



# BOARD OF SUPERVISORS

June 23, 2016

Honorable Board of Supervisors  
1221 Oak St.  
Oakland, CA 94612

Dear Board Members:

## **SUBJECT: Alameda County Re-Entry Hiring Program**

### **RECOMMENDATION:**

1. Direct Human Resource Services to Develop and Implement the Alameda County Re-Entry Hiring Program in FY 16/17.

### **DISCUSSION:**

As of May 2016, the unemployment rate in Alameda County was 4.2%<sup>1</sup>, 0.5 percentage points below the national rate<sup>2</sup>. However, we know that the unemployment rate amongst formerly incarcerated residents is much higher due to the systemic barriers they face. Incarceration can lead to a 15 to 30% decline in subsequent employment rates after release<sup>3</sup>. While Alameda County has invested in workforce development and training programs for clients on probation, those programs have lacked a stable pipeline of jobs that provide secure employment with family sustaining wages.

Through AB 109 Realignment, Alameda County Probation Department contracts with several organizations to provide employment services for their clients. These services include: Employability Assessments, Job Readiness Training, Transitional Work Programs, Subsidized/Unsubsidized Employment, and Job Retention Services.

In 2014/2015, of the 13,718 clients served on Probation, 397 clients were referred to at least one of four different employment partners, only 259 of those referred were actually enrolled into one of the programs. Out of those clients who enrolled in the services, 79 clients obtained employment, of those, only 7 retained a job for at least 180 days.<sup>4</sup>

---

<sup>1</sup> State of California May 20, 2016, Employment Development Department, Labor Market Information Division [http://www.calmis.ca.gov/file/lfmonth/oak\\$pds.pdf](http://www.calmis.ca.gov/file/lfmonth/oak$pds.pdf)

<sup>2</sup> Federal Bureau of Labor Statistics June 3, 2016, Employment Situation Summary

<sup>3</sup> Freeman, Richard B. 1991. "Crime and the Employment Disadvantaged Youths." NBER Working Paper No. 3875, Cambridge, MA: National Bureau of Economic Research

<sup>4</sup> Alameda County "Four Year Status Update Public Safety Realignment in Alameda County July 1,2014 – June 30, 2015" [http://www.acgov.org/probation/documents/PublicSafetyRealignment\\_Y4StatusUpdate2015.pdf](http://www.acgov.org/probation/documents/PublicSafetyRealignment_Y4StatusUpdate2015.pdf)

As the 14<sup>th</sup> largest employer in the Bay Area<sup>5</sup>, Alameda County is in the unique position to create a hiring program which can directly provide 1,400 sustainable wage jobs for people who have come into contact with the criminal justice system.

The Alameda County Re-Entry and Harder to Employ Hiring Program will build upon the County's existing re-entry workforce development and training programs by using the Probation Department's employment and training contracts as feeders into the Hiring Program.

The Program will be executed in partnership with all County departments and the Justice Reinvestment Coalition of Alameda County. Alameda County Human Resource Services will develop the Re-Entry Hiring Program in consultation with the Justice Reinvestment Coalition of Alameda County to be implemented in FY 16/17. The program will include job coaching and mentorship for those participating in the program, court advocates to assist program participants in reducing their Probation terms, training for County managers who will supervise participants in the program as well as an administrative oversight component. In addition to the County producing jobs, the Program will seek to enter into MOUs with other public agencies to participate in the Program such as the Alameda Health System, East Bay MUD, SFPUC, etc. as well as outreach to include our diverse private sector employers.

By September 28, 2016 (3 months after the Board approves the Program) Human Resource Services will report back to the Board of Supervisors with a proposed program, an accounting of available County jobs, and the administrative structure for the program.

By December 28, 2016 (6 months after the Board approves the Program) Human Resources Services should have all staffing and program supports in place and be prepared to admit the first program participants.

Human Resource Services will provide bi-annual reports to the Board of Supervisors on the outcomes of the program, including, but not limited to, how many people have been employed and for how long, and demographic information on those employed.

**FINANCING:**

There is no increase to net county cost as the proposed new program will be funded within the Fiscal Year 2016/2017 budget.

Sincerely,



Keith Carson  
Alameda County Supervisor, District 5



Richard Valle  
Alameda County Supervisor, District 2

cc: Susan Muranishi, County Administrator  
Mary Welch, Interim Human Resource Services Director  
All County Department Heads

---

<sup>5</sup> San Francisco Center for Economic Development "Largest Employers in the Bay Area of San Francisco 2016" <http://sfced.org/wp-content/uploads/2016/03/Largest-Employers-Jan-2016.pdf>