

Program: Employment Program

Program Description: The employment program will assist clients in becoming job ready and getting connected to employment in their chosen field and offer job skills training and long-term case management through mutually beneficial relationships with employers with open positions who are willing to work with clients throughout the year long program and are open to hiring them permanently. The program will also connect clients to mentors in their desired field that can help clients build relationships and network.

Target Population Who We Invest In	Inputs/Resources What We Invest	Outputs/Activities What We Do	Outputs/Participation Who We Reach	Outcomes Short to Long Term Results
<ul style="list-style-type: none"> • Adults age 18+ • AB-109 eligible • Clients who are unemployed, underemployed or job-insecure 	<p>--- Probation ---</p> <ul style="list-style-type: none"> • DPO case management and referrals to brokerage connection service • Case collaboration with provider • Dynamic needs assessment • Contract oversight by AB-109 contract staff • Realignment funding • Provider Portal access and training <p>--- Providers ---</p> <ul style="list-style-type: none"> • Use of EBP <ul style="list-style-type: none"> – Staff training: CBI, MI • Collaboration with DPOs, county agencies, and other CBO's • Formerly incarcerated staff • Accessible locations in AC • Partnerships with Fair Chance employers and subsidized employers • Knowledge of industry trends, pathways and ready to work skills training 	<ul style="list-style-type: none"> • <i>% of formerly incarcerated staff</i> • <i># of clients receiving employment services by track:</i> <ul style="list-style-type: none"> – <i>Transitional Work</i> – <i>Employment Placement</i> – <i>Employment Readiness</i> • <i># of clients participating in long-term case management by client, track, phase and frequency</i> • <i># of clients receiving incentives by client, track, phase, amount and frequency</i> • <i># of clients connected to mentors and other opportunities to network within their desired industry</i> • <i># of outreach events by date, type and impact</i> <ul style="list-style-type: none"> – <i>Employer education & training</i> – <i>Client outreach</i> • <i># of clients in each phase, by client, amount of time, progress, reason and type of intervention</i> 	<ul style="list-style-type: none"> • <i># of referrals:</i> <ul style="list-style-type: none"> – <i>Received</i> – <i>Accepted</i> – <i>Enrolled</i> – <i>Declined by program</i> – <i>Client declined services</i> – <i>Unable to reach client</i> – <i>Client no show</i> • <i># of collaborative case conferences</i> • <i># of clients receiving supportive services by client, track, type and frequency</i> • <i># of clients who participate in transitional work who a hired on permanently</i> • <i># of clients employed tracked over time by client, employer, wage</i> • <i># of clients placed in employment in their desired field</i> • <i># of clients employed with benefits</i> • <i># of clients participating in job skills training and CBI by client, type and date</i> 	<p><i>Short Term Impact: What Was Learned / Gained</i></p> <ul style="list-style-type: none"> • Soft Skill Development • Problem Solving Skills • Increased Employability • Job Ready • Additional work history <p><i>Resulting Change: Personal Change / Actions</i></p> <ul style="list-style-type: none"> • Full-time employment in a high-skill, high-wage and/or high/demand career field • Expanded network in desired career field • Employed in desired field <p><i>Long Term Outcomes: Change in Conditions</i></p> <ul style="list-style-type: none"> • Employed in desired career field with benefits • Increased knowledge and employability in desired field • Reduced involvement in the criminal justice system <ul style="list-style-type: none"> – New conviction – New jail booking – New violation