

# EMPLOYMENT PROGRAM

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A Revamping of the Employment Program.



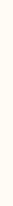
# EMPLOYMENT OVERVIEW

New Funding Request



Current Ask  
Previous Contract Terms  
Budget Justification

Lessons Learned

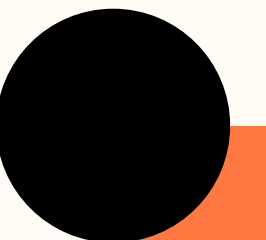


Data Overview  
Challenges & Limitations  
Client Feedback

New Program



Development Process  
Program Elements



# FUNDING REQUEST

Recommendation: \$6 M for 2-Year Contract for Employment Services



## Previous Contract:

- \$8,250,000 total allocation
- April 1, 2020-March 31, 2023
- Pool of vendors
- Pay for service model



## Budget Justification:

- Current ask: \$6M for 2-years



# WHAT WE'VE LEARNED

01

## What the Data Tells Us

Retention has been our primary hurdle

02

## Limitations & Challenges

COVID had a major impact on these programs and highlighted the need for a broad range of transitional work opportunities.

03

## Client Feedback

Despite challenging outcomes, many survey respondents indicated they were happy with the services received.

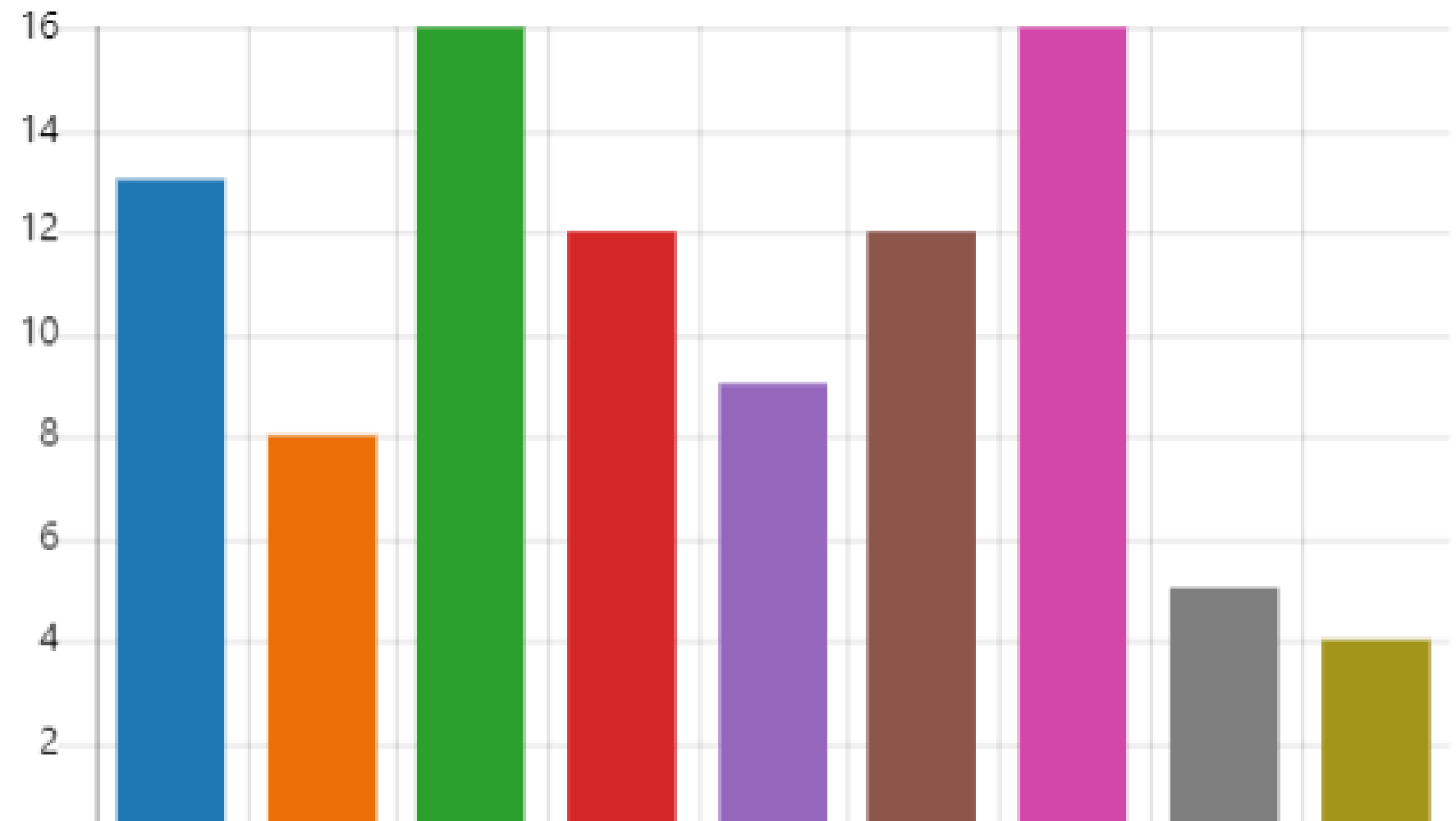


# 63% OF CLIENTS SURVEYED WERE VERY SATISFIED

With their experience with the employment program they participated in.

What did client's most enjoy about their experience with their employment program?

-  #1: Job Opportunities
-  #1: Resources
-  #2: Case Management
-  #3: Job Placement
-  #3: Training Program



Previous Contract: Average Hourly Wages for Unsubsidized Job Placements: \$18.35 (minimum wage \$15)

# WHAT THE RESEARCH TELLS US

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## Living Wage/Motivation

Earning 8% over the minimum wage, can lead to a 2% reduction in recidivism due to an increase in the perceived **opportunity cost** of returning to jail

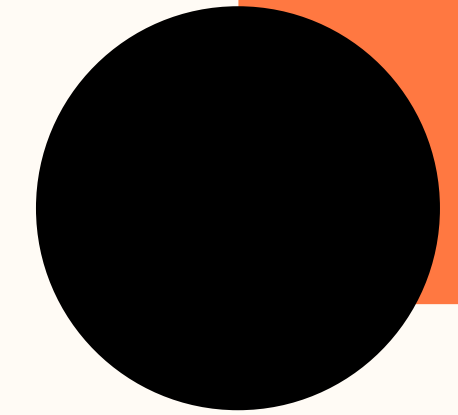
- Gap between minimum wage and living wage

## Industry Specific & Middle/High Skill

- Middle and high skill jobs comprise more than 80% of the market
- Employers are more inclined to hire those that require less training

# WHAT THE RESEARCH TELLS US

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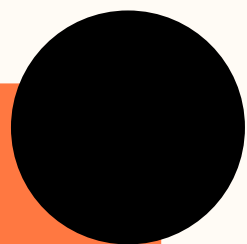


## Staff Experience / Training (CBI)

Programs with experience working with formerly incarcerated that have program fidelity, high staff retention and utilize Cognitive Behavioral Interventions have the most success.

## Support & Case Management

- Flexibility with interventions
- Employers are 90% more likely to hire formerly incarcerated who have successfully completed an employment program

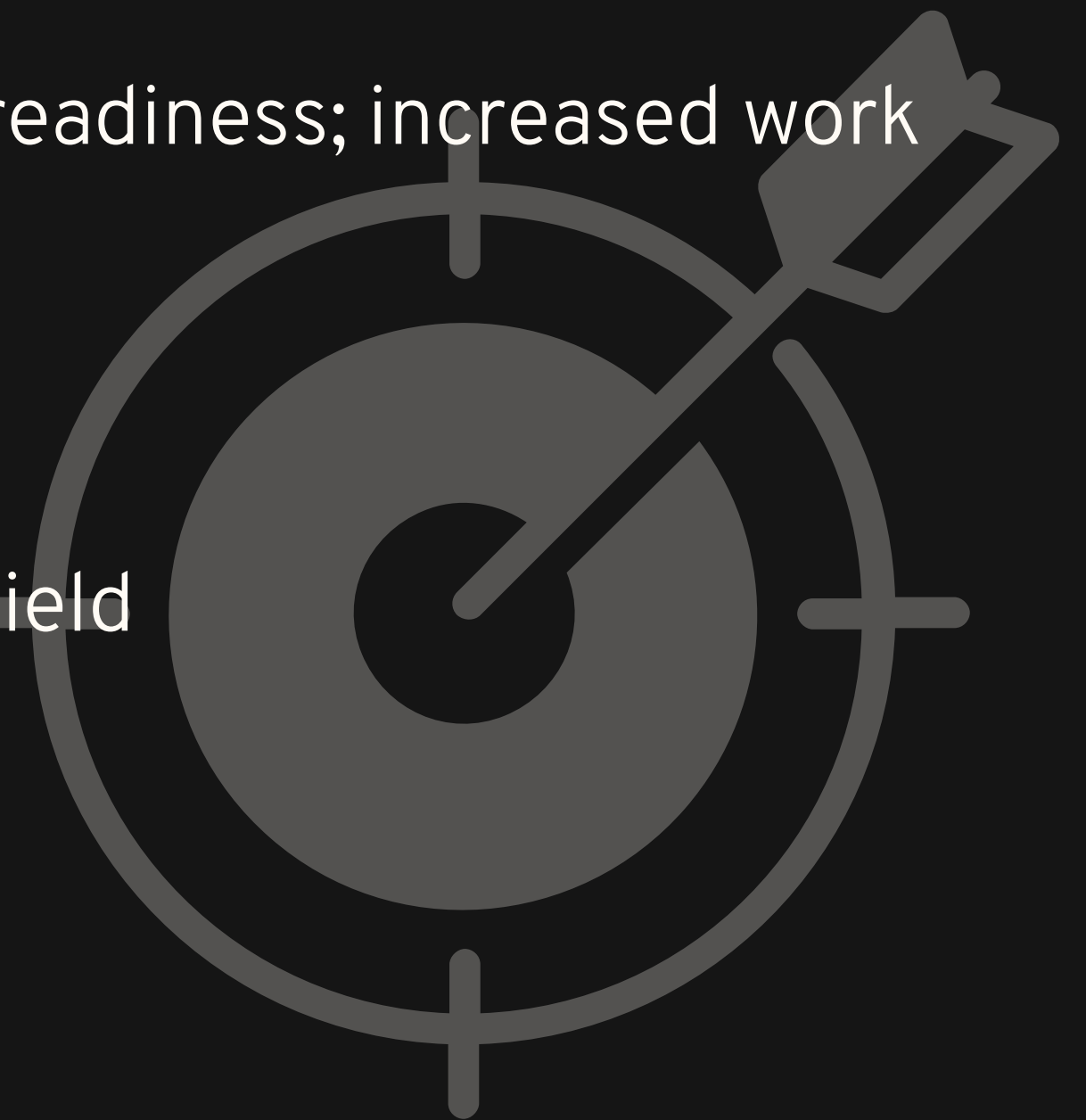


# NEW PROGRAM

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## Program Goals

- Increased employability: soft skill development; job readiness; increased work history
- Employed in chosen career path
- Earning or on a path to earning living wage
- Increased knowledge of and connections to desired field
- More Fair Chance employers
- Reduced involvement in the criminal justice system







**FINANCE &  
ADMINISTRATION**



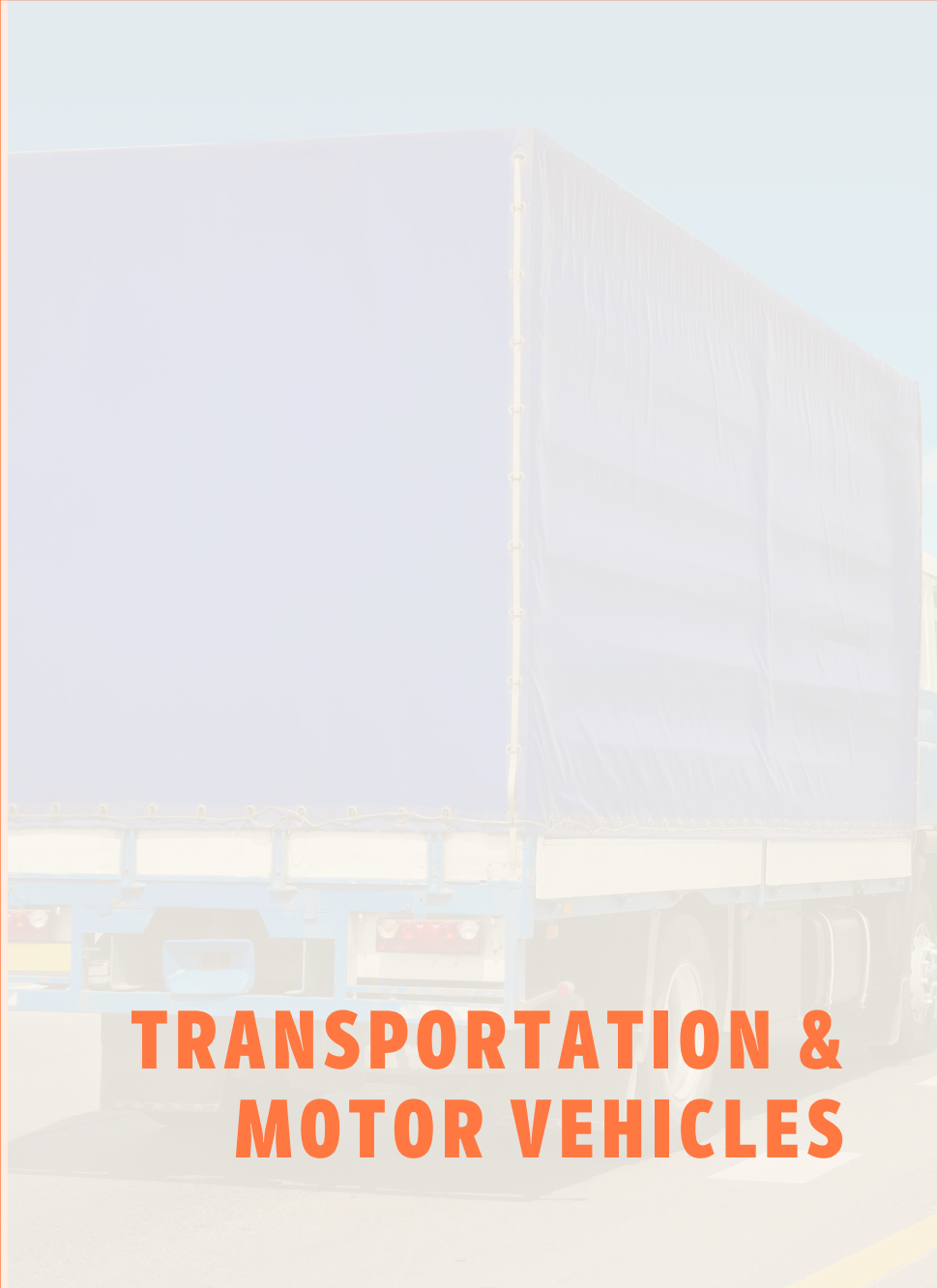
**TECH**



**EDUCATION**



**GOVERNMENT**



**TRANSPORTATION &  
MOTOR VEHICLES**



**HEALTH & HUMAN SERVICES**



**FOOD  
ECONOMY**



**PUBLIC  
WORKS**



**CYBER-  
SECURITY**



# WHO WILL THE PROGRAM **SUPPORT**

**01**

## **UNEMPLOYED**

People who are not employed  
and are looking for work.

**02**

## **UNDEREMPLOYED**

People who are working, but  
either not earning enough or  
they are not doing work that  
makes full use of their skills and  
abilities.

**03**

## **JOB-INSECURE**

People who are employed, but  
have fear of losing their job -  
not knowing from day-to-day  
or week-to-week if they will be  
able to keep their job - and  
having no power over how long  
they will be able to keep their  
job.

# WHAT WILL THE PROGRAM OFFER CLIENTS

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- Transitional Work
- Job Placement
- Employment Readiness
- Skill Building/CBI
- Coaching/Mentorship
- Opportunities for exposure to numerous industries
- Opportunities for clients to connect



# WHAT RESOURCES ARE NEEDED?

## Knowledge of Industry & Employment Pathways

One size doesn't fit all. Pathways should be available across both public and private sectors.

## Knowledge of Fair Chance Providers

The provider should work with current Fair Chance employers and work on expanding the number of Fair Chance employers.

## Alameda County Probation Department

- Funding
- Contract Oversight
- Provider Portal
- DPO Case Management & Referrals
- Case Collaboration with Provider
- Assessment



# FUNDING REQUEST



**Recommendation:** Move to approve the use of \$6M for a RFP to revamp the employment services program.