VIRGINIA GOODWILL NETWORK

Presents
Best Practices
in Re-Entry
Services

HISTORY OF VIRGINIA GOODWILL NETWORK

Founded in 2007

MISSION: Collaborating to build our capacity to help Virginians work.

VISION: All Virginians have opportunities to work.

VALUES: Leadership, Collaboration founded in trust, Commitment to excellence, Flexibility and innovation that make Goodwill competitive, Transparent, Respectful communication.

VGN GOALS

Goal 1 TO EDUCATE MORE VIRGINIANS ON WHAT GOODWILL DOES

Goal 2 TO SERVE MORE VIRGINIANS

Goal 3 TO HELP MORE VIRGINIANS WORK

These are their stories.....

Goodwill Industries of the Valleys helped Devin access funds to continue his education and obtain work experience that led to a full-time job. Goodwill Industries International named Williams its 2014 Kenneth Shaw Graduate of the Year for his efforts in overcoming obstacles to workplace success.

https://www.youtube.com/watch?v=qrhr8fJBNxk

These are their stories.....

Arthur McDonald – VGN Re-Entry Pilot initiative graduate

https://www.youtube.com/watch?v=bqEZADEN7h0

VGN Re-Entry Model

Services available through our Prisoner Re-Entry model include:

- Job readiness
- Paid Transitional Employment
- Education
- Resource Mapping
- Job search support
- Interview Coaching
- Resume Development

Goodwill of Central and Coastal Virginia Reentry Services

Central Virginia, Peninsula,
Hampton Roads

- Restoration of Rights
- Bonding Letters
- Ban the Box
- Expungements
- How to Explain your Conviction
- Preparing for an Interview and Resume
- Certification
- Documentation
- Securing a Police Record
- Why utilize Goodwill Community Employment Center

Rappahannock Goodwill Industries, Inc.

Fredericksburg: Serving Caroline, Culpeper, Essex, King George, Louisa, Northumberland, Orange, Rappahannock, Richmond, Spotsylvania, Stafford, and Westmoreland (*Fredericksburg*)

Work Release and Rappahannock Goodwill Industries, Inc.

- Referral from Rappahannock Regional Jail
- Job Help Center
- Job Search
- Resumes, Applications, Interview Practice
- Computer Skills
- Placement
- After Release

Numbers Served

- 2014: 83 Participants from Rappahannock Regional Jail Served
- 77 Participants found employment - 7 of those found two jobs
- 93% found employment

- 2015: 32 Participants from Rappahannock Regional Jail Served
- 32 Participants found employment – 3 of those found two jobs
- 100% found employment

Rappahannock Goodwill Industries, Inc.

Nathaniel S. Hvizdos

nathaniel.hvizdos@fredgoodwill.org

540.371.3070

Just Hire One

- Served 35 individuals to date.
- 35 participated in employment readiness (both pre and post-release).
- 24 participated in paid internship. 16 completed and 8 are completing now.
- 16 entered employment and all have retained employment.
- 8 participated in occupational skills training (CDL, medical coding & billing, welding). 8 completed training.
- Average wage with training: $14.63
  Average wage without training: $9.50

Transitional Employment

Goodwill Industries of the Valleys
Roanoke, Virginia

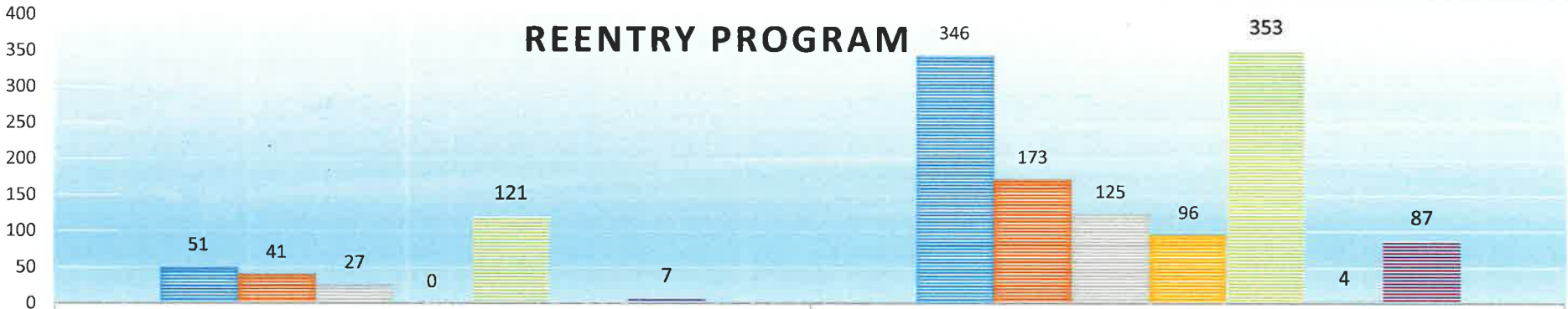
Transitional Employment (con't)

- GIV's re-entry program in the Roanoke Valley has assigned 68 participants to full time, part time, temporary and long term employment to date (2016)
- The average hourly wage is $9.25 per hour
- The average hours worked per week is 31.75
- This equates to an average of $294 per week earned per participant
- Of this $294 per week earned, approximately .06 per each $1 earned is distributed back in the local community (Miller, 2013).

Transitional Employment (con't)

- The .06 equates to an average of $17.64 being distributed back into the local community per week, per work participant
- The total monies invested back in the community for these 68 working participants is approximately $1199.52 per week
- The yearly impact roughly $14,394.24

Transitional Employment (con't)



	2014	2015
Enrollments	51	346
Basic Service	41	173
Placements	27	125
Work Experience	0	96
Served	121	353
Recidivism	3	4
Active	7	87

Enrollments Basic Service Placements Work Experience Served Recidivism Active

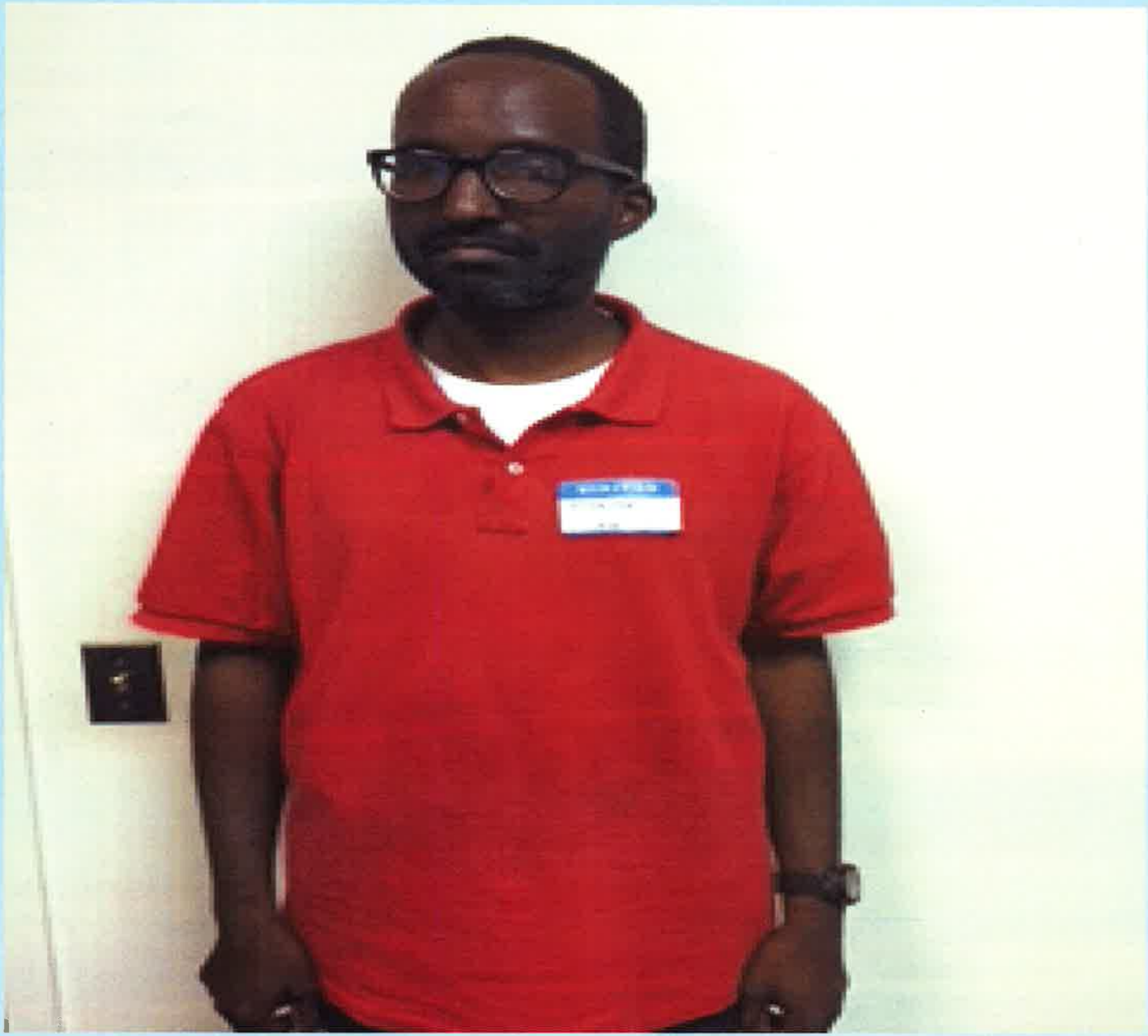
Reference

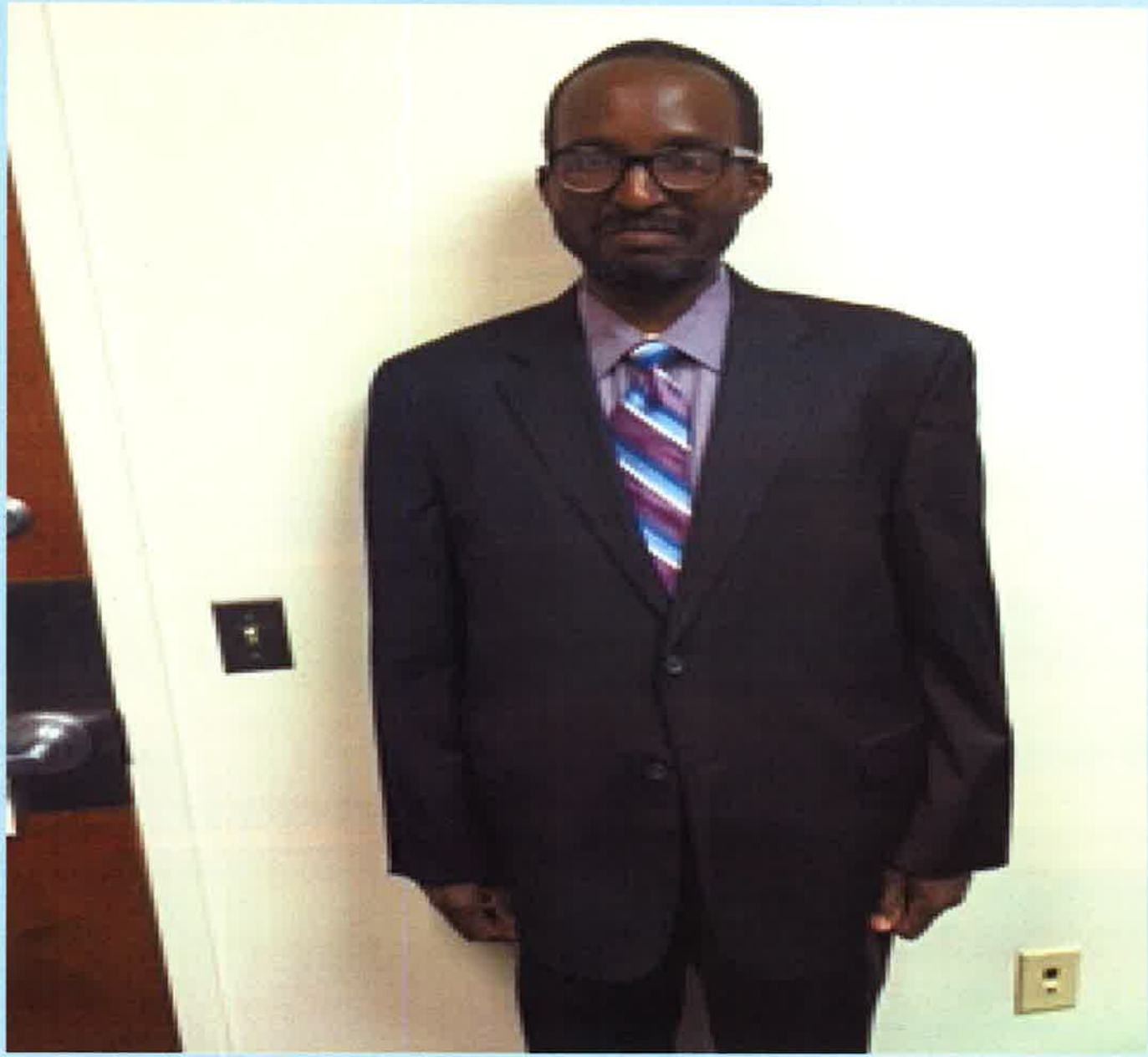
- Miller, W. P. (2013). Economic multipliers: How communities can use then for planning. University of Arkansas. Taken from http://www.uaex.edu/business-communities/economic-development/Economic%20Multipliers.pdf

Goodwill of Central and Coastal Virginia
Reentry Services

Central Virginia, Peninsula,
Hampton Roads

Success Stories
Dress for Success





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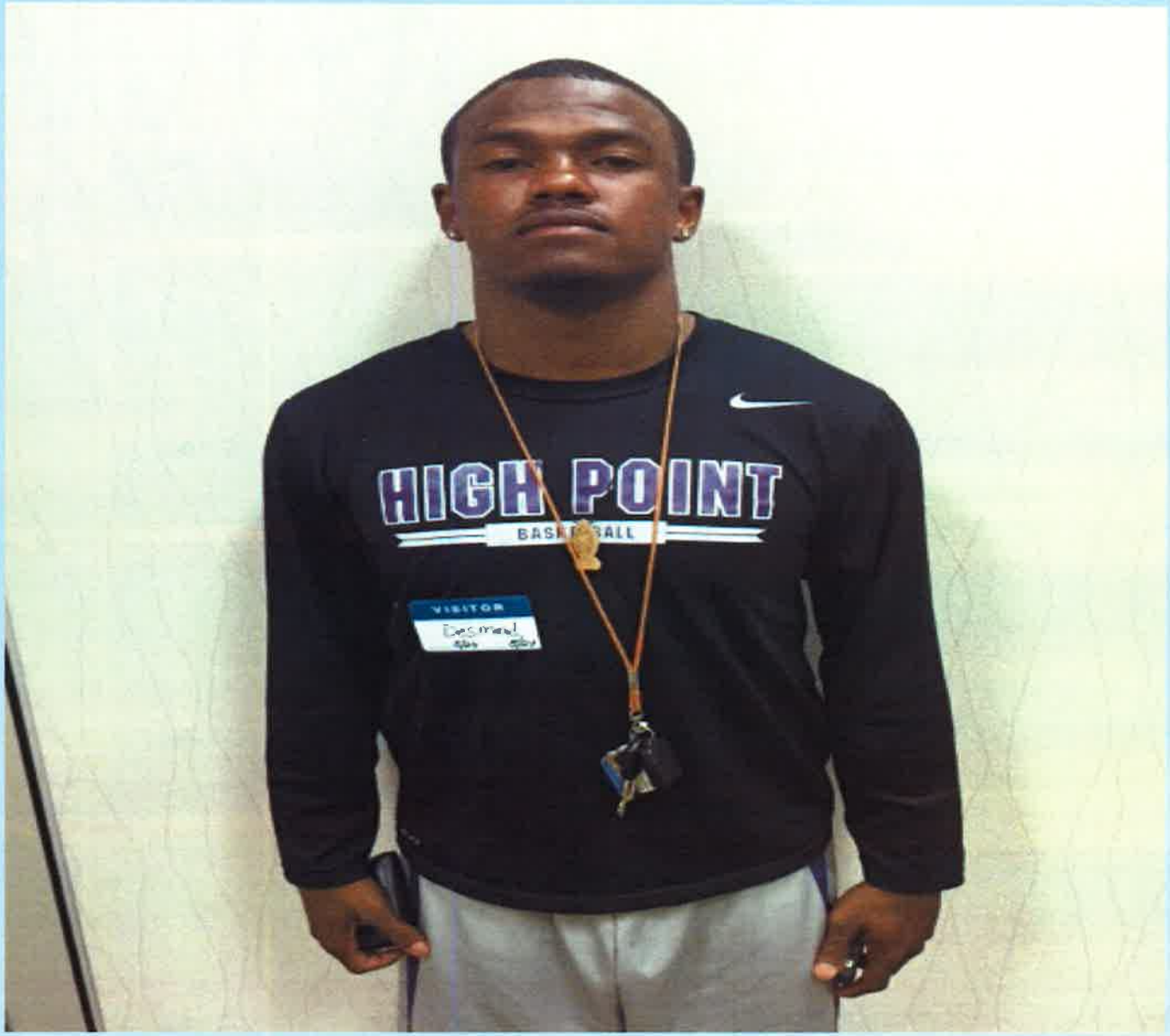
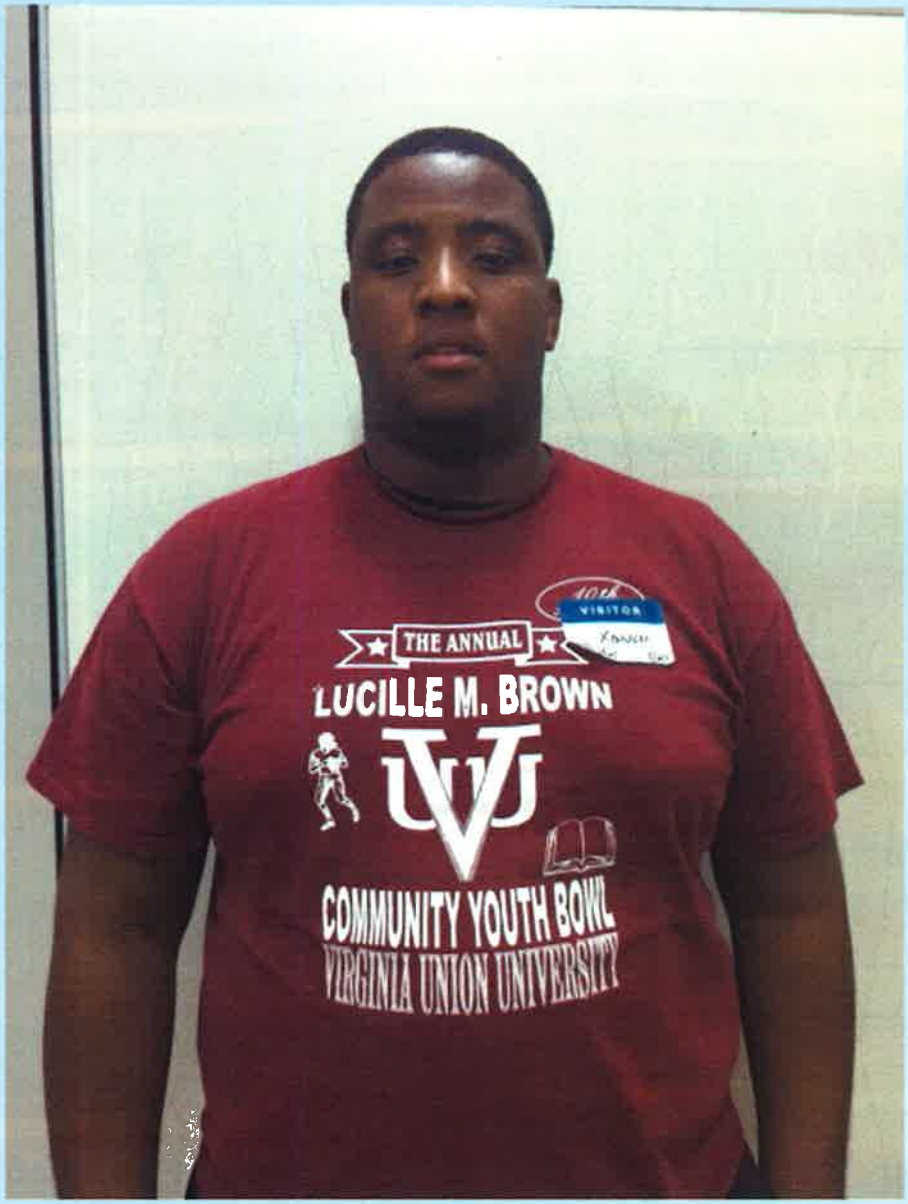
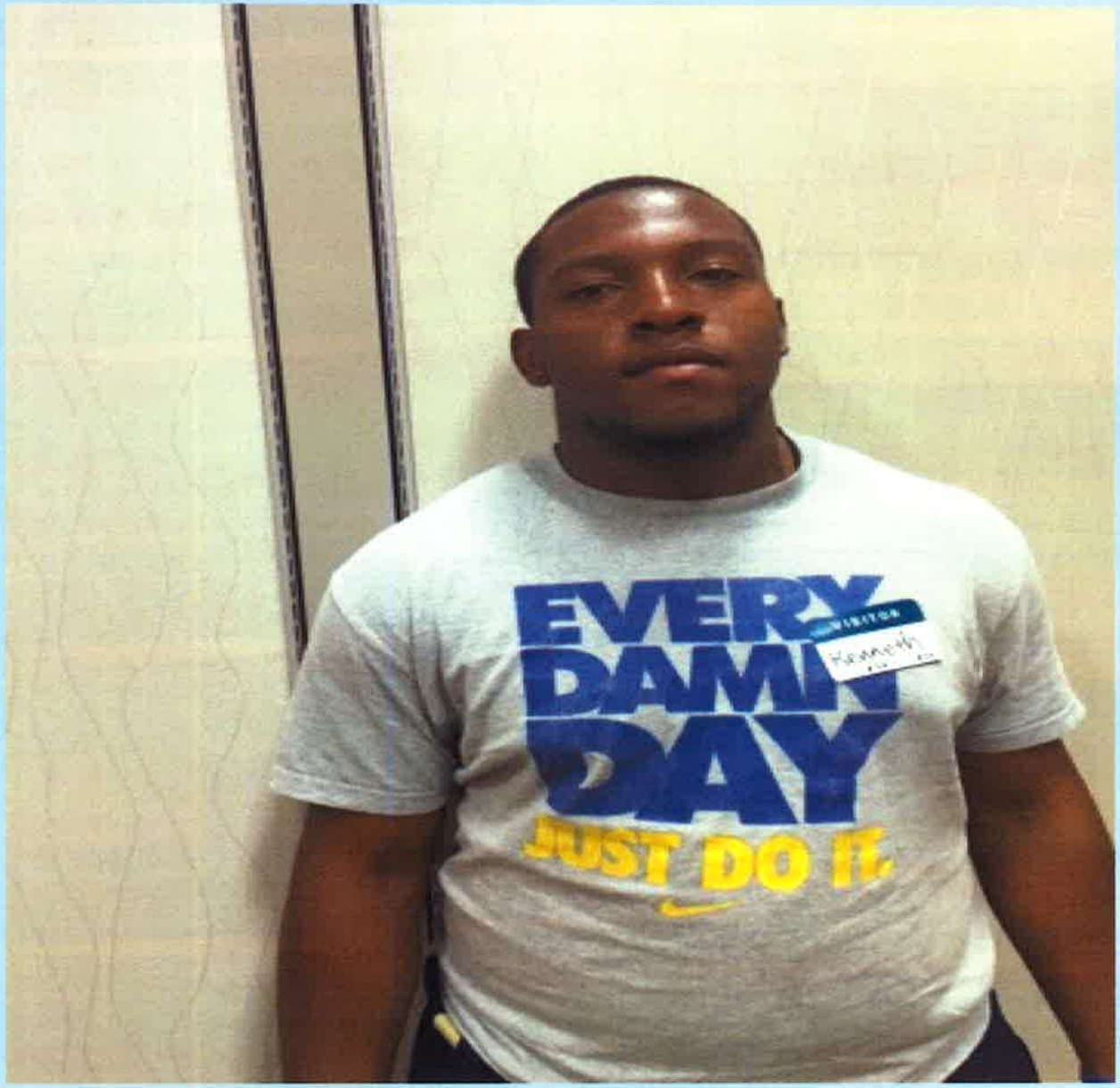

HIGH POINT
VISITOR

VISITOR


VISITOR
THE ANNUAL
LUCILLE M. BROWN
COMMUNITY YOUTH BOWL
VIRGINIA UNION UNIVERSITY


EVERY
DAMN
DAY
JUST DO IT.

The Lunenburg Project

GW Central Virginia, Rappahannock GW, GW South Central, GW Greater Washington, GW Industries of the Valleys partnered w/Southside Community College and Lunenburg Correctional Facility to provide **65** returning citizens access to certification and associates degrees in the ever growing field of "technology".

The Big Idea

- Goodwills in your community, region or state can design programs to meet re-entry services needs
- Goodwill has a demonstrated record of success
- Start the conversation!

LYNN HATTERY

Born and raised in Hampton Roads, Virginia, Lynn Hattery is committed to Goodwill's mission of changing lives - helping people help themselves through the power of work. Lynn attended the University of Virginia followed by the University of Richmond, T.C. Williams School of Law where she was a member of Law Review and represented Central Virginia Legal Aid Society under the guidance of Anne Holton. Lynn practiced law for 17 years, concentrating on civil litigation, criminal, and juvenile law.

In 2010, Lynn made a career change, focusing on impacting the community through education and workforce development at Tidewater Community College's Center for Military and Veterans Education before transitioning to Goodwill. As Director for Career Development Services for Goodwill, Lynn provided comprehensive oversight of 5 Employment Centers, Re Entry services, goodChoice Financial and Family Strengthening program, and Learning and Development, including design and implementation of specialized occupational skills training programs such as Customer Service and Hospitality training, and funding efforts. As Director, Community Workforce, she is responsible for the continued growth and improvement plans for workforce development through business and community partnerships. Lynn is honored to work with a community of partners and employers in a shared effort to bring the resources, motivation, education, and opportunity to people seeking employment, career advancement, and a family-sustaining wage.

NATHANIEL HVIZDOS

Mr. Nathaniel S. Hvizdos, Senior Employment Specialist-Mission Services, has been with ppahannock Goodwill Industries, Inc. (RGI) for over 10 years. For 6 ½ years Nathaniel served ividuals with disabilities and other barriers working in competitive community based employment at ny different employers in the greater Fredericksburg area. During this time Nathaniel assisted ividuals with disabilities with job preparation skills, job placements, job training, and maintaining ployment at integrated settings in the community. Most recently, during the past four years, thaniel has worked within Rappahannock Goodwill Industries, Inc. at Goodwill stores and donation nters providing employment supports and advocacy to individuals with disabilities and other barriers oughout the RGI business region of Fredericksburg and 12 surrounding counties. Nathaniel has vided supports to individuals with criminal backgrounds during this time and assisted them with ployment at RGI.

In his duties, Nathaniel has assisted individuals with disabilities and other barriers with job arches, application skills, resumes writing, interview skills and interviewing, on-the-job training, long n job maintenance, work place advocacy, and communication with management at more than 30 erent employment sites. He has assisted returning citizens with supervised spending to purchase sentials after release from prison and with applying to work at Goodwill. Nathaniel has worked in the e of Income Tax Preparer for the IRS program of Volunteer Income Tax Assistance (VITA) as part his RGI tenure. He has assisted individuals with disabilities to learn how to use the local bus system needed for employment transportation. Nathaniel has studied supported employment as well as ism spectrum disorders (ASD) through Virginia Commonwealth University during his time at RGI. thaniel is also a certified Work Incentive Practitioner through Cornell University and certified as a C Facilitator. He received a Bachelor of Science degree in Anthropology and Sociology from VCU d has completed the Manager Development Program at RGI.

Nathaniel currently serves on the Fredericksburg Area Council on Transition, the Rappahannock ea Autism Council, and the PD 16 Reentry Council. He has assisted with coordinating services for errals from the Department for Aging and Rehabilitative Services, Rappahannock Area Community rvices Board, and the Virginia Goodwill Network. In 2015 Nathaniel was appointed to the mmunity Integration Advisory Commission which advises the Governor of Virginia on integration ues for persons with disabilities. Additionally, Nathaniel is a published writer and artist. He also has ght English for speakers of other languages for Rappahannock Area Regional Adult Education and s volunteered in multiple capacities.

ANGELA CARDWELL

Angela has been with Goodwill Industries of the Valleys for 12 years & 7 months. She was a program participant and received services through Supported Employment. A part of that service was paid transitional employment.

She was offered a full-time position as a case aide in September of 2003. She has served as Case Aide, Case Manager, Lead Case Manager, Program Manager, Work Training Services Coordinator, & Work Training & Pre-Vocational Services Director. In her current role, Angela oversees Re-Entry Services for Goodwill Industries of the Valleys.

BARRY RICHMOND

Barry graduated from Averett University with a BA degree in Business Administration – Accounting. He has a Master of Theology degree from Christian Life School of Theology in Columbus, Georgia. He also has a Certificate in Front Line Management from the University of South Carolina.

His professional affiliations include President Elect of the Danville Riverview Rotary Club, Habitat for Humanity- Board, and former United Way Board member and Campaign Chair. He assists with the Leadership Southside program for the Danville Pittsylvania County Chamber of Commerce. He works with the news department of WBTM and WAKG radio as a NASCAR sports reporter. Barry served as adjunct faculty with National College and he is a licensed real estate agent. . Barry has been an Employment Specialist and Instructor for Goodwill since September of 2008 and is a former Board member for Goodwill Industries.

MARY ANN GILMER

Mary Ann Gilmer is the Vice President of Workforce Development with Goodwill Industries of the Valleys in Roanoke, Virginia. Mary Ann leads a team of 85 workforce development professionals and oversees 17 federal, state and local workforce development programs in Goodwill's 31-county region in Central and Western Virginia. She also leads Goodwill's community engagement efforts with workforce development partners including businesses, community colleges, and adult education providers. Mary Ann has over 25 years of experience in workforce development and has been with Goodwill Industries of the Valleys for five years.