

the journey of JARC Baltimore:
**SUCCESS
STORIES**
of our alumni



JANE
ADDAMS
RESOURCE
CORPORATION
BALTIMORE

Meet Our Alumni

table of contents

- 3** **About JARC - Baltimore**
our story, background, & values
- 4** **Amon Boles (CNC)**
family & dedication
- 5** **Mark Brooks (CNC)**
being a difference-maker
- 7** **Camillo Calderon (CNC)**
carving out a unique career
- 9** **Earl Chambers (Welding)**
building his family - every day is new
- 10** **Joseph Damron (CNC)**
lifelong learning
- 12** **Jeremy Dillon (CNC)**
a new beginning
- 14** **Tim Holt (Welding)**
a holistic approach
- 16** **Roderick Lewis (Welding)**
turning disaster into opportunity
- 18** **Employers & JARC**
why employers partner with us
- 19** **Contact JARC**
get in touch with us today!



About JARC - Baltimore

our story, background, & values

About JARC – Baltimore

Jane Addams Resource Corporation – Baltimore (JARC) provides **high quality skills training and support services to help lower-income and unemployed workers achieve self-sufficiency**. JARC provides economic and workforce development to businesses to improve their competitiveness.

Vision

JARC promotes strong communities, businesses, and households to ensure that people who work do not live in poverty.

Mission

JARC helps low-income workers and community residents attain financial self sufficiency through a combination of high-quality skills training and bundled support services.

Our Background

JARC Baltimore's affiliate in Chicago was founded in 1985 as a community development organization, and its initial efforts focused on keeping good manufacturing jobs in the neighborhood.

Its focus evolved to **focus on helping both job seekers and employers through training and support services**. In 2015, JARC Baltimore was launched out of the former Magna Training Center in the Park Heights community to help low-income adults get the skills and supports they need to move along a manufacturing or construction career path.

We support healthy communities and economies by teaching low-income adults and workers the skills they need to earn a living wage. But **we go beyond basic skills training**. We also connect job seekers with good jobs in the manufacturing sector, and we foster the life skills that create a path out of poverty.



JARC's Value Statement

We believe ...

- ▶ that **everyone who works has the right to a living wage**; that training leads to better paying jobs; and that the key to long term, substantive change for people is a focus on careers.
- ▶ that **business and employee success are inextricably tied**; we work to bridge economic activity and people.
- ▶ in **supporting the regional manufacturing base** because it is a source of careers and living wages.
- ▶ that **best practices should inform public policy** and that JARC has a role to play in shaping that policy.

We value ...

- ▶ our **clients' efforts to be better prepared for work and life**; and we present them with opportunities and support them in pursuit of their goals.
- ▶ a **warm, welcoming, and inclusive environment**.
- ▶ **quality** services.

We maintain ...

- ▶ **high standards**, and we have high expectations for ourselves, our clients, and our partners.
- ▶ **unquestionable ethics** demonstrated through transparency, honesty, and fairness.
- ▶ a **nimble organization** that responds quickly to changes in our environment and to the needs of our customers.



Amon Boles (CNC)

family & dedication

It was family that brought Amon Boles to JARC,
& family that motivated him to keep going.

Amon Boles first heard about JARC through his uncle. His uncle had gone through JARC's CNC program and is now employed full-time as a CNC operator. "I saw how his life changed after graduating here," Amon said, "He is able to provide better for his daughter. He's about to buy a house, he bought a car which he traded in for a newer car."

Amon wanted the same thing for himself and his own daughter.

At the time, Amon was working as a temporary employee with Under Armour in their shipping and receiving department. The hours were long his schedule was unpredictable and the work itself was monotonous and boring.

Amon said. "It was taking a toll on my body and limiting the time I spent with my daughter. I had to find something better."

Finding permanent, well-paying work with a more regular schedule was difficult for Amon. "My background hindered me from a lot of stuff," he said. "I couldn't get permanent work because of my record. By not being able to get permanent, it limited how much money I could potentially make."

"I didn't have a good income. My daughter, I focused more on her, making sure she had clothes and shoes and everything that she needed. But I sacrificed things for myself so that she could have it." Amon said.

So, when he saw how his uncle was able to move from a similar situation into full-time, stable employment with JARC, Amon wanted to give it a try. He felt it was the right move for him, and for his daughter.

Amon chose the CNC program, just like his uncle. While he considered welding, his fear of heights made CNC look like the better option. He laughed, "I like to stay close to the ground."

CNC operation was attractive for other reasons, too. **It was challenging, but allowed for creativity. It's a field that requires him to keep learning, and upgrading his skills.** Plus, there is the satisfaction of being



able to create something. "Once I got into the CNC field, I saw something come from nothing," he said. "It's awesome, how you can make something out of a piece of metal and it will be a part for something else."

He was excited but nervous to start the program with JARC. He had never worked with programming before, so the learning curve was steep. "The hardest part was learning something new and completely different because I had no clue what CNC was, G-codes, M-codes, all that was like an alien language to me. But once I got into the books and started actually studying, it just started clicking."

That doesn't mean that it all went smoothly. There were a lot of challenges that Amon faced as he was going through the JARC program.

Because he was still working, as well as studying at JARC, he enlisted the help of a friend to look after his daughter for an entire summer. It was difficult being away from his daughter for so long, but knew that when he was done with the program, things would be better for both of them.

This resiliency was essential. The first two times that he took his NIMS (National Institute for Metalworking Skills) test, he didn't pass. Instead of giving up, he buckled down and worked hard to figure out where he was going wrong. And the third time, he passed.

JARC helped Amon

build the skills he needed to become a CNC operator, and how to handle the job search. **Amon had previously taken a job readiness program, but feels there were still many things JARC taught him.** "JARC made it easier and better for me to interview with people," he said.

After graduating JARC, he found work as a CNC operator. While that first job match didn't pan out, he is working with JARC to find a better fit. JARC is providing benefits to ensure Amon can focus on the job hunt, including a one-time financial emergency fund and providing bus passes. The bus passes are essential so Amon can easily get between home and the JARC office, interviews, and his babysitter's house.

As he looks for another permanent position, Amon is also looking towards the future. His ultimate goal is to become a CNC programmer, so he plans to keep upgrading his skills, and working his way up.

With CNC operation, his career is clearer. **Full time employment means a regular schedule and regular income.** "Once I started the JARC program and for the time I was working, I was able to focus on both of us and actually get my household in order, and more stable."

Through JARC, he has laid the foundations for a better future for him and his daughter. For Amon, "JARC is a life-changing experience." □

"JARC made it easier & better for me to interview with people."

Mark Brooks (CNC)

being a difference-maker

For Mark Brooks, moving forward in his career meant coming back to his roots. The JARC office, where he would study CNC, was four blocks from the neighborhood where he grew up.

Mark had just been released after 13 years of incarceration. He knew that the adjustment would be difficult. He would have to rebuild every aspect of his life, and start fresh. His first step was writing his resume and bringing it to a local career development center to get some direction.

While he was incarcerated, he had received some CNC training and had experience operating machinery. According to Mark, with CNC, "you're making something that someone is utilizing. I like that aspect of it." He was interested to continue to work in the field, so the counsellors referred him to JARC.

"[JARC helped me learn] life lessons, things that I just never moved forward on when I was in the streets doing other things."

"I was very comfortable coming in because I did have some CNC knowledge," he said. But he quickly realized there was a lot more to learn. "I didn't realize how extensive CNC was. I worked in mass production, so I didn't know anything about programming. Knowing how to operate a CNC machine is not something that you just learn overnight."

Because he was doing the JARC program, Mark couldn't hold a job at the same time. "While I was coming to school, I didn't have any finances coming in," he said. "Getting those weekly bus passes [from JARC] was huge for me." They made sure he could keep coming to class. Otherwise, with no income, the expense of transportation would have made attending JARC impossible.

Even with the bus passes taking off some of the financial strain, those months doing the JARC program and being recently released from a long incarceration, it wasn't easy. "Coming from where I came from, there's a lot of things going on in my life," he said. "There was a point when I was here at school, when I was going through some stuff. Miss Mary was the person that, if it had not been for her, I probably would have quit."

With the support from JARC employees and his fellow students, he was able to push through the program. **He wanted to go to school and work towards something better in the future, and this thought kept him going.** "If you're coming to school, it's because you're looking for something that you don't have," he said.

The CNC certification was what drew him to JARC initially,

For Mark Brooks, JARC was about more than learning technical skills. What he learned empowered him to restart after 13 years of incarceration & build a meaningful career.

but he found the soft skills classes just as important. Learning how to put together a budget, manage his expenses, and build credit were essential to his success and rebuilding after his incarceration.

"It wasn't just about becoming a machinist," Mark said. "It was life lessons, things that I just never moved forward on when I was in the streets doing other things. They set a stage for me for how to get credit, managing your money, so many different things I learnt here at JARC that I used to be naive to prior to me coming here, prior to getting out."

He made it through the JARC program and into an interview with the engineering firm LAI. **His interviewers were so impressed with his poise and knowledge that they called the recruiting firm to report that he was one of the best candidates they had ever interviewed.** Though there was already one JARC graduate working at LAI, they hadn't heard of the school. When Mark mentioned it in his interview, they were curious to find out more.

"I was the one who actually bridged the connection

Mark's story continued on the next page ↗

did you know?

CNC machinists work with heavy machinery, from setup to operation, to make parts & tools from metal, plastic, or other materials.





JARC Baltimore was launched out of the former Magna Training Center in the Park Heights community. Our hands-on facilities include labs & classrooms for CNC, welding, & manufacturing fundamentals. Applicants to all of our three programs receive a tour of our training center during orientation.

did you know?

To date, we've enrolled over 190 low-income job seekers in our JARC Careers in Manufacturing Programs.

Mark's story, continued from the previous page

between LAI and JARC," Mark said. Since this initial meeting, LAI and JARC have built their relationship. LAI sends representatives to speak to JARC students and talk to them about the available opportunities with the company once they complete their certifications. Since Mark started at LAI seven months ago, they've already hired six other JARC grads. "Now, I'm putting people into the position to come into the workforce at LAI from JARC."

So far, things at LAI have been going well. "Even on my job right now, I'm learning new stuff everyday about being a CNC machinist," Mark said. "I understand that you only get what you put in. If you put in the effort, you get good repercussions from it. I am living it."

"My work environment is just great," he said. "We had a Christmas party, and recently had a cookout. The people that I work around, we have a very close-knit relationship. When you have that type of a setting, it makes it so much easier for wanting to get up and come to work everyday."

Plus, he feels the work he is doing is meaningful. "I'm actually making parts for the F-22 Raptor fighter jet," he said. "So, **I'm helping our service defend our country in all different parts of the world. It's awesome.**"

It is also a job where he can use the full extent of his CNC knowledge, and take advantage of opportunities to keep learning. He's realized how creative CNC can truly be. "I love doing CNC work. [...] Everything was repetitious where I was at [during his incarceration]," Mark said. "You got a work order

and you just pushed a button and it would cut the product out. This is more hands-on for me. I've learned the intricacies of CNC. It has opened up so many more doors for me."

He currently works in the laser division, but has worked in two other divisions at LAI. He hopes eventually to learn all seven, so he could work wherever he is needed.

The stable work environment has also allowed him to work towards goals in other areas of his life. "I have never had credit before," he said. "Because of this schooling and because of the job that I now have, I have established outstanding credit. I pay all my bills on time. After 3 months of working at LAI, I purchased a brand new car. If I've accomplished this in this little bit of time, there's so much more for me to discover if I continue down this path."

"This school has been a platform for me," he said. "I don't think I would be where I am in life right now if it weren't for me attending JARC."

Now, he comes back to JARC to speak to current students. He hopes that he can be that "difference-maker" for them.

"If they're going through something and they see me come in here and I give them my story from where I came from, being incarcerated for many years, attend this school here and now I'm in the workforce, and I'm showing them all the things I have accomplished," he said. He hopes that they can see themselves in his story, and be inspired.

For Mark, "These are the stories that give people the insight to say, 'Yeah, I can do it too.'"

Camillo Calderon (CNC)

carving out a unique career

Camillo Calderon is turning his diverse employment background into a valuable asset. He created a career that combines his interests, taking advantage of what he already knows & seeking opportunities to learn more.

Under a year ago, Camillo was under home detention, unsure of his next step. Now, he is working full time as a CNC operator at Raloid Corporation, rebuilding his financial health, and seeking additional education to take him further in his career.

Camillo has had diverse career experience, with employment and education in a number of different career paths. "I always could find jobs," he said. One of his favourites was working as the logistics manager for the Best Bar Ever protein bar company. "I loved it; I was the man there."

Though he enjoyed it, he decided it was time for a change. **He knew that to make a career shift, education was key**; he went to trade school to become a certified commercial industrial maintenance and universal HVAC technician. Unfortunately, the day of his graduation, he was arrested. "I never got a chance to get into that career field," he said.

As he was under house arrest, he began to consider what his next step would be. Having not had the chance to use his previous certification in the workforce, he thought that gaining a new certification would help. He said, "That's when I decided to switch to CNC machining and decided to come to JARC."

Back in high school Camillo had taken some CNC courses. He had liked the possibility for creativity, how one's ideas can become reality. "You can always invent an idea and make it on the machine," he said. "I always wanted to get back into the career but I never seized the opportunity until now."

Getting accepted into the JARC program while he was still under home detention was just the first step. While he was nervous to begin classes, he was confident that if he worked hard, he would succeed. But he knew that it wouldn't be easy. He said, "I think the biggest [problem] with people coming to school is they need

income."

Without savings to fall back on, Camillo knew that he needed to work. It wasn't easy finding a job that would accommodate his school schedule. "Basically, I was trying to get a job and go to school at the same time," he said. He found a weekend job in Under Armour's shipping department. He had to juggle a busy schedule, working hard and still being ready to tackle the course material at JARC.

JARC was able to help with his expenses in some ways, especially providing bus passes so that he could get to school. Without them, he wouldn't have been able to afford the daily trip. This took some of the pressure off; while managing on his income for Under Armour was difficult, with the bus passes it became possible.

The CNC lessons themselves were a challenge, too. He had studied CNC in high school, but hadn't used those skills for years. Plus, the course material at JARC went beyond what he had learned in the past.

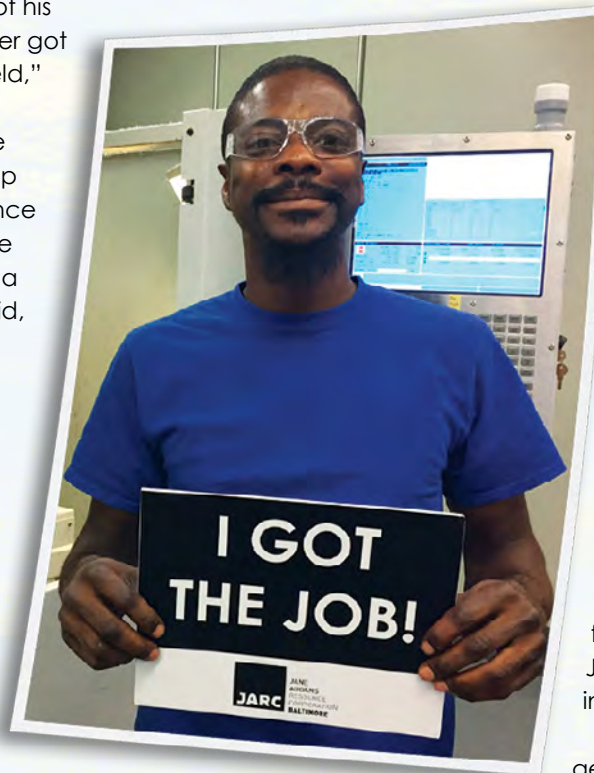
He didn't let either of these problems get in the way. Instead, Camillo approached all his problems at JARC with

confidence.

"I always showed determination, was confident in all my actions, and already looked like I knew what I was doing," he laughed. That confidence was clear to everyone. In fact, Mary Davis, JARC's Financial Coach, created a new award inspired by Camillo. **"I was the first one to receive the trainee of the month award. She actually made the award because of me."**

Since Camillo inspired the creation of the award, it has been given out monthly to trainees at JARC who show these same qualities in the face of adversity.

Camillo's determination brought him successfully through



did you know?

Bureau of Labor Statistics' Job Openings & Labor Turnover Survey (JOLTS) shows that the number of job openings for manufacturing and production jobs has increased by 350% over the past 10 years.

Camillo's story continued on the next page 

the JARC training program and into the hunt for work as a CNC operator. He felt empowered by what he had learned in the soft skills classes. "They really helped me a lot. The one question that everyone gets stuck on, 'Tell me about yourself.' I know how to answer it now, and how to talk about my legal history with employers," he said. "I ace interviews now."

“*I feel more responsible. I have accountability in my actions. It was life-changing overall. I'm a different person.*”

Before completing the JARC program, Camillo received two job offers from two different companies, just one day after another. "I've never turned down a job before, so that felt good," he said. He ended up accepting the position offered by Raloid. "I felt like I could grow with the company, because they've been around for a minute."

He worked at Raloid while he finished up his NIMS (National Institute for Metalworking Skills) certification at JARC. Now, Camillo is looking for more ways to grow his career. He is applying additional studies at the Robert C Burt Institute to become certified as a CNC maintenance technician. This certification would draw on the same interests that led him

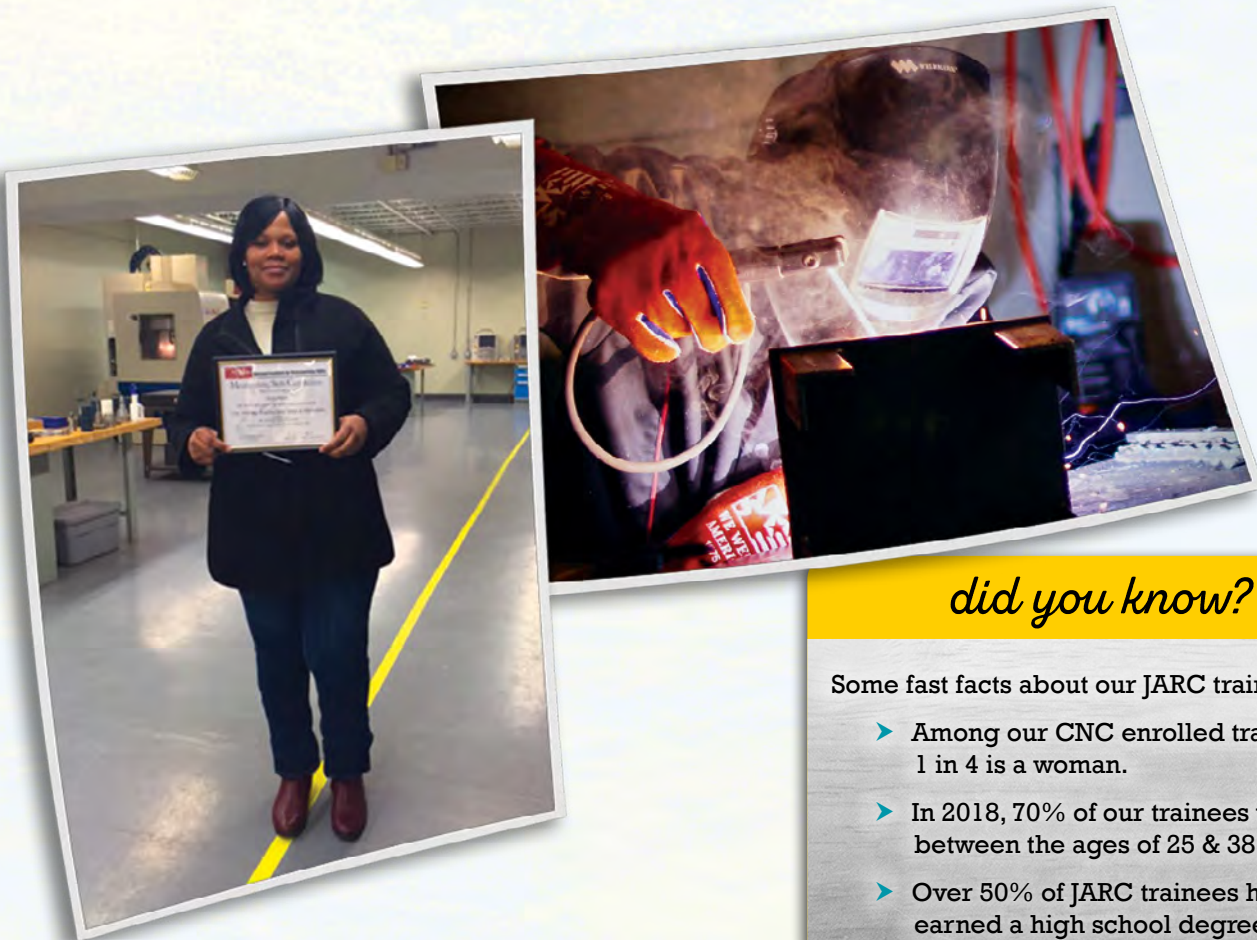
to initially study as an HVAC technician, and build on that knowledge. He is also attending weekly classes at Raloid, through a partnership with JARC. A JARC CNC instructor comes and teaches incumbent worker classes to help Raloid employees obtain additional certifications. Camillo is working towards getting a CNC certification.

He is also in the process of getting his license reinstated and then purchasing a car. He is also working towards improving his credit score and building savings. He admits, "I'm still learning. I gotta cut down my spending habits. But I'm in the process of getting my credit score up and trying to be more financially responsible."

Things have changed for Camillo enormously since he started the JARC program. "I feel more responsible. I make more responsible actions, and have accountability in my actions. It was life-changing overall. I'm a different person."

"This is the advice I give to everybody," he continued. **"Join JARC because there's no way possible you cannot succeed there.** I tell them about everything that comes with it too, the bus passes and all."

"JARC is family," Camillo said. "I consider JARC my family." □



did you know?

Some fast facts about our JARC trainees:

- ▶ Among our CNC enrolled trainees, 1 in 4 is a woman.
- ▶ In 2018, 70% of our trainees were between the ages of 25 & 38.
- ▶ Over 50% of JARC trainees have earned a high school degree or GED.

Earl Chambers (Welding)

building his family's future - every day is new

Earl Chambers had been working in concrete, brickwork and welding since he graduated high school. His uncle ran his own business, and for a while, Earl was happy with the work. But, when he found out that his first child was on the way, he knew he needed to look for something better.

"I think I was really just comfortable working with my uncle until I had my daughter, and that's really what made me want to turn everything around," he said. He wanted to increase his earning potential, and thought that education and training was the best way to do it. He said, "I figured certifications would get me somewhere better."

His fiancé pointed him towards the JARC program, and it seemed perfect. "I've always liked working with my hands," he said, and he already had experience with welding. Once he got into the program, though, he realized there were gaps in his knowledge. "It was kinda a challenge because my uncle doesn't have any certification," Earl said. "It was basically like learning from scratch."

What he learned through JARC rounded out his welding knowledge, building on his strong foundation of experience. For Earl, the lessons he learned at JARC weren't confined to the classroom. He learned a lot from his fellow classmates, and the friends he made in the program. He said, **"It was a great experience meeting people with a similar past to me, working together, bettering our futures."**

Going through the program wasn't easy, so this solidarity with his classmates was important. "I was not making as much money because I couldn't work for my uncle every day," he said. "I had to make sacrifices."

"I felt as though I was doing something more productive, something better for my future," he said. He felt that the sacrifices he made now would pay off in the long run, and that he would be more ready to provide for his daughter.

Gas cards provided by JARC helped take off some of the financial strain. With them, his fiancé was able to drive him to the school every day.

For Earl, one of the keys to a better job and a better future was getting through the job application process. "I never had to fill out an application or do any of that type of paperwork before I came here," he said. **Through the job readiness classes, he learned more about what employers are looking for,** how to write a compelling resume, and how to



With JARC's help, Earl Chambers is on his way to achieving his goals, working towards the future he wants for himself & his family.

present himself in interviews.

JARC also helped remove one of the barriers that could harm his chances of employment. "I had a lot of criminal background in my past. That hindered me," he said. "Through JARC, I got three or four charges expunged off my record. That helped a lot."

With his certifications, soft skills training, and the expunging of his records, he dove into the job hunt. He said, "JARC gave me the opportunity to find a job."

He found full time employment with McLean Contracting, where he works in a variety of roles based on the contract his team is assigned, from crane demolition to welding. The varied experience Earl got working with his uncle, combined with his welding certifications, are paying off. He works on many different types of projects, and frequently gets specialty training and certifications in areas such as fall prevention, handling dangerous materials, and crane signals.

"JARC was like a door ... a place to put my life on the next level."

"They just get a lot of contracts and we do the job," he said. "Every day's a new day. It doesn't get old."

The variety on the job means he always has opportunities to learn and upgrade his skills. Within the year, he plans to get his D1.5 certification for structural welding. He hopes to earn at least three new welding certifications in the next five years.

For Earl, additional certifications are the key to even better opportunities in the future.

"Life right now is more goal-oriented," he said. "I've got a lot of goals to reach; before, I didn't really have any goals. I was just waking up, going to work, making money. Now, I actually have goals that I want to reach, that I'm taking the steps to get to."

"[JARC] was like a door," Earl said. "It was like a place to put my life on the next level, and to get myself out of a way of thinking, that basically made me mature."

As he excitedly awaits the birth of his second daughter, he's planning even bigger things for the future. "Caring better for her and getting myself better before she gets here, that's my biggest goal."

With his new job, skills, and increased income, he is ready.

Joseph Damron (CNC)

lifelong learning

JARC ignited Joseph Damron's passion for learning, providing the first step on his journey to higher education.

Joseph Damron was looking for a career. In the past, he had worked a number of different jobs, but none in which he felt like he was building something for the future. "I had worked all kinds of jobs," he said, "a little of everything."

While living at the Helping Up Mission (HUM), he began to plan for his future. He knew that the key to finding a career was education. "I wanted to go back to school to get a career," he said. "I didn't want just a job."

He had held jobs in the past that he feels could have grown into careers, but each time his drug addiction got in the way of his success. HUM was crucial in helping him through his addiction. After going through the program, he felt ready to build his career.

When someone at the HUM mentioned studying CNC operation, something resonated with Joseph. "I never knew what [CNC operation] was," he said. "It intrigued me, and I started looking it up."

His research and discussions with the career center at HUM led him to JARC. He came in for the orientation and took his aptitude test, getting the highest possible score. That gave him the confidence to dive into the program. "**I'm always eager to learn but it was my first chance of actually having a shot in life, so I was super excited,**" he said. "It was giving me the opportunity to have a schooling background."

That excitement never went away. Joseph was eager to learn as much as he could from the CNC classes at JARC. Joseph had never been in a CNC shop environment, so he had to work hard to remember all the requirements and rules.

"The hardest thing really was Tom called me out on my safety glasses a thousand times. That was the hardest part, keeping them on my face," he laughed.

Rather than being intimidated by being out of his element, he worked on developing learning strategies to help him succeed.

"To learn the machine, I came out there when nobody was on it and I would just sit there and play with it, not pressing any buttons, just to have an imprint in my brain of how to do the process, the steps. Nothing was really hard because I took my time, I did it over and over again, read the instructions so many times," Joseph said. "I've learned over the years different ways — it don't even matter what

field you're in — as long as you apply certain steps of learning, you'll be good at it. There's definitely a way to make any type of work easy."

This hard work paid off. Joseph went from never having set foot in a CNC shop to finishing his training in just eight weeks. "I think I was one of the fastest people in JARC Baltimore so far," he said.

The soft skills classes were absolutely essential for Joseph. He couldn't always apply these same learning strategies. Learning about resumes and budgeting, he felt more out of his element than figuring out how to operate a machine.

"Normally, I would go get a job and it would be a gas station job; it wasn't formal like trying to get an actual career. [Self-presentation] was what I needed help with the most when I got here," he said. "Mechanical stuff, using my hands, I'm really quick at learning anything, I pick it up real fast, but the whole life skills is where I needed a lot of help."



All Joseph needed was a way to get his foot in the door. JARC provided an introduction with Raloid Corporation.

"When I walked in to get my job at Raloid, I had a felony theft on my record and it is only 5 years old. [JARC] had a lot of influence," Joseph said. Based on his interview and knowing that he had come through the JARC program, he was offered the job. "They gave me a chance and I've blown them away since. JARC got me in the door, and I proved myself."

Joseph has proven himself time and time again since he started at Raloid. "I want to be an asset. I want to be able to run anything in the shop if they need somebody to." Speaking to his boss, Joseph made it clear that he wants to learn as much as possible, and be able to use as many machines in the shop as he can. His boss at Raloid has agreed, moving

Joseph's story continued on the next page ↪

Joseph around the shop. Plus, Raloid hosts an instructor from JARC twice every week who teaches additional CNC classes. Joseph always makes sure to attend.

"I've found a job that's ready to give me the chance to learn as much as I want. As long as I show them I want to learn, they keep letting me learn," he said. "I feel just as excited today as I did when I started because I'm always learning."

"[My current employer] gave me a chance, & I've blown them away since. JARC got me in the door, & I proved myself."

Joseph's career aspiration? He is modelling his own learning journey after his boss. "The man is a walking genius when it comes to CNC. That's what I aspire to be. You can ask him a question and he almost guaranteed has an answer for you about anything in the shop."

His relationship with JARC didn't end once he started working at Raloid. Joseph needed a car to get to work on time, and also to make sure he could stay connected with the other important priorities in his life, including his church. His license was temporarily suspended due to owed child support, something he couldn't afford to pay off right away. "That was a main thing really holding me back," he said.

JARC was able to provide Joseph with a scholarship, enough to get his payments current, and get his license reinstated. Through Vehicles for Change, Joseph was also provided with a car. "The car was great. It got my feet on the ground, and I loved it."

Being able to drive meant Joseph could consistently get to work and the other priorities in his life. With help from JARC and his wife, he has put together a budget and stuck to it. After a year, he was able to buy a new car, and purchase his own tools. For Joseph, these purchases feel like an investment in his future.

Everything Joseph has learned and the hard work he has put in have paid off. **He has already earned two pay raises, and has passed the probationary period. He now has a 401K and vacation time.** "In my eyes, it's not just a job, it's a career because I am gaining these things that 'normal' people have that I've never had. 40 hours vacation? I would have dreamed of that and now I look forward to it."

"I'm so passionate about learning, and I never was until I got myself together," he said. "I was using for 15 years and I'm only 29. I've seen how my life is excelling. A lot of it is thanks to HUM and JARC Baltimore. Those two places changed my life."

"It's the greatest life-changing experience I've ever had. This gave me the opportunity to create a career for myself. It gives you the sense of accomplishment," he said. "I wish they had stuff like this all over the place."

Joseph feels that the impact of programs like JARC spread to the community. One of his favorite memories at JARC happened right across the street, where he got to see the impact of what he learned in the program. There was an empty lot across the street from the JARC building, one that was "all junked up; it looked kinda creepy and scary," according to Joseph.

With materials funded by Sinai hospital, the students and teachers at JARC took a day and turned it into a KaBOOM playground. "Now instead of looking across to a junky old lot, you see a beautiful playground," he said. "It makes me feel good that I was a part of that."

Joseph says that though his busy schedule can be tiring sometimes, he knows that the hard work now will be worth it. "I've got to work hard now to make sure me and my family will be set when I'm older. Plus I'm pulling myself out of past bad decisions that have caused me to be where I am, in the debt that I'm in. It doesn't happen overnight, but I'm working on it."

With the opportunities available at his new job, and the weekly training sessions from JARC, Joseph can continue his passion for learning. He's well on his way to becoming a "walking genius" like his boss. **"If you knew my past life and you knew me now, you'd see that I'm at my best, I love learning,"** he said. "I've always been smart, I've always known I've been smart, but I'm actually using it now."

did you know?

Middle-skill jobs, which require education beyond high school but not a four-year degree, make up the largest part of Maryland's labor market: Between 2014-2024, 42% of job openings will be middle-skill. (National Skills Coalition)



Jeremy Dillon (CNC)

a new beginning

Jeremy Dillon was looking for a fresh start. When he heard about CNC, he saw the potential to build a career that would last a lifetime.

"I made a lot of bad decisions," Jeremy Dillon said. "I had a bad drug addiction. I decided enough was enough and I had to turn my life around."

The first step for Jeremy was staying at the Helping Up Mission (HUM), getting help to work through his addiction. He began to think about what would come next. At the Mission, he first heard about CNC operation and the JARC program. He remembers thinking, "It would be really cool to make a career out of that."

Jeremy had worked a number of different jobs in the past, from working for his parents' tree removal company, to various jobs in restaurants. He even completed a trade school program for welding, but he said, "I made the decision that that's not what I wanted to do for the rest of my life." He realized that getting a fresh start meant that he could build the new life he wanted, including the sort of career he would enjoy.

"I was looking more towards the route of robotics and CNC was along the lines of that," he said.

Programming interested Jeremy, and he felt that getting his CNC certification would be the first step on a more fulfilling career path. And when it came to the technical requirements of the JARC program, the understanding came easily enough. "Math was always my best subject in high school," he said. "I don't find math to be difficult; I actually like it."

This love of math meant that programming came more easily to him, and that it continues to retain his interest. **He loved what he was learning, and was speeding through the program.** Even with the skills he had gained through the JARC program, he knew getting a job wouldn't be easy.

"My criminal background sucks," he said. "If you don't know me and know what kind of person I am, and all they see is my background? It looks horrible. They say 'Oh, we don't want him to work for us.'"

JARC made the introductions and the Raloid Corporation was there to give him a chance. They have worked with a number of JARC graduates, and it was evident that Jeremy knew the material and was ready to work hard. He was quickly hired to work in the lathe and mill department at Raloid.

He gets the opportunity to move around and learn the different machines. "I've ran about half the machines in the company, and just about every machine in the lathe

department," he said. "They see that I do well wherever they put me, and I really appreciate that."

Jeremy now works in the lathe department. The lathe is his favorite CNC machine, since it does both milling and turning. His boss recognizes Jeremy's desire to keep learning. Jeremy has moved between a number of areas of the shop, getting experience with different machines, including every machine in the lathe department.

Scholarships have empowered Jeremy to create his present situation, and lay the foundations for the future that he wants. Through Central Scholarship, he was provided with the funds to purchase a used car from a friend; the tag, title, inspection, and first month's insurance were also covered. Central Scholarship trusted him to make a good choice with those funds, which Jeremy appreciated. He was able to buy a car from someone he knew and trusted; he knew exactly what he was getting.

"It was a godsend," Jeremy said. He lives over an hour from work, and the buses only start running at 5 am; the morning shift, which Jeremy works, starts at 6 am so without a car it would have been impossible for him to get to work on time. With his own car, those difficult hours actually become an advantage. "It's perfect because where I live, I beat

Jeremy's story continued on the next page ➔

did you know?

JARC trainees get the opportunity to visit & network with area employers. We visited Cianbro, a construction services company, & our trainees were able to experience its operations & work environment.





In addition to learning from industry experts at Cianbro (right), JARC trainees visited Holmatro (above), which specializes in hydraulic equipment & system solutions.



Jeremy's story, continued from the previous page

traffic on the way there and on the way home," he said. "Plus, where I just moved to is nice; it's in the middle of work and all my commitments."

Having a car means that he can manage his busy schedule, and not have to sacrifice any of the things that are important in his life simply because they are too far away.

He has been awarded a tuition scholarship through Central Scholarship, which he will use towards a college certification as a Quality Control Technician. His boss is supportive of Jeremy's education and has encouraged him to also pursue a leadership course in college next year. In addition to leadership courses, Jeremy plans to take more courses to upgrade his CNC knowledge and move closer to his career goal of being a programmer. The CNC courses required will be more advanced, and will allow him to dive even deeper into programming.

In advance of college studies, he has already been improving his leadership and public speaking skills. **He spoke at JARC's 2017 Evening of Hope in front of a crowd of over 100 people, sharing his story.** He was since chosen to speak at his section's graduation from the HUM, and at the Good News Jail and Prison Ministry in Crofton. Each time he speaks has been easier than the last; now he's pretty comfortable even in front of larger crowds. He said, "I get nervous but once I get the first couple sentences out, I'm good."

Before JARC and his current job at Raloid, managing money was always a struggle. He was deeply in debt and, without steady, reliable income, and a strong budget and repayment plan, he wasn't able to make much headway in getting himself out of it. During the soft skills classes at JARC,

he learned how to put together a realistic budget, and how to go about moving himself out of debt.

He said, "It helped to plan everything out and get an idea of how much I'd be spending and how much I gotta save. Ms. Mary always stress this — and it really helped me — 'You can't save money if you owe money.'

“Everybody here at JARC, they're amazing people. They helped me tremendously with my career & just becoming a better person.”

"That's the real life aspect of things. It's important to manage your money and take care of all the other issues that you've got going on in order to start your career and build a life for yourself."

He has also gotten help from other organizations like Guidewell Financial and his bank, who have been helping him strategically pay off his debts and raise his credit score. "My credit score was very low. Now it's gone up about 160 points," he said. "I have really been working towards that."

He is working hard to pay off his debt and rebuild his credit so that he can start achieving his other major goals. He plans on buying a truck — a Toyota Tacoma — and in 5 years, sees himself being in the process of buying a house.

With his job, his educational aspirations, and his strong budget plan, Jeremy has a lot to be proud of. "I've worked really hard to get where I'm at today," he said. He points to JARC as the catalyst for these changes.

"Everybody here at JARC, they're amazing people. They helped me tremendously with my career and just becoming a better person," he said. For Jeremy, he describes the JARC program "a new beginning and fresh start."

Tim Holt (Welding)

a holistic approach

JARC provided Tim Holt with the support & skills he needed to reconnect with his work, his studies in faith, & his family.

Tim Holt was looking to make a change. While living at the Helping Up Mission and attending seminary school, he began to wonder what he wanted to do as he re-entered the workforce. Tim had previously worked as a welder, but needed to become recertified in order to take on work again. "Economically," he said, "I couldn't go to trade school." The Mission pointed him to JARC.

Tim was excited to get back to welding. With his studies at Saint Mary's, he felt well prepared for the classroom, and knew his past experience welding would help him succeed. Still, he began his course at JARC ready to absorb as much as possible.

He loved the hands-on learning environment, and the camaraderie the students shared as they watched each other weld and learned from each other. He always felt like he was learning something, and that not a moment was being wasted. "The hours here absolutely count," he said.

In fact, he said the thing he found most challenging about the classroom environment was making sure he got to JARC in time to grab a coffee before class started!

Even though he was enjoying his time at JARC, it wasn't all easy. While he was pursuing his welding recertification with JARC, he was still attending evening classes as a seminary student. Even when he left the moment JARC ended for the day, he couldn't make it to class on time. Tim needed to recertify as a welder, but didn't want to have to give up his studies either.

He and his JARC instructors put together an accommodated schedule. He could arrive early to JARC in the mornings, and leave early to catch his bus to school. While it was sometimes challenging to manage working on his welding recertification while attending classes, it meant he didn't have to choose between his two passions.

He appreciated the instructors' understanding and willingness to help. They provided the moral support that he needed to take things one day at a time. He saw others in the program getting the help that they needed

to keep themselves moving past hurdles big and small; he always encourages new participants to find out about the ways instructors can help them get past their own barriers, saying, "It's the people that make this a very special program."

Through JARC, he was able to get his recertification, and relearn the essential skills he needed to be successful on the job, but JARC provided more than that. Tim pointed to the life skills classes as essential to getting his current job. His instructors at JARC stressed

preparedness, ensuring he had his resume and references in order. **They made sure he knew what he needed to be ready to apply, and then to ace the interview once he got it.**

According to Tim, a lot of the younger students in his class were more interested in getting to the welding, and didn't see the point in studying life skills.

"They were too macho for soft skills," Tim laughed. But, it quickly became apparent how important those skills are. For Tim, writing a strong resume, navigating the job hunt, and being able to present

yourself well in an interview are just as important to becoming a welder as your technical skills.

In one of his favourite exercises, JARC instructor Mary Davis had all the students in the class line up. One at a time, they gave their best greeting and self introduction, with Mary watching their body language and presentation. If they didn't get it right, she would say, "Nope! Back of the line!" They all tried until they got it perfectly. This exercise, Tim said, gave everybody a good laugh, but also made sure they were well prepared for the interviews.

It certainly paid off for Tim. He found a posting for a job with Dissen and Juhn Marine Construction on Indeed. He submitted his application and the resume he developed at JARC and was called in for an interview. "I got the job on the spot!" he said.



Tim's story continued on the next page ➔

Tim now works as a welder with Dissen and Juhn. He has always loved the ocean, and enjoys being out on the water and seeing the Baltimore skyline from the harbour. His work takes him up and down the Chesapeake Bay area, and

“Once we graduate [from JARC], it's not like we're gone. Everyone who has gone through this has received some sort of help.”

every day is different. Through JARC, Tim feels that he and the others in his program find meaningful work, work that you can build a life around. “They're not just jobs,” he said. “They're careers.”

As for how he feels about his work with Dissen and Juhn and where he may go in the future? He's happy to be in a workplace where he can use and improve what he knows, and work with people who understand the value of his skills. It's about finding satisfaction with what you have in the present. “It's not position, money, or power. It's a state of mind.”

Tim applies this way of thinking to all aspects of his life, as he continues to work towards his goals. One of the most important things Tim feels has come out of his major life changes is that he has reconnected with his daughter. She has moved back to Baltimore, and the two of them have been rebuilding their relationship. Getting back into work and school has been essential in getting him to where he is now,

and has helped him reconnect with her. He even brought his daughter by the JARC office to introduce her to everyone!

Though he is busy with his job, his studies, and his daughter, Tim still finds time to come back to the JARC office and keeps in touch with his instructors. “Once we graduate, it's not like we're gone,” he said. “Everyone who has gone through this has received some sort of help.”

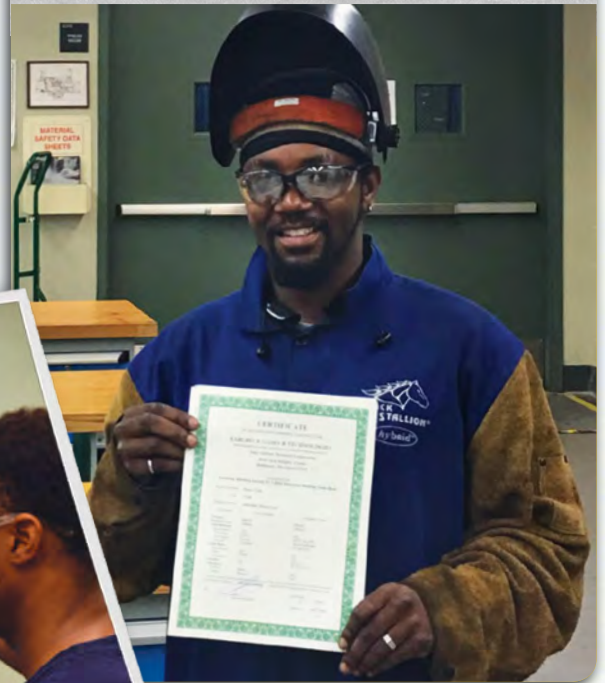
He is happy with where the skills he learned at JARC got him, and frequently encourages people he meets to check out the program. “If there is a chance to mention JARC, I do.”

“It's just a wonderful thing to be a part of,” he said. At the same time, it's important that people come in prepared and ready to work. “It's what you make it,” Tim said.

But the best advice he would give to anyone thinking about starting a program with JARC? “Stop thinking and start doing! Jump in!”

did you know?

To date, our JARC graduates have received over 143 National Industry Recognized certifications.



Roderick Lewis (Welding)

turning disaster into opportunity

Employed full-time, Roderick Lewis didn't expect to be job hunting again. But when disaster struck, JARC helped him pick up the pieces & make something better.

Roderick Lewis was working as a machine operator for several years with the same company. When the company building burnt down and he found out it would not be re-opening, he suddenly found himself without a job or a direction.

"I didn't even know what to do when my job closed down," Roderick said. "I didn't know what field to go in. I was kinda lost."

He visited the career center at the Mondawmin Mall hoping to find some direction. "I was trying to enter back into the workforce with a different trade," Roderick said. He was looking to get some training, and the career center pointed him to JARC.

While he was initially curious about CNC because of his past as a machine operator, in the end he chose welding. He had worked as a welder in the past, but his certification had expired. "It was a good time to update my certifications," he said.

He applied to the JARC program, took his entrance TABE test, and attended an interview. "I was very anxious because we had to do that test. I was waiting for it like 'did you get in? You just don't know,'" he said. "Weeks went by and then I got that call, 'We want to bring you on board.' I was so excited to start."

did you know?

After their first 6 months of employment, graduates of our welding program have a 70% retention rate.



Because of his sudden loss of income, attending the JARC program wasn't easy. He was going to school full time without a source of income. Scholarships made it possible for him to continue his studies. **He had a car, but without money coming in, he couldn't afford the gas to get himself to school; JARC provided him with gas cards.** "Without the gas cards, I wouldn't have been able to get here," he said. "I didn't have funding, I wasn't working."

When Roderick began applying to jobs, JARC also gave him a cellphone and paid for a few months of his bill. He said, "Without that, I wouldn't have been able to get contacts from jobs."

And when his car broke down, Central Scholarship paid for the necessary repairs, making sure he could keep getting where he needed to go.

"A job is just as challenging as JARC is, so I think that it's employee-based; it's like you're in the workfield already."

Since he already had a strong background in welding, a lot of the JARC welding training came easily to him. The area he learned the most was the soft skills. He had been with his previous employer for so long that the world of job applications had changed around him. "I really didn't know how to do applications on computers," he said. "That was kinda new to me because I had been on the job so long that back when I had started working, I did paper applications."

The JARC program also required a great deal of dedication, and requirements that he found strict. Students are expected to arrive on time, prepared, and ready to learn.

"They definitely put you on point, prepare you for where you need to be, to be ready for a job," he said. "A job is just as challenging as JARC is, so I think that it's employee-based; it's like you're in the workfield already."

He was getting along quite well when disaster struck again. "I left JARC because I got sick, I had a surgery," he said. "JARC told me that when everything clears up, I should just come on back. 'We got you,' they said." Roderick ended up being away from JARC for seven months while he recovered.

When he returned, he dove right back in. He got his first certification in two weeks. Within two months of coming back to JARC after his illness, he earned three certifications and found a job.

"It's definitely been a long haul," he said. "It took a lot of patience."

He was able to find a job with a company where he can use his welding skills. "We make fences, rails, we put safety bar doors on," he said. "I like it because it's not just welding."

Roderick's story continued on the next page ➔

did you know?

JARC's Careers in Manufacturing Programs are free job training courses that can help you gain employment in the manufacturing or construction sectors – with skills in Computer Numerical Control (CNC), welding, & more.

CNC Machinist Fast Track (20 weeks, 540 hours)

Trainees in this program:

- Can earn industry credentials through the National Institute for Metalworking Skills (NIMS), such as: CNC Milling Level 1 & NIMS CNC Turning Level 1.
- Can complete the OSHA 10 HR (General Industry) safety course.
- Receive job placement services.

Welding Fast Track (14 weeks, 378 hours)

Trainees in this program:

- Can earn industry credentials from the American Welding Society (AWS), such as: SMAW D1.1 (3G) & SMAW D1.1 (4G)
- Can complete the OSHA 10 HR (General Industry) safety course.
- Receive job placement services.

Fundamentals of Manufacturing (8 weeks, 144 hours)

About this program:

- The curriculum stresses baseline skills in shop math, print reading, & precision metrology. The Fundamentals of Manufacturing Program is for learners with initial test scores between 5th & 8th grade in math & reading.

JARC's classes are free for unemployed adults & disadvantaged job seekers. Anyone enrolled in our programs has free access to financial coaching & public benefits screening.



[Roderick's story, continued from the previous page](#)

I do a lot of stuff. I set up, make the rails, I go out and do the measurements."

Now that he is working full time, he's making use of what he learned at JARC. "The budgeting classes, they helped a lot," Roderick said. "You start looking at how you use money, and waste money."

He stopped smoking when he realized how much it was costing him. Before, he used to live paycheck to paycheck. "I don't want to spend until I decide what I want to spend my money on, something I want to invest in."

"I'm setting goals. At first, I ain't had no goals; I was just living on a day-to-day basis," he said. **"Now I'm making goals, trying saving. I'm actually working on some bigger steps in life."**

One of those bigger steps? "I would like to have my own

welding machine and try to run a small business. I would like to be making rails, putting them on people's houses," he said. "I like the idea of being your own boss, and the achievement of it, successfully working for myself."

For now, he is gaining as much experience and knowledge as he can and saving up. When the time is right to start his own business, he'll be ready.

Roderick went from feeling lost after the sudden loss of his job, to employed full time with a set of goals that he is excited to pursue. "[JARC was] a lifesaver for me," he said. "They took their time, had a lot of patience with me."

"They got me in the right direction: I'm thinking differently, more positively about life, and I'm looking at things different. They got me on the right path and they got me on my way." □

Employers & JARC

why employers partner with us



did you know?

Some fast facts about our JARC graduates:

- Over 80% of our graduates have been placed in full-time employment with benefits.
- The average starting wage of our graduates is \$16.17/hour.
- After 3 months of employment, our graduates have an 88% retention rate.

Why Do Employers Partner with JARC?

At JARC **we build firm-side and worker-side value**. Our programs increase the productivity of your existing employees today and provide skills training for jobseekers to fill positions you need tomorrow.

Incumbent Worker Training

Employer specific

- Your machines
- Your issues
- Your facility

Industry specific

- CNC and Welding
- Math, Metrology, Print Reading
- OSHA, Forklift, Safety
- ISO, Lean, SPC, GD&T

Cost effective

- Competitive rates
- Grants can cover 50-90%
- Minimal paperwork

Experienced

- 20 years providing manufacturing training
- Instructors average 22+ years of field & teaching experience

Job Training

Industry driven

- Haas & FANUC Control
- Miller Welders
- CMM & Optical Comparator

Industry credentials

- NIMS (Mill & Turn)
- AWS D1.1 (SMAW)
- AWS D1.3 (GMAW)
- OSHA-10

Career focused

- Strict attendance policy
- Financial education
- 90%+ retention rate

Work simulation

- Operates like a shop floor
- Open entry/exit
- Emphasis on leadership, teamwork, & problem-solving

Contact JARC

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