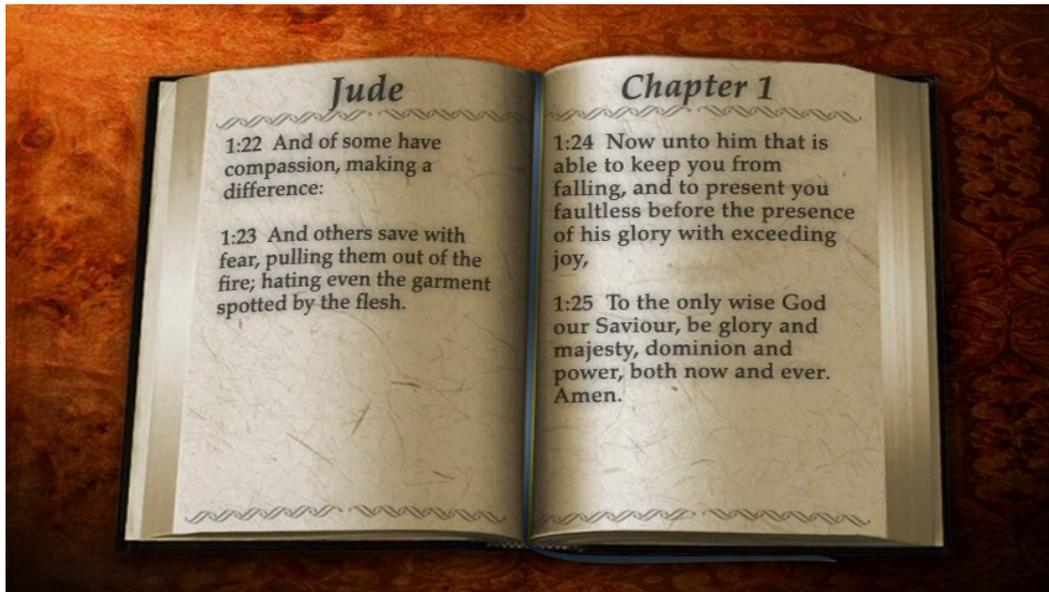


A “Second Chance” Employment & Training Center



StreetPrayers.org Community Employment Initiative



Introduction

StreetPrayers.org Inc. has entered into marketing and/or training agreements with The Carpenter's Union, United American Marketing a leading employer in the energy deregulation industry and partner with Rainbow Push, a working relationship with IBEW the Electricians Union, Quest Design Group a solar installation company and Malik Electric Company a led lighting design and installation company.

All of the aforementioned entities are in agreement that **StreetPrayers.org Inc** will first conduct its intake procedures and employability training and then decide on a case by case basis, the direction an individual should take whether it be direct hire or assistance with participation into the Carpenter's Union or Electrician's Union.

This particular writing will serve as a brief introduction of the **Second Chance Employment and Training Center** guidelines and operational procedure, not an in-depth treaties on the employment disparities that plague those with criminal background records or those that are subject to the high unemployment rates in the inner city. We will list some statistics in that regard, though we all are aware of how dire and drastic those employment inequities are. Our goal is to begin to heal the issue by training, hiring and placing into gainful employment; one person at a time.

We will also discuss briefly marketing techniques and the nature of the industries. We are interested in creating careers for individuals, not just jobs. Renewable Energy is the primary industry that will create these future careers. However, the capabilities and potential will be greatly impacted by community support. Community support will be necessary to make these programs successful. It is time that everyone in the community work together to economically heal our own neighborhoods and cities.

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1 The need in our Community

In recent years, the criminal background check industry has grown by leaps and bounds. Especially since 9/11, the ready availability of inexpensive commercial background checks has made them a popular employee screening tool. In one survey, more than 90 percent of companies reported using criminal background checks for their hiring decisions.

At the same time that the background check industry has expanded, the share of the U.S. population with criminal records has soared to over one in four adults. This has resulted in shutting workers with criminal records out of the job market.

To make matters worse some american workers are enduring the worst labor market since the Great Depression. Just to stay afloat, U.S. workers need strong policies and protections to support their ability to find work—their lifeline to economic and social stability. Yet an estimated 65 million U.S. adults who have criminal records often confront barriers that prevent even the most qualified from securing employment. Of this 65 million a disproportionate number are in inner city communities.

Title VII of the Civil Rights Act of 1964 prohibits discrimination in employment based on race, gender, national origin, and other protected categories. As enforced by the EEOC, Title VII has long been viewed as prohibiting not only overt, intentional discrimination, but also disallowing those seemingly neutral policies and practices that have a disproportionate impact on certain groups. Using arrest and conviction records to screen for employment is an example of the kind of “seemingly neutral” selection criteria that should warrant a closer look under Title VII scrutiny.

This is why it is so important that we all as a community work together to ensure the success of the **“Second Chance Employment and Training Program”** offered by StreetPrayers.org Inc.

From within our own community we are capable of putting 100's of individuals to work without waiting for the governmental agencies to change their policies or reverse their behaviors.

The Wall Street Journal reported in 2014 that the FBI has over 77 million people in its criminal database. Roughly 10,000 to 12,000 new names are added every day.

Quite simply, the numbers are staggering.

But what's become even more concerning is the fact that most employers aren't willing to give people who have criminal records a chance to earn a living.

Now I know, most organizations (rightfully so) want to protect their current employees from working with a dangerous person. But the fact is, many people who have even felony convictions aren't dangerous. Many simply made a mistake and got caught.

The fundamental problem with our criminal justice system is that there isn't enough focus on rehabilitation and reentry. People who have been convicted of a crime too often become outcasts in society. They simply aren't given a second chance to succeed in their professional lives.

And without a job, they're more likely to become repeat offenders.

2 Market Projections

Successful candidates will be trained for service in the deregulated and renewable energy sectors. There are various subcategories of employment and career that individuals will have at their disposal. The Carpenters Union – with whom we are contracted - provides training and the installation solar panels.

The Electricians Union works with all wiring and electrical component insertion in all aspects of solar installation.

A third direction would be in the marketing of services to consumers and to businesses that are available because of renewable energy initiatives.

All three of these directions create careers that at the journeyman level exceed \$40 per hour. The win-win situation possesses itself in that all of these industries must be addressed as we attempt to heal our planet and to reduce the carbon footprint that has been created through the misuse of energy production.

We are excited about the various disciplines that we will be able to teach and impart as we bring an individual through the introductory phases to a full-fledged career with an income capable of supporting their families.

Here are some recent projections on the outlook of these business sectors over the next few years:

According to the Environmental Defense Fund:

Clean energy is building a new American workforce

Wind turbine technician is on track to become one of the fastest-growing jobs over the next decade. Report published January 2018

Despite shifting energy policy, the clean energy economy remains a big source of jobs – at 4 million, with wind and solar jobs outpacing those in coal.

And while changes to federal, state and local incentives and policies have sparked uncertainty, the job market is still set to grow as businesses and local governments build demand.

What's driving clean energy job growth?

The clean energy workforce has skyrocketed in recent years, thanks to:

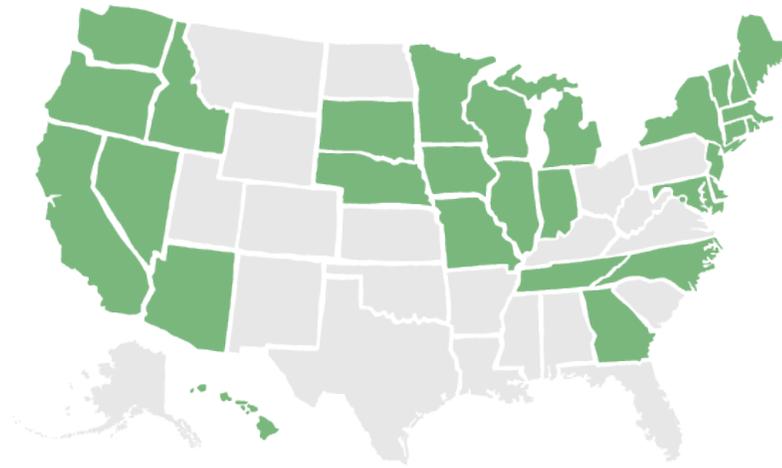
- *Dropping technology costs*
- *More demand for clean energy and efficiency technology*
- *Supportive policies and investments*
- *The work includes a wide range of well-paying jobs, including installing solar panels, auditing energy efficiency, developing electric vehicles and more.*

Most promising clean energy job sectors

In this changing energy economy, we see clean energy jobs in every state, in four main sectors:

1. Renewable energy

The 30 states in green show where wind and solar energy jobs outnumber coal and gas jobs.



The renewable energy sector employs 777,000 people, roughly the same as the U.S. telecommunications industry. Bioenergy – which comes from organic material – remains the largest employer, while the solar industry is second.

The most rapid renewable energy job growth has come from the solar and wind sectors, which rose by 24.5 percent and 16 percent, respectively, from 2016 to 2017. Solar and wind energy jobs outnumber coal and gas jobs in 30 states, including the District of Columbia.

The coal industry, which has been declining, now employs 160,000 workers, less than a quarter as many Americans as the renewable energy industry.

2. Energy storage and advanced grid

Energy storage systems help ensure that we get the energy we need when we want it, and make it easier to use renewable energy in our homes and on the power grid by balancing out the effects of a cloud moving over a solar panel or the wind dying down.

In 2016, energy storage jobs surged 235 percent from the previous year to reach 90,800 jobs.

Meanwhile, efforts to create a more modern power grid have created more than 55,000 jobs.

3. Energy efficiency

Centerbridge Partners L.P., a private investment firm, hired EDF Climate Corps fellow Astha Ummat to reduce operating expenses by finding ways to conserve energy.

Energy efficiency jobs make up most of the U.S. clean energy workforce – at least 2.2 million workers.

They cover a range of work across industries – mostly construction jobs installing energy-efficient equipment.

Even in states with major fossil fuel industries, energy efficiency employment rivals oil, gas and coal. Kentucky, for example, has an estimated 24,000 workers in energy efficiency, compared with about 12,200 in coal.

4. Advanced vehicles and transportation

This sector employs 174,000 Americans who develop and make electric vehicles, including electrical and mechanical engineers and assembly line workers.

U.S. automakers are making commitments to invest more. For example, in early 2018 Ford released plans to invest \$11 billion over the next five years and offer 40 different hybrid and fully electric vehicles by 2022.

3 Participant Requirements

Our agreement with the Carpenters Union our working relationship with the Electricians Union as well as the three corporations that will be hiring our candidates requires StreetPrayers.org Inc. to select based on our standard as to whether a candidate seems to display the capability during the interview and 1-week induction phase to adequately fill the positions. Whether it be direct hire or referral to the Union Apprentice programs.

The 1-week induction phase held at the StreetPrayers.org offices will in essence be a course on job readiness which will include proper mindset and “soft skill” development.

All candidates are guaranteed to be considered regardless of their criminal background.

Therefore, the success of the induction phase will rely heavily upon the honesty, eagerness, sincerity and integrity displayed by the candidate.

4 In Conclusion

We have an awesome opportunity in front of us, as well as an awesome responsibility on two fronts. as we begin to realize that in order to save the planet and to leave an environmentally corrected world for our grandchildren; we must reduce our carbon footprint and proceed with renewables and the development of efficient energy sources .

We must also use the resource of the human Manpower that is available through reentry initiatives as we find viable career level employment for a segment of the population that has been marginalized.

StreetPrayers.org through its Second Chance Employment and Training Center initiatives is up for the challenge ahead of us. As previously mentioned, we have partnered with three major corporations that are like minded in extremely relevant industries.

We all believe that creating more jobs will strengthen our communities. Making businesses more energy-efficient will strengthen our local economies. The three companies that StreetPrayers.org has partnered with are passionate about doing their part. StreetPrayers.org will use all resources at its disposal to do an initial intake with the candidates helping them to realize that the victim of marginalization period of their lives is over, it is time to look ahead at a new day and a brighter future. It is time to look and see yourself as part of the positive solution for the furtherance of mankind.

5. Meet our Partners



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Quest Design Group

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Oak Brook, IL 60523

(630) 581 5100



Malik Lighting and Sign Company

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CHICAGO REGIONAL COUNCIL OF CARPENTERS

A POSITIVE FORCE IN BUILDING COMMUNITIESSM

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