

#133

COMPLETE

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Q1 Name of your organization.

Center for Employment Opportunities San Bernardino (CEO SB)

Q2 Grant #

20160273

Q3 Grant Period

5/16/16 - 5/16/17

Q4 Location of your organization

City	San Bernardino
State	California

Q5 Name and Title of person completing evaluation.

Sarah Glenn-Leistikow, Greater Los Angeles Area Director

Q6 Phone Number:

909.272.9957

Q7 Email address.

sglenn@ceoworks.org

Page 2: Key Outcomes and Results

Q8 Total number of clients served through this grant funding:

168

Q9 Describe the project's key outcomes and results based on the goals and objectives. Use the following format: State the Goal: State Objective 1: Describe the Activities, Results and Outcomes for Objective 1: State Objective 2 (if applicable): Describe the Activities, Results and Outcomes for Objective 2: State Objective 3 (if applicable): Describe the Activities, Results and Outcomes for Objective 3:

Goals: Enroll 120 formerly incarcerated people in LSE; Prepare 110 to enter the competitive labor market over 12 months by providing all aspects of the CEO model, providing a subset of 15 with advanced training; Make 85 total job placements.

Outcomes:

Objective 1)

Conduct Life Skills Education training for 120 participants, including safety training specific to Caltrans work crews

Activity 1)

Presentations, training guides, lectures and one-on-one coaching, on critical skills for success in the workplace, including navigating stigma around convictions.

Actuals 1)

168 participants enrolled in LSE

Objective 2)

Provide vocational services to 110 formerly incarcerated SB County residents to enter the competitive labor market; Enroll 15 participants in advanced trainings to increase their job prospects

Activity 2)

Employ all LSE graduates on a Caltrans work crew to earn a daily paycheck.

Provide all participants with weekly one-on-one job coaching and job development meetings to build interview skills and prepare for the workforce.

Recruit, screen and prepare for advanced trainings offered through partnership with SBCCD.

Actuals 2)

155 participants engaged in transitional work and receiving vocational services;

23 participants enrolled in advanced training

Objective 3)

Create 85 job placements, including replacements for participants

Activity 3)

Assist participants in obtaining jobs through job search, resume creation, job applications and interviews.

Build relationships with businesses to create opportunities for hire

Actuals 3)

106 total job placements

Q10 Please describe any challenges/obstacles the organization encountered (if any) in attaining goals & objectives.

CEO San Bernardino experienced turnover at the Business Account Manager (BAM) position, which led to a period of difficulty in making job placements. Additionally, our San Bernardino Director, Sarah Glenn Leistikow, transitioned to a Greater Los Angeles Regional Director role, overseeing both the Los Angeles Office and the San Bernardino office, creating more responsibility for our new SB Program Manager, Michael Wahome, whose role has shifted and evolved in the time since Sarah's promotion. We also experienced transition with Probation contacts, leading to a period of challenge without a clear liaison at Probation and ebbs in the Parole referrals due to challenges our referral partner, CSRI, was facing.

Q11 How did you overcome and/or address the challenges and obstacles?

Michael was promoted from BAM to the Program Manager position and worked diligently to learn all the aspects of the job while addressing challenges. Once the BAM role was re-filled, and Michael's role was solidified, staff became more comfortable and we saw a normalization of the placement rate, leading to the accomplishment of all goals.

Q12 Describe any unintended positive outcomes as a result of the efforts supported by this grant.

Our relationship with SBCCD has continued to develop strongly; they have expanded the bank of resources and trainings available to us that should allow us to offer a more diverse array of opportunities for our participants. Additionally, we were able to get a new relationship with SB County Probation and the City of SB Public Works Department off the ground, thus launching a third work crew. We also developed an additional training partner relationship and were able to offer another training option in construction as a result.

As we move forward we will have BAMs be more actively involved in promoting all the trainings to engage even more participants in the pathways towards career advancement.

Q13 Briefly describe the impact this grant has had on the organization and community served.

This grant has allowed the much-needed casework CEO provides to go forward without interruption. This includes elements of CEO's 4-step program model which has been proven to reduce recidivism and curtail public expenses on criminal justice. The job placements made by CEO during the grant period have given a boost to dozens of local businesses, while the earned income from transitional work and full-time employment has allowed CEO participants to take care of themselves and their families while avoiding reincarceration.

Page 3: Budget

Q14 Please provide a budget expenditure report of the approved line items. Include a brief narrative on how the funds were used to fulfill grant objectives.

A majority of grant funds were used to cover a sizeable portion of costs for CEO SB's Life Skills Education and Job Coaching services as well as Employment Services, including 38.5% of the Life Skills Education Instructor/Job Coach's salary and 34% of one of the Business Account Manager's salary. These roles are critical in providing intensive case management that serves to help participants successfully transition from the point of release to their first paid transitional job, and from there into positions with employers outside of CEO. The grant actuals outlined in question 9 are a testament to the work of the Life Skills Educator and Business Account Manager's exemplary work over the last year.

Page 4: Success Stories

Q15 Please relate a success story:

Ron came to CEO without direction. He had recently been released from incarceration and immediately took to heart what CEO had to offer him. After excelling during his job coaching and transitional work, Ron was able to find full-time employment with the help of a Business Account Manager. He was able maintain employment for his full year of CEO retention programming, and is still employed today. Since becoming employed, he has returned to school at San Bernardino Valley College, as well taken drug and alcohol counseling courses. CEO has given him the support he needed to get through his first semester of school, in addition to being a shoulder for him to lean on when he went through a period of personal issues. To this day, Ron holds CEO in extremely high regard in his life.

Q16 Please relate a success story here:

Jesus: "The program makes me feel good about myself. I feel like I am accomplishing something. I haven't felt that in a while."

Maurice: "I have met a lot of good people here. I have been given a lot of job opportunities that I probably would not have found on my own. I am planning on getting into landscaping so I will use what I learned here so I can work for a private company or CalTrans."

Q17 Please relate a success story here:

Sean had a rocky start but he found employment. After six months he relapsed and had to go through a drug program. He stayed in touch with CEO, came back to work and got on his feet. His previous employer hired him back, but he got let go again because of a failed background check. He continued to get support from CEO until he found an even better job than the one he had before. He really appreciates CEO standing by him throughout his reentry process.

Ruben: "The program provides a great start for someone who wants to do something for themselves. It provides structure with which to develop good work habits for those who may not have had the opportunity to develop them. Also for those who have never worked, one can put this experience on your resume." In his experience, employers prefer to give someone a 2nd chance if they know that an individual has completed a program such as CEO. This is how he found his job, and the employer kept him on despite his felony. He strongly recommends the program to others faced with the challenges of reentry.

Page 5: Organizational Information

Q18 Which category best describes the organization. Please choose only one.

Other (please specify):
Workforce Development

Q19 What is the organization's primary program area of interest?

Other

Q20 Percentage of clients served through grant in each ethnic group category. Total must equal 100%

African American	25
Asian/Pacific Islander	1
Caucasian	32
Hispanic Latino	42

S.L. Gimbel Foundation Fund

Q21 Approximate percentage of clients served from grant funds in each age category.

Young Adults (18-24)
Adults

16
84

Q22 Approximate percentage of clients served with disabilities from grant funds.

Respondent skipped this question

Q23 Approximate percentage of clients served in each economic group.

At/Below Poverty Level

100

Q24 Approximate percentage of clients served from grant funds in each population category.

Respondent skipped this question