

Community Programs Department Re-Entry Program

June 15, 2016 Status Update



Community Programs Department Re-Entry Program



Little Rock Fleet Services (3 positions)

- 10 total participants have been placed in the program. (9 Auto Technicians & 1 Administration Assistant) (Increase of 1 since March 15, 2016)
- 5 participants have been hired full-time regular: 3 Auto Technician 1; 1 Tire Technician; 1 Administration Assistant (Increase of 1)
- Winston Donahue recently completed the training and was hired full-time regular as an Auto Technician 1
- 1 participant completed training and was hired in the private sector.

Ethnicity:

African American: 9

Caucasian: 1

Community Programs Department Re-Entry Program



Little Rock Zoo (4 positions)

- 12 participants have been placed at the LR Zoo.
- 2 participants have been promoted to a full-time regular position.
- 1 participant has been hired and is currently training in the employment training program for the Landscaping/Maintenance.
- 3 employment training positions are available and participants have been referred.

Ethnicity:

African American: 8

Caucasian: 4

Community Programs Department Re-Entry Program



Housing & Neighborhood Programs - Animal Services (4 positions)

- 2 total participants have been hired into the training program; 1 is currently in training.
- 1 participant has completed the training program and was hired full-time in the private sector. NOTE: Re-Entry participants are not eligible for full-time regular employment with CLR Animal Services. After training is completed, participants are referred to our contracted providers for private sector employment.
- 3 employment training positions are available and participants have been referred.

Ethnicity:

African American: 2

Community Programs Department Re-Entry Program



Little Rock Police Department (3 positions)

- 1 total participant has been placed in the program.
- 1 participant has been hired as full-time regular with the Little Rock Police Department. (Groundskeeper)
- 3 employment training positions are available and participants are in the process of identified, vetted, and hired for employment training Groundkeepers positions.

Ethnicity:

African American: 1

Community Programs Department Re-Entry Program



Public Works Sidewalk Program (8 positions)

- Since July 2012, 41 total participants have been placed on the Sidewalk Crew repairing and building new sidewalks throughout Little Rock communities. (Increase of 2 since March 15, 2016)
- 15 Re-Entry participants were promoted to full-time regular, transferred out of the sidewalk program into other sections of Public Works Operations, or terminated. (Increase of 1 since March 15, 2016)
- 3 participants have obtained their CDL's through Public Works.

Ethnicity:

African American: 39

Caucasian: 2

Community Programs Department Re-Entry Program



New!

Public Works (ROW) Right of Way Crew (12 positions)

- The City of Little Rock's Public Works Department has created a new Right-of-Way (ROW) Maintenance Crew for Little Rock residents with a criminal background who are enrolled in the Re-Entry Program.
- The ROW Maintenance Crew will perform landscaping (lawn mower, weed eater, blower, etc...) duties, specifically for right-of-way areas such as medians, roundabouts, and sidewalks.

Community Programs Department Re-Entry Program



Human Resources Department (2 positions)

- Human Resources Department Director Stacey Witherell created the HR Clerk employment training position on 1-15-16.
- 1 participant started the employment training program as a Human Resources Clerk on 3-7-16.
- Human Resource is in the process of developing a job description for an additional employment training position.

Ethnicity:

African American: 1

**SHORT RE-ENTRY
PRESENTATION**



Community Programs Department Re-Entry Program



Pending Departments

Little Rock Fire Department: (1 position)

- 1 participant has been identified, vetted, and interviewed for a Landscaping/Maintenance position.

Finance Department: (1 position)

- Job description is being developed.

Next in line:

- **Information Technology**
- **Planning & Development**
- **Parks & Recreation**

Community Programs Department Re-Entry Program



Re-Entry Contracts

Third Contract Year (Extended): July 1, 2015 – December 31, 2016.

Information updated: June 13, 2016

REMINDER:

Even when an ex-offender is not able to be placed immediately in a job, contract providers continue to work with program participants on GED programming, employment readiness, and employment training opportunities in an effort to increase participants employability skills for employment placement.

Community Programs Department Re-Entry Program



Goodwill Industries of Arkansas

(Re-Entry Services/Transitional Employment Opportunities)

- Enrolled: 118 program participants (Increase of 26)
- Employed: 102 participant placed (Increase of 35)

Ethnicity:

African American: 78

Caucasian: 29

Hispanic: 6

Other: 5

Community Programs Department Re-Entry Program



Goodwill Industries of Arkansas (Re-Entry Beyond Disabilities)

- Enrolled: 83 program participants (Increase of 28)
- Employed: 63 participants placed (Increase of 21)

Ethnicity:

African American: 41

Caucasian: 34

Hispanic: 7

Other: 1

Community Programs Department Re-Entry Program



Our House, Inc. (Employment Placement Services)

Enrolled: 189 program participants (Increase of 75)

Employed: 108 participants placed (Increase of 49)

Ethnicity:

African American: 118

Caucasian: 69

Hispanic: 1

Community Programs Department Re-Entry Program



Re-Entry Program Enhancements and Partnerships

- The Office of Treasurer of State of Arkansas (Family, Food, & Finance)
- Arkansas Hunger Relief Alliance (Cooking Matters)
- Arkansas Department of Workforce Services
- The Good Grid (Protech)
 - Currently planning a joint training session for Ex-Offenders and additional potential partners

Community Programs Department Re-Entry Program



Re-Entry Program Enhancements and Partnerships



A **comprehensive directory of service providers**, community partners, volunteers and businesses that form a trusted and safe environment for delivering reintegration services

An **intelligent jobs & resumes matching system** to facilitate quick and relevant job searches and job postings, along with the ability to obtain jobs postings from 10,000+ job boards daily

A **collaborative volunteer management system** that signs up volunteers and service organizations to support our ex-offenders as they navigate their way back into society

A **state-of-the-art Community Reintegration Case Management System** that is integrated with ACC's outreach operations

A **crowd-funding service** that allows funders to donate and view the progress of the projects and causes that they have supported

An **integrated data exchange** to securely share relevant data and provide cooperative services



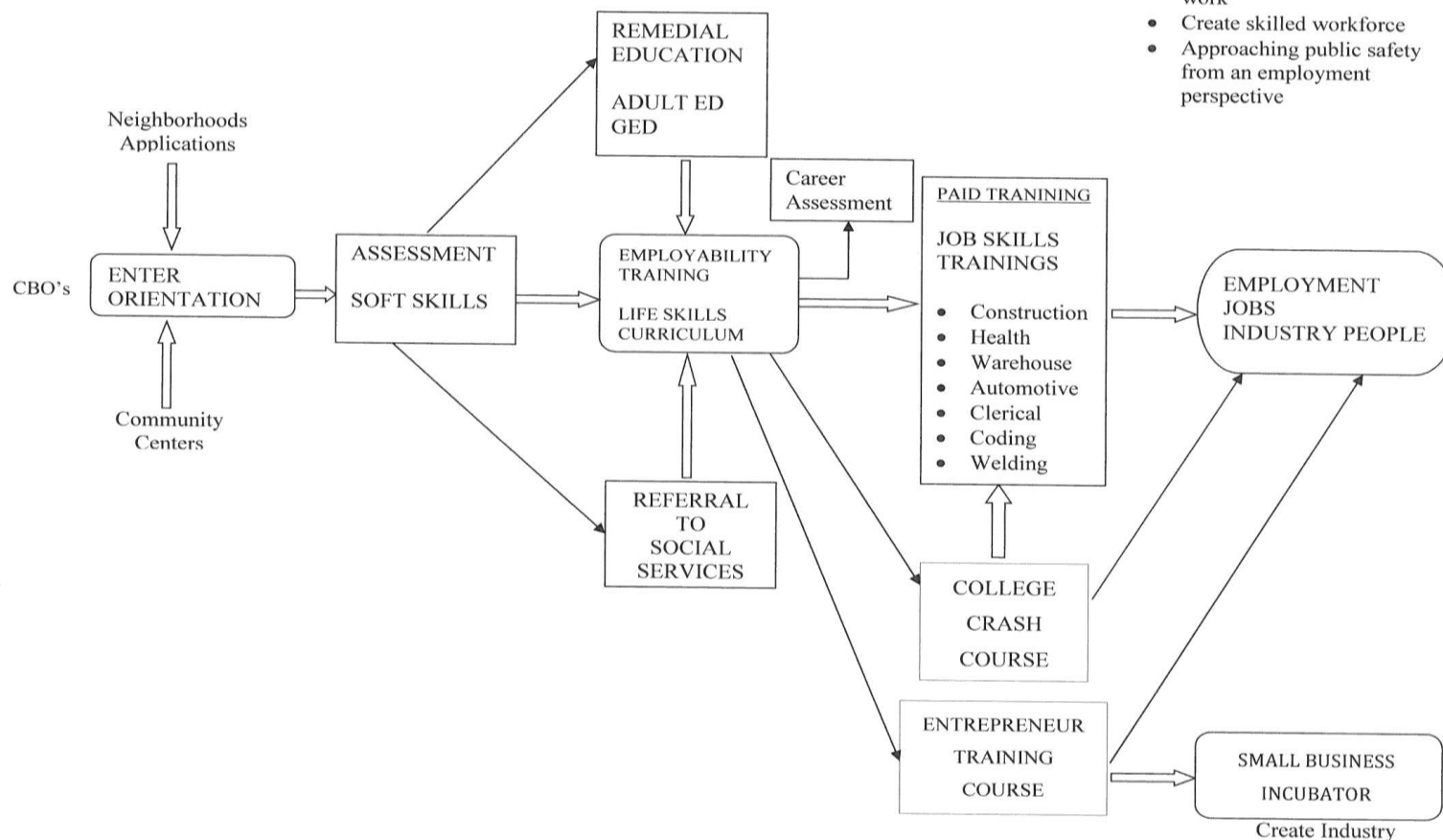
Community Programs Department Disconnected Youth Employment System

AGES 18 – 30

Disconnected Young Adult Employment System

Goals / Objectives

- Prepare for future industry
- Change mindset toward work
- Create skilled workforce
- Approaching public safety from an employment perspective



Community Programs Department Data Management Information System



The recently adopted Master Plan for Children, Youth & Families recommends five goals that outline how the Department will build on what's worked in the past and embrace current best practices to create an aligned, community-wide effort to help our residents thrive by doing the following:

USE DATA

to identify unmet needs, prioritize services,
and infuse resources where they are needed most

INCREASE PROGRAM QUALITY AND ACCOUNTABILITY

All stakeholders adopt and are evaluated on outcomes, benchmarks,
standards, and indicators to achieve system-wide accountability

The above Goals 1 and 2 are to be accomplished by December 2016 and December 2017, respectively, as other tasks are contingent upon their success.

Community Programs Department Data Management Information System



Recognizing the rich diversity of programs funded by PIT dollars, through the Master Plan development process, the Advisory Committee consulted with national evaluation experts at The David P. Weikart Center for Youth Program Quality.

As a result of this consultation, it is recommended the City of Little Rock design a new data management and evaluation system for PIT that includes:

- Both qualitative information and outcomes data;
- Common outcomes and indicators to foster and enhance program quality;
- Assessment elements;
- A tiered system approach; and
- Utilization of an effective information management system to collect data.

Community Programs Department Data Management Information System



It is recommended that the new data management and evaluation design direct accountability toward common children, youth, and family outcomes, and provide evidence that programs supported by PIT funding:

- Are high quality and an effective investment of public funds;
- Support improvement of service quality within all programs and identify those that are persistently low quality as candidates for more intensive improvement activities; and
- Integrate evaluation activities with the existing investments in the PIT quality improvement system.

It is anticipated that the Department will create a dedicated Data Management/Demographic Analyst staff position by September 2016 to assist with this very important, on-going task.