

Operation New Hope/Ready4Work

FY 2021-2022 City Grant Proposal Term Sheet

Grant Recipient: Operation New Hope (“Recipient” or “ONH”)

Program Name: Ready4Work (the “Program”)

City Funding Request: \$600,000.00

Contract/Grant Term: October 1, 2021– September 30, 2022

Any substantial change to this FY 2021-2022 City Grant Proposal Term Sheet (the “Term Sheet”) or the attached Program budget will require City Council approval.

PROGRAM OVERVIEW:

With over 20 years of experience providing reentry services in Northeast Florida, Operation New Hope (ONH) has become the leader in the field. United by the belief that we all deserve a second chance, we help people with criminal records reenter the workforce through job training, placement, and financial assistance. Our Ready4Release (pre-release) and Ready4Work (post release) programs build stronger communities by creating opportunities for our clients to become productive, responsible citizens saving taxpayers millions of dollars by avoiding the repeated high costs of incarceration. Over 90% of people that go to jail or prison will get out and return to their communities. We help those people successfully reintegrate back into society. ONH programs help meet workforce demands, lowers unemployment rates and generates new income tax and sales tax revenue. Our request will cover programmatic expenses.

Our goal for the 2021/22 budget year is to enroll and serve 90 post-release and diversionary program referral clients in the Ready4Work program allowing the organization the ability to support diversion programs (specialty courts, State Attorney’s Office programs and mental health institutions) that prevent people from entering the justice system. Overall program objectives for 2022 include: 75% Graduation Rate, 75% Job Placement Rate (assisted and self-placements), and Less than 10% Recidivism Rate. Participants are required to remain drug-free and attend a comprehensive job training program featuring life and employment skills. Each client is also assigned a Job Coach who provides guidance and support and creates detailed employment profile, leading to job placement with targeted employment partners.

Currently, there is a national crisis related to the struggle to find qualified workers in some of the country’s most important employment sectors. For our business partners, ONH builds customized training courses to help our clients meet the specific job skills needs of our employment partners. The ability to properly vet our program participants with the right job and right employer is critical. Our clients are assessed, workforce skills trained and drug free to ensure we provide our employment partners with qualified, reliable, and cost savings placements. Our career development training focuses on the introduction of new technologies, additional production or service standards/procedures, workplace literacy, and upgrading workers with additional skills.

We focus on the following “high demand” Employment Sectors:

- Advanced Manufacturing
- Healthcare
- Logistics/Transportation
- Living Wage Customer Service Careers

PROGRAM SCOPE OF WORK AND DELIVERABLES: *Core services provided through Ready4Work include:*

<ul style="list-style-type: none">• Case Management<ul style="list-style-type: none">○ Case Manager for a year○ Individualized Plan of Care○ Resource Support	<ul style="list-style-type: none">• Employment Services<ul style="list-style-type: none">○ Resume Development○ Job Coaching, Leads & Placements○ Career Mapping Support
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<ul style="list-style-type: none">• Career Development Training<ul style="list-style-type: none">○ In person and online job readiness and personal development training○ Access to diverse curriculum and instructors○ Educational Evaluations	<ul style="list-style-type: none">○ Mock Interviews• Mental Health Services<ul style="list-style-type: none">○ Licensed therapists assigned for a year○ Mental health evaluations○ Individual or family counseling○ Substance Abuse counseling○ Peer support program
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Additional resources include:

<ul style="list-style-type: none">• Housing/Rental Assistance (3 months)• Transportation/Bus passes (3 months)• Healthcare Support• Vital Documents Procurement	<ul style="list-style-type: none">• Financial Support/Stipends• Vocational Training• Food and Clothing Assistance
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PROGRAM COSTS/PAYMENT TERMS:

- Tier III, Employment: \$7,000 payment for each client that has successfully gained 2 weeks of consecutive employment with the same employer and supporting documentation is provided.
- Tier II, Workforce Readiness: \$5,750 payment for each client that completes Career Development Class, received a Wonderlic Assessment, mock interview class, received a Bio-Psychosocial from a licensed Mental Health Therapist, and created an Individualized Plan of Care.
- Tier I, Stabilization: \$1,800 payment for each client that completes initial intake, Individualized Plan of Care, Mental Health screening, Forecast Report, and overall assessment.
- Operation New Hope may also be reimbursed for housing at \$30.76 day (maximum \$2,000 per person).

PROGRAM IMPACT & REPORTING:

Implementing a comprehensive 4-pronged approach (case management, supportive services, job training, and job placement assistance), our Ready4Work reentry programs ensures each client succeeds. Participants are required to remain drug-free and attend a comprehensive job training program featuring life and employment skills. Clients are paired with a Licensed Mental Health Counselor and Case Manager who develop and implement an individualized plan of care. Each client is also assigned a Job Coach to provide guidance and support, leading to job placement with targeted employment partners.

Operation New Hopes uses Efforts to Outcome (ETO) software by Social Solutions, a leading performance management software development company, to collect and share data and outcome measures. A detailed individualized Plan of Care will be created in ETO for each client with short term and long-term goals. ONH will provide detailed reports outlining performance measures in the following areas: job placement, career development completion, recidivism, employment retention, and any other requested data.

As of June 30, 2021, ONH has enrolled 325 clients in Ready4Work Jacksonville and 38 clients in Ready4Work St. Johns County with a graduation rate of 85% since July of 2020. We have enrolled 80 clients under the COJ grant since October of 2020 and have a waiting list of over 20 clients as of July 14, 2021.

ADDITIONAL GRANT REQUIREMENTS AND CONDITIONS:

Recipient's expenditure of City funds for the Program and the provision of services shall be subject to Chapter 118, Parts 1, 2, 4, and 5 of the *Jacksonville Ordinance Code*, and the terms and conditions of any contract entered into between the City and Recipient. Recipient shall use the City funds for the Program in accordance with the City Council approved Term Sheet and Program budget. The City's Grant Administrator may amend this Term Sheet or the approved Program budget consistent with the Program's needs, provided that any substantial change to this Term Sheet or the approved Program budget will require City Council approval.