

Employment

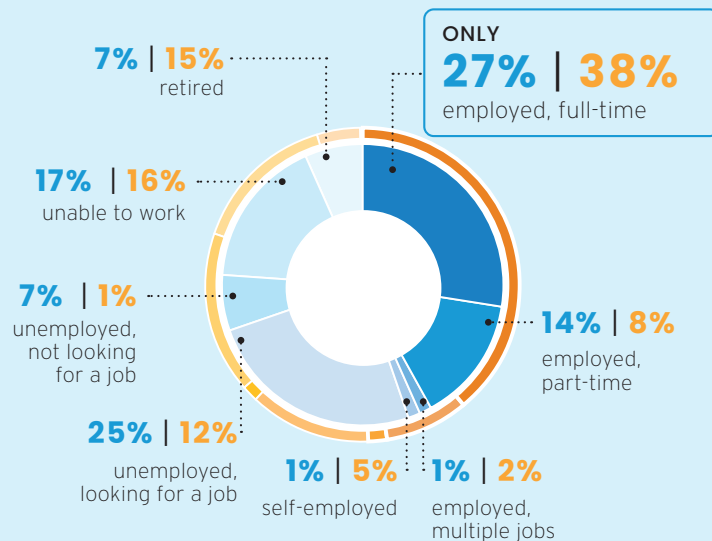
There are several nonprofit and public partners who are ready to assist with the goals outlined below. They include Goodwill Industries of Middle Georgia, The Salvation Army, First Steps Staffing, CSRA Economic Opportunity Authority, RISE Augusta's STRIVE Program, United Way of the CSRA, Augusta Technical College, Augusta Chamber of Commerce, Greater Augusta Black Chamber of Commerce, Junior Achievement, Department of Vocational Rehabilitation, Local Unions and Department of Labor.



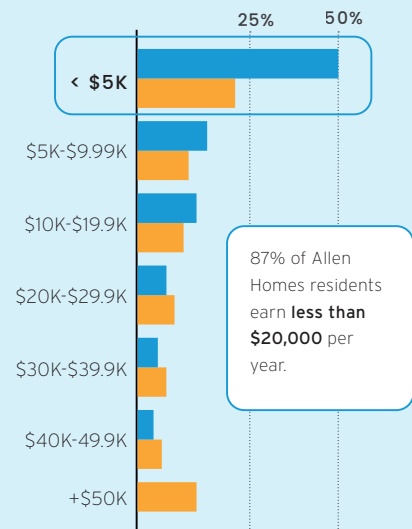
What We Heard

● Allen Homes ● Neighborhood Survey

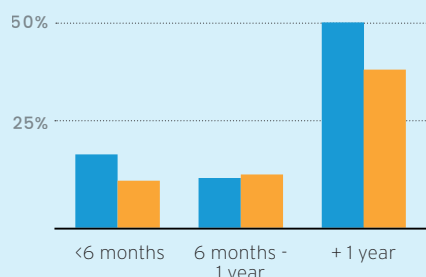
"WHAT IS YOUR CURRENT EMPLOYMENT STATUS?"



"WHAT WAS YOUR HOUSEHOLD INCOME LAST YEAR?"



"IF UNEMPLOYED, HOW LONG HAS IT BEEN SINCE YOU HAD A JOB?"



"IF EMPLOYED, WHERE DO YOU WORK?"

	Allen Homes	Choice Neighborhood
In the Choice Neighborhood	0%	17%
In Augusta	82%	68%
Outside Augusta	12%	10%
Other	6%	5%

Goal 4

Increase ability of residents to be successfully employed to increase resilience skills so residents can better absorb, overcome, or recover from trauma or barriers.

Strategy A

Provide residents on-site, accessible employment and training support that is coordinated with other wrap-around services such as wellness and mental health.

Unlike many other distressed neighborhoods where jobs may be located far from housing, the Laney Walker-Harrisburg Choice Neighborhood is an employment hub for the city of Augusta. Jobs available within the Choice neighborhood are typically higher paying, providing opportunities to increase local employment for residents in the community. However, there is a current mismatch as only 2% of neighborhood jobs are held by Choice Neighborhood residents. In order to increase neighborhood opportunities for residents, case managers will work directly with residents and coordinate wrap-around services to increase resident access to training and education, while directly working with

local employers to make connections and reduce barriers to hiring local candidates. Identifying and addressing barriers to childcare and transportation is also key to increasing employment for residents, as transportation is noted as one of the biggest current barriers to employment. Existing partners like One-Stop @ Augusta Tech, First Steps Staffing, RISE Augusta's STRIVE Program will be essential in increasing local employment for residents and expanding education and training. In addition, Easter Seals and Augusta Training Shop will provide services to residents at Allen Homes who would like to work but have disabilities that have prevented employment in the past.

Strategy B

Increase access to soft-skills training and program opportunities for residents.

About 50% of Allen Homes residents have gaps in employment and report that they have been unemployed for more than a year. The COVID19 pandemic has made it increasingly difficult to find employment and to participate in educational and in-person training that builds soft-skills and creates the relationships and connections needed for advancement and opportunity. Through

existing partnerships, there will be an added level of focus on programming and on-site events that include: financial literacy training, interview skills, literacy and technology, relationship building, coaching, and mentoring. Childcare will be provided during programming as needed, as well as addressing the needs residents noted for access to professional job interview clothing and resources.

EMPLOYMENT

Goal 5

Identify and partner with area providers to align job training and tech programs with jobs in the neighborhood.

Strategy A

Create connections between local employers and residents and reduce barriers to employment.

Residents expressed interest in careers in cooking and catering, early education, nursing and healthcare, and small business/entrepreneurship opportunities - all possible careers that can be accessed through Augusta Tech and Goodwill. While many community and employment resources exist in the Choice Neighborhood, there is still a pervasive need to break down barriers for residents seeking employment or training and increase opportunities for personal success. This may take place through on-going workshops with area employers about non-traditional employment pathways, reducing legal barriers to employment like misdemeanor records that may exist, increasing programs

for small-business and start-up loans, and regular technology training. The Leadership Training cohort has been successful in connecting residents with resources to pursue entrepreneurship and as the first in an on-going series will be expanded with future programming. The Greater Augusta Black Chamber of Commerce has an entrepreneur program that is a resource for future programming and training. In addition, transportation is a barrier and through partnership with the new Tech Health Training and the Auto Mechanics Training Facility, we will increase access (e.g., carpool or shuttle) for Allen Homes residents pursuing training.



What We Heard

● Allen Homes ● Neighborhood Survey

78% of Allen Homes residents who are unemployed are NOT enrolled in school or job training

.....> In part, this may be due to lack of awareness. Between **25% and 60% of residents are unaware** of the available training programs.

MOST POPULAR FIELDS FOR DESIRED JOB TRAINING PROGRAMS:

Cooking/Catering	35.5%
Childcare	28.9%
Customer Service / Nursing & Healthcare	25%
Small Business & Entrepreneurship / Education	19.7%



Skills Training at Marion Barnes Career Center
(Source: Michael Holahan, The Augusta Chronicle)

Strategy B

Increase direct connections to job opportunities through The HUB and as part of on-site events and employment resources.

With the momentum behind The Hub and investment in bringing multiple partners together in one place with increased focus, there is increased opportunity to host more locally focused employment events - including community focused monthly job resources fairs, in partnership with both employers and community service providers like STRIVE. Explore opportunities for On-Job (OJT) paid training, internships, and temporary or seasonal positions to increase local employment opportunities for residents and help create relationships between employers and residents. For example, the Richmond County School program at E-Z-Go Textron (Reaching Potential through Manufacturing) offers an innovative program that provides training for students in the morning with paid on the job learning in the afternoon. Continue to explore opportunities for employer sponsored programming at The Hub and the Medical District partners that is focused on technology training and opportunities, career paths in healthcare, and reducing existing barriers to local employment for residents.



BUILDING BLOCKS

FIRST STEP STAFFING

An exciting new partner has opened a location in Augusta. First Step Staffing is a nonprofit staffing firm that was founded in Atlanta in 2007. It provides immediate employment to individuals at-risk of homelessness, as well as transportation to work and connections to other resources and services to retain stable housing.

First Step is co-located at the Salvation Army's First Stop Center, which brings together multiple community partner agencies and offers resources to prevent homelessness and help individuals achieve resiliency.

The program might also be able to assist with staving off some of the challenges associated with the "benefits cliff" that residents often face when they advance in new positions and increase their incomes, but then find they are ineligible for some of the supportive services like childcare that enable them to work.



Augusta Tech Automotive Technology Program
(Source: Joe Hotchkiss, The Augusta Chronicle)