



## Rehabilitation Workforce Program

### **Summary:**

Hempitecture is dedicated to workforce rehabilitation in the state of New York and beyond as a means to create restorative justice and equality supporting Hempitecture's mission as a public benefit corporation to improve the wellbeing of people and planet. Hempitecture has a demonstrated track record of hiring workers from veteran, minority, and ex-offender backgrounds and seeks to continue this tradition in its new facilities after finding these workers to be valuable additions to our company and culture. Finally, Hempitecture believes a concerted effort to establish a rehabilitation workforce program helps unwind the specific injustice created by state and federal cannabis laws which have disproportionately imprisoned and affected people of color and lower socioeconomic backgrounds.

This program serves as a public facing document to prospective and current team members outlining our company's commitment to workforce rehabilitation and stating a plan of action to rehabilitate current and future team members with meaningful, gainful employment.

### **Needs Assessment:**

New York State exhibits significant needs in two key areas: environmental sustainability and workforce rehabilitation, particularly for veterans, minority communities, and ex-offenders. Despite strides in restorative justice, barriers to reintegration remain. This rehabilitation program aims to address these disparities and injustices by providing employment and training opportunities in the booming biobased insulation materials sector.

Hempitecture also possesses needs in maintaining an effective and diverse workforce at its new facilities to maintain pace with the demand for its sustainable products.

### **Program's Objectives:**

The primary objectives of the program are:

- a) To enhance workforce diversity by recruiting and employing individuals from marginalized groups, particularly veterans, minorities, and ex-offenders.
- b) To provide skill development opportunities and on-the-job training for these individuals in the area of biobased insulation materials.

- c) To advocate for restorative justice and contribute to the reduction of recidivism rates in New York State.
- d) To contribute to sustainable practices by increasing the use of biobased insulation materials in the construction industry.

**Stakeholders:**

The main stakeholders of this program are:

- a) Hempitecture and its employees
- b) Program participants (veterans, minorities, ex-offenders)
- c) Local communities and government entities
- d) The construction industry and associated organizations
- e) Non-profit organizations focusing on workforce rehabilitation and environmental sustainability

**Program Strategy:**

Hempitecture will:

- a) Establish partnerships with non-profit organizations and government entities that specialize in workforce rehabilitation.
- b) Develop training and support programs to enhance the skills of the participants and ensure their success within the company.
- c) Promote the program and its objectives within local communities and the broader construction industry to advocate for environmental sustainability and workforce diversity.

**Identify Resources:** Identify the resources you need, such as personnel, facilities, equipment, and funds. Prepare a budget that outlines all the expenses expected in the implementation of the program.

- a) Funding for training and development programs
- b) Human resources for recruitment, training, and mentoring
- c) Partnerships with rehabilitation organizations and community groups
- d) Support from industry partners and local government entities

**Implementation Plan:**

Year 1: Establish partnerships, develop training programs, begin recruitment

Year 2: Begin training and employment, establish mentoring programs, evaluate initial outcomes

Year 3: Continue recruitment and training, expand partnerships, refine programs based on evaluations

Year 4 onwards: Ongoing recruitment, training, and program development based on continuous evaluation

**Monitoring and Evaluation Mechanisms:**

To ensure the program's effectiveness, annual evaluations will be conducted to measure the program's success in meeting its objectives. Metrics could include the number of participants recruited and retained, skills developed, and feedback from participants and stakeholders. The results will be used to improve and refine the program over time.

**Risk Assessment and Mitigation:**

Potential risks include difficulties in recruitment, high turnover, and resistance from industry or community. These will be mitigated by robust recruitment strategies, supportive work environments, continuous training, open communication, and strong community and industry engagement.

**Communication Plan:**

Regular updates will be shared with all stakeholders through newsletters, emails, company meetings, community forums, and press releases. Open lines of communication will be maintained for feedback and suggestions. Marketing materials will be developed to promote the program and its benefits to the wider community and industry and this document will remain publicly accessible through [Hempitecture.com](http://Hempitecture.com) and referenced in company job postings.

**For more information please contact:**

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