



AMTC

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News

This newsletter focuses on workforce development, particularly getting individuals into the workforce who might be from disadvantaged and underserved populations.

ANGELA TURNER

AMTC News

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Building Workforce Development

Maintaining a job is as essential for the individual as it is for society: more people, more productivity. This newsletter focuses on workforce development, particularly getting individuals into the workforce who might be from disadvantaged and underserved populations.

Our first article highlights the "Sage of Workforce Development," Earl Buford. Among his many accolades, he served on the Obama Administration's Advisory Taskforce on Workforce Development. Currently, he is the President of the Council for Adult and Experiential Learning (CAEL). Rooted in equity and an advocate of credit for prior learning, CAEL continually expands its reach as a connecting point between individuals building careers and industries.

The second article focuses on **Fedcap, Inc.** Fedcap offers a wide array of workforce development services in the United States and abroad. This newsletter briefly highlights its work in New York City jails working with those reentering the community. Its staff provides direct contact with incarcerated individuals to strengthen their

vocational skills and foster smoother transitions to the next stage of their lives.

We hope that our sidebars, "Characteristics of Career Pathways" and "Credential Offerings by Reentry Employment Opportunity Programs," provide an easy-to-use view of workforce development entryways, advancements, and vocations.

We are delighted to bring on two new individuals who are part of the AMTC family. Brook Miller joined us as a Research and Evaluation Intern, and our most recent Research Associate is Salvador Dominguez. We invite you to learn more about them.

Thank you for your partnership,

Angela Turner
Principal





BUFORD AND CAEL FORGE PARTNERSHIPS IN WORKFORCE DEVELOPMENT

Earl Buford holds many distinctions, but he can most succinctly be described as the “Sage of Workforce Development.” He is the President of the Council for Adult and Experiential Learning (CAEL), an equity-rooted organization that champions the recognition of prior learning. From that legacy, which dates back more than 40 years, it has expanded to become an intersecting point, uniting adult learners to more than 300 educational and industrial institutions, including other stakeholders in the U.S. and abroad.¹

“We advocate for recognizing and valuing diverse educational experiences in a system that



Earl Buford, President of CAEL

traditionally undervalues or excludes learning from outside the classroom,” noted Buford. CAEL works to credit learners with

prior real-world experience and connects them with upskilling and reskilling opportunities—providing direct pathways to career success. The result is equitable economic growth across the country.

CAEL continues to expand its community of practice by forging connections with established and emerging partners in diverse sectors. Here are just a few examples.

- **SEMI Foundation/Career Exploration Platform:** Greater access to the semiconductor industry.
- **Truist Foundation:** Building career paths for underserved learners and their communities within industries historically unavailable to them.
- **Ivy Tech Community College:** Developing credit for prior learning strategies to expedite career transitions into growth industries.
- **National Alliance for Communications Technology Education and Learning:** Online education programs developed by and for the industry to meet the needs of telecommunications professionals and the many businesses that depend on them.
- **The Energy Providers Coalition for Education:** Online education for the energy sector, addressing critical employment needs through greater access to rewarding career paths.
- **Regional Pittsburgh Office:** Aligning learning and work, and leading local grant-funded initiatives for the region.

■ **Inclusive Development Network:** Community engagement on workforce and economic development strategies that reduce equity gaps.

■ **Latino Adult Student Success Academy:** Support for Latinx adult learners and Hispanic-serving institutions.

■ **U.S. Department of Education: Connected Pathways:** A no-cost career-exploration system designed to boost the economic mobility of underserved learners.

When asked how CAEL has so many partnerships, Buford said, “We owe much of our reach to the growing realization that the success of our entire economy depends on the success of adult learners. If adult learners don’t thrive, your business plan isn’t going to thrive. That understanding is uniting more and more stakeholders around our mission.”

There are many ways to get involved with CAEL, including membership, its newsletters, and participation in its 2022 annual conference in Chicago, November 16-18. Learn more at [cael.org](https://www.cael.org).

¹ <https://www.cael.org/about-us/history-mission-vision>



FEDCAP LEADS THE WAY IN REENTRY

Our newest client, **Fedcap Inc.**, boasts an array of workforce development programs and services throughout New York City, partnering with over 6,000 businesses and placing nearly 9,000 people in jobs each year.¹ Among their many offerings, Fedcap serves incarcerated individuals in three jails at Rikers Island, which houses people for less than a year and provides reentry services for those transitioning back to society or longer-term facilities.

Staff provide services directly in the housing units, offering workshops on soft skills, such as acclimating to a community, and hard skills, like vocational training. Participants are occupied productively, enhancing life skills, while

simultaneously reducing idle time, which could otherwise lead to negative incidents. It's a win-win, noted Silvia Estrada, Director of Justice Initiatives for Fedcap, for both participants and the facility.



Silvia Estrada, Director of Justice Initiatives, Fedcap, Inc.

Program participation is voluntary, so staff must market themselves. Participation can result in reduced sentences; individuals are looked upon favorably when actively engaged in self-improvement. Items such as hygiene kits or books are offered at no charge, facilitating engagement and success.

Most importantly, participants earn job certifications, develop their resumes, participate in reentry workshops, and more, all with the potential to gain higher-paying jobs. When individuals are released into society, the reentry program supports them in many ways, with case management and job-retention services, to name a few.

The results are impressive. In-jail participation is at 700 individuals, and reentry services stand at 500. Recidivism rates have significantly dropped, with fewer rearrests. "I have seen my team impact so many lives and have seen participants grow," emphasized Estrada. "Knowing that the work we do and services we provide demonstrate true outcomes speaks for itself."

¹ <https://fedcapinc.org/about-us/>

Characteristics of CAREER PATHWAYS

Career pathway programs provide training that results in industry-recognized credentials for local, in-demand occupations. Characteristics include:

- **Sector strategy:** Training that aligns with local labor market needs.
- **Stackable credentials:** The opportunity to earn a series of industry-recognized credentials that advance an individual along a career pathway.
- **Multiple entry and exit points:** Individuals can start at different points and can advance to varying levels based on their individual needs, interests, and abilities.*

CREDENTIAL OFFERINGS

by Reentry Employment
Opportunity Programs

- Construction and skilled trades such as plumbing, weatherization, and electrical work
- Warehouse and logistics, including forklift training
- Commercial driving and trucking
- Culinary arts
- Automotive repair
- Customer service
- Information technology*

* Source: Marks, V., Kendall, J. R., & Pexton, N. (2016). Lessons in reentry from successful programs and participants: The final report of the Reentry Employment Opportunities Benchmarking Study. Fairfax, VA: ICF International.

Meet Our *Associates*

Our diverse team delivers fast, relevant results for our clients. Here are two individuals who contribute to those efforts.



BROOK MILLER
RESEARCH AND
EVALUATION INTERN

WITH AMTC SINCE SPRING 2022

EDUCATION: University of
Wisconsin-Milwaukee

What is your educational background?

I am currently a Public Health major at the University of Wisconsin-Milwaukee. I am going to graduate in the winter of 2023.

What draws you to a career in evaluation?

As a person with a public health background, I am aware that program evaluation is crucial in ensuring that communities are properly allocating resources.

What does your internship work entail at this point?

My internship has involved a diverse set of experiences designed to develop valuable skills. Thus far, I have entered survey data and performed quality control of federally mandated performance measurement surveys. I have ensured data integrity for a federally funded program, conducted needs assessments evaluation for a federal Department of Health and Human Services grant proposal, engaged in codebook writing, and learned the Online Participant Tracking System.

What skills and insights have you gained at AMTC so far?

I have gained experience in grant writing, data analysis, and leadership skills, as well as insight into my future as a public health employee.

Overall, what has the experience been like at AMTC?

My experience at AMTC has been eye-opening. All the employees that I have worked with have shown me kindness and patience as I grow in my career at AMTC.

Moving forward, what do you hope to accomplish at AMTC?

I hope to continue to grow professionally and learn new skills that I can apply to my future.

Outside of work what do you enjoy personally?

I enjoy gardening, reading, and yoga.



SALVADOR DOMINGUEZ
RESEARCH ASSOCIATE

WITH AMTC SINCE JULY 2022

EDUCATION: University of Texas
at El Paso

What is your educational background?

I hold a BS in Biomedical Sciences, Master of Public Health, and a PhD in Interdisciplinary Health Sciences from the University of Texas, El Paso, with a graduate certificate in Technical and Professional Writing.

What drew you to a career in research and evaluation?

I want to apply skills and knowledge from my academic career. Learning about AMTC's amazing work drew me to the organization. I find it meaningful that my work has an immediate impact on helping people.

What does your work entail at AMTC?

I assist our clients in the Teenage Pregnancy Prevention (TPP) field with the creation and maintenance of their online surveys. I work with other AMTC researchers to analyze data for our clients and assist them with questions related to surveys and data.

What do you find meaningful about your work?

I enjoy working with nonprofit organizations and learning about the communities they serve, as well as various client programs they offer.

Overall, what has the experience been like at AMTC?

Absolutely amazing. Everyone is kind and welcoming. There are so many knowledgeable and experienced people I can learn from and turn to for help. The team truly feels like a family.

Moving forward, what do you hope to accomplish at AMTC?

I hope to learn as much as I can from AMTC and our clients. I welcome the opportunity to connect AMTC with clients outside our current areas and with partners from my local area (Texas).

Outside of work, what do you enjoy personally?

I love everything to do with computers and electronics. I read and spend time with friends and family.