

# Community Programs Department



December 16, 2016 Status Update



# Community Programs Department Re-Entry Program



- Since October 1, 2015, five hundred thirty-seven (537) Little Rock residents have enrolled in the Re-Entry Program.
- An additional 125 citizens from North Little Rock, Jacksonville, Sherwood, Alexander, Benton, Bryant, Maumelle, Wrightsville, etc... have come to Community Programs seeking Re-Entry services.
- NOTE - All non-Little Rock residents have been provided with Re-Entry information but not enrolled in the CLR Re-Entry Program.
- The Re-Entry Coordinator conducts a 30-45 minute pre-assessment with each Citizen.

# Community Programs Department Re-Entry Program



## **The Re-Entry Coordinator provides Little Rock citizens with:**

- A list of Central Arkansas employers who will hire applicants with a criminal background history.
- Help Yourself Community Resources Directory.
- Internet Job Searching Techniques (**Indeed.com**).
- An overview of Demands Occupations 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 also conducts an "Application 101" crash course to help them better understand how to effectively and accurately fill out a job application. They are then assisted with completing a City of Little Rock 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 I; 1 Administration Assistant
- 9 participants have been interviewed since September 14, 2016.
- Multiple participants have interviewed for the Fleet Technician Position but valid Driver Licenses are a barrier to employment. (Reasons include arrears 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.
- 3 participants have been promoted to a full-time regular position.
- 3 participants have started since August 22.

Ethnicity:

African American: 9

Caucasian: 4

# Community Programs Department Re-Entry Program



## Housing & Neighborhood Programs (3 positions)

- 2 Citizens have participated and completed the employment training program.
- 1 participant is currently employed at the **Animal Village**.

NOTE: Re-Entry participants with drug convictions are not eligible for full-time regular employment with Animal Services because of DEA (Drug Enforcement Agency) policy.

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

Ethnicity:

African American: 8

# Community Programs Department Re-Entry Program



## Little Rock Police Department (4 positions)

- Participants are in the process of being vetted and selected for 4 employment training positions. (Groundkeeper/Maintenance)
- 1 total participant completed the employment training program and was hired as full-time regular with the Little Rock Police Department. (Groundskeeper/Maintenance)
- That participant was later hired full-time in the private sector.

Ethnicity:

African American: 1

# Community Programs Department Re-Entry Program



## Public Works Sidewalk Program (8 positions)

- Since July 2012, 46 total participants have been placed on the **Sidewalk Crew** repairing and building new sidewalks throughout Little Rock communities. (Increase of 1 since September 16, 2016)
- 17 participants have been promoted to full-time regular from the **Sidewalk Crew** into other departments of **Public Works Operations**. (Increase of 1 since September 16, 2016)
- 4 participants have obtained their CDL's through **Public Works**.

Ethnicity:

African American: 44

Caucasian: 2



# Community Programs Department Re-Entry Program



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

- The **ROW Maintenance Crew** performs landscaping (lawn mower, weed eater, blower, etc...) duties, specifically for right-of-way areas such as medians, roundabouts, and sidewalks.
- Since August 8<sup>th</sup>, 13 participants started working with the **Public Works Department's Right of Way Crew (ROW)**.
- 8 participants are currently employed with the **Right of Way Crew (ROW)**.
- Applications are being reviewed to fill the remaining 4 positions.

# Community Programs Department Re-Entry Program



## Human Resources Department (2 positions)

- 1 participant completed the employment training program as a Human Resources Clerk and was later hired in the Maintenance Department at the **Newly Renovated Robinson Center Music Hall**.
- Human Resources recently created a part-time **Human Resource Technician (Labor Relations)** and interviewed and selected a participant.
- Human Resources has interviewed and selected an applicant for the vacant **Human Resources Clerk** position.

Ethnicity:

African American: 1

# Community Programs Department Re-Entry Program



## Pending Departments

- **Little Rock Fire Department: (1 position)**

Landscaping/Warehouse Maintenance position has been approved pending job description.

- **Finance Department: (1 position)**

Office Assistant I position has been approved pending job description.

- **Information Technology: (1 position)**

Applicant has been identified.

## Next in line for job positions to be created and filled:

- **Planning & Development**
- **Parks & Recreation**

# Community Programs Department Re-Entry Program



## Re-Entry Contracts

**NOTE:** Third Contract Year (Extended)

July 1, 2015 – December 31, 2016.

Information updated: December 16, 2016

# Community Programs Department Re-Entry Program



## Goodwill Industries of Arkansas (Re-Entry Services/Transitional Employment Opportunities)

- Enrolled: 157 program participants (Increase of 31)
- Employed: 132 participant placed (Increase of 24)

Ethnicity:

African American: 105

Caucasian: 41

Hispanic: 7

Other: 5

# Community Programs Department Re-Entry Program



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

- Enrolled: 97 program participants (Increase of 9)
- Employed: 74 participants placed (Increase of 8)

### Ethnicity:

African American: 43

Caucasian: 45

Hispanic: 7

Other: 2

# Community Programs Department Re-Entry Program



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

Enrolled: 223 program participants (Increase of 15)

Employed: 139 participants placed (Increase of 10)

116 Enrolled in the Shelter Housing Program

Ethnicity:

African American: 137

Caucasian: 83

Hispanic: 2

Other (Native American): 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 (Pro-Tech Solutions)
  - Currently planning a joint training session with the Re-Entry participants and The Good Grid (Pro-Tech Solutions).



# Community Programs Department

## Youth in Transition • 18-30



### Youth in Transition Skills Training System

- **Phase I: Intake/Assessment**
  - RFQ Development (for Organization to Manage System)
    - RFQ's anticipated to be posted January 2017
    - Community Liaisons' ("Street Team")
- **Phase II – Soft/Developmental Skills Crash Course (6 weeks)**
  - Developing potential referral partnerships
    - Lloyd Huskey, Director State GED Program
    - Exploring satellite GED sites at rec centers
    - Arkansas Baptist enrollment (pending MOU)
    - LRSD Life Skills class (pending MOU)

# Community Programs Department

## Youth in Transition • 18-30



### Youth in Transition Skills Training System, continued

- **Phase III – Warehousing 101 Training (6 weeks)**  
Pulaski Tech/Goodwill/Little Rock Workforce/Dillard’s Distribution Center
  - Skill Training Pilot (referred 40 participants to the Advance Mechanics program at Pulaski Tech)
    - 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/job