



## Executive Summary

In Washington, there are at least 98,000 jail bookings each year, and nationally, more than half of formerly incarcerated women reoffend within five years. The lack of opportunity is often the determining factor for the instability these women face leading to the recidivism rates we have now. Women in particular face more urgent barriers due to higher rates of trauma, primary caregiving responsibilities, limited access to gender-responsive training programs, and greater employment discrimination after incarceration. At the same time, Washington's skilled trade industries, including construction, manufacturing, plumbing, and welding, face a rapidly growing shortage due to an aging workforce and declining vocational participation, creating a clear gap between urgent hiring needs and an underused labor pool.

ReForged Connections is a Washington-based social venture addressing these two problems: skilled trade labor shortages and high recidivism among formerly incarcerated women who face major barriers to employment. ReForged Connections bridges this gap by training and placing formerly incarcerated women into skilled trade careers. Through fully funded certifications, direct job placement, mentorship, and employer partnerships, the organization creates a new talent pipeline and reduces hiring risk for employers. This both create opportunity for participating women and gives employers the convenience of having a trained and supported workforce. These services will be supplemented with counseling that will come from partner programs. This will be done on a case-by-case basis to ensure each participant is connected with the resources they need to complete their training and maintain their job. These efforts will be continuously tracked through salesforce to ensure impact is being measured and scaled properly. ReForged Connections turns second chances into sustainable careers and measurable impact.

ReForged Connections operates on a hybrid employer-funded model. This ensures that placement fees are affordable for employers while still maintaining a fully funded service for participants. The financial plan is based on the projected income from both the services and grants. This also includes a managed marketing and analytics budget to use the most effective cost leadership strategy.

**Mission Statement:** Empowering formerly incarcerated women to build sustainable careers in the trades by funding training and apprenticeships, securing long-term employment, and providing ongoing mentorship to support successful reentry and economic stability.

**Impact Statement:** ReForged Connections reduces recidivism by connecting women to meaningful employment and long-term career pathways. With strong placement and retention targets, each successful job placement contributes to increased economic stability for participants and a more reliable workforce for employers.