

Community Programs Department Status Update

August 2017



Community Programs Department Re-Entry Program



Project handled by: Keith Alexander, ReEntry Coordinator

GENERAL OVERVIEW

- **Since October 1, 2015, twelve-hundred (1,200) Little Rock residents have enrolled in the Re-Entry Program.** An additional 300 citizens from surrounding areas have also come to Community Programs seeking Re-Entry services. Non-Little Rock residents are provided with Re-Entry information but are not enrolled in the Re-Entry Program. No one is denied Re-Entry information because of their residency.
- The Re-Entry Coordinator conducts a 30-45 minute pre-assessment with each citizen and provides all citizens with:
 - A list of Central Arkansas employers who will hire applicants with a criminal background history.
 - Internet Job Searching Techniques (Indeed.com).
 - An overview of Demand 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.
 - A copy of the *Help Yourself Community Resources Directory*.
- The Re-Entry Coordinator an "Application 101" crash course where each citizen is assisted with completing a City of Little Rock application, detailed and accurately, before they leave City Hall.

CITY DEPARTMENT UPDATES

Little Rock Fleet Services (3 positions)

- 2 participants have been hired. 1 lube technician and 1 auto body repair technician. 1 applicant hired pending background check.
- 14 total participants have been placed in the program. (13 Fleet Technicians & 1 Administration Assistant)
- 5 participants have been hired full-time regular: (4) Fleet Technician 1; 1 Administration Assistant
- Valid Driver Licenses remain a barrier to hiring applicants for this training position. In many cases, this deficit is due to being in arrears in Child Support and Unpaid Court Fees and Fines.
- Ethnicity Breakdown:
 - African American: 10
 - Caucasian: 1

Community Programs Department Re-Entry Program



Public Works Sidewalk Program (8 positions)

- Since July 2012, 51 total participants have been placed on the Sidewalk Crew repairing and building new sidewalks throughout Little Rock communities.
- 8 participants are training in Sidewalk Program
- 18 participants have been promoted to full-time regular from the Sidewalk Crew into other departments of Public Works Operations.
- 4 participants have obtained their CDL's through Public Works.
- Ethnicity Breakdown:
 - African American: 49
 - Caucasian: 2

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.
- 22 participants started training with the Public Works Department's Right of Way Crew (ROW).
- 10 participants are currently employed with the Right of Way Crew (ROW).
- Ethnicity Breakdown:
 - African American: information pending
 - Caucasian: information pending

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 has completed the employment training program and hired as full-time regular with the Little Rock Police Department. (Groundskeeper/Maintenance)
- Participant was hired full-time in the private sector.
- Ethnicity Breakdown:
 - African American: 1

Housing & Neighborhood Programs - Animal Services (4 positions)

- 4 participants are 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 Drug Enforcement Agency (DEA) policy.
- Ethnicity Breakdown:
 - African American: 2
 - Caucasian: 2

- The Re-Entry Program has also partnered with the Housing & Neighborhood Code Enforcement team to provide workers for regular part-time positions. 6 part-time Weed Lot Crew positions were filled with Re-Entry Citizens and 5 Re-Entry Citizens were hired as Temp Labor to Landscape/Maintenance positions focusing on the City's neighborhood parks.

Human Resources Department (2 positions)

- 1 participant completed the employment training program as a Human Resources Clerk and was hired in the Maintenance Department at the Newly Renovated Robinson Center Music Hall.
- Ethnicity Breakdown:
 - African American: 1

Parks & Recreation Department (6 positions)

- Twelve applicants have been referred to James Short for employment as Maintenance/Landscaping in the Riverfront Park.

Little Rock Zoo (4 positions)

- 3 participants are currently participating in the training program.
- 20 participants have been placed at the LR Zoo.
- 6 participants have been promoted to a full-time regular position.
- **Kevin Howard – now Full-time Regular (Presentation)**
- Ethnicity Breakdown:
 - African American: 15
 - Caucasian: 5

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.

Planning & Development

- Position and job description pending.

Information Technology

It has been determined that due to the sensitive nature of this department, Re-Entry applicants are not eligible for hire.

CONTRACT PROVIDER UPDATES

Re-Entry Services/Transitional Employment Opportunities

Note: All contracts end December 31, 2017 but are eligible for extension if contract requirements are met.

- Since the beginning of this contract term, 227 participants have been referred to The Good Grid and Our House Inc. for employment placement services.

Our House, Inc.

- Enrolled: 83 program participants
- Employed: 61 participants placed

The Good Grid (Pro-tech)

- Information pending

LEADERSHIP DEVELOPMENT TRAINING

This was the first time anything similar has been offered specifically for the City's Re-Entry population.

Presented by Michael F. Johninon, Founder - "Compassion In Action"

- The Public Works' Sidewalk and ROW crews participated in a 5-part Leadership Development Training Workshop hosted by Community Programs' Re-Entry Program at City Hall. Held primarily during the lunch hour, some of the topics discussed were: Education; Self-Discipline; Personal Growth; Responsibility; and Accountability. The actual participation and discussions during the workshop sessions were excellent and the evaluations of the workshop were very positive. Another session will be planned in the future.

PRIVATE SECTOR EMPLOYMENT PARTNERSHIPS

These partners are happy to interview and hire our ReEntry referrals whenever they have active job openings. We are constantly looking for additional partners.

- Freddy's Frozen Custard & Steakburgers
- Tyson Foods, Inc.
- Polished Mobile Details
- Little Rock Convention Center
- Ace Glass
- Union Pacific Railroad

Community Programs Department

Youth in Transition Skills Training • 18-30



Project handled by: **Michael Sanders, Community Resources Manager**

CONTRACT PROVIDER UPDATE

Career Life Skills Development System

- Contract agreement approved for Our House Inc. to provide services to Little Rock residents aged eighteen (18) to thirty (30) years-old.
- Our House, in collaboration with the Department of Community Programs, will address neighborhood needs in an ongoing way by engaging community organizations in the planning and implementation of career and life skills development programming and to produce common outcomes described in the Youth Master Plan.

Program Design

- Recruitment/Intake/Assessment
- Test of Adult Basic Education (TABE)
- Universal Assessment
- Arizona Self-Sufficiency Matrix

Case Management

- Director of Client Services
- Central Arkansas Family Stability Institute
- Social Work Interns

Soft/Life Skills Training (curriculum)

- Universal Skills Inventory
- Keirsey Personality assessment
- Personal Documentation
- Financial Literacy
- Career Skills/Goals
- Housing/Parenting

Employment Training

- Career Skills Inventory
- Employment Coaches
- Resume Building
- Career Readiness Certificate
- Career Match

Apprenticeships

- On-the-Job Training
- Job Placement

Partnerships

- Adult Education
- Employer Alliance
- Hotel Industry
- Central Arkansas Human Resources Association(CAHRA)
- Workforce Services

Data Collection

Evaluation