



## What is EMPLOY?

EMPLOY is an employment readiness program that was started in 2006 and is completely funded by MINNCOR Industries. It is designed to help inmates capitalize on work experiences and skills acquired during incarceration and to prepare them for their job search. It also offers support for one year following a participant's release. The ultimate goal of EMPLOY is to help participants locate, gain, and retain employment at a livable wage.

In order to become a participant in EMPLOY, you must be within the last five years of your sentence and have either a minimum of six months current or past work experience in a MINNCOR Industry shop **or** have obtained a certificate from a vocational education program. OnTrack students are also eligible. Participants are held accountable for their actions and are expected to have a clean discipline record while enrolled. Remaining discipline free reflects a willingness on the part of the individual to establish trust and shows that they're thinking ahead about the future.

### Labor Market Info

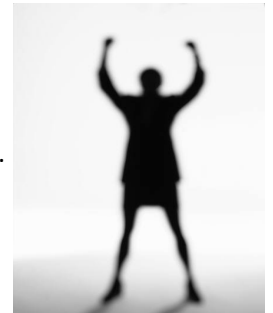
- ◆ 20,678 job openings in the 7 county metro, 13,126 greater MN
- ◆ 61% of openings were filled in less than 30 days
  - ◆ 55% of openings required less than post-secondary education
- ◆ 60% of openings did not require related work experience
  - ◆ \$10.80 median wage, 66% offered health care

"Industries of most significant improvement include:  
Construction, Professional, Scientific & Technical Services,  
Manufacturing and Transportation & Warehousing."

Source: Minnesota Job Vacancy Survey (DEED)

### New Staff

EMPLOY recently added a new member to the EMPLOY team. Algiozia Kennedy-Suttle began her position as a Workforce Development Specialist this June. She will be the main facilitator for the Fast Track program's evening trainings, as well as assisting with portfolio & retention visits.



Algiozia graduated from Metro State with a Bachelors Degree in Psychology & Criminal Justice. She is also pursuing her Masters Degree in Forensic Psychology. Additionally, she holds both OWDS and GCDF certifications. Algiozia is very excited and proud to be a part of the EMPLOY Team!

## Introducing:



MINNCOR's EMPLOY Program and the Work Release Division have embarked on an exciting, new endeavor called The Fast Track Program. Fast Track is a "pre-work release" pilot program that aims to allow for a more gradual transition back into the community. Some of you may have been visited by our staff in recent months regarding Fast Track, while others may be hearing about this opportunity for the first time. Here are the details:

For four months, Fast Track participants are housed at the Hennepin County Adult Correctional Facility located in Plymouth, MN where they work for MINNCOR by day and attend intensive job and life skills training two nights a week. The classes, which are facilitated by EMPLOY are intended to prepare participants for their transfer to Work Release. After the participant has relocated to their county of commit on Work Release status, EMPLOY will provide job leads and retention services.

The eligibility requirements and exclusionary criteria for Fast Track are outlined on the program's application, which can be found in your facility's transitions center or requested through Work Release. If you are classified as minimum custody, complete and submit your application to Work Release to see if you qualify.

# Participants Success Stories

## Melissa

EMPLOY recently sat down with Melissa, a participant out in the community for 6 months. Melissa enrolled in the program when she still had a few years left in her sentence; this was the first time she had really thought about what her transition was going to be like. Melissa knew she would have nothing once she left prison and that she would have to make some major adjustments to acclimate herself to life outside again.

Melissa's initial assumption was that finding employment would be the biggest challenge for her; however it did not take her very long to find work. Melissa now works at a thrift store operated by a national non-profit organization. The location she's employed at is meant to be the model store for other locations to follow. There is a lot of pressure to maintain a certain standard for delivering services. Melissa loves seeing the end result of everyone's efforts; staying organized and being well-run is NOT easy, but it's definitely rewarding.

Homeownership is Melissa's next big goal; she understands it will take some time and is prepared for the challenge. In the end, Melissa stated that it was comforting to know that EMPLOY would be there to help guide her so she wouldn't have to go at it alone. Melissa offers the following advice to participants in the EMPLOY Program who are currently incarcerated:

*"Trust in the process; you may think you know what is what, and your transition may be frustrating; but just go with it and believe that it can lead you to a better place. Things may seem repetitive, but sometimes you need to hear it repeatedly before you can take value from the message. If anything, you will gain a deeper understanding of the lessons being presented to you and may find new and helpful information that you missed the first time around. I'm living proof of this; I went through CIP twice, and served two separate sentences, before I got it. Eventually, something will happen that will open your eyes. Hopefully you will have the foresight to recognize and accept it when that happens."*

For more info on the EMPLOY Program  
send a kite to:

EMPLOY Program Staff  
MINNCOR Central Office  
1450 Energy Park Dr, Suite 110  
St. Paul, MN 55108-5219

For more info regarding MINNCOR  
employment, send a kite to the industry  
staff at your facility.

## Climbing the Corporate Ladder

On a recent visit to a local employer who had hired an EMPLOY participant in the past, EMPLOY's Job Developer discovered that the participant was now the general manager!

The participant found employment shortly after getting released, starting as a laborer operating various industrial laundry machines. A few short months afterwards, he was promoted to a management position. Now, almost two years later, not only is he still with the same company, he is the general manager and oversees all of the operations for the facility.

Through his hard work and determination to succeed on the job, he was able to climb the corporate ladder!



## *Job Search*

O F F E R R G W U W F X J C S  
R H A A I T P P D C V O K P L  
U H Q E Z N O O G F T P L K A  
I C T V Q O T O E O H A C Z O  
J Z Z A I I V E E M N V E V G  
Q O C N S T S Z R N U R X T I  
U S B W L A Q V I V N S N P Q  
V F X C V C A N D S I E E O F  
O S K D A I G V V S M E D R A  
E H D Q V L V I X Y N E W T P  
W B A O X P L W O K R N L F J  
N L X S R P S L K I N H U O I  
M S A N H A P A H B Y Z Q L R  
V D W A S M S S E C C U S I V  
W R E F E R E N C E S V H O O

APPLICATION  
EMPLOYMENT  
GOALS  
HIRED  
INTERVIEW  
JOB

OFFER  
PLANNING  
PORTFOLIO  
REFERENCES  
RESUME  
SUCCESS