

Who We Are

Since 1963, Goodwill Industries of Central North Carolina, Inc. has helped individuals with barriers to employment become self-sufficient. We operate retail stores and community resource and career centers to serve Alamance, Caswell, Guilford, Randolph and Rockingham counties. We accept donated goods, resell those items in our stores, and use the revenue to provide job training in our community resource and career centers.

Mission: Goodwill Industries of Central North Carolina, Inc. promotes the value of work by providing career development services and work opportunities for people with employment needs.

Vision: Our vision is to be the recognized leader in helping people develop the work skills necessary to successfully integrate into the competitive labor market.

Values: We value work, its accomplishments, our reputation as a trustworthy entity, competence, respect for the independence and intrinsic worth of individuals we serve, and communication with all stakeholder groups.

JOBS ON THE OUTSIDE

Jobs on the Outside (JOTO) is a comprehensive, collaborative initiative that provides individuals with a criminal record with skills training, job search assistance, and supportive services as an answer to recidivism.

Recidivism is the tendency to relapse into criminal behavior and risk being arrested and reincarcerated. The risk of recidivism decreases with employment and healthy relationships, among other things.

JOTO works with businesses to help gainfully employ these individuals, and to underscore the reality that businesses have a positive and vital role in making our communities safer and more economically viable places to live and work.

ELIGIBILITY CRITERIA

- Must be a Guilford County resident
- Must be on probation or parole
- Must have GED or High School Diploma
- Must not have charges pending
- Must be at least 16 years of age

TWO PROGRAM TRACKS

SKILLS TRAINING PROGRAM

FAST TRACK PROGRAM

SKILLS TRAINING PROGRAM CENTER

A preliminary Orientation and Program Overview is required, with a comprehensive intake to ensure eligibility. An (IEP) Individualized Employment Plan identifies barriers to employment and establishes primary goals for each program participant to ensure program success.

The Gateway to Transformation Phase I. (84 hours)

Module One. HRD Employability Skills targets resume development, completing job applications, cover letters, identifying and utilizing key strengths, interviewing strategies, and job search tips.

Module Two. Focus is on PC Skills for Today's Worker, a basic introduction to the computer, software and typical programs needed to effectively job search online, complete or update resumes, and on-line applications for employment.

Module Three. Emphasis is on Money Smart, the basics of how to live and survive on a budget. Additional topics include Identity Theft – how to prevent it, how to deal with it if you become a victim, the value of renting vs owning a home, qualifying for a mortgage.

The Path to Excellence Phase II. (45 hours)

Module Four. Journey to Success helps participants to identify their individual personality profile to identify primary leadership style as well as how to more effectively communicate with others.

A Career Assessment reveals primary career clusters for each program participant that parallels personal, professional strengths and abilities to more closely match with appropriate career fields to ensure successful placement assistance.

Module Five. Marketing Yourself with a Criminal History targets dealing with the white elephant in the room, head on --- skills, strategies, and techniques are revealed with hands-on role playing to increase comfort level in handling the difficult barrier of being a former offender.

Module Six. Branding Yourself through Social Media provides up-to-date strategies that go well beyond the traditional job search. The Portfolio Workshop and Electronic Portfolio helps participants to develop a checklist of MUST HAVE items to include in their own portfolio to adequately equip them for today's job search.

Stepping Stones to Success Phase III. (30 hours)

Module Seven. Success Development utilizes participants leadership style to effectively communicate with others in the workplace. Targeted issues include creative problem-solving, conflict resolution, taking initiative, getting along with others, and how to advance in the job.

Module Eight. The Finished Product pulls everything together to produce the completed Portfolio. A final interview is videotaped, critiqued, and a formalized Job Search Schedule personalized.

FAST TRACK PROGRAM

Participants must meet additional program criteria for the Fast Track Program. Participants must also have the following:

- Permanent housing
- Child care provisions
- A marketable resume
- Recently completed Employability Skills Training

SUCCESSFUL PROGRAM COMPLETION

- Completion of Program
- Employment/Successful Placement
- Going back to School Full-time (12 credit hours for Associate/Bachelor)

TERMINATION FROM PROGRAM

- Successful Completion of Program
- Lack of Attendance, inconsistent attendance, missing more than 2 excused absences.
- Behavioral issues during Program
- Violation of probation, parole, new charges.
- Obvious abuse of substances

COMMUNITY OUTREACH WORKSHOPS

JOTO staff provides quarterly workshops for the former offenders available to the general public to provide specialized training strategies, interview techniques, resumes, and job search tips.

PROGRAM REVIEWS

"Failure is never fatal and success is never final. Continued support from JOTO staff allowed me to exercise my true potential."

JOTO participant

2010 JOTO Program Highlights

- More than 458 individuals registered
- 142 completed orientation for Career Readiness Certification program (CRC)
- 130 participants completed the Career Development & Workforce Training Class (CDT)
- 73 participants obtained employment generating \$1,048,014 million into the local economy

*Annual cost of housing
an offender*

\$40,240

*North Carolina
Department of Corrections*

2010 Savings

*JOTO successfully diverted
\$5,231,200 million
in recidivism costs by keeping
130 former offenders in their
community.*

How You Can Help

Yes! You can provide financial support for former offenders in your community who are making the right choice to move forward with their lives and into the workforce...

- Your \$100.00 could buy...

Program materials assessment tools and curriculum workbooks used to help participants get ready for the world of work.

- Your \$75.00 gift could buy...

An outfit of professional clothes to be used as a resource for Goodwill trainees to wear on interviews.

- Your \$50.00 gift could buy...

A professional resume for a participant's first job interview.

- Your offer of a job could provide...

A brighter future for our participants and their family!

Hours

Monday–Thursday 8 a.m.–4 p.m.
Saturday–Sunday Closed
Closed on Holidays



We put **People** to **Work.**

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TriadGoodwill.org



Special programs accredited by
the Commission on Accreditation of
Rehabilitation Facilities

JOTO2 10/20/11

Jobs on the Outside (JOTO)

