

AGENDA ITEM REQUEST

Community Corrections Partnership Executive Committee (CCPEC)

*Note: This agenda item request is due at least six (6) weeks prior to CCPEC meeting.
Email requests to ProbationCommunityPrograms@acgov.org.*

TO: Community Corrections Partnership Executive Committee (CCPEC)
c/o Alameda County Probation Department
Marcus Dawal, Interim Chief Probation Officer
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FROM: **Name:** Gina Temporal
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This agenda item is being submitted for consideration by the Community Corrections Partnership Executive Committee (CCPEC) at their meeting on September 18, 2023.

Title/Subject/Description: Contract Amendment Funding Request for Employment Vendor Pool

Background Information: The Alameda County Probation Department contracts with a pool of vendors to provide employment services to AB 109 eligible clients. The contract is set to expire on October 31, 2023. We spend approximately \$250,000 per month on expenditures for employment services. Due to RFP delays, a six-month contract extension is needed to prevent a gap in services.

Fiscal Impact*, if any: \$1,500,000

Recommended action to be taken: Approve a six-month contract extension with an increase of \$1,500,000 in the pooled funding amount to prevent a gap of employment services.

**When requesting funding, please answer the questions in either Section 1 or 2 below. If requesting funding for a new program idea, answer the questions in Section 1. If requesting funding for a program with an existing AB 109-funded contract, answer the questions in section 2.*

Signature: *Gina Temporal*

Section 1: Requesting Funding for a New Idea

Addressed in the Logic Model

A logic model from the Programs and Services Workgroup may be attached in lieu of answering the following questions:

- What part of the AB 109 population do you propose to serve? (For example: unhoused individuals, clients disengaged from Probation services etc.)
- Which client needs are being addressed? (For example: housing, employment, substance abuse etc.)
- What are the objectives and benchmarks for success of the proposed program/activity?
- What are the resources and activities required by an organization to make the program successful? (For example: staffing, development of workshops etc.)
- How will Probation Officers inform clients about the program/activity?
- If referrals don't come from Probation, how will clients be informed of the program/activity?

Background Research

- Is the initiative evidence-based or a promising new idea?
- If this is an evidence-based program, what does the research say about it?
- If there is existing research, was the research done on a population similar to the population the program anticipates serving?
- Is Probation funding any similar activities?
- If Probation is funding similar activities, what is unique about this program/activity, why is it necessary?
- Lived experience can often provide a layer of knowledge often not captured by traditional research methods. Please provide any anecdotal knowledge based upon lived experiences that contributes to or strengthens your proposed program/activity.

Fiscal Impact

- What is the total proposed budget for this program/activity?

Section 2: Request to Renew or Extend an Existing Contract

Information About the Program

- What part of the AB 109 population was served under the previous contract? (For example: unhoused individuals, clients disengaged from Probation Services, etc.) [The employment contract providers serve individuals with the following needs: lack of employment and education.](#)
- What client needs were addressed? (For example: housing, employment, substance abuse etc.) [The employment contract providers address career development, job placement, developing skills and building a professional network.](#)
- How many people did your organization serve under the contract? [There are currently six employment providers: Building Opportunities for Self-Sufficiency \(BOSS\), Center for Employment Opportunities \(CEO\), The Alliance for Community Wellness dba La Familia Counseling Service \(La](#)

Familia), Lao Family Community Development (Lao Family), Rubicon Programs, and Success Centers. See attached data document.

- How many people was your organization expected to serve under the contract? Capacity expectations varies by provider. There is currently no waitlist for employment services.
- Please provide a summary of the program. ACPD is committed to supporting and creating employment programs that will actively create a more seamless and effective pathway from corrections to career development, supporting the unique needs of its target population at each point in their journey to employment. It is the goal of ACPD's employment program to contract with a pool of vendors that will enable the target population to define career goals, position themselves with employers, develop technology skills, and build a professional network. This employment program emphasizes career development versus short-term employment. In order to improve outcomes for Realignment clients, programs will also focus on peer support, mentorship, addressing/removing barriers (e.g., education and skill levels, housing, family support, childcare, stigma of criminal record, physical and mental health, etc.), and job quality.
- Please provide a list of the objectives achieved by the program/activity. The attached data document breaks down the clients by program phase such as assessments, enrollment, barrier removal, training, job search activities and job placements. The data is from April 2023 – July 2023, the previous extension period.
- Did your organization invest any resources to make the program/activity successful? (For example: staffing, development of workshops etc.) Available resources vary by provider.
- Did you do any outreach to the target population, outside of referrals by Probation? If so, what were the results of your outreach? Outreach activities vary by provider. Program flyers for each provider are attached.
- Describe how successfully your organization achieved your contract milestones and the other contract deliverables? Contract milestones achievement varies by provider. The attached data sheet provides referrals and active clients by provider from April 2023 – July 2023, the previous extension period.

Background Research

- Is the program/activity evidence based or a promising new idea? Program details vary by providers, but each of the program frameworks includes evidence-based practices. Attached are flyers for the employment providers.
- If the program/activity is an evidence-based program, what does the research say about it? Transitional work models for short term provision of wages during periods of unemployment. Applying the risk-need-responsivity model to target services to high-risk clients. Job search and work readiness programming coupled with programming to increase clients' motivation. Cognitive behavioral programming provided by highly trained staff in organizations with high staff retention.
- If there is existing research, was the research done on a population similar to the population served? National Labor Statistics: 1 in 3 people have a criminal record nationally, 58% have a less than high school education, on average it takes six months to find first job post-release, individuals switch jobs 3.4 times in the first 4 years post-release. Local Labor Statistics: 34% of the population have a high school degree or lower, 1 in 4 residents have a criminal record.
- How do milestones/contract deliverables compare to the outcomes of similar work in other jurisdictions? Similar: percentage of participants who successfully complete the program, percentage of unsuccessful program exists by reason for unsuccessful exit; percentage of

participants who obtain employment, percentage of participants who retain employment after 6 months, the recidivism rate for program participants.

- Is Probation funding any similar activities? The CCPEC has approved funding for a Career Technical Educational (CTE) programming and a new employment model.
- If Probation is funding similar activities, what is unique about this program/activity, why is it necessary? This employment program emphasizes career development versus technical, career specific, employment training. In order to improve outcomes for Realignment clients, programs will also focus on peer support, mentorship, addressing/removing barriers (e.g., education and skill levels, housing, family support, childcare, stigma of criminal record, physical and mental health, etc.), and job quality. CTE is certification program.
- Lived experience can often provide a layer of knowledge often not captured by traditional research methods. Please provide any anecdotal knowledge based upon lived experiences that contributes to or strengthens your proposed program/activity. Varies by provider; however, research indicates that organizations are most successful at implementing employment services when the organization has experience working with formerly incarcerated individuals including having staff with lived experience.

Program Data

- How many people were referred to the program/activity by Probation? See attached data document
- Why should the contract be extended/renewed rather than going out to bid? This extension is to prevent a gap in service while the County completes a new bid process.
- Please provide program milestones and other contract deliverable data. See attached data document.
- Has this contract been extended before? If so, how many times and why? The initial contract was a two-year term, it was extended for one additional year and then again for seven months while ACPD was developing a new program model. This current extension is to prevent a gap in service while a new competitive process is completed and being ramped up.

Fiscal Impact

- What is the total proposed budget for the requested program/activity? \$1,500,000
- What was the total budget for the program/activity under the previous contract? \$10,000,000
 - If the proposed budget is higher than that of the previous contract, please justify the increase. The average monthly expenditures are \$250,000 per month. The same amount is being requested.
 - If the proposed budget is lower than that of the previous contract, please explain. The average monthly expenditures are \$250,000 per month. The same amount is being requested.

Signature: *Gina Temporal*

Print Name and Title: Gina Temporal, AB 109 Contracts Administrative Manager