

Ralph Adams

Professional Experience

- Seasoned professional with over 28-years' experience in the implementation of workforce development and job placement programs for adults and youth, facilitation of pre/post workforce readiness and life skills training; proactively recruited qualified talent for employers; develop and cultivate relationships with employers that hire criminal justice involved individuals; address equity/equality with employers to strengthen workforce ecosystem and diversity, and establish working relationships with federal, state and local social service agencies.
- Eight years coordination of economic development initiatives through collaborations with Developers and General Contractors in Opportunity Zones in the assistance of Sub-contractors, tradesmen, trades helper, and general laborers throughout the duration of the project.
- Over 18-years management and supervision of employees, assisted in the facilitation of federal and state employment law workshops for small businesses through J.L. Turner Legal Association, facilitated offender workforce development workshops for agencies that provide employment-related services for criminal justice involved individuals, coordinated a prison re-entry conference sponsored by California Congresswoman Maxine Waters (2007), assisted criminal justice involved individuals and at-risk-youth with the obtainment of employment-related services and job placement assistance, and coordinated over 100 job fairs through Workforce Solutions Greater Dallas, the Urban League of Greater Dallas & North Central, Dallas College, Community/Faith-based Organizations and local churches that attracted over 50,000 job seekers in which thousands of individuals acquired gainful employment.
- Developed, administered, and monitored social/community development programs for not-for-profit/faith-based organizations, wrote and assisted in the development of grants/proposals. Wrote and managed two innovative self-sufficiency employment grants for Lockheed Martin IMS & Workforce Solutions Greater Dallas that were funded by the Texas Workforce Commission in excess of \$500,000, *Work for Wheels and It Pays to Stay on the Job*
- **2016-present Regional Black Contractors Association, Director of Workforce Development (contracted out through First Step Community Empowerment (FSCE)),** Provides overall direction for the Workforce Development division of the Regional Black Contractors Association, incorporate annual planning, set operational goals, develop and update workforce job placement programs, assess short-term and long-term economic goals, maintain and modify department budget, develop relationships with new partnering employers and/or Industry Partners, cultivate relationships with existing employers and/or Industry Partners, create and maintain relationships with the Texas Department of Criminal Justice (TDCJ), TDCJ Parole Division and facilitate Workforce Development Training at TDCJ (Hutchins Faith-based Unit); Cultivate relationships with Workforce Solutions Greater Dallas, local Workforce Centers, Chambers of Commerce, Dallas County Community College District, Texas Workforce Commission and Training providers; research and develop industry sector training in high demand occupations friendly toward hiring criminal justice involved individuals, incorporate recruiting initiatives to attract participants, perform pre/post job coaching (case-by-case basis), conduct worksite analysis and perform grant writing; Submit required reports in a timely manner. *Construction Training job placement rate was 91% in 2019 and 87% in 2020.*
- **2017 Potter's House (Texas Offender Reentry Initiative-T.O.R.I.), Workforce Development & Job Placement (contracted out through FSCE),** Provided job placement assistance through a Reentry Services Program funded by the City of Dallas through the Department of Justice; developed job leads for non-violent offenders, referred participants to employers, conducted one-on-one job coaching, and provided job placement assistance. Over 60 offenders, some with violent backgrounds, obtained employment. *Exceeded placement goal by 200%*
- **2016-2017 Dallas Area Habitat for Humanity, Director of Training & Mentoring (contracted out through FSCE),** Recruited and assisted Apprentices with job placement assistance, coordinated and implemented life skills training for individuals employed through the apprenticeship program; developed, managed a mentoring program for employed apprentices, matched Apprentices with Mentors and assisted with workforce grant development.
- **2016 Citywide Community Development Cooperation, Workforce Services Manager (contracted out through FSCE),** Assisted with the start-up and development of the Reentry Services Program, funded by the City of Dallas through the Department of Justice; developed customized training programs (STP/OJT) for criminal justice involved individuals, oversaw job readiness workshops, provided job placement assistance, coordinated collaborations with Dallas County probation, TDCJ Parole Division, Criminal Court Judges, community/faith-based organizations; worked closely with Volunteers of America 'Federal

Release Center (Halfway House).’ *Met 75% of job placement goal within eight weeks, September 6th – November 11th. Grant funding ended.*

- **2007-2012** Urban League of Greater Dallas, **Director of Workforce Services**, administered and managed workforce services, i.e. work readiness/life skills training, career assessments, short term vocational training and online workforce services; supervised workforce staff, oversaw volunteers, tracked all metrics related to job placement outcomes, developed and sustained employer relations, conducted job development strategies, compiled statistical data and evaluated program effectiveness. Researched, wrote and assisted with grants/proposals and fund-raising activities.
2011-12 (City of Dallas) successfully managed a Reentry Grant from the City of Dallas, ‘Project Reconnect’. All proposed outcomes were exceeded and was invited by the City of Dallas to meet with Department of Labor Officials to discuss successful workforce methodologies for offenders.
2010-2011 (America Reinvestment Recovery Act) successfully managed a workforce and job placement grant from Workforce Solutions of Greater Dallas for unemployed/under-employed/justice-involved individuals living beneath the Federal poverty level. *Exceeded all proposed outcomes*
2006-08 (Department of Labor) assisted with the start-up and development of the Prison Reentry Initiative ‘Project-4-Victory’ program funded by the Department of Labor; developed customized training programs for ex-offenders and on-the-job training opportunities, oversaw job readiness workshops, assisted with job placement, coordinated collaborations with federal, state and local prisons/jails and community/faith-based organizations, worked closely with the workforce board, Project RIO and State Senator Royce West office. *The Department of Labor recognized the Urban League as #1 grantee in job placements (287 placements) out of 30 agencies throughout the United States and #2 in job retention, Program year - April 06 – February 07. Through that initiative, the Urban League received funding for 5-years in excess of 1.5 million dollars.*

Professional Accomplishments

- Selected to the South Dallas Employment Program Advisory Board and Living Wage Committee (2021)
- Selected as a Fellow by the Aspen Institute, sponsored by J.P. Morgan Chase, Dallas Economic Opportunity Leadership and the United Way (2020)
- Selected by the United Way to participate in a Capacity Building Reentry Cohort (2020)
- Selected to City Square’s Second Chance Community Improvement Program Advisory Council (2019)
- Selected to the Redemption Bridge Advisory Council (2019)
- Selected to Hope Clinic Advisory Board/Fiscal Manager (2019)
- Selected to the Southern Black Policy & Advocacy Network Board (2018)
- Selected to the Regional Black Contractors Association Board (2018)
- Selected to the Regional Black Contractor’s Advisory Board (2017)
- Selected to Chief of Business & Workforce Development, First Step Community Development (non-profit) (2015)
- Selected to serve on the Board of LaDamien Tomlinson’s, NFL Hall of Famer, nonprofit, Eagel Tomlinson Development and Investment Group (2015)
- Selected to serve on the Lancaster Corridor Merchant Association Board, Dallas, Texas (2014)
- Selected by the City of Dallas to attend a Think Tank in Washington D.C., with the Department of Labor Officials to discuss Reentry Initiatives for the City of Dallas (2012)
- Selected to the City of Dallas Reentry Taskforce (2011-12)
- Increased the Urban League of Greater Dallas employment services department annual budget of 124,000 to over 1.4 million within 3-years (2008 – 2011)
- Wrote a Work Readiness Training Curriculum for Returning Citizens, Empower the X, for the Urban League of Greater Dallas (2011)
- National Association of Workforce Development Professionals Member (2011)
- Received a Certificate of Recognition from the Department of Labor for an innovative change to the Prison Re-entry Initiative (PRI) Management Information System (Federal computerized reporting system) (2007)
- Dallas County Grant Reviewer (2007-08)
- Certified Offender Workforce Development Specialist/Trainer (2006-12)
- Selected to Pemberton Oaks Board of Directors (2006)
- Selected to Antioch Christian Church Advisory Board (2006)
- Selected twice by State Senator Royce West as Social Service Employee of the Year (2002, 2003)
- Selected to Consulting Planning and Associates Advisory Board (2002)
- Selected as Chairman of the Board for Friendship West Baptist Church, not-for-profit organization, Individual Advancement Management (2002)
- Wrote two training curriculums, First Step to Employment which was used by Dallas Independent School District ‘Alternative School Program’ (CEP), and Metro Works. Metro-Works curriculum was used by substance abuse

treatment agencies in Dallas County that received funding from CSAT (Center for Substance Abuse and Treatment) and TCADA (Texas Commission on Alcohol and Drug Abuse)

Personal Accomplishments

- Authored a book, What in Hell Got You in Bondage (release date, **June 2021**)
- Sworn in as a Dallas County Constable Chaplain (**2020**)
- Authored two books, Spiritual Warfare and Devices of Satan (**2009**)
- Developed an interactive website for ex-offenders (anyone with a criminal record) ‘Link-2-Work’. The website provided online work readiness training, job matching, job development tips, job leads from employers sensitive to hiring justice-involved individuals, Resume tips and employer referrals (**2005 – 2007**)

Professional Employment

- 2015 – present First Step Community Empowerment, **Chief of Business & Workforce Development**
- 2016 – present Regional Black Contractors Association, **Director of Workforce Development (Contract)**
- 2017 FEMA Recruiter - **Recruited over 35,000 Field Inspectors after Hurricane Harvey, Irma and Maria**
- 2017 Texas Offender Reentry Initiative, **Workforce Development & Job Placement (Contract)**
- 2016-2017 Dallas Area Habitat for Humanity, **Director of Training, Mentoring, Job Placement (Contract)**
- 2016 City Wide Community Development, **Workforce Development & Job Placement (Contract)**
- 2014 – 2016 State Farm, **Independent Claims Adjuster (On call)**
- 2012 – 2014 Thrash Memorial Funeral Home, **Principal Partner**
- 2006 – 2012 Urban League of Greater Dallas & North Central Texas, **Director of Workforce Services** (laid-off due to Federal funding)
- 2005 - 2006 Workforce Solutions of Greater Dallas/ACS State and Local Solutions/PSI **Senior Business Services Representative, Trainer & Talent Developer**
- 2002 – 2005 N’Goyola 24-Hour Childcare, **President/Owner**
Heavenly Clean Mobile Car Wash & Janitorial Services, **President/Owner**
- 1997 – 2002 Workforce Solutions of Greater Dallas/Lockheed Martin IMS/ACS State and Local Solutions/PSI **Positions held: Grants Manager, Community Resources Coordinator, Senior Business Services Representative, Trainer**
- 1996 – 1997 Dallas County Community College District, Dallas TX, **Employment Specialist** (funding ended)
- 1994 – 1996 Dallas Helps, **Employment Services Manager** (CSAT funding ended)

Professional Education

- 2014 **State of Texas Licensed Claims Adjuster**
- 2013 State Farm Property & Auto Claims Training **Certified**
All State Auto Claims Training, **Certified**
Liberty Mutual Property & Auto Claims Training, **Certified**
- 2009 Department of Labor, **Certified Offender Workforce Development Trainer (OWDT)**
- 2007 – 09 Vision International University, Ramona, California, **Doctorate of Theology, Doctorate of Ministry**
- 2005 - 07 Vision International University, Ramona, California, **Master of Arts Degree**
- 2004 - 05 Vision International University, Ramona, California, **Bachelor of Arts Degree**
- 2006 Department of Labor, **Certified Offender Workforce Development Specialist (OWDS)**
- 2002 **Certified Global Career Facilitator (GCDF)**
- 1998 - 01 American Management Association, Lockheed Martin IMS, **Certificate of Completion**
- 1982 - 87 Southern Arkansas University, Magnolia AR, **Associate of Arts Degree**