



Ralph Adams

Professional Experience

- Seasoned professional with over 27-years' experience in the implementation of workforce development and job placement programs for adults and youth, facilitation of pre/post work readiness and life skills training; proactively recruited qualified talent for employers, developed relationship with employers that hire criminal justice involved individuals and established working relationships with federal, state and local agencies.
- Eight years coordination of economic development initiatives through collaborations with Developers and General Contractors in Opportunity Zones. Assisted in the recruitment of Sub-contractors, tradesmen, skilled and general laborers throughout the duration of the project.
- Managed and supervised employees (over 17-years' experience), 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 County Community College District, 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 of 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*
- **2017-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 of 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 justice involved individuals, incorporate recruiting initiatives to attract participants, perform preliminary and pre/post job coaching (case-by-case basis), conduct worksite analysis and perform grant writing assistance; Submit required reports in a timely manner. *Construction Training job placement rate was 91% in 2019*
- **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 by the United Way to participate in a Capacity Building Reentry Cohort (2020)
- Selected as a Fellow of the Dallas Economic Opportunity Leadership Academy, J.P. Morgan Chase, Aspen Institute & United Way (2019)
- 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, non-profit, Eigel 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, 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, Breakthrough or Bondage (release date, June 2020)
- Sworn as a Dallas County Chaplain Precinct (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
2017 – 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 (8-month 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