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| **COMMUNITY CORRECTIONS PARTNERSHIP SUB-COMMITTEE REPORT**http://msutoday.msu.edu/_/img/assets/2017/roadtripnowords-1.jpg |  |
| **Sub-Committee Name****Workforce Development and Employment****Facilitator(s)****Pattie Castro, Alameda County Workforce Development Board Director and** **Stephen Baiter, City of Oakland, Workforce Development Board Director****Dates of Meetings**10/1/18, 12/17/18, and 1/10/19**# of Unduplicated Attendees**25**Organizations represented at sub-committee meetings*** Alameda County Probation Department
* Alameda County Public Defender
* Alameda County Workforce Development Board
* Bay Area Legal Aid
* Brothers And Ladies Leading for Enrichment, Righteousness, and Success (BALLERS)
* Building Opportunities for self-Sufficiency (BOSS)
* California Department of Corrections and Rehabilitation/DAPO/APU
* Center for Employment Opportunities
* City of Oakland Workforce Development Board
* City of Oakland, Oakland Unite
* Cypress Mandela Training Center
* Eastbay Works
* JVS
* Oakland Private Industry Council
* Rubicon Programs

**Recommended Performance Measures****CLIENT PERFORMANCE MEASURES**1. Number and percent of target population who obtained employment in the following categories:
* Full-time, part-time, temporary employment, self-employed/entrepreneur within one year of release (Temporary work defined as: days, weeks, months or seasonal)
* Include other benchmarks, such as: enrolled and placed, after release.
* Focus on employment vs. income (SSI benefits, etc)
1. Number and percent of target population who retained employment for 90 days, 180 days, and 12 months after release
* Track each benchmark as a separate measure for each time period
1. Number and percent of employed target population that are:
* Earning more than a minimum wage
* Receiving full or partial benefits (sick leave, vacation, medical and dental – after a specified period of time from the employment date)
1. Number and percent of target population receiving pre-release employment services/training

**Recommended Strategies****CLIENT STRATEGIES**1. Assess target population’s initial needs and provide assistance to address the needs relating to employment; ongoing assessments to occur when client is disconnected from services or receives a degree (Note: “Initial” = 30 days from release)
2. Assess the target population’s satisfaction with employment services or lack of success (those referred for services and don’t get employed or retain employment; target: workforce development agencies
3. Assist target population with obtaining employment documents
4. Assess target population for skills and job readiness

**WORKFORCE DEVELOPMENT AGENCIES AND EMPLOYER STRATEGIES**1. Identify and engage potential employers and business associations, both local and regional that offer proven growth or in-demand occupations, to implore them to hire individuals with barriers in the target population, including those hardest to serve
2. Identify and connect with employers that are projected for high growth and immediate labor demand needs, including pre-apprenticeship/apprenticeship programs and trade unions that pay an established living wage
3. Create a coordinated strategy with local employers to explore barriers to hiring the target population and offer access to potential solutions, including tax incentives, Work Opportunity Tax Credits (WOTC), On-the-Job Training (OJT) contractual agreements, etc.
4. Create tool/document that will assess the needs of the employer to increase positive job matching, which leads to long term retention
5. Fully understand what the employer is looking for
6. Send and refer only individuals that fit their specific need
7. Create and conduct an Employer/Customer Satisfaction Survey to gauge the satisfaction of the employers that have hired from this targeted population
8. Assess the employer’s approval or disapproval with the referrals being sent
9. Surmise and evaluate the overall experiences and interactions with those referred
10. Provide opportunities for employers to access the incumbent’s skills and offer upgraded, customized training, which could lead to approved licensed occupations, or occupations requiring certification within a specialized skill set

a) “Skills Upgrade” training should be available, at a minimal cost \*Retention occurs when an employee gains and develops skills;  \*Promotions occur once those skills have been refined and proven1. Engage employers in pre-release services
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