

# Community Programs Department Re-Entry Program

September 16, 2016 Status Update



# Community Programs Department Re-Entry Program



- Since October 1, 2015, a total of 367 Little Rock residents have enrolled in the Re-Entry Program.
- The Re-Entry Coordinator conducts a 30-45 minute pre-assessment with each Citizen.
- During the pre-assessment, the participant completes a Re-Entry Intake Assessment form and two referral forms.
- An additional 105 citizens from North Little Rock, Jacksonville, Sherwood, Alexander, Benton, Bryant, Maumelle, Wrightsville, etc. have come to Community Programs seeking Re-Entry services.
- As a courtesy, non-Little Rock residents have been provided with Re-Entry resources but not enrolled in the Re-Entry Program.

# Community Programs Department Re-Entry Program



- The Re-Entry Coordinator provides all citizens with:
- A list of Central Arkansas employers who will hire applicants with a criminal background.
- Help Yourself Community Resources Directory.
- Internet Job Searching Techniques (**Indeed.com**).
- An overview of Demands Occupational List in the Little Rock Market.
- An overview of Pulaski Technical College's Programs of Study Degree plans for citizens who express an interest in attaining a trade.
- The Re-Entry Coordinator conducts an Application 101 crash course (on how to complete an application, accurately). Each citizens completes a City of Little Rock's application.

# Community Programs Department Re-Entry Program



## Little Rock Fleet Services (3 positions)

- 10 total participants have been placed in the program. (9 Fleet Technicians & 1 Administration Assistant)
- 5 participants have been hired full-time regular: (4) Fleet Technician 1; 1 Administration Assistant
- 3 participants were interviewed on September 14, 2016.
- Multiple participants have interviewed for the Fleet Technician Position but valid Driver Licenses are a barrier to employment.  
**(Arears in Child Support and Unpaid Court Fees and Fines)**

Ethnicity:

African American: 9

Caucasian: 1

# Community Programs Department Re-Entry Program



## Little Rock Zoo (4 positions)

- 13 participants have been placed at the LR Zoo.
- 2 participants have been promoted to a full-time regular position.
- 2 participants have started since August 22.
- 2 participants have been offered employment training positions pending background checks for the Landscaping/Maintenance.

Ethnicity:

African American: 9

Caucasian: 4

# Community Programs Department Re-Entry Program



## Housing & Neighborhood Programs - Animal Services (3 positions)

- 2 Citizens have participated and completed the employment training program.
- 1 participant is currently employed at the **Animal Village**.
- 2 employment training positions are available and participants have been referred and interviewed.
- **NOTE: Re-Entry participants are not eligible for full-time regular employment with Animal Services because of DEA requirements.**

**New!**

- The Re-Entry Program has partnered with **Code Enforcement** to provide applicants for the 6 part-time **Weed Lot Crew** positions.

Ethnicity:

African American: 2

# Community Programs Department Re-Entry Program



## Little Rock Police Department (3 positions)

- 1 total participant has completed the employment training program and was hired as full-time regular with the **Little Rock Police Department** (Groundskeeper). That person was recently hired by a private company in September 2016.
- 6 participants are in the process of being vetted and selected for 3 employment training positions. (Groundkeeper)

Ethnicity:

African American: 1

# Community Programs Department Re-Entry Program



## Public Works Sidewalk Program (8 positions)

- Since July 2012, 45 total participants have been placed on the **Sidewalk Crew** repairing and building new sidewalks throughout Little Rock communities. (Increase of 4 since June 16, 2016)
- 17 participants have been promoted to full-time regular from the **Sidewalk Crew** into other departments of **Public Works Operations**. (Increase of 2 since June 16, 2016)
- 4 participants have obtained their CDL's through **Public Works**.

Ethnicity:

African American: 43

Caucasian: 2



# Community Programs Department Re-Entry Program



## 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.
- On Monday August 8<sup>th</sup>, 12 participants started working with the **Public Works Department's Right of Way Crew (ROW)**.

# Community Programs Department Re-Entry Program



## Human Resources Department (2 positions)

- Director Stacey Witherell created the Human Resource Clerk employment training position on 1-15-16.
- 1 participant started the employment training program as a Human Resources Clerk on 3-7-16.
- The participant has been hired in the Maintenance Department at the **Newly Renovated Robinson Center**.
- Human Resource is in the process of developing a job description for an additional employment training position.

Ethnicity:

African American: 1

# 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)**

- Office Assistant I position has been approved and participants have been identified and referred for vetting.

### **• 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: September 17, 2016

# Community Programs Department Re-Entry Program



## Goodwill Industries of Arkansas

### (Re-Entry Services/Transitional Employment Opportunities)

- Enrolled: 126 program participants (Increase of 8)
- Employed: 108 participant placed (Increase of 5)

#### Ethnicity:

African American: 82

Caucasian: 34

Hispanic: 6

Other: 5

# Community Programs Department Re-Entry Program



## **Goodwill Industries of Arkansas (Re-Entry Beyond Disabilities)**

- Enrolled: 88 program participants (Increase of 5)
- Employed: 68 participants placed (Increase of 5)

### Ethnicity:

African American: 42

Caucasian: 37

Hispanic: 7

Other: 2

# Community Programs Department Re-Entry Program



## **Our House, Inc. (Employment Placement Services)**

Enrolled: 208 program participants (Increase of 19)

Employed: 129 participants placed (Increase of 21)

116 Enrolled in the Shelter Housing Program

Ethnicity:

African American: 126

Caucasian: 79

Hispanic: 2

Other (Native American): 1

# 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



## **Phase I – Intake/Assessment**

- RFP Development
  - Recruitment, assessment, case management
  - Community Liaisons' ("Street Team")

## **Phase II – Soft/Developmental Skills Crash Course (6 weeks)**

- Current contracts (Our House, Goodwill)
- Lloyd Huskey, Director State GED Program, Arkansas Baptist College  
(pending MOU)  
(Note: New president was part of Master Plan Consultant Team)
- RFP Development
  - Oversight

# Community Programs Department

## Disconnected Youth Employment System



### **Phase III – Warehousing 101 Training (6 weeks)**

- Pulaski Tech/Goodwill/Little Rock Workforce/Dillard's Distribution Center
  - Paid Training(?)
  - Certificate of completion
  - Guaranteed Interview/Entry-level Job Placement

### **Phase IV – Apprentice Training (paid training)**

- Pulaski Tech/CDI Contractors/Arkansas Planning and Development
  - Construction Management/Advanced Mechanics  
(MOU pending)
  - CDI, Falcon Jet, L'Oreal/Maybelline, Molex, Welspun, Cameron Valve
  - Direct referral to Interview/Entry-level Job Placement

# Community Programs Department Data Management Information System



The recently adopted Master Plan for Children, Youth & Families recommends that a new data management and evaluation system be designed for PIT-funded programs 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.

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