive order by Governor Gavin Newsom
   d. New e-Learning classes begin every two weeks
      a. Future Class Dates: July 13, July 27 & August 10
      b. Covid-19 safety protocols are being followed
   e. As a result of a nationwide driver shortage, employers are willing to hire the reentry population while they are still on probation
   f. MTS Training Academy is:
      i. On the ETPL list – MTS is an approved Eligible Training Provider through the Department of Health and Human Services
         i. This status qualifies MTS for funding sources for the reentry population through government agencies throughout the state
      ii. Approved as a training provider for the WIOA (Workforce Innovation and Opportunity Act), Veterans Administration, State Department of Rehabilitation (DOR)
   g. Requirement for a commercial license – MTS works with clients to obtain all of the requirements below: (one stop shop):
      i. Must have a valid California class C license
      ii. Must be at least 18 years of age
      iii. Must be at least 21 to drive interstate

    iv.   Must have an original birth certificate or passport

    v.   Must have an unlaminated social security card

    vi.   Must pass a Department of Transportation physical exam for medical card

    vii.   Must pass drug screen

    viii.   Must pass a DMV written exam and btw driving test

h. The Placement Process: MTS starts the placement process by referring the candidate to a number of employers they have contracts with and with the employers' approval, MTS sets a date for an interview – the final decision is the employer

i. Discussion:

    i.   Greg provided two flyers for distribution

    ii.   BOSS is having issues helping people with a Health and Safety Code 11360 (marijuana charge) on their driving record become coach operators

        i.   MTS encourages getting both Class A and Class B license – the DOR will sometimes help with this

        ii.   Goal is for clients to be successful

- MTS does not ask individuals if they have a criminal history – *Ban the Box*
- Candidates should be screened, and limitations clearly laid out prior to being referred

        iii.   Clean Slate Clinic works to reduce and dismiss convictions in Alameda County

III. <u>SERVICE GAPS, CHALLENGES, OPPORTUNITIES</u>

  1. Follow-Up from Previous Meeting Discussions from May and June

    a. **Merritt College Cybersecurity Program Presentation – Anita Black**

      i.   OUR PROMISE: Start wherever you are today, and earn a 2-year AS degree or certification in cybersecurity with a flexible, affordable program that puts individuals on the fast track to building a financially rewarding career

      ii.   HIGHLIGHTS:

        i.   HIRING: Over 50% of the graduating students obtained cybersecurity positions with leading Bay Area companies with a starting salary of $70,000

        ii.   ACCREDITATION: Courses and program approved by the Community College Chancellor's office in 2015. Students receive an AA or certification in Application or Infrastructure Security

        iii.   STUDENT SUCCESS: Students have placed in the top 5 nationally in National Cyber League over the past 4 years and ranked #1 in Cyber Talent Fastrack by SANs in 2019

        iv.   FACULTY: The faculty comprise of CIO, CISOs and security thought leaders of notable Bay Area high tech companies providing our students with real world experience.

        v.   CURRICULUM: Designed with the Consortium of Information Systems Executives (CISE), our program is the result of a rare partnership between academia and industry.

      iii.   PROGRAM STRUCTURE: Hybrid classes, six-week sections, team taught by industry and Merritt faculty

        i.   Also have IT career readiness, non-credit certificate that offers students soft skills

        ii.   Program also has a job placement team

      iv.   Have sent students to conferences and national security competitions

     v. Programs:

         i. Offer Certificate of Achievement and Associates Degree in the following:

- Application Security
- Infrastructure Security

        ii. 4-year transfer articulation: UC Berkeley, CA State University East Bay and San Bernadino

      iii. Oakland Unified School District Dual Enrollment

      iv. Cyber Patriots Summer Camp for Middle to High School Students

       v. Street Scholars: Program for formerly incarcerated students interested in attending Merritt

    vi. Challenges in obtaining jobs in the cybersecurity field for the formerly incarcerated: former incarceration is a barrier, but not a blockade from gaining employment – each case needs to be considered on an individual basis

   vii. Classes start on the 28th of October

  viii. Prerequisites:

         i. Intermediate Algebra, and

        ii. CIS 5 – Introduction to Computer or CIS 6 – Introduction to Programming (or a comparable course)

      iii. You can take the courses concurrently with your first class.

     ix.   A program flyer was shared

2. East Bay /Inter-Agency Training Council (EB/IATC) Presentation – Vanessa

    a. Love Never Fails (LNF) is one of the agencies that participates in the EB/IATC collaborative

    b. Vanessa is the founder of Love Never Fails, an organization that addresses the issue of human trafficking (also provide services for individuals who have not been involved in trafficking)

         i. Vanessa worked in the IT Industry for 23 years and understands the challenges faced by those her organization serves

    c. LNF mission is to empower all people to express and experience their best sense of humanity by protecting, restoring and educating survivors of human trafficking and their community – requires long, stable and equitable jobs in underserved communities

    d. Service and Outcomes: Search and Rescue (found over 100 missing woman and children over the last 9 years), Housing (18 months), Workforce Development, Mentoring and Education

    e. LNF is a proven leader who has housed 137 families and educated 400,000 people

    f. Important to introduce IT to underserved communities to make sure they are able to participate in the ever changing and increasing digital economy and earn a sustainable wage

    g. LNF is a Cisco networking academy and State-Certified Cybersecurity Pre-apprenticeship program that utilizes the IT Biz Networking Academy to empower leaders and give students access to paid apprenticeships and placement opportunities – after their program students are ready to enter Merritt (or similar program)

    h. Criminal backgrounds can strain your ability to work in the field, but LNF is advocating for students and working with them to open up career pathways

    i. Tips on possible pathways for students with criminal backgrounds:

         i. Work on having record cleared

        ii. Friendly employers; i.e. certain government agencies (San Francisco), Facebook, etc. have pathways for the previously incarcerated

      iii. Shape resume based on skills and not on time to avoid highlighting the incarceration

iv. Give students the language to be able to have a positive discussion about what they've learned

　　　v. Anticipate possible delays, advocate for students and be creative

　　　vi. Know that technical jobs are more accessible to non-violent offenders – violent offenders should look into IT entrepreneurship pathway (subcontracts do not typically require owner of a small business provide background their check)

　　　vii. Address the legal/legislative policies to make expungements easier (especially for human trafficking victims)

　j. Currently have a COVID-19 economic empowerment launch, where LNF's programs are being offered for free to students that are previously incarcerated – URL to register for classes: https://www.loveneverfailsus.com/itbiz (currently serving students in multiple states)

　k. Discussion:

　　　i. LNF speaks to their students about their previous incarceration as it relates to interviewing techniques and resume building. When the life coach works with the students one-on-one, it may also be addressed

　　　ii. LNF needs to connect with the Clean Slate Clinic to help with dismissals and reduction of convictions in Alameda County

　　　iii. Bay Area Legal Aid also does clean slate work and employment hearings

　　　iv. Representation of system impacted people of color is still low in the IT world

3. Follow-up Discussion: How to deal with challenges with internet access/speed during COVID-19

　a. Give people jobs, when people have a job, they can pay for internet

　b. $98 million through the Fair Chance Act is available to address black economic inequality

　c. People don't just need a job, they need careers with real earning power and training and other barriers like internet access need to be addressed to get people ready to succeed in these pathways

　d. These programs are doing the work and creating avenues to get people into high paying careers

　e. No matter what path our clients choose, we need to ensure there is a system of services and support in place to make sure they are successful

　f. Many of us got where we are because somebody helped us, and these programs are doing the work to help our community have long-term success

　g. Tech ombudsmen to address gaps in IT arena: skills, hardware, access, opportunities

IV. <u>NEXT MEETING</u>

1. Thursday, August 27, 2020, 10 AM - 12PM

2. Will be identifying gaps in services and discussing how to spend the approximate $6 million that has not yet been allocated for FY 20/21

V. <u>ANNOUNCEMENTS</u>

1. CURRENT CAB VACANCIES – District 1: (2), District 2: (0), District 3: (2), District 4: (1) and District 5: (0)

2. **OTHER:** Service providers not allowed in jail during COVID

3. **ITEMS FOR DISTRIBUTION** – If you have items you would like to submit for distribution, please refer to the *Communication Protocol* document for details and email reentryinfo@acgov.org