

# Returning Home Career Grant



**Donté Blue  
Rubicon Programs**

*A Chance to Advance Community Driven Problem Solving*



# The Problem



How might we connect more people returning home to Alameda County to quality jobs?

# The Solution



## Returning Home Career Grant

*Founder*



## Fair Chance Hiring Video

*Encourage employers & Reduce Bias/Barriers*



# Our Partnership

BCDGG



# Community Driven Process



## 18-Month Long Design Process

- Used a Human Centered Design Method
- Conducted 56 Stakeholder Interviews
  - 10 Employers
  - 10 CBO Service Providers
  - 36 Justice-Impacted Job Seekers

## Themes that Emerged

- Deep desire for autonomy & agency
- Relationships are the intervention
- The power of pre-release
- Need for improved synergy among service providers

# Returning Home Career Grant

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## WHO?

- 15–20 people
- Coming home or recently released
- Established career goal & plan
- Pre-release relationship with provider

## WHAT?

- \$1,500/month for 9–18 months

## WHY?

- Provides agency for individualized solution shaping
- Solution layered on top of existing services and relationships
- Career goal support helps align service provider's work

# Tippling Point



## **The James Irvine Foundation provided \$550k**

- Partially funds project (roughly 15 people for 9 months)
- Partnership supported by Third Sector Capital to fundraise

## **Current Funding Gap**

- Additional funding will allow stipends for the full 18 months
- May also allow for additional participants
- \$558k Needed
  - \$330k for career grants and evaluation
  - \$228k for administration