



PARTNER WITH THE LAST MILE

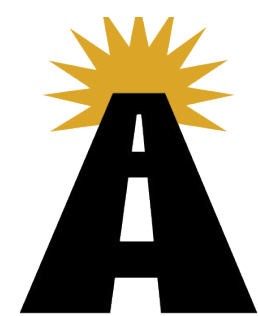
**HIRING & APPRENTICESHIP
PARTNERSHIP OPPORTUNITIES**

BUILDING COMMON GROUND

ABOUT TLM & OUR SHARED VALUES

The Last Mile (TLM) is an Oakland, CA based 501(c)3 organization whose mission is to provide opportunities for personal and professional growth for justice-impacted individuals through education and technology training. Through prison education, transitional support and workforce reentry, TLM is disrupting the system of mass incarceration across the United States. In-classroom curricula and course material prepare students for meaningful employment in modern job roles including web development, software engineering and audio and video production. Students cultivate personal and professional development in alignment with the technical education and with the support of TLM reentry staff, volunteers, and a community founded on shared lived experience.

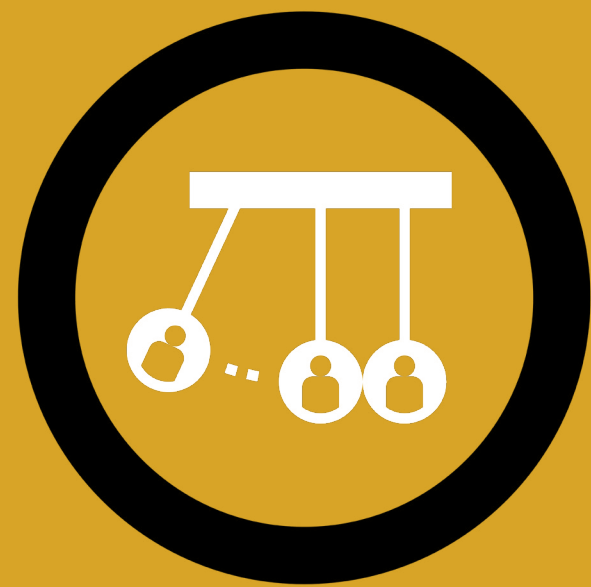
**TOGETHER, WE CAN CHAMPION THE VALUES OF INCLUSIVITY,
OPPORTUNITY, AND TRANSFORMATIVE CHANGE.**





BENEFITS OF FAIR CHANCE EMPLOYMENT

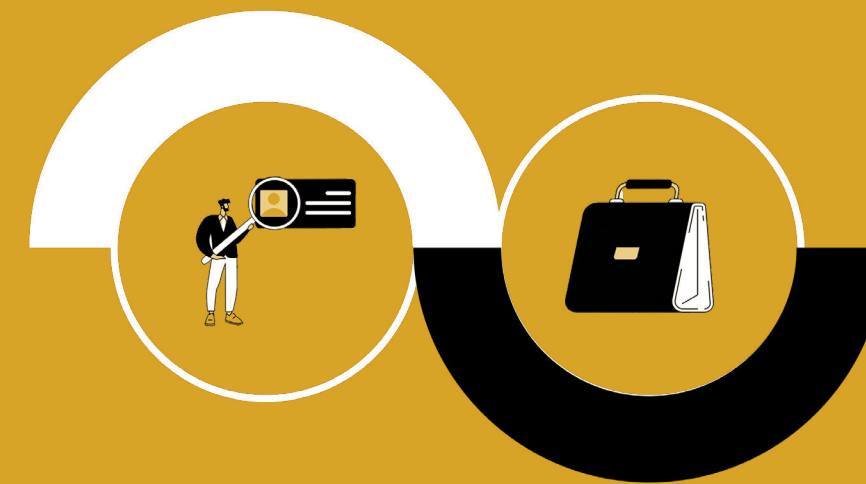
Fair chance hiring was federally established in 1975 using three factors to determine hiring which include (1) the nature and gravity of the offense or conduct, (2) the time that has passed since the offense and/or completion of the sentence and (3) the nature of the job held or sought. In 2023, California expanded upon this and defined requirements for additional considerations as they relate to each individual. Compliance with federal and state mandates protects the employer, but it also encourages equality of access to opportunity and increases creativity and innovation by reducing the prevalence of homogeneous teams and workplaces. Benefits to the employer include:



**SOCIAL
IMPACT**



**INNOVATIVE
PROBLEM SOLVING**



**INDUSTRIOUS
WORKFORCE**



**NON-TRADITIONAL
PERSPECTIVES**

ABOUT THE ALUMNI

PROGRAM & EDUCATIONAL OVERVIEW

The Last Mile Web's Development Program and Audio and Video Production Program cultivate graduates that are prepared for their respective industries upon reentry. Alumni of the program complete rigorous coursework to develop key technical skills as well as interpersonal and leadership skills.



AUDIO & VIDEO PRODUCTION SKILLS

- Viable skills for the audio and video production industry
- Fundamentals of audio engineering, audio post-production, and techniques for mixing music & spoken-word audio
- Proficiency with Avid Pro Tools
- Fundamentals of video post-production: video editing, sound design, and digital imaging
- Proficiency with DaVinci Resolve



WEB DEVELOPMENT SKILLS

- Responsive web design with HTML, CSS, and Bootstrap
- UX/UI theory and design
- DOM manipulation, data structures, and programming logic with JavaScript and jQuery
- Supplemental content on Python, TypeScript, RegEx, and Algorithms
- Servers, modularization, and package management with Node, NPM, and Express
- Code testing with REST clients and Mocha
- Powerful, maintainable frontend frameworks with React
- Database management with MongoDB and Mongoose



PROFESSIONAL DEVELOPMENT

- Resume and portfolio building
- Collaboration, giving and receiving feedback
- Presentation skills, public speaking & communication training
- Controlling and owning your narrative
- Continuing education
- Reentry support



FAIR CHANCE HIRING PARTNERSHIPS

HIRING & APPRENTICESHIP OPPORTUNITIES

Become a *TLM Fair Chance Hiring Partner* today. Through these partnership opportunities, your company provides direct impact that fundamentally changes the landscape contributing to mass incarceration. There is an opportunity for an organization of every size and any infrastructure, including:

- FULL-TIME ROLES
- MENTORSHIP OPPORTUNITIES
- APPRENTICESHIPS FOR SPECIALIZED ROLES

PARTNER



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EDUCATIONAL PARTNERSHIPS

CONTENT PARTNER OPPORTUNITIES

Partner with TLM and other leading institutions and platforms like [Partner Name], [Partner Name] to provide top-tier education. Content and curriculum needs include:

- **ADVANCED CODING**
- **ENTREPRENEURSHIP SKILLS**
- **COMMUNICATION TRAINING**
- **ADVANCED AUDIO AND VIDEO PRODUCTION**
- **SPECIALIZED WORKSHOPS BASED ON INDUSTRY NEEDS**

PARTNER

Grow with **Google**

Bank of America 

LinkedIn Learning



SiriusXM

Frontend **Masters**

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SUPPORT POST-RELEASE

HOW TLM SUPPORTS IN REENTRY



PRE-RELEASE

- Transition planning
- Grow with Google Digital Skills
- Resume reviews
- Interview preparation
- Preparing for the board



GOAL PLANNING

- SMILE balance
(*Social, Mind/body, Intellectual, Leisure, Economic*)
- Asynchronous upskilling
- Tech interview/assessment preparation
- Online portfolio building
- LinkedIn profile and networking
- Continued education programs/scholarships



INTAKE AND ORIENTATION

- Technical assessments
- Digital skills assessment and training
- Connection with TLM alumni peer community
- Weekly virtual one on one meetings with an advocate
- Strategic resource alignment



ONGOING SUPPORT

- Community events
- Impact measurement
- Financial literacy
- Professional development workshops
- Speaking engagements

THE LAST MILE ALUMNI SUCCESS STORIES



KEEFE DASHIELL

Keefe is relentless in his commitment to helping others and advancing his own professional development. He is a pillar of TLM's community: his positive attitude, sense of humor, and collaborative spirit have accelerated him along the way to secure a role at Cash App. His growth mindset was clearly demonstrated as he quickly transitioned the skills he had into learning mobile development on the job during the apprenticeship. Keefe never stopped asking questions and learning about the work. He impressed Cash App enough to convert to full time Android developer in a short period of time.



Keefe regularly meets with returned citizens when they are first released to talk about the challenges and successes that he found in order to help them prepare for their careers.

AMALIA BRYANT

With the help of TLM's reentry team, Amalia set clear short term goals that directed her path to success and a career as a software engineer at Checkr. She worked with a professional mentor, completed Hack Reactor (a notoriously difficult boot camp), and finally an apprenticeship that converted to full-time employment due to her work effort and skills.



Amalia is now paving the way for other returned citizens in TLM's community who are looking to find careers in tech. She has become a source of support and an excellent example of accomplishment.

THE LAST MILE ALUMNI SUCCESS STORIES



LINDA WOO

Linda Woo secured an apprenticeship with Plaid less than 1 year after her release. She was able to convert to a full-time Plaid employee after 6 months.

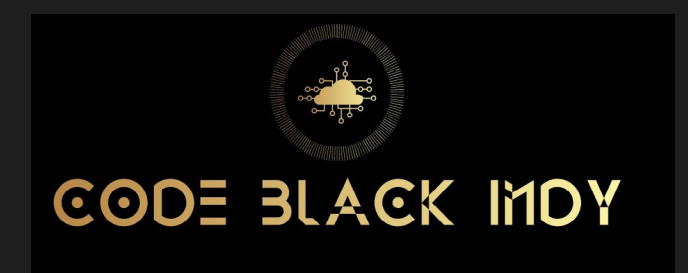
Linda performed at such a high level that Plaid went on to hire another TLM alumni for an apprenticeship. Linda was a part of the hiring process for this and has continued to support and welcome him throughout his apprenticeship.



SHAWN WILSON

Shawn stayed focused on his goal throughout his exceptionally challenging reentry.

He completed a year-long software engineering program and secured an apprenticeship at Code Black Indy where he uses his technical skills and warm, joyous spirit to teach under-resourced children how to code.



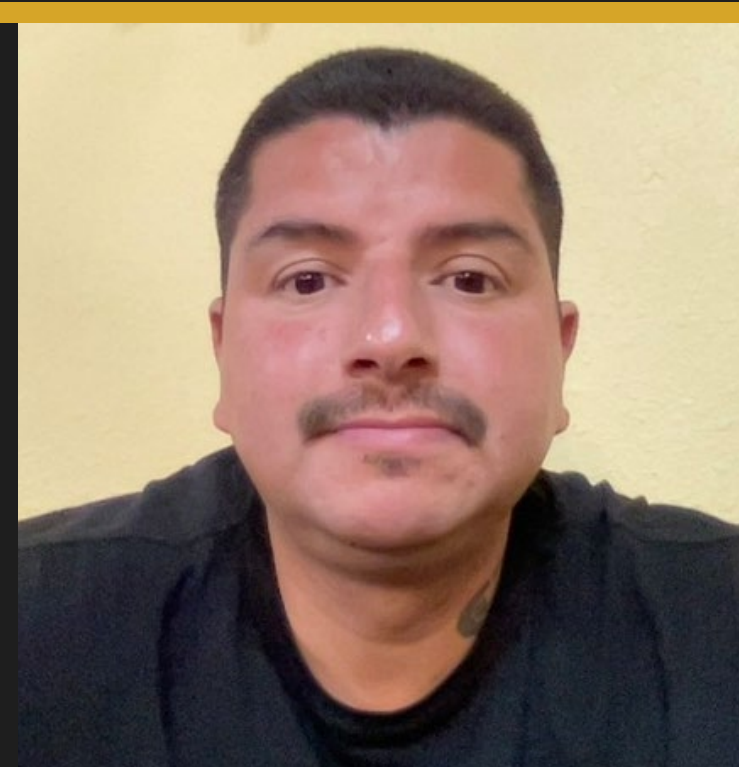
THE LAST MILE ALUMNI SUCCESS STORIES



ROBERT GARCIA

Robert's final project in The Last Mile demonstrated his heart, and desire to give back to his community. From the minute he connected with the TLM Reentry Department, they worked together focusing on his goal of finding work in the tech sector that included his passion for doing mission-driven work. He continued his education and worked hard to expand his technical skills. His effort paid off in less than 1 year, when he was offered an opportunity that was the perfect marriage of his passion and goals.

Edovo, a mission-driven tech company, accepted Robert into a software engineering apprenticeship where he collaborates closely with the Edovo team.



edovo



Three TLM alumni who are full-time employees with TLM fair chance hiring partner, Slack.



PAVE THE ROAD WITH US

NEXT STEPS

The Last Mile is celebrating more than a decade as an organization, originating with its first program in San Quentin State Prison in California. The Last Mile has continued to leverage the power of public-private partnerships as it has expanded across the United States. Join us as we *Imagine, Build and Open Doors*, for justice-impacted individuals through employment opportunities and workforce development. Next steps include:

- INITIAL CONSULTATION WITH TLM TEAM
- CUSTOMIZING PROGRAMS TAILORED TO YOUR ORGANIZATION
- FACILITATE HIRING OR APPRENTICESHIPS
- ENGAGE IN MENTORSHIP AND SKILL-SHARING
- CONTINUOUS FEEDBACK AND COLLABORATION FOR MAXIMUM IMPACT



THE LAST MILE IS BUILT ON COMMUNITY.

Thank you. Your partnership ensures that TLM continues to disrupt the system of mass incarceration one person at a time.

PARTNER

STAY IN TOUCH

