



High-growth occupations

Safer Foundation is shifting its service delivery to better align with market needs, while offering employment opportunities in “in-demand” occupations for people with criminal records. The **Safer Demand Skills Collaborative®**, an employer-driven model, initially targets five key industries and allows for the integration of promising new sectors.



Employer-driven training

The Safer Demand Skills Collaborative® (SDSC) is an employer-driven initiative of public and private partners working together to get companies the skilled workers they need. SDSC builds on Safer Foundation's successful workforce development strategies by adding vocational training in high-growth sectors that leads to industry-recognized credentials.

These credentials, coupled with the proven success of Safer's Retention Services Model, allow SDSC to offer employers well-prepared, highly qualified candidates who satisfy specific hiring needs. Our vision is placing people with criminal records in living-wage career pathways in high-demand occupations.

Strategy

RESEARCH. Safer Foundation relies on documented research and industry expertise to gain a deeper understanding of the Labor Market factors, including projected demand, target industries and careers, industry corridors, region-specific issues, wages, etc.

EMPLOYER-DRIVEN. Companies and businesses drive the training requirement based on their current and future staffing needs.

INVEST IN TRAINING. Safer supports community colleges and training organizations and their efforts to align programs with employers' needs. Safer also provides the necessary services and supports to give Safer candidates the best opportunity for training success.

TRAINING HUBS. Community-based hubs in targeted neighborhoods where Safer candidates will access the training and support services essential to promote long-term job placement.

STRATEGIC PARTNERSHIPS.

A collaboration of trainers, industry experts, workforce development agencies and employers working closely to train and place our candidates into high-demand, higher-paying occupations.

Workers trained to your specifications

The recruitment and hiring of qualified individuals with industry certifications is an expensive and time-consuming process. Safer takes that burden off employers who participate in SDSC. As a partner in SDSC, employers help shape the training program designed to deliver the competencies that meet their needs and industry standards. **Employers get workers trained to their specifications.**

SDSC provides candidates

- career pathway programs
- stackable educational/training options
- contextualized learning
- integrated education and training
- industry-recognized credentials
- intensive wrap-around services

Benefits

- Career-focused candidates with industry-recognized credentials
- Individuals are pre-screened and tested to meet your needs
- Comprehensive post-placement support services
- Long-term retention
- Tax incentives
- Federal bonding
- Transportation provided, as needed



**SAVINGS UP TO
\$4,000
PER EMPLOYEE**

Bersin by Deloitte estimates the national average cost per hire, regardless of talent acquisition maturity, is **\$4,000**. This ranges from **\$3,033** in healthcare to **\$5,611** for manufacturing jobs.

Source: Talent Acquisition Factbook 2015, Bersin by Deloitte

“There is a severe skills shortage in this country with hundreds of thousands of manufacturing jobs going unfilled.... For us, Safer is a great little secret. We have a place where we can find some great people.” —Craig Freedman



**Craig Freedman, President
Freedman Seating Company
Chicago, Illinois**

“We prepare Safer candidates to earn NIMS CNC credentials and entry-level jobs in manufacturing. What strikes me most about the candidates is their dedication.” —Patrick Osborne



**Patrick Osborne, VP Training & Education
TMA Illinois (The Technology & Manufacturing Association)
Schaumburg, Illinois**

Join the collaborative

Our mission is to support, through a full spectrum of services, the efforts of people with criminal records to become employed, law-abiding members of the community and as a result, reduce recidivism.

Ready to get started and become an employer partner in the Safer Demand Skills Collaborative®?

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Industries Served

ADVANCED MANUFACTURING

- CNC (Computer Numerical Control)
- Welding

HEALTHCARE

- Certified Nursing Assistant (CNA)
- Dietary Aid
- Environmental Service Aid
- Certified Medical Assistant (CMA)
- Registered Nurse

TECHNOLOGY

- Wireless Field Engineering Technician
- Microsoft Certification
- Coding

TDL & CONSTRUCTION TRADES

- Commercial Driver's License
- Forklift Driver
- Carpentry, HVAC Installer
- Logistic/Supply Chain Management
- Construction Management

HOSPITALITY

- Food Service
- Food Safety Sanitation



Safer Foundation

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