



The Challenge and Opportunity of Criminal Records and Workforce Development

The Challenge and Opportunity of Criminal Records and Workforce Development

Georgia Justice Project
Georgia Chamber of Commerce
First Step Staffing
ABB

GJP.org/advocacy/employers

GJP Goals and Theory of Change

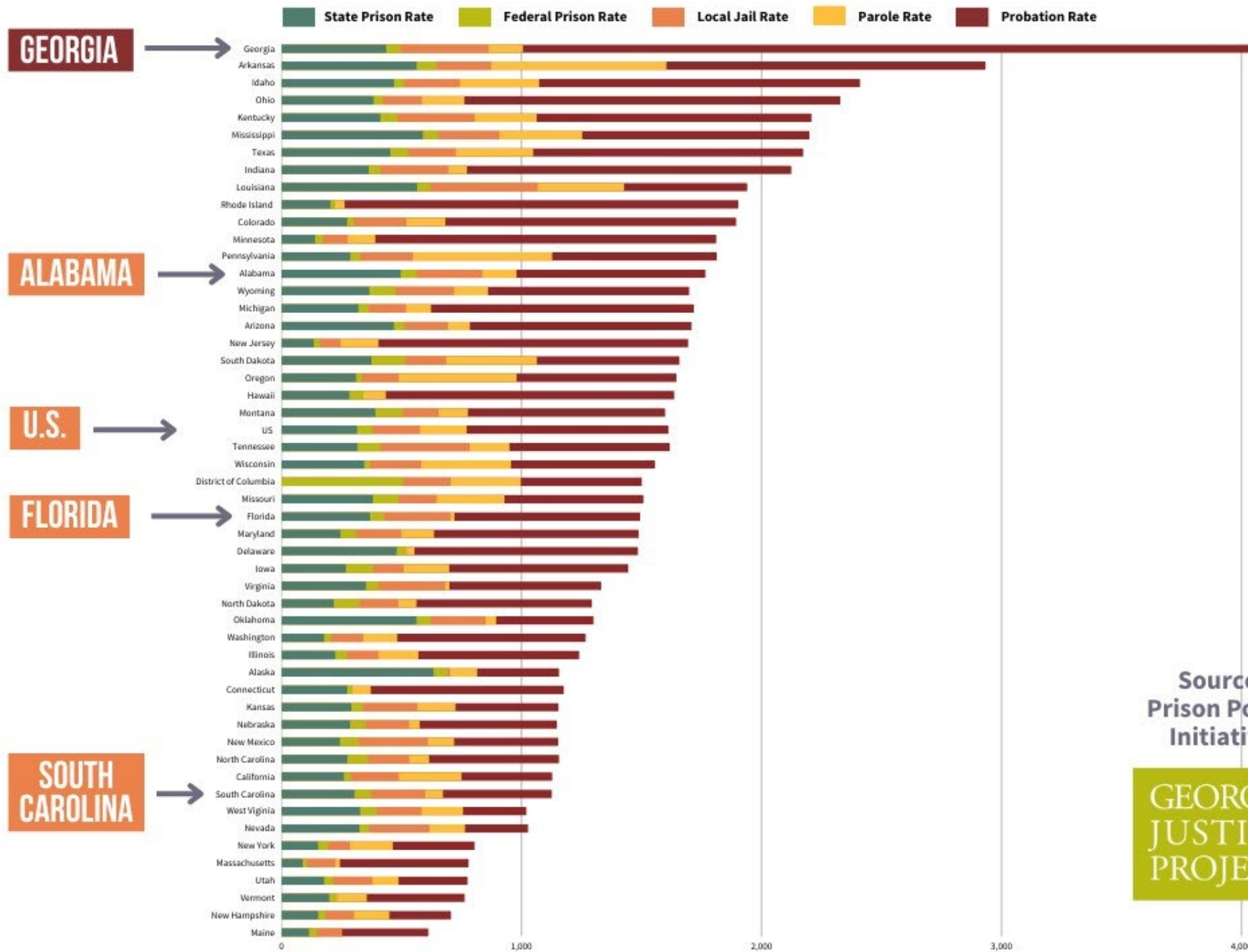
1) **Reduce** the number of Georgians who are under correctional control

2) **Dismantle reentry barriers** for the formerly incarcerated and justice-involved



- 1 INDIVIDUAL**
Legal representation and social services
- 2 POLICY & SYSTEMIC**
Working toward system change
- 3 COMMUNITY OUTREACH**
Building community awareness and creating partnerships

RATES OF CORRECTIONAL CONTROL BY STATE



Source:
Prison Policy
Initiative

**GEORGIA
JUSTICE
PROJECT**

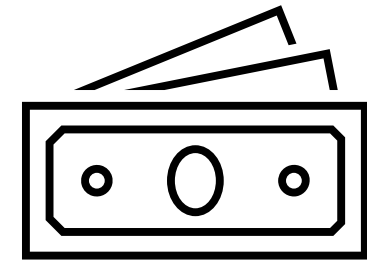
Desistance Research:

The Effect of Time With No New Arrests



OPPORTUNITY: Benefits and Bottom Line

- **Eager to Work**
 - Unemployment rate – 5x general rate
 - 64% of unemployed men have at least an arrest record
- **Better Retention, Less Turnover**
 - John Hopkins study
- **More Motivation & More Loyalty**
 - Employers like Butterball Farms observed employees with records are more highly motivated and loyal
 - Harvard Military Study



Panelists



- **Daniela Perry**
 - Vice President, Georgia Chamber Foundation
- **Amelia Nickerson**
 - CEO, First Step Staffing
- **Shella Goodson**
 - Human Resource Supervisor, ABB Motors and Mechanical

the **new**
GEORGIA
economy
GEORGIA CHAMBER



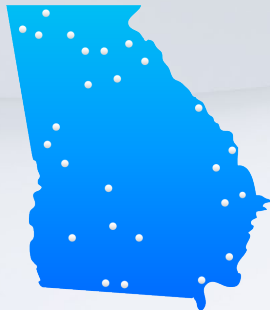
2023 WAR FOR TALENT

PRESENTED BY

**WELLS
FARGO**

5 YEARS OF RECORD ECONOMIC GROWTH IN GEORGIA

2.2K
PROJECT
LOCATIONS



\$134B
CAPITAL
INVESTMENT



10TH
YEAR AS BEST
STATE FOR BUSINESS



268K
JOBS
CREATED



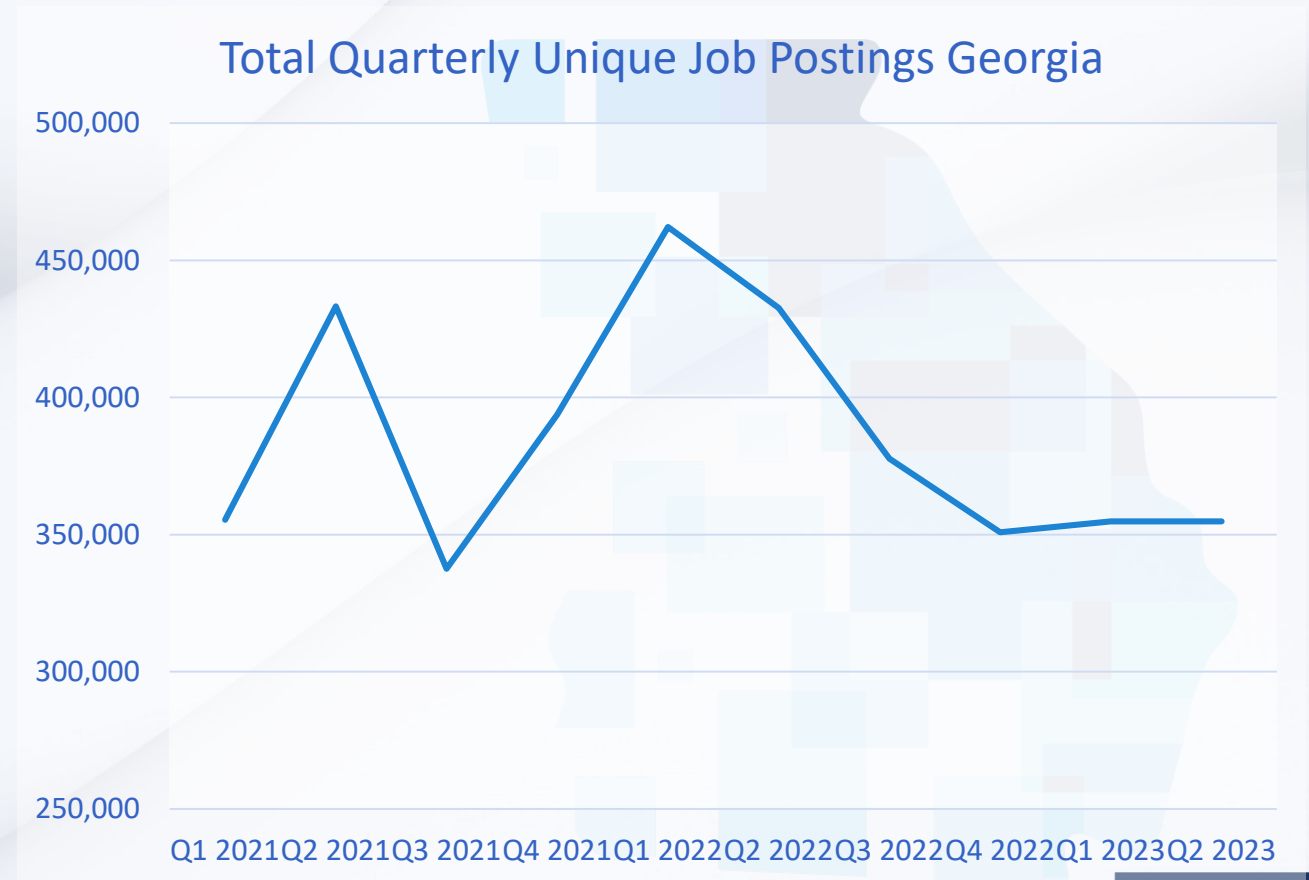
\$68B
REAL GDP
GROWTH



77% OF ECONOMIC ACTIVITY IN RURAL GEORGIA

Economic Overview- Georgia

- **354,000+** unique job postings (Q2 2023)
 - [Top Occupations:](#)
 - Registered Nurses
 - Software Developers
 - Retail Salespersons
- **5,145,600** est. Georgians employed (March '23)
- **177,000** est. Georgians unemployed (March '23)
- LFPR **62%** (2022)
- Unemployment Rate **3.2%** (June '23)



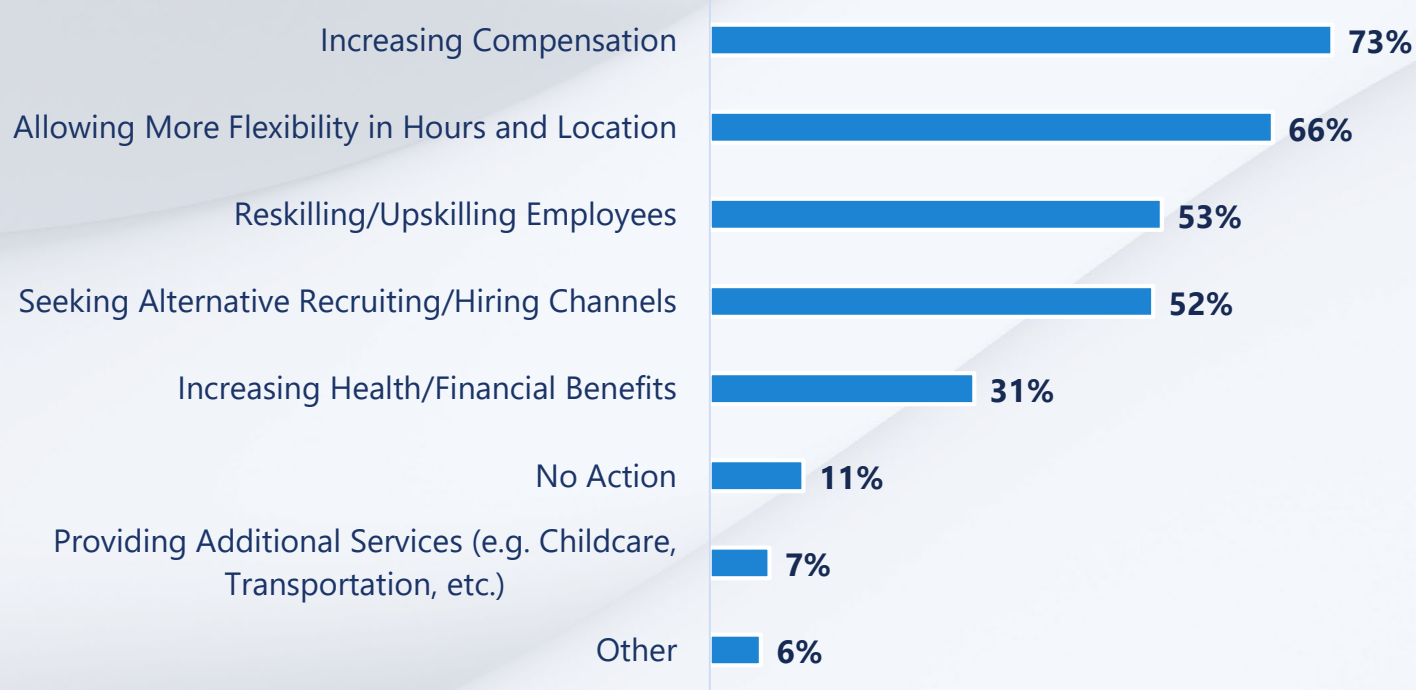
2050 PROJECTIONS

- By 2050, there is an expected **46% growth** in jobs statewide.
 - This is creation of more than 3.1 million jobs.
- By 2050, Georgia's population is projected grow by **22.6%**.
- This is an increase of nearly 2.5 million individuals.

89% of companies have either already taken action to win “the war for talent” or are planning to do so in the future, with many focused on compensation and flexibility.

73% of CEOs have already or are planning to increase compensation to recruit and retain employees.

What actions is your company taking (or planning to take) to recruit and retain employees in GA?



Georgia's War for Talent

Occupations	Number of Postings Last 12 Months	Retiring Soon	Number of Employers Competing
Home Health Aides	10,573	11,507	882
Tractor Trailer Truck Drivers	25,083	22,841	1,184
Registered Nurses	82,094	20,831	2,962
Nursing Home Certified Nursing Assistant	11,792	8,831	834
Childcare Workers	3,584	3,258	442
Pharmacists	2,503	2,312	177
Accountants	2,487	11,062	9,961



first step STAFFING

STAFFING FOR BUSINESS. WORKING FOR GOOD.

Los Angeles - San Bernardino – Dallas – ATLANTA – Nashville – Orlando - Philadelphia

VISION & MISSION

01. Vision

To create opportunity and dignity through employment so everyone in our communities can THRIVE.

02. Mission

The mission of First Step Staffing is to provide a pathway to economic stability through employment and retention services.



Teamwork ● Heart ● Resilience ● Integrity ● Vision ● Empower

Individuals we serve:

- Experiencing homelessness.
- Chronic poverty & unemployment.
- Justice-system involved.



Individuals we serve:

- Experiencing homelessness.
- Chronic poverty & unemployment.
- Justice-system involved.

- On average, it takes formerly incarcerated people 6 months to find employment post-release.
- 60% of individuals released from prison remain jobless for 4+ years.
- Formerly incarcerated people earn 53% of the median US worker's wage

MISSION METRICS 2021-2023

4,498
Recently
Incarcerated

11,145
Homeless

406,955
Rides to
Work



Wages Paid:
\$93M+

A B B

ABB Athens, GA NEMA Division

- ABB is a technology leader in electrification and automation.
- Our business areas include electrification, motion, process automation, and robotics.
- The Athens, GA location focuses primarily on the motion industry (motors).
- We manufacture industrial motors for a variety of applications including pumps, fans, compressors, conveyors, crushers, and other industrial applications.
- Our motors are used in a broad range of industries and manufacturing including agriculture, food and beverage, mining, and more.



NEMA Motors

ABB – Motors and Mechanical, Inc.
Est. 1969 – Operating for over 50 years

GEORGIA

JUSTICE

PROJECT

GJP.org/employers/

Wade@GJP.org 404-827-0027 ext 214

THANK YOU.

438 Edgewood Ave. SE

Atlanta, GA 30312

(404) 827-0027 • www.GJP.org

 @gajustice

 @georgiajusticeproject

 @gajusticeproject