

BUDGET COMMITTEE GRANT RECOMMENDATION REPORT

Program Name: Safer Foundation

Program Agency DUNS: 020041588

Funding Source: SFY20 State Budget Appropriation: \$1,000,000

Agency Budget: \$25,725,800

Request Type: Line Item Appropriation

Program Description

Safer Foundation has a record of effectively combatting recidivism and crime reduction by providing employment opportunities to individuals who are at risk of engaging in unlawful activities, becoming the victims and/or perpetrators of violence, or falling into the ranks of the long-term unemployed. Safer Foundation has a robust network of resources to support workforce and human capital development leading to employment and economic stability for people with arrest and conviction records. In collaboration with its community, employer, and training partners, Safer will recruit, screen, and prepare program participants for sustainable employment. Job placement strategies will include transitional jobs, on-the-job training, and permanent placements.

The Working4Peace program incorporates “earn and learn” educational strategies and credential skills training to prepare young adults (primarily 18-26 years of age) experiencing or at risk for violence and those with criminal records for careers. The goal is to position participants with the interpersonal skills, competencies, and tools to overcome barriers to employment. Clients participating in this higher level of credentialed and job training are prepared for anticipated placement in construction (carpentry and/or electrical), food service/culinary arts, automotive mechanics, transportation/distribution/logistics, or media.

In addition, Safer will partner with Mount Sinai Hospital’s Sinai Urban Health Institute (SUHI) as it seeks to better understand the issues connected to gun violence in Chicago’s west side communities. The rippling effect of gun violence has both social and economic impacts including lost wages and taxes, medical bills, high law enforcement and corrections costs, and community disinvestment. Safer Foundation and key partners: Sinai Urban Health Institute, ALSO-Chicago (Alliance of Local Service Organizations), and Safer Demand Skills Collaborative (SDSC) skills training partners will deliver a holistic workforce and human capital development program. As a referral partner, SUHI seeks to work with Safer to build their previous study of non-fatal gun violence victims who are treated and discharged quickly. The goal is to refer such persons for Safer services and to identify their social needs, gaps, resources and barriers to employment and workforce development comparing those with and those without arrest/conviction records. This partnership leverages the expertise of both organizations and employs new strategies in addressing violence reduction. This program element would provide needed staffing to conduct assessments of non-fatal gun violence victims with superficial injuries in the emergency department and to link those with arrest or conviction records to Safer workforce development services in high demand/skill areas. This program is structured around coordinated partners who are focused on changing the trajectory of life outcomes for participants. Core elements utilize operational excellence, fidelity to proven practices. Moreover, this program will empower participants to make positive life choices, support

career education and provide hands-on skills training, and facilitate employment in fields that can lead to career paths and employment mobility.

Program Activities

Program Phase	Program Activities
Project Planning and Implementation Phase	<ul style="list-style-type: none"> • Assign program staff. • Confirm partners. • Establish joint program implementation plan. • Develop marketing and communications materials to support outreach and recruitment efforts.
Outreach, Recruitment and Orientation Phase	<ul style="list-style-type: none"> • Provide eligibility and suitability guidelines for recruiting. • Engage in active recruitment with ALSO-Chicago and other agency partners. • Launch efforts with Sinai Urban Health Institute for pilot referral process. • Utilize Safer Mobile Unit in community engagement efforts. • Coordinate with Illinois Department of Corrections and Cook County Detention Center for referrals. • Conduct Safer services orientation sessions.
Stabilization Phase	<p>Intake and Assessment of referrals for Safer Services:</p> <ul style="list-style-type: none"> • Determine interest, commitment and eligibility. • Conduct assessments for math and reading proficiency. • Conduct assessments as indicated for substance abuse disorder and other supportive service needs. <p>Program Orientation:</p> <ul style="list-style-type: none"> • Introduce participants to the program goals and expectations. • Connect with case managers and career planning for individual employment plan and/or clinical supported employment services. <p>Participate in cohort-based activities that include Job Readiness Training (JRT) education and pro-social emotional learning activities.</p> <p>As needed, clients are connected to supportive services for transportation, housing, health care, substance abuse services, etc.</p>
Industry Training, On-the-Job Training and Transitional Jobs Phase	<ul style="list-style-type: none"> • Ascertain Career Interest and Fit. • Clients advance to vocational skills training programs

	<p>including accelerated programs, on-the-job training (OJT) and other methodologies in targeted industries. All education and training strategies are designed to address clients' skills and lift academic/technical skills.</p> <ul style="list-style-type: none"> • Where required, an Educational Facilitator will support high school equivalent or diploma completion and mentoring support to maintain engagement to achieve career plan goals and milestones.
Job Placement, Job Retention and Follow-up Phase	<p>Transition to Employment and/or continuing occupation education:</p> <ul style="list-style-type: none"> • Upon completion of training and cognitive behavioral programs, clients will receive a credential and work with Safer Sector Managers (job developers) to be matched with full-time employment opportunities in their fields of interest. • Close client contact will continue to ensure ongoing employment retention, provision of supports and to measure success benchmarks such as retention, wages and evaluation for sustainability and replication.

Goals

Goal Area	FY20 Projected Number of Participants (July 2019 – June 2020)
Recruitment	550 - 600
Development of Individual Career Plans	*245 – 300
Increase participant motivation and self-efficacy through Job Readiness Training	220 – 270
Divert ineligible clients to Safer Retention Services Pathways	**105 - 155
Skills Program Enrollment: Entering Credential Training Pathways, OJT/Transitional Jobs Programs	115
Successful Completion of Credential Training and OJT/Transitional Jobs	86
Successful Employment	60

*This is the anticipated number needed to enroll 115 participants in the skills training program.

**Upon determination of Credential Training Pathways program ineligibility, these participants will be diverted to a non-ICJIA funded program.

Priorities

In 2012, ICJIA's enabling statute was expanded to include additional responsibilities related to violence prevention. These responsibilities include distributing grants to community and statewide organizations, other units of local and state government, and public-school districts that address violence prevention in a

comprehensive and collaborative manner. The program described in this recommendation proposes to reduce risk factors for violence by providing education and job training.

Program Funding Detail

This designation would support 12 months of funding, representing Year 2 of programming. Any future designation recommendations for this program will be pursuant to staff analysis of program performance and will depend on fund availability.

Past Performance

Goal Area	FY2019 Projected Number of Participants (Oct 2018 – June 2019)	# Achieved YTD (as of 3/31/2019)
Recruitment	300-400	320
Enrollment (Development of Individual Career Plans)	200	120
Increase participant motivation and self-efficacy through Job Readiness Training	186	120
Divert ineligible clients to Safer Retention Services Pathways	130	120
Skills Program Enrollment: Entering Credential Training Pathways, OJT/Transitional Jobs Programs	56	44
Successful Completion of Credential Training and OJT/Transitional Jobs	42	0
Successful Employment	30	0

Note: The grantee has informed us that a number of participants completed their training in May. Based on those numbers, and the number of clients expected to completing training in June, the grantee anticipates achieving their FY19 goals.

Budget Detail

	Total
Personnel and Fringe Total FTE: Salary and fringe for approximately 6.1 FTE <ul style="list-style-type: none"> • Program Manager (directs program) • Intensive Case Managers – Clients Services (2) providing weekly wrap around services, case management support, career coaching • Counselor/Therapist – licensed clinician provides supportive services case management, connects to Medicaid/Insurance, provides therapy or clients struggling with substance use and co-occurring mental health issues, connects to other healthcare resources as needed • Program Research Coordinator: will coordinate the community-based engagement efforts to ensure alignment with projects goals and objectives and the linking of findings across the program components various team members 	\$294,541

(Safer, ALSO, SUHI) to inform development of Community Development Risks Reduction plans. <ul style="list-style-type: none"> • Sector Managers (2x) – Work within the community to create employment opportunities Outreach Coordinators (2x) – recruitment, mentoring	
Equipment	\$0
Supplies: Research database, office supplies, and program supplies	\$16,165
Travel: Local staff travel	\$2,616
Contractual: Subcontracts for On the Job Training and materials for training (\$225,198); Training Stipends and Transportation (\$51,172); SUHI Community Health Workers - 6 months (\$29,782) to help conduct assessments and employment referrals; and other contractual such as corporate insurance, rent, computer, phone (\$36,547)	\$620,588
Indirect / Other Costs (Anticipated 14% federally approved rate)	\$66,090
Totals Federal / State and Match:	\$1,000,000.00