

**Program Name: Ex-Offender Employment Program – Jacksonville Area Legal Aid**

**Department Name: Recreation and Community Services Department**

<b>Prepared By:</b> Jacksonville Area Legal Aid, Inc.	<b>Reporting Month:</b> December 2009	<b>Contact Info:</b> Michael Figgins, Executive Director 356-8371 Ext 325
--	--	--

**Type Allocation:** City Direct Delivery  Competitive Bid  Legislative Award

**Program Strategy:** Focusing on Felon Re-Entry

**Program Summary:**  
Provide job placement services to ex-offenders.

**Program Overall Status:**

- During the month of December, the Jacksonville Area Legal Aid (JALA) Ex-Offender Re-entry Program opened (25) new cases in which the applicant was screened and placed on our employment/case management list, bringing our total client list to (602).
- JALA staff sent (14) clients to a job and/or educational lead during the month of December.
- There are currently a total of (55) clients working in the month of December.
- Zero clients are no longer employed who had been working as of our last grant report month, bringing the total number of participants who have not been able to maintain employment once obtained to (6).
- Also, (16) clients are currently enrolled in an educational/apprenticeship program, furthering their likelihood of obtaining and maintaining employment.
- JALA Re-entry Program staff conducted (2) New Start Clinics at Worksource informing attendees of our Program and its services. Similarly, JALA staff conducted a presentation to a class at City Rescue Mission regarding employment barriers for ex-offenders, and the available resources to them in their re-entry such as our Program.
- Additionally, JALA staff participated in DISMAS, a workshop for soon-to-be-released offenders to warn them of the consequences of re-offending and to offer resources to avoid such.
- JALA Re-entry Program staff maintains active membership in the Jacksonville Area Discharge Enhancement Consortium.
- After contacting local area businesses, we have recruited (4) new employers willing to hire ex-offenders, bringing the total number of employers willing to hire ex-offenders (when hiring) to (195).
- For those clients who have participated in the Program for a minimum of 6 months (January 1, 2009-June 30, 2009), only (53) of the total (352) have been re-arrested since joining our Program. Of these (53) repeat offenders, (10) were programmatic arrests (violation of probation, e.g.), (24) were misdemeanors (petit theft, e.g.), and (19) were felonies (armed robbery, e.g.). Therefore, only 15% of our clients have been re-arrested since joining our Program.

**Successes:**

- During the month of December, JALA Re-entry Program assisted a total of (12) clients with legal issues serving as barrier to obtaining, or maintaining, employment, bringing total number of clients assisted with legal barriers to employment at (393).

**Challenges:**

- Most, if not all, of the ex-offender employment assistance programs restrict acceptable applicants to those with only misdemeanor offenses, or those with no violent or sexual offenses. Our program does not restrict acceptable applicants based on offense. Therefore, our Program assists all levels of ex-offenders from misdemeanors to violent felonies, sexual offenses, and drug offenses. Unfortunately, this population is often the most unemployable.
- Additionally, we are restricted to only accepting ex-offenders released after January 1, 2009. Given the recency of the offense, many employers hesitate to employ them. We speak with many employers who state that they are willing to consider an applicant with a criminal background if it is 5 years or older (or 7, or 10 is usually better).
- To combat these challenges, including the current poor job market, we are continually communicating with local employers regarding our eager-to-work clients, the federal incentives of bonding and tax breaks for employers who hire ex-offenders, and maintaining case monitoring once employment is obtained.
- Particularly to the month of December, numbers are down due to the holidays both for employers hiring, and for JALA staff.
- To combat these challenges, JALA staff have created an Employer Survey to use as a tool to determine who is hiring, what jobs are available, whether the employer is willing to hire ex-offenders and if so, any exclusions as to offenses or length of time since offense. Included in the survey packet is information about our Program and its participants, and information on federal employer incentives for hiring ex-offenders such as fidelity bonds and tax incentives.

**Program Providers – Where there are multiple agencies working together, please specify each agencies role. If type other than those illustrated below, please add to legend type below.**

**Types: D\$=City direct funded provider PT = Partner or subcontracted provider – NO FUNDING**  
**PT\$ = Partner or subcontracted provider receiving funds from direct funded provider**

Provider(s)	Type (Include type code from above)	Contact Name	Address/Tel. No.	Program Specifics/ Services Provided
-------------	-------------------------------------	--------------	------------------	--------------------------------------

Jacksonville Area Legal Aid	D\$	Michael Figgins	126 W. Adams St. Jax, Fl. 32202 356-8371	To provide assistance to ex-offenders trying to obtain employment.
-----------------------------	-----	-----------------	--	--

**Program Budget/Financial Status**

Budget Item	Budget	Actual (cumulative)	Balance	Variance/Explanation
Jacksonville Area Legal Aid	\$125,391	\$29,130.54	\$96,260.46	On track with spending

**Program Information**

**Program Metrics/Statistics/Outcomes:**

**SCOPE OF SERVICE**

- Develop a staffing plan for the programs and qualifications of staff conducting the re-entry program
- Develop a program plan to include but not be limited to: detailed case management; screening and assessment; job coaching; job placement/job retention
- Identify transportation barriers and develop actions to address them

**DELIVERABLES**

Five key deliverables from the organization are expected at the conclusion of the project:

	Current Month (New Data)	FY 2008/09 (Open)	FY 2010 YTD Actual	FY 2009/10 Proposed
<b>A. Quantity: How much?</b>				
Number of Participants receiving case management services	25	508	94	550
Number of <b>Employers recruited</b> /jobs created	4	180	15	125
Number of Job placements made	3	45	16	40
Number of education placements made	0	20	4	20
Number of participants who maintain employment	3	39	16	35
<b>B. Quality / Effort: How well services provided?</b>	Current Month (New Data)	FY 2008/09 (Open)	FY 2010 YTD Actual	FY 2009/10 Proposed
Job Retention %	100%	87%	100%	85%
<b>C. Client Benefits: Is anyone any better off?</b>	Current Month (New Data)	FY 2008/09 (Open)	FY 2010 YTD Actual	FY 2009/10 Proposed
Reduced recidivism rates at 6 months, 1 year and 3 years			15%	15%

**Narrative**

**Additional Information**

[Include information specifically requested by Journey Staff or Oversight Committee members specific to this program]

<b>Program Name: Ex-Offender Employment Program – Operation New Hope</b>				
<b>Department Name: Recreation and Community Services</b>				
<b>Prepared By:</b> Douglas Brown, Chief Operating Officer		<b>Reporting Month:</b> December 2009		<b>Contact Info:</b> 904-407-3726 dbrown@operationnewhope.com
<b>Type Allocation:</b> City Direct Delivery <input type="checkbox"/> Competitive Bid <input checked="" type="checkbox"/> Legislative Award <input type="checkbox"/>				
<b>Program Strategy:</b> Focusing on Felon Re-Entry				
<b>Program Summary:</b> Provide job placement services to former inmates.				
<b>Program Overall Status:</b> Program is operating at without challenges.				
<b>Successes:</b>				
<ul style="list-style-type: none"> <li>• Operation New Hope has entered into an MOU with the Department of Revenue to review and assist with restructuring Child Support orders.</li> <li>• participated in Re entry Seminar with Baker CI</li> <li>• Hosted Project New Ground Employment orientation</li> <li>• Presented to a UNF criminology class on Ready4Work program</li> <li>• Partnered R4W clients with Passport to Prosperity program via Community Rehabilitation Center</li> </ul>				
<b>Challenges:</b>				
<ul style="list-style-type: none"> <li>• Participants' commitment to program in the face of pressing financial needs.</li> </ul>				
<b>Program Providers – Where there are multiple agencies working together, please specify each agencies role. If type other than those illustrated below, please add to legend type below.</b>				
<b>Types: D\$=City direct funded provider PT = Partner or subcontracted provider – NO FUNDING</b>				
<b>PT\$ = Partner or subcontracted provider receiving funds from direct funded provider</b>				
Provider(s)	Type (Include type code from above)	Contact Name	Address/Tel. No.	Program Specifics/ Services Provided
Operation New Hope	D\$	Kevin Gay	kgay@operationnewhope.com 425-6452 1830 North Main Street, 32206	To assist ex-offenders re-entering Jacksonville with pre-release and post-release in-depth employment assessments, job coaching and placement, follow-up, and case management in order to reduce recidivism.

**Program Budget/Financial Status (October 2009)**

Budget Item	Budget	Actual (cumulative)	Balance	Variance/Explanation
Operation New Hope	\$349,609	95,457.80	254,151.20	

**Program Metrics/Statistics/Outcomes:**

**SCOPE OF SERVICE**

- Develop a staffing plan for the programs and qualifications of staff conducting the re-entry program
- Develop a program plan to include but not be limited to: detailed case management; screening and assessment; job coaching; job placement/job retention
- Identify transportation barriers and develop actions to address them

**DELIVERABLES**

Five key deliverables from the organization are expected at the conclusion of the project:

<b>A. Quantity: How much?</b>	<b>Current Month (New Data)</b>	<b>FY 2008/09 (Open)</b>	<b>FY 2010 YTD Actual</b>	<b>FY 2009/10 Proposed</b>
Number of Participants receiving case management services	191	122	626	3,000
Number of Job Placements made within 6 months	7	37	21	200
Number of employers recruited	2	-	12	150
Number of jobs created	36	-	107	200
<b>B. Quality / Effort: How well services provided?</b>	<b>Current Month (New Data)</b>	<b>FY 2008/09 (Open)</b>	<b>FY 2010 YTD Actual</b>	<b>FY 2009/10 Proposed</b>
Job Retention %	0	49%	0	70%
<b>C. Client Benefits: Is anyone any better off?</b>	<b>Current Month (New Data)</b>	<b>FY 2008/09 (Open)</b>	<b>FY 2010 YTD Actual</b>	<b>FY 2009/10 Proposed</b>
Reduced recidivism rates at 6 months, 1 year and 3 years	0	7.58%	0	15%

**Narrative**

Operation New Hope hosted an Employer Forum " A Season of Hope" in mid December to introduce prospective employers to our agency. The agenda included testimonials from existing companies and a networking luncheon with our clients.

The agency also entered into an agreement with the Department of Revenue to assist our participants pre-release with Child Support education and assistance to modify or amend enforcement action.

We have formalized our partnership with NEFCAAA to provide vocational training focused on Ready4Work participants.

Our recidivism rate reflects the arrest of 14 of 186 clients, these are clients that showed up and enrolled in our program, we have an additional 12 clients that we assessed that did not show up that were arrested, the would represent a recidivism rate of 13.98%, we have never developed a plan of care participated in our Career Development class.

<b>Program Name: Ex-Offender Employment Program – Operation New Hope</b>				
<b>Department Name: Recreation and Community Services</b>				
<b>Prepared By:</b> Douglas Brown, Chief Operating Officer		<b>Reporting Month:</b> December 2009		<b>Contact Info:</b> 904-407-3726 dbrown@operationnewhope.com
<b>Type Allocation:</b> City Direct Delivery <input type="checkbox"/> Competitive Bid <input checked="" type="checkbox"/> Legislative Award <input type="checkbox"/>				
<b>Program Strategy:</b> Focusing on Felon Re-Entry				
<b>Program Summary:</b> Provide job placement services to former inmates.				
<b>Program Overall Status:</b> Program is operating without challenges.				
<b>Successes:</b> <ul style="list-style-type: none"> <li>• Operation New Hope has entered into an MOU with the Department of Revenue to review and assist with restructuring Child Support orders.</li> <li>• participated in Re entry Seminar with Baker CI</li> <li>• Hosted Project New Ground Employment orientation</li> <li>• Presented to a UNF criminology class on Ready4Work program</li> <li>• Partnered R4W clients with Passport to Prosperity program via Community Rehabilitation Center</li> </ul>				
<b>Challenges:</b> <ul style="list-style-type: none"> <li>• Participants' commitment to program in the face of pressing financial needs.</li> </ul>				
<b>Program Providers – Where there are multiple agencies working together, please specify each agencies role. If type other than those illustrated below, please add to legend type below.</b>				
<b>Types: D\$=City direct funded provider PT = Partner or subcontracted provider – NO FUNDING</b>				
<b>PT\$ = Partner or subcontracted provider receiving funds from direct funded provider</b>				
Provider(s)	Type (Include type code from above)	Contact Name	Address/Tel. No.	Program Specifics/ Services Provided
Operation New Hope	D\$	Kevin Gay	kgay@operationnewhope.com 425-6452 1830 North Main Street, 32206	To assist ex-offenders re-entering Jacksonville with pre-release and post-release in-depth employment assessments, job coaching and placement, follow-up, and case management in order to reduce recidivism.

**Program Budget/Financial Status (October 2009)**

Budget Item	Budget	Actual (cumulative)	Balance	Variance/Explanation
<b>Operation New Hope</b>	\$349,609	95,457.80	254,151.20	

**Program Metrics/Statistics/Outcomes:**  
**SCOPE OF SERVICE**

- Develop a staffing plan for the programs and qualifications of staff conducting the re-entry program
- Develop a program plan to include but not be limited to: detailed case management; screening and assessment; job coaching; job placement/job retention
- Identify transportation barriers and develop actions to address them

**DELIVERABLES**

Five key deliverables from the organization are expected at the conclusion of the project:

	Current Month (New Data)	FY 2008/09 (Open)	FY 2010 YTD Actual	FY 2009/10 Proposed
<b>A. Quantity: How much?</b>				
Number of participants receiving Intake/Assessments				
Number of participants Referrals				
Number of Participants receiving case management services	191	122	626	3,000
Number of Job Placements made within 6 months	7	37	21	200
Number of employers recruited	2	-	12	150
Number of jobs created	36	-	107	200
<b>B. Quality / Effort: How well services provided?</b>	Current Month (New Data)	FY 2008/09 (Open)	FY 2010 YTD Actual	FY 2009/10 Proposed
Job Retention %	-	49%	49%	70%
<b>C. Client Benefits: Is anyone any better off?</b>	Current Month (New Data)	FY 2008/09 (Open)	FY 2010 YTD Actual	FY 2009/10 Proposed
Reduced recidivism rates at 6 months, 1 year and 3 years			13%	15%

**Narrative**

Operation New Hope hosted an Employer Forum " A Season of Hope" in mid December to introduce prospective employers to our agency. The agenda included testimonials from existing companies and a networking luncheon with our clients.

The agency also entered into an agreement with the Department of Revenue to assist our participants pre-release with Child Support education and assistance to modify or amend enforcement action.

We have formalized our partnership with NEFCAAA to provide vocational training focused on Ready4Work participants.

Our recidivism rate reflects the arrest of 14 of 186 clients, these are clients that showed up and enrolled in our program, we have an additional 12 clients that we assessed that did not show up that were arrested, the would represent a recidivism rate of 13.98%, we have never developed a plan of care participated in our Career Development class.