

Welcome

Alameda probation Partners



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- Thank your for joining us virtually today!



Let's Get Your Career on the Road!





Today's agenda

- ▶ Introductions
- ▶ Brief History of Michael's Transportation Service, Inc.
- ▶ Who is MTS/MTS Training Academy
- ▶ Covid 19 Protocol
- ▶ Second Chance Program
- ▶ How We Did It
- ▶ What is causing the Driver Shortage
- ▶ Skilled and Un-Skilled labor
- ▶ Approved EPTL Vendor
- ▶ Benefits of Hiring Re-Entry Candidates
- ▶ Employment Opportunities
- ▶ Training Programs
- ▶ Requirement for a Commercial License
- ▶ Questions & Answers



**LET US GET YOUR CAREER ON
THE ROAD!!!**

Introductions



- ▶ Guest introductions
 - Name
 - Where are you located?
 - How did you hear about us?
 - What do you expect to take away from this presentation



**LET US GET YOUR CAREER ON
THE ROAD!!!**

Our History



- ▶ Michael's Transportation Service, Inc., was established in **1986**
- ▶ MTS Training Academy is a Division of MTS – it was established in **1996.**
- ▶ Currently have 3 locations and Training Facilities: **Vallejo, Sacramento & Watsonville, CA & One satellite training site in Oakland, CA**
- ▶ We have 240+ employees.
- ▶ We have 200+ commercial vehicles.
- ▶ MTS Training Academy has trained thousands of commercial drivers.
- ▶ MTS Training Academy Specializes in Class A , Class B, VTT & School Bus Certification.



Who is MTS



- ▶ We offer a life changing Career in the Transportation Industry that provides a living wage for your family with the opportunity for career advancement!





Virtual Learning

- MTS Academy has been approved for distant learning by BPPE effective as of April 6, 2020. This means classroom portion of the course can be done virtually at home. The class prepare students to take their DMV permit exams.
- Michael's Transportation (MTS) is an essential employer, per executive order by Governor Gavin Newsom **Executive order: N 33- 20**
- New eLearning classes begin every two weeks
- **FUTURE CLASS DATES:** July 13, July 27 & August 10

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MTS Training Academy, Inc.

COVID19 Safety Protocol



In conjunction with the guidance of the Centers for Disease Control (CDC); the State of California, and local authorities, the following steps are required to participate in BTW Training:

- ✓ Students and staff **must** remain home if they or any household member is sick regardless of the ailment;
- ✓ Practice all ***Social Distancing***;
- ✓ Wearing of facial coverings at all times;
- ✓ Wearing of gloves;
- ✓ Cough into a tissue or your elbow sleeve;
- ✓ Frequent and consistent hand washing and use of hand sanitizer;
- ✓ Avoid touching eyes, nose and mouth at all times;
- ✓ Instructors **must** disinfect equipment after each use;
- ✓ Instructors will limit number of trainees to ensure maximum safety

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Michael's Transportation Training Academy is a marketplace ministry where kingdom business happens everyday.....



*Our vision is to transform our over-populated prison system by **reducing the rate of Recidivism** through our Second Chance Program.*



Our Re-entry The Second Chance Program

The Stakeholders



Who has the greatest stake in recidivism?

- ▶ The formerly incarcerated person
- ▶ Families (children) of the formerly incarcerated
- ▶ The victim of the crime.
- ▶ Those employed by the justice system (police, parole officers, corrections officers, even those who build and profit from prisons).
- ▶ **YOU! Recidivism affects everyone. Crime is a problem in every community and anyone can be a victim.**
- ▶ Finally, all taxpayers are greatly impacted by the economic costs of crime.

The Goal



- ① The goal of the Prisoner Re-alignment Initiative (PRI) is to reduce recidivism.
- ① We help individuals returning to the community by providing them the **training** which lead to an **employable skill**. We also help them find permanent employment that pays a living wage.
- ① The re-entry candidates in our program are mostly low level offenders – meaning their crime was **non-serious**, **non-violent**, **non-sexual** in nature. However we have placed parolees as well

Meeting The Challenge



- ▶ In 2013 we were approached by the **Solano County Probation Department** to participate in a county-wide effort to reducing the rate of recidivism in Solano County.
- ▶ Since 2013 We have had hundreds of **probationers** referred to **MTS Training Academy** for commercial driver training and more importantly **job placement**.
- ▶ We have met or exceeded all expectations for Solano County probation. (**Per Probation Chief Chris Hansen**)





In 2012 the Recidivism in Solano County was 77%

This recidivism rate means, if we released 10 prisoners today, **3** years from today **7.7** of released prisoners would have been re-arrested and returned to the prison system. At this rate of recidivism, our prison system has become over-populated. The cost to continue to finance this revolving door is costing the State approximately **\$75,560** annually. To add to staggering cost, note that **2.4 million** people are incarcerated



The Issues?



- ① One of the main causes of recidivism, is ex-felons not being able to find gainful employment because of their criminal background.
- ① The county officials believed that, this barrier to employment can be overcome, if the reentry population was given an **employable skill**.
- ① Therefore, the county reached out to 10 non-profit and for profit organizations for training services to meet this challenge, of which **MTS Training Academy, a for profit organization** was included.
- ① Each organization was given 10 hard to place reentry candidates. The organization that demonstrated that they could work effectively with this population was given the contract.
- ① Our results were **10 for 10** in training and job placement of the formally incarcerated candidates referred to our program.

Our Second Chance Program



- ❑ After being awarded the contract, we began to approach employers, union leadership with the ideas of a second chance program. We would challenge the employers to participate by giving our re-entry students a Second Chance.
- ❑ By second chance we mean giving our re-entry students the opportunity for employment based on their qualifications and skill level and not denying them the opportunity for employment because of their prison record.
- ❑ MTS Training Academy students were being hired based on their ability to meet the employers job requirements .
- ❑ We noticed this achievement instills a sense of belonging , self-worth and accomplishment in our graduates.
- ❑ Employers are giving our reentry students the second chance to work, provide for their families, become productive citizens, and pay taxes, instead of costing the state **\$75,560** annually.

The Second Chance



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What is Causing this Shortage?



- Baby boomers have reached retirement age and are retiring at a rate of 10,000 a day for the next 20 years. This rate of attrition is impossible to keep pace with.
- The last economic crisis resulted in 1,200 training institutions closing their doors in California. The Covid 19 pandemic has caused even more school closures. Some of these closures were commercial driving schools leaving us fewer schools operating to keep pace with this driver demand nationwide.
- The recent changes in the marijuana laws have also impacted this shortage. Every 3 months 25% of all commercial drivers are randomly tested for drugs and alcohol. Many are losing their license every quarter.
- At the same time the overall demand for freight deliveries and passenger transportation is increasing.

Due to these conditions employers are finding it very difficult to locate and hire qualified drivers promptly.

We Know....



- *Many Employers depend on commercial drivers to deliver their goods and services to the marketplace.*
- *Many Employers today are not able to keep up with their growing demands for commercial drivers.*
- *Posting driving jobs via the internet/newspapers and word of mouth methods worked in the past. However today, due to the shortage of drivers nationwide and the number of employers fishing for them in the same pond, **finding qualified drivers promptly is just not working for many employers.***

The Good News is that we are in the position to help meet their driver demands promptly!



Unskilled vs. Skilled Labor



Give a man a fish you feed him for a day; Teach a man to fish and he feeds himself for a lifetime.



- ▶ **Unskilled Labor** refers to employment that offers little or no career advancement and low wages.
- ▶ **Skilled Labor** refers to employment that offers career growth and high wages. Skilled labor requires additional training beyond high school.

MTS Training Academy offers **Skilled Labor Training** for high growth and high wages in the commercial driving industry.

***We teach our students how to fish
for a lifetime of employment!***



**Evidence Based Program: Proves that
Permanent employment reduces recidivism**

Commercial Driving is a Skilled labor!!



What you need to know about us?



We are on the ETPL list. In other words, we are an approved Eligible Training Provider through the Department of Health and Human Services. This status qualifies us for funding sources for our reentry population through government agencies throughout the state.



MTS Training Academy Is....



- *Approved by EDD as a Training Provider for the WIOA – Workforce Innovation and Opportunity Act*
- *Approved by VA as a Training Provider*
- *Approved by the State Department of Rehabilitation*
- *Approved for training the AB 109 Re-Entry population. **These candidates are non-serious, non-sexual, non-violent offenders.***



Thank you PARTNERS

We appreciate your ongoing support



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Requirement for a Commercial License

- ▶ Must have a valid California class C license
- ▶ Must be at least 18 years of age
- ▶ Must be at least 21 to drive interstate
- ▶ Must have an original birth certificate or passport
- ▶ Must have an **unlaminated** social security card
- ▶ Must pass a DOT physical exam for medical card
- ▶ Must pass drug screen
- ▶ Must pass a dmV written exam and btw driving test

Don't Worry! MTS Training Academy handle all of these details! One stop shop!



What We Tell The Employer



To assure the success of the *Second Chance program* and *employers confidence*, the program also targets these concerns:

- ⦿ We monitor candidate for drug use. Any candidate testing **positive** during the training period will be immediately disqualified.
- ⦿ Candidates also receive support from the **Day Reporting Center** during this transition back into the community.
- ⦿ We can assist candidate with purchase of low cost **housing/transportation** to get to and from work.

The Placement Process:



- ① We can complete the training **within 60 days.**
- ① Our next step is: We start the placement process by referring the candidate to a number of employers we have contracts with.
- ① We are asking the employer to consider hiring our referral if **they qualifies for the position.**
- ① If so, we will give the employer the ***first right of refusal.*** This means we will notify the employer of eligible student graduates from MTS Training Academy. We will also give the employer a profile sheet of the candidate **upon request.** Upon employers approval, we will set a date for an interview. The final decision is the employer.
It's just that simple!

Benefits of Hiring Re-entry Candidates

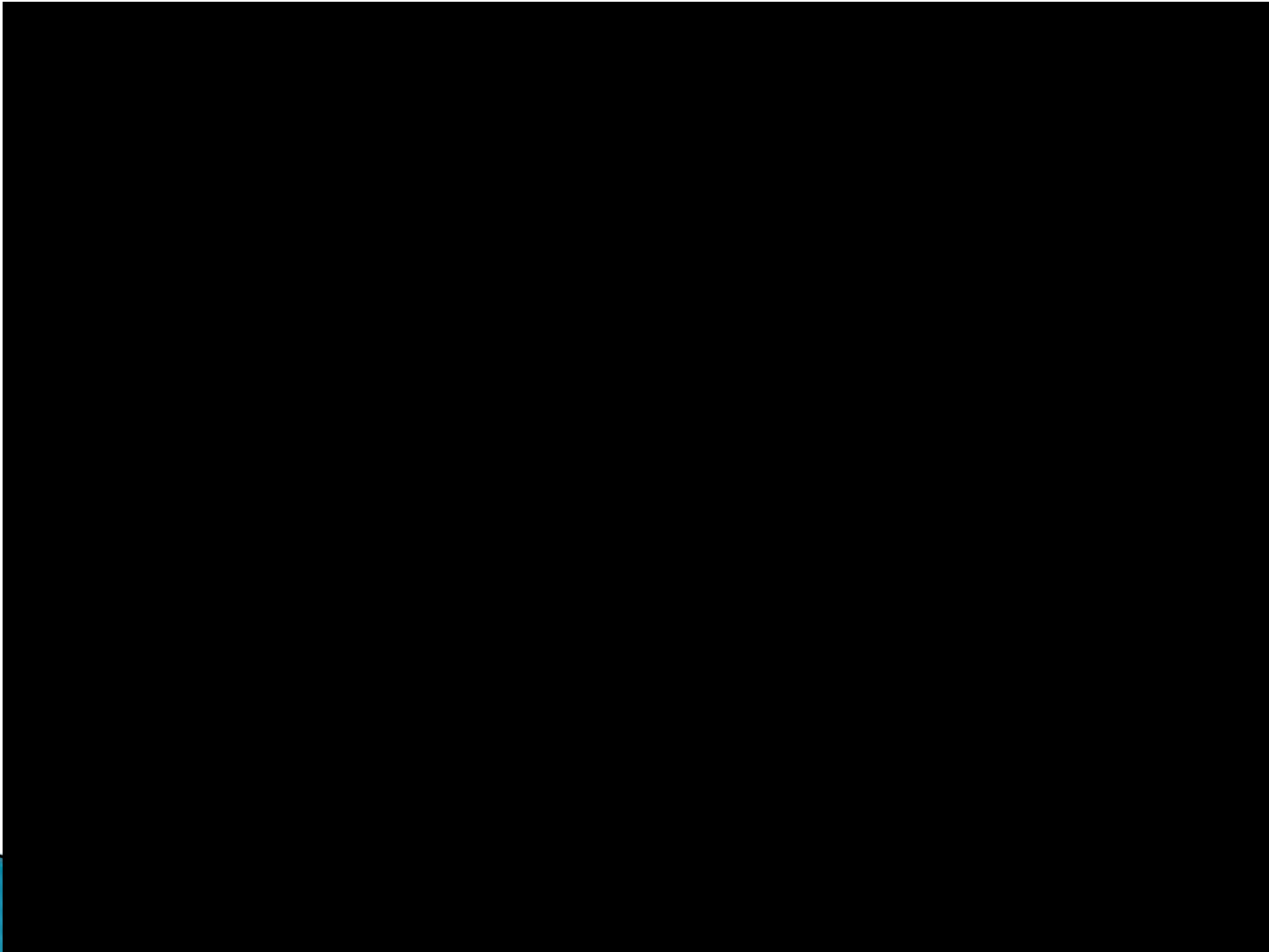


The government may fund up to 50% of their wages for the first 6 months through there OJT programs.



Candidates are grateful to their employers for a second chance and tend to become loyal and long term employees.

The Second Chance



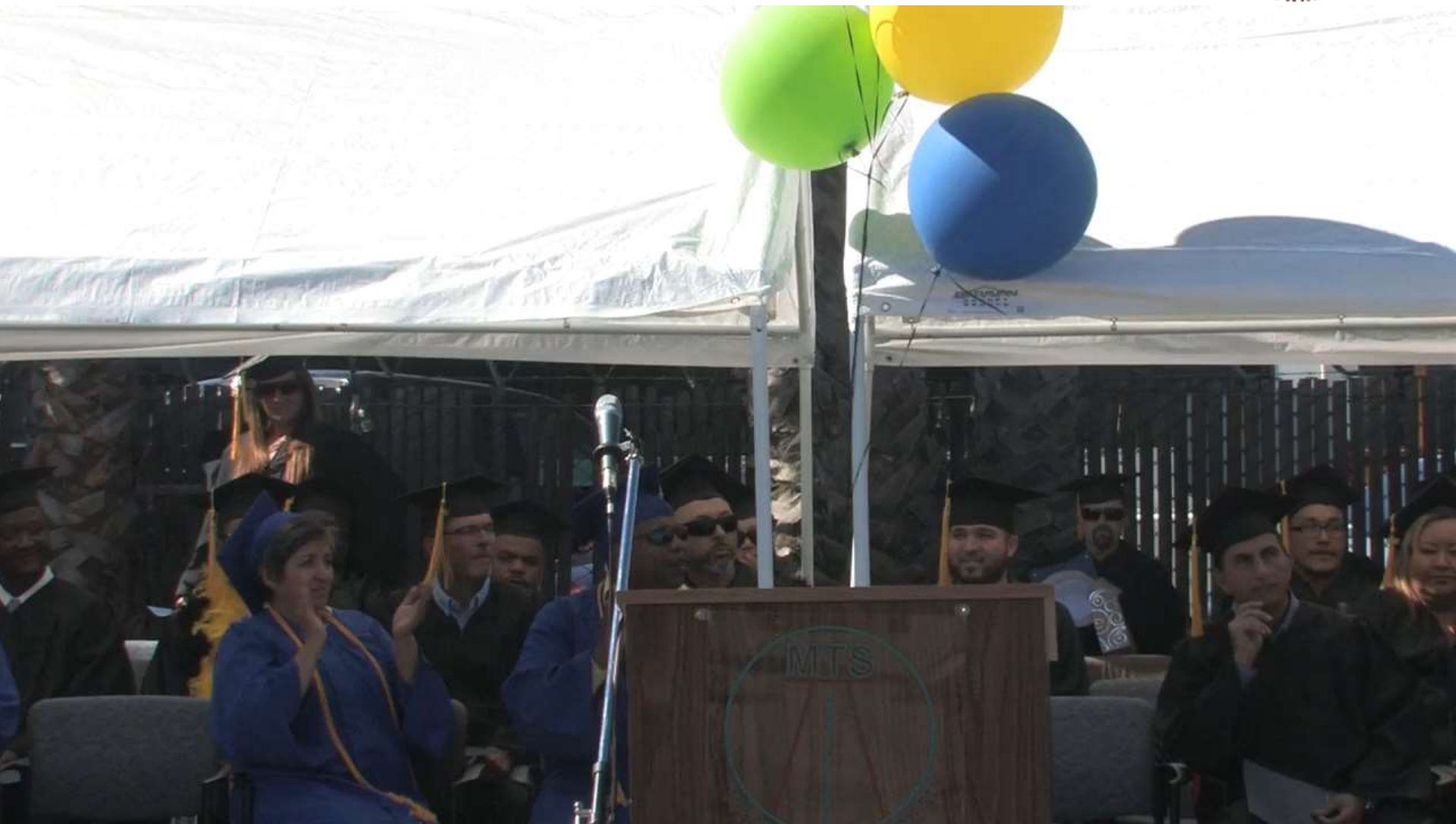


Going Forward



- ☐ *Our challenge is to replicate this same success in other counties in California.*
- ☐ *We need your help to connected with other California Department of Corrections agency to provide our services to your county.*
- ☐ *We are interested in working with your organization and others with the same challenges with their reentry population.*
- ☐ *We are ready, willing and able to scale up to meet this demand statewide.*

A Testimony





Together we can improve our
over-populated prison system
by **reducing Recidivism**
through
MTS Training Academy
Second Chance Program.





Any Questions?

Presenter:

Greg Robertson

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Thank you for Joining us today!



**We value our partnership and wish you peace
and safety during this unprecedented time!**

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