

AGENDA ITEM REQUEST

Community Corrections Partnership Executive Committee (CCPEC)

Note: This agenda item request is due at least eight (8) 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
1111 Jackson Street, P.O. Box 2059
Oakland, CA 94604-2059

FROM: **Name:** Donté Blue
Title: Chief Program Officer
Agency/Organization/Department: Rubicon Programs, Inc.
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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 19, 2022.

Title/Subject/Description: [AB109 Funding to Support a Pilot Program: The Returning Home Career Grant](#)

Background Information: [This mentor program and monthly cash grant \(\\$1,500 for up to 18 months\) allows 20 people returning to Alameda County from jail and prison to develop and follow their personal career goals. The purpose of this project is to learn the ways in which income alone can enhance public safety by avoiding recidivism and promoting progress to well-paying jobs. Six AB109 partners are providing referral and mentorship support, and implementation is supported by a public/private partnership between two non-profits \(Rubicon Programs and Growth Sector\) and two county agencies \(Alameda County's Workforce Development Board and Probation Department\). We began our implementation of this pilot project in May 2022 and currently only have enough funding to last through January 2023 - just halfway through the intended 18-month project period. We are able to confirm that 75% of enrolled individuals are eligible for AB 109 programming in Alameda County as of August 2022.](#)

[AB 109 Funding would allow the project to be fully implemented, including a robust data collection process utilizing recurring survey data from program participants and a comparison group, detailed information from our 6 CBO mentorship partners, and qualitative data from both participants and people from their circles of support. In addition to compensating all individuals for participating in these impact evaluation activities, funding will also be used for the administrative support required for implementation and to collect, synthesize, and analyze the information rich datasets that will result. Our current request of \\$438,000 in AB 109 funding for the project would cover an 11 month period beginning January 2023 and concluding next fiscal year in November 2023. This amount is more than 20% lower than our prior request in May 2022, with this reduction largely the result of Rubicon Programs absorbing just about 50% of the project's administrative costs for 2023.](#)

Fiscal Impact*, if any:

Two-Year Term: Total of \$438,000

Program Costs: \$322,500

- Cash Stipends - \$300,000 (\$1,500 per eligible month, e.g. 20 participants for 10 months)
- Evaluation Incentives to Participants - \$22,500 (\$100 per activity; ~11 evaluation activities per participant)

Administrative Costs: \$115,500

- .5 FTE Program Manager (salary + benefits) - \$36,000
- .3 FTE Director of Impact and Evaluation (salary + benefits) - \$39,000
- 10% Indirect - \$40,500

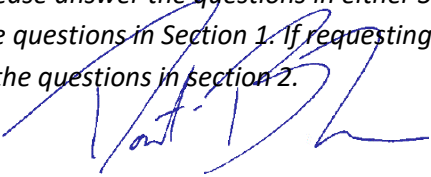
Leveraged Resources:

- \$500,000 Pilot Funding from James Irvine Foundation
- Rubicon Investment of \$46,936 (unpaid staff time)
- 15% Unmet Nonprofit Indirect Cost Rate (Rubicon’s Approved NICRA is 25%) - \$60,750
- Existing mentorship activities provided by six AB 109 contractors
- \$125,000 capacity-building grant from James Irvine Foundation to Third Sector for implementation support

Recommended action to be taken:

Recommend the CCPEC approve this request for \$438,000 to be allocated to the Returning Home Career Grant to fund 11 months of the project starting in January 2023 to help promote justice and public safety by ensuring the program’s participants, overwhelmingly AB 109 clients, have the stability they need to pursue their meaningful career paths.

**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: _____

Print Name and Title: Donté Blue, Rubicon Programs’ Chief Program Officer

(On behalf or the Alameda County Better Careers Design Group) _____

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.)
 Individuals with a recent release date and at least 9 months of cumulative incarceration time will be eligible for the program. If an individual is enrolled before their release date, their participation in the program will begin when they are released. AB 109 eligibility has already been verified for 75% of the participants enrolled in the program.

- Which client needs are being addressed? (For example: housing, employment, substance abuse etc.)
Employment: Financial support and related career guidance for achieving well-paying jobs, and barriers to desistance including pro-social activities; pro-social supports, and positive educational experiences.
- What are the objectives and benchmarks for success of the proposed program/activity?
 - Equity in enrollment: 75% people of color, 100% enrolled have had at least 9 months in cumulative time incarcerated over their lives, at least 50% with an identified education or skill gap (defined as: people without a HS diploma or GED equivalent OR no continued employment at 1 job for 6 months in recent job history OR basic skills deficiency-CASAS which is administered by WIOA and 5 Keys)
 - Outcomes: Each month the program will collect and track quantitative data from CBO mentors, program participants, and a comparison group of individuals in an effort to examine program quality and impact in areas that include:
 - Career progress,
 - Employment in high-quality jobs, with benefits including:
 - paid vacation time;
 - health insurance;
 - retirement benefits;
 - commute of fewer than 60 minutes;
 - Monthly income, and
 - Wage progression.
 - Qualitative data will also be collected from program participants and their circles of support at designated times throughout the project.
 - Equity: All outcomes will be disaggregated by key factors to aim for equity: race/ethnicity, cumulative time incarcerated, education or skill gap, and gender
- What are the resources and activities required by an organization to make the program successful? (For example: staffing, development of workshops etc.)
Continued partnership with the multi-sector team, continued staffing support at the backbone organization, partnership with the six referral and mentorship partners, technology for payment processing and data collection.
- How will Probation Officers inform clients about the program/activity?
Referrals are limited to six AB109 providers for this pilot: BOSS, Men of Valor, CEO, Centerforce, ROC, La Familia. Alameda County Probation Department will be part of the project's design and implementation team to support operational decision-making where necessary.
- If referrals don't come from Probation, how will clients be informed of the program/activity?
We will have a program coordinator from Rubicon Programs supporting the project and available to guide and engage clients while they are enrolled in the program.

Background Research

- Is the initiative evidence-based or a promising new idea?
The initiative is evidence-based and recommended by local stakeholders and community members. An entire human-centered design process lasting more than two years was utilized in designing all elements of this project. Combining long standing research on the connection between poverty and crime with emerging research on the mitigation of poverty through basic income, this project seeks to develop a rich collection of data to inform Alameda County decision makers on the efficacy of utilizing universal basic income to enhance public safety for Alameda County residents.

- If this is an evidence-based program, what does the research say about it?
 - Cash stipends are an evidence-based method for improving employment outcomes and quality of life, as demonstrated by multiple pilots, including the [Stockton Economic Empowerment Demonstration \(SEED\)](#) and the [CEO Returning Citizen Stimulus \(RCS\)](#). These pilots have demonstrated that cash payments lead to better employment outcomes, as well as improved quality of life, such as mental health, economic stability, and ability to plan and make decisions.
 - This pilot program stands out in terms of the amount and duration of cash stipends disbursed, which will allow us to learn how a small yet consistent amount of income impacts employment outcomes for justice-involved populations at short, medium, and longer time frames.
- If there is existing research, was the research done on a population similar to the population the program anticipates serving?

Yes, the RCS program served the same population on a national scale: people returning home from jail and prison. This, however, is likely a watershed opportunity for Alameda County to learn how much barriers to employment for the County's justice-impacted populations can be mitigated by a limited but consistent income.
- Are similar activities being funded by AB-109? If similar activities are being funded, what is unique about this program/activity, why is it necessary?

No. Not only are no programs looking to improve employment outcomes in this unique way being funded by AB 109, but no funded program we are currently aware of also includes the level of attention being paid to data collection and impact evaluation.

Fiscal Impact

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

See Fiscal Impact Statement, above. The total project budget for this 18-month pilot program is at least \$1,118,750, including more than 60% of these costs that are being matched through in-kind contributions.

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.)
- What client needs were addressed? (For example: housing, employment, substance abuse etc.)
- How many people did your organization serve under the contract?
 - How many people was your organization expected to serve under the contract?
- Please provide a summary of the program.
- Please provide a list of the objectives achieved by the program/activity.
- Did your organization invest any resources to make the program/activity successful? (For example: staffing, development of workshops etc.)
- Did you do any outreach to the target population, outside of referrals by Probation? If so, what were the results of your outreach?
- Describe how successfully your organization achieved your contract milestones and the other contract deliverables?

Background Research

- Is the program/activity evidence based or a promising new idea?
- If the program/activity 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 served?
- How do milestones/contract deliverables compare to the outcomes of similar work in other jurisdictions?
- Are similar activities being funded by AB-109?
 - If similar activities are being funded, what is unique about this program/activity, why is it necessary?

Program Data

- How many people were referred to the program/activity by Probation?
- Why should the contract be extended/renewed rather than going out to bid?
- Please provide program milestones and other contract deliverable data.
- Has this contract been extended before? If so, how many times and why?

Fiscal Impact

- What is the total proposed budget for the requested program/activity?
- What was the total budget for the program/activity under the previous contract?
 - If the proposed budget is higher than that of the previous contract, please justify the increase.
 - If the proposed budget is lower than that of the previous contract, please explain.

Signature: _____

Print Name and Title: _____