

# Growth Opportunities – Project Summaries

The Employment and Training Agency's (ETA) Growth Opportunities (GO) grant initiative supports the placement of youth (15-18) and young adults (18-24) with school expulsion or justice system contact who exhibit risk-factors associated with delinquent or criminal activity into paid work experiences aligned with their career and educational goals. It also provides funding for services such as mentorship, legal assistance, and transportation that support participants' participation and success. The goals of the grant include:

- Help youth avoid violence and build conflict resolution skills.
- Introduce and prepare youth for the world of work.
- Help youth identify career interests and attain skills and good work habits.
- Provide income to youth to start them on the path of earning living wages.

Justice-involved youth and young adults will be prepared for and introduced to the world of work through placement into paid work experiences. In addition, the program encompasses occupational education and training in in-demand industries, leadership development, mentorship, and post-program placement into employment and/or education. These grants focus on youth and young adults most impacted by and associated with community violence, particularly in areas of concentrated crime, poverty, and significant recent community unrest.

GO grantees have a violence prevention partner with significant experience in outreach to individuals with a high risk of committing violence (and/or becoming a victim) to interrupt the cycle of violence. Grantees also have a regional or local justice system partner that collaborates with the violence prevention partner.

Eligible participants:

- Are at least 18 years old and not older than 24 years of age on the date of enrollment;
- Reside in the targeted geographic area, or plan to return to the area upon release from incarceration;
- Have been expelled from a school OR had juvenile or adult justice system contact; and
- Have one or more risk-factors associated with delinquent or criminal activity.

The U.S. Department of Labor awarded \$43,268,819 in grants to 15 organizations across 11 states in the initial round of funding to support programs that provide job training and supportive services to justice-involved young people.

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The successful applicants are listed below and project summaries are on the following pages.

Recipient	City	State	Amount
<a href="#">The Dannon Project</a>	Birmingham	AL	\$4,000,000
<a href="#">Homeboy Industries</a>	Los Angeles	CA	\$2,000,000
<a href="#">Latino Coalition for Community Leadership</a>	Santa Barbara	CA	\$4,000,000
<a href="#">Gang Alternatives</a>	Miami	FL	\$2,000,000
<a href="#">AMIkids, Inc.</a>	Tampa	FL	\$4,000,000
<a href="#">Siouxland Human Investment Partnership</a>	Sioux City	IA	\$1,999,992
<a href="#">Workforce Inc. dba RecycleForce</a>	Indianapolis	IN	\$2,000,000
<a href="#">Minnesota Chippewa Tribe-White Earth Band</a>	Ogema	MN	\$1,831,342
<a href="#">STRIVE International Inc.</a>	New York	NY	\$4,000,000
<a href="#">Urban League of Rochester</a>	Rochester	NY	\$2,000,000
<a href="#">Family Health International</a>	Durham	NC	\$4,000,000
<a href="#">Opportunities Industrialization Centers of America</a>	Philadelphia	PA	\$4,000,000
<a href="#">Garfield Jubilee Association Inc.</a>	Pittsburgh	PA	\$1,562,500
<a href="#">SER-Jobs for Progress of the TX Gulf Coast</a>	Houston	TX	\$1,874,985
<a href="#">Midwest Urban Strategies Inc.</a>	Milwaukee	WI	\$4,000,000
<b>Total – 15 grants, 11 states</b>			<b>\$43,268,819</b>

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## AMIkids, Inc.

Tampa, FL

<b>Award Amount:</b>	\$4,000,000.00
<b>Applicant Type:</b>	Intermediary
<b>Participant Enrollment Goal:</b>	360
<b>Age Group Served:</b>	15-18 years old
<b>Violence Prevention Partner(s):</b>	Safe and Sound Hillsborough; Nprogress Consulting; Ummah Future International; Mayor's Office
<b>Target Area(s):</b>	Hillsborough County, FL; Tampa, FL; Miami-Dade County, FL; Union County, SC; Jonesville, SC
‡ Rural; † Urban	
<b>Sub-grantees (if applicable):</b>	AMIkids Tampa; AMIkids White Pines; Empowered Youth, Inc.

As a national organization, AMIkids, Inc. will serve as an intermediary applicant to support the work performed by its subgrantees. Each location will serve 120 youth over the course of the grant period for a total of 360 youth served through this funding opportunity. The intended beneficiaries are youth enrolled at AMIkids Tampa (FL), AMIkids White Pines (SC), and Empowered Youth (FL) who have expressed an interest in and aptitude for job placement in culinary and food service positions. Each of the three subgrantees will recruit participants from existing programs that serve at-risk youth, with the help of local Justice System partners.

Youth will be screened by Vocational Case Managers to determine their interest in a new culinary arts program, which will be taught at each location by a trained chef (culinary Career Technical Instructor). BLS projects 6% growth annually for food preparation workers from 2020 to 2030, indicating an in-demand field. Youth completing the program leave will earn the ServSafe Food Handler certificate. For the first six months of program involvement, youth will participate in classes designed to prepare them for work in the food service industry, including food safety, food handling, and food preparation. Youth completing the six months of classroom training will have an opportunity to put their skills to practice on a food truck at each of the three locations. At Empowered Youth, the students will be employed directly by the subgrantee for the first 100 hours, and with an employer partner for the second half. At AMIkids Tampa and AMIkids White Pines, the food truck will be an extension of classroom learning to prepare students for 200 hours with a local employer. These youth will receive stipends for working shifts on the truck. All participants will work with a Violence Prevention Partner and the AMIkids team to implement Breaking Barriers locally, an initiative designed to address tensions between law enforcement and community members.

The proposed outcomes are: 70% education and employment rate in the second quarter after program exit; 60% education and employment rate in the fourth quarter after exit; median earnings in the second quarter after exit of \$5,750 per participant; 50% of participants earn an industry-recognized credential; 70% of participants will demonstrate skills gains; arrests for violent crimes after program entry will be less than five percent; and recidivism rate will be less than 10%.

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## Family Health International

Durham, NC

<b>Award Amount:</b>	\$4,000,000.00
<b>Applicant Type:</b>	Intermediary
<b>Participant Enrollment Goal:</b>	350
<b>Age Group Served:</b>	18-24 years old
<b>Violence Prevention Partner(s):</b>	Operation 2 Save Lives
<b>Target Area(s):</b>	Colorado Springs, CO; Denver, CO; Louisville, KY; Kailua, HI;
‡ Rural; † Urban	Richmond, VA; Counties of Ashley, Bradley, Chicot, Desha, Drew, and Lincoln in Arkansas
<b>Sub-grantees (if applicable):</b>	Community Springs (Colorado Springs and Denver, CO); Kentuckiana Works (Louisville, KY); Kinai’Eha (Kailua, HI); RISE for Youth (Richmond, VA); Phoenix Youth and Family Services (Counties of Ashley, Bradley, Chicot, Desha, Drew, and Lincoln in Arkansas)

FHI 360 serves as an intermediary to five sub-grantee organizations that, together with their community partners, will prepare for employment 350 young adults between the ages of 18-24 who are impacted by crime, violence, and poverty and place them into paid work experiences. While this project, helps young people identify career interests, attain relevant skills, gain work experience, and prepares them for the world of work, it also sets them up for success in employment placements through violence prevention, conflict resolution, mentoring, leadership, and supportive services. The GO project will be implemented in six diverse, non-contiguous high-poverty and high-crime communities (i.e., urban, rural, and Hawaiian homelands).

This project includes a collaborative network within each community. Subgrantees bring extensive experience serving reentering young adults, and all have staff with lived experience in the community. Their justice partners will assist with recruitment and referrals, violence prevention partners will provide mentorship and training on conflict resolution skills, and employer partners will contribute to the design of occupational and job-readiness training and hire participants for paid-work experiences leading to unsubsidized employment. Additional partners such as workforce development boards will support connections in line with leading industry trends and opportunities.

FHI 360’s intermediary role will support thought leadership through documenting strategies and offering peer-to-peer learning through a community of practice and a toolkit of best practices. We will also bolster the local violence prevention efforts by hosting two Violence Prevention Situation Table Community of Practice meetings with our partner Operation 2 Save Lives and will certify five staff members as Trauma-informed Self-care Response trainers.

Expected outcomes include 100% enrollment of 350 participants, (WIOA indicators) participants will have 50% credential attainment rate, 70% measurable skill gains, median earnings of \$5,750 or more 2<sup>nd</sup> quarter after exit, 70% education and employment rate 2<sup>nd</sup> quarter after exit, 60% education and employment rate 4<sup>th</sup> quarter after exit, and (REO-specific indicators) less than 5% arrested for a violent crime and less than 10% recidivism.

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## Gang Alternatives

Miami, FL

<b>Award Amount:</b>	\$2,000,000.00
<b>Applicant Type:</b>	Direct
<b>Participant Enrollment Goal:</b>	160
<b>Age Group Served:</b>	18-24 years old
<b>Target Area(s):</b>	Little Haiti, FL; Little River/Liberty City, FL; Miami, FL
↑ Urban	

Gang Alternative will implement the GO Little Haiti project consistent with the goals and intent of the Growth Opportunities initiative. The project is designed to identify and execute solutions to diminish criminogenic risk factors, increase employment outcomes for 160 youth ages 18-24 by providing career pathway training that results in them earning industry-recognized certifications and addressing essential/soft skill gaps using the evidence-based workplace behaviors assessment. The GO program design supports participant enrollment, and completion of career pathway employability program activities, the attainment of industry recognized credentials, as well as the preparation and qualification of participants for work experience (OJT, Apprenticeships, etc.) and other employment opportunities that pay self-sufficient wages and diminish quality of life deficits that lead to recidivism. Participants will be placed in high-demand occupations with ascending career ladders and increased wages upon completion of their work experience opportunity and associated occupational skills training.

The program is designed to reduce barriers to securing and/or maintaining employment through career pathway upskilling; impact criminogenic risks like antisocial behavior and substance use through provision of behavioral education in conjunction with wraparound integrated services and comprehensive case management. Our design merges evidence-based re-entry program design and workforce development best practices to achieve results. This framework moves the workforce system toward a “demand and supply” model that identifies employers’ real-time hiring needs and connects them with effective systems and partners to screen, match, and secure workers for open positions.

### Proposed Outcomes:

#### WIOA Primary Performance Indicators:

- Education & Employment Rate - Second Quarter after Exit. 70%
- Education & Employment Rate - Fourth Quarter after Exit. 60%
- Median Earnings - Second Quarter after Exit. \$5,750
- Credential Attainment. 50%
- Measurable Skills Gains. 70%

#### REO-Specific Indicators:

- Violent Crime Arrests (after program enrollment): Less than 5%
- Recidivism (participants convicted of a new crime): Less than 10%

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## Garfield Jubilee Association Inc.

Pittsburgh, PA

<b>Award Amount:</b>	\$1,563,500
<b>Applicant Type:</b>	Direct
<b>Participant Enrollment Goal:</b>	125 young adults
<b>Age Group Served:</b>	18-24 years old
<b>Violence Prevention Partner(s):</b>	Freedom Indeed, LLC
<b>Employer Partners:</b>	Builders Guild of Western Pennsylvania, Masters Builders Association of Western Pennsylvania, Mistick Construction, and Manor Care Nursing Home.
<b>Target Area(s):</b>	Garfield; East Liberty; Lincoln-Lemington-Belmar; Larimer;
🏠 Urban	Homewood (Neighborhoods in Pittsburgh, PA)

The Garfield Jubilee Youth Intervention program prepares justice-involved youth and young adults, 18 to 24 years for the world of work with paid work experiences, provide educational and occupational skilled training in in-demand industries such as construction, and health, and provide mentorship, conflict resolution, and leadership development that will strengthen their opportunities for employment and post-secondary opportunities.

The program components are occupational skilled training, paid work experience, employment and career services, leadership training, mentorship, education, supportive service, and follow-up. Occupational skilled training will consist of on-site construction training, construction theory for the obtainment of certifications. The on-site training will occur at GJA, and employer partners work sites. The certificate skilled training at CCAC is welding, plumbing, and facilities maintenance technology. For health, participants will receive CNA training from CCAC. The training is 24 days where they earn a CNA certification. Industry recognized certifications are National Center of Construction Education and Research (NCCER) and National Association of Homebuilders (H-PACT), State approved high school diploma, State Issued Competency Exam for CNA training, and customer service that makes participants more marketable.

Mentorship will be provided; mentors are the backbone of the program to youth. They can help youth as they go through challenging life transitions, including dealing with stressful changes at home, re-entry from the system, or to adulthood. The structure of the mentorship program is one year duration, one-on-one mentoring, and screening, training, and on-going support of mentors. Selection of mentors will consist of caring adults or individuals who have lived incarceration and community violence experiences. Leadership training will be promoted in all aspects of the program and captures the underlying principle that participants are our future leaders.

Participants will have the opportunity to receive high school/GED preparation. They will also receive post-secondary education information from CCAC. Postsecondary education is a strong feature throughout the program so that participants can master success while they are in college. The WIOA Performance goals are: 70% education and employment rate for second quarter after exit, 60% education and employment rate fourth quarter after exit, \$5,750 median earnings second quarter after exit, 50% credential attainment, 70% measurable skill gains.

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## Homeboy Industries

Los Angeles, CA

<b>Award Amount:</b>	\$2,000,000
<b>Participant Enrollment Goal:</b>	250
<b>Age Group Served:</b>	18-24 years old
<b>Target Area(s):</b>	Los Angeles; Glendale; Huntington Park; Bell Gardens; South Gate;
↑ Urban	Lynwood; Inglewood; Hawthorne; Compton

After 30 years, Homeboy Industries (HBI) has become the largest gang intervention, rehabilitation, and re-entry program in the world, welcoming thousands through our doors each year. Finding it difficult to get employers to hire people with criminal records, HBI was established as a nonprofit and began creating and operating its own job training program and small businesses. HBI has grown from a single bakery to eleven employment social enterprises (ESE). Each year, HBI serves over 8,000 clients with a wide-range of trauma-informed services, employing over 250 trainees. HBI will serve as the Violence Prevention partner with support from two partners, Peace Over Violence and Success Stories, subcontracted to provide services.

Our program is an 18-month model where formerly incarcerated participants begin to heal and work on themselves. Every program participant is assigned a Case Manager and a Navigator to create a customized service plan that includes all the wraparound services including education, workforce development, mental health, tattoo removal, legal services, and substance abuse. Once the trainees/participants have achieved some of the markers associated with healing in Phase 1, the trainee receives work readiness training and are placed in our own social enterprises to continue to heal with wrap around services and learn through on-the-job training. Once the trainee has met markers in our Phase 2 Work-and-Learn model, the trainee would move on to advanced training and placement in our Social Enterprises for further training in our paid Work Experience program under our Career Pathways. In Phase 3, the participants become a full-time employee at HBI or are placed with our employer partners.

Through this grant, HBI will be expanding its employer base to offer more off-site work experiences as well as create a Working Group to support HBI with help designing the job readiness and occupational education components of the program to ensure that the skills learned, and credentials earned/needed meet the requirements of the occupation and prepare youth and young adults to enter unsubsidized employment. All progress will be tracked in our Care4 therapeutic database where all departments enter data on each including a monthly Job Readiness Assessment.

HBI will track the required indicators and track performance in order to meet the specified WIOA performance goals.

- i. Education and Employment Rate-Second Quarter after Exit 70%
- ii. Education and Employment Rate- Fourth Quarter after Exit 60%
- iii. Median Earnings-Second Quarter after Exit \$5,750
- iv. Credential Attainment 50%
- v. Measurable Skill Gains 70%

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## Latino Coalition for Community Leadership

Santa Barbara, CA

**Award Amount:** \$4,000,000.00  
**Applicant Type:** Intermediary  
**Participant Enrollment Goal:** 350  
**Age Group Served:** 18-24 years old  
**Violence Prevention Partner(s):** Project Hope  
**Target Area(s):** Los Angeles, Bakersfield, Long Beach, Pomona-Area, L.A. County  
    🏠 Urban

**Sub-grantees (if applicable):** New Earth Organization and Watts Labor Community Action Committee (Los Angeles)- 70 participants; Garden Pathways (Bakersfield, CA)- 70 participants; CentroCHA (Long Beach)- 70 participants; Project Hope (Pomona-area, Los Angeles County)- 70 participants

The Latino Coalition for Community Leadership (LCCL) has chosen four geographic locations in California and through five sub-grantees will serve at least 350 justice-system involved young adults (18-24 years old) through the Work and Gain Education and Employment Skills (WAGEES) Project as an Intermediary. Each subgrantee will act as the Violence Prevention Partner for this project. Major partners for the WAGEES project include: Long Beach City Prosecutor’s Office; IBEW Local Union 11; Kern County Sheriff’s Office; Kern Community College District; Continental Labor; Los Angeles County Youth Diversion and Development; The Knowledge House; Pomona Police Department; Pomona Valley America’s Job Center of California; County of Los Angeles Police Department; and PVJOBS.

The LCCL will implement a multi-prong strategy that is responsive to individual participants’ needs and local community needs and opportunities. The strategies proposed, operated using evidenced-based interventions and practices, have been proven not only through research to increase employment outcomes for justice-involved young adults, but have also been adapted and refined through the LCCL’s own years of experience and successful performance on past Departments of Labor and Justice reentry grants.

Proposed Outcomes: Enrollment Goal (350); Education and Employment Rate 2<sup>nd</sup> Quarter after Exit (70%); Education and Employment Rate 4th Quarter after Exit (60%); Median Earnings (\$5,750); Credential Attainment (50%); Measurable Skills Gains (70%); Arrests for Violent Crime (>5%); and Recidivism Rate (>10%).



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## Minnesota Chippewa Tribe-White Earth Band

Ogema, MN

<b>Award Amount:</b>	\$1,831,342
<b>Applicant Type</b>	Direct
<b>Participant Enrollment Goal:</b>	
<b>Age Group Served:</b>	Native American youth ages 18-24 years
<b>Violence Prevention Partner(s):</b>	White Earth Tribal Court & Multi-Disciplinary Team; White Earth Behavioral Health/First Thundering Youth Services
<b>Target Area(s):</b>	Northern Becker, all of Mahnomen and a portion of southwest Clearwater Counties in MN
‡ Rural	

The project will provide workforce and empowerment training and classroom education sessions for a total of 8 weeks twice per year. Forty youth will attend these sessions each year for 3 years. The project will be marketed through print media, newspaper ads and radio to recruit youth. All youth will be provided career, education (GED and higher education) and ability assessments; education and employment support services; participate in work experience; be provided MH/SUD treatment services if needed; stipends and childcare for attending training/classroom sessions; provide work expense financial support and participate in annual training conducted by White Earth Workforce Center.

Proposed Outcomes: Outcomes are serving 40 youth per year with 28 (70%) successfully employed or attending further education by each 2nd quarter after exiting program; youth employed are earning a minimum of \$7,800 during the 2nd quarter after program exit each year; credential attainment is 50% for GED, OSHA, and Flagger training; skill level gains are 70% based on workforce training/empowerment sessions, classroom education sessions and work experience completion; new arrests will be reduced by 75% and recidivism rates by 50% for participants each year.

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## Midwest Urban Strategies Inc.

Milwaukee, WI

<b>Award Amount:</b>	\$4,000,000.00
<b>Applicant Type:</b>	Intermediary
<b>Participant Enrollment Goal:</b>	350
<b>Age Group Served:</b>	18-24 years old
<b>Violence Prevention Partner(s):</b>	Detroit Friends and Families; Gary Ten Point Coalition; Ad Hoc Group Against Crime
<b>Target Area(s):</b>	Detroit, MI; Gary, IN; Kansas City, MO
↑ Urban	
<b>Sub-grantees (if applicable):</b>	Detroit Employment Solutions Corp.; Northwest Indiana Workforce Board; Full Employment Council

Midwest Urban Strategies (MUS) is a consortium of high-performing urban workforce development boards, and convener of the GO Midwest Network. For this application, the consortium will focus on three local areas: Detroit (MI), Gary (IN), and Kansas City (MO). These communities have high numbers of young adults engaged in the criminal justice system and these WDBs are on the front lines, coordinating program service delivery that successfully prepares young adults for their future endeavors. The GO Midwest Network will provide young people with a network of supports, including comprehensive case management, job development, career exploration and guidance, leadership development, positive youth development, work experience, mentoring, supportive services, free training, access to Pre-Apprenticeships and Registered Apprenticeships, and the opportunity to give back to their community. Each participant will undergo a series of assessments which will form the basis for the development of an Individual Employment Plan (IEP). Services will also include training (especially that which leads to an industry-recognized credential), transitional employment, and placement and retention in unsubsidized employment.

The Network will rely on credible messengers from among their opportunity youth provider network as well as the formal Violence Prevention partners that will play a critical role in recruitment, service, and retention. The local area Network will work closely with their committed Justice System partner to ensure that young people impacted by violence and the justice system develop the resilience and social supports necessary to succeed in their lives' goals.

### Proposed Outcomes

- Enrollment Rate = 100% (350 participants)
- Education and Employment Rate – Second Quarter After Exit = 70%
- Education and Employment Rate – Fourth Quarter After Exit = 60%.
- Median Earnings 2<sup>nd</sup> Quarter After Exit = \$5,750.
- Measurable Skill Gains = 70%.
- Credential Attainment Rate = 50%.
- Recidivism Rate = 10% or less.
- Arrest Rate for Violent Crimes = 5% or less.

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## Opportunities Industrialization Centers of America

Philadelphia, PA

<b>Award Amount:</b>	\$4,000,000.00
<b>Applicant Type:</b>	Intermediary
<b>Participant Enrollment Goal:</b>	350
<b>Age Group Served:</b>	Youth 15-18 years old
<b>Target Area(s):</b>	Ouachita Parish, LA; Portland, OR; Greater Wilson Area, NC
	‡ Rural; † Urban
<b>Sub-grantees (if applicable):</b>	OIC of Ouachita, LA (OIC-O); Portland OIC (POIC); OIC of Wilson (OIC-W)

The OIC youth Growth Opportunities project is led by OIC of America, which oversees a nationwide affiliate network. OICA will apply as an intermediary leading three sub-grantee affiliates, located in three communities in three different states. OICA selected these affiliates using a competitive process that considered documented need in the community, strong partnerships, and experience in working in the community with the target population. All 3 affiliates will provide program services to justice-involved and at-risk youth in the 15-18 age range, in communities with high poverty and high violent crime rates.

OICA and its affiliates have selected the evidence-based sectoral employment and training model that was tested by Public Private Ventures (P/PV) in an impact evaluation study and propose to integrate it for this project with two evidence-informed frameworks: 1) the Alliance for Quality Career Pathways Framework (AQCP), which provides a model for developing career pathway programs, and 2) the Integrated Risk and Employment Strategies (IRES) approach, which develops an individual case plan based on assessment of participants along two dimensions, criminogenic risk/needs and workforce readiness. Affiliates will partner with local employers, the justice system, and violence prevention organizations to provide paid work-experience opportunities for youth as well as education and occupational skills training and credentials for in-demand careers in construction, manufacturing and warehousing, healthcare and social assistance, professional services, green energy (solar) and hospitality. Mentoring, violence prevention, and leadership development activities are also key components of the program.

### Proposed Outcomes

- Enrollment: Enroll 350 eligible young adult participants (100% of the stated goal) in the program.
- Case Management: 70% of participants will show improvement in at least 1 measurable skill at exit.
- Credential Attainment: 50% of unique PPs enrolled in occupational skills training, work-based learning, and/or a high school diploma or equivalency, and will obtain an Industry-Recognized Credential.
- Retention and Earnings: For PPs that select immediate employment rather than continued education, the median earnings for employed PPs in the 2<sup>nd</sup> quarter after exit will exceed \$5,750.

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## SER-Jobs for Progress of the TX Gulf Coast

Houston, TX

<b>Award Amount:</b>	\$1,874,985
<b>Applicant Type:</b>	Direct
<b>Participant Enrollment Goal:</b>	200 program participants
<b>Age Group Served:</b>	18-24 years old

**Target Area(s):** Harris County; Fort Bend County; Galveston County, Texas  
↑ Urban

SER-Jobs Growth Opportunity program introduces and prepares justice-involved young adults for the world of work through placement into paid work experiences, and on a path to more equitable career opportunities with their peers. The program will help participants increase their conflict resolution skills and develop strategies to prevent and avoid violence, help them identify career interests, attain relevant skills and gain work experience, and provide them with income, starting them on the path of earning living wages and obtaining high quality jobs and careers.

SERJobs will provide an innovative, integrated program that includes preventative measures proven to reduce violent crime and support public safety and community well-being for 200 justice-involved individuals, designed by evidence-based research, informed interventions, and promising practices that involve comprehensive workforce development services including case management, education, career exploration/ planning, mentorship, occupational training leading to industry-recognized credentials, paid-work experience, job placement, follow-up services, and trauma-informed care through warm referrals. SER's comprehensive approach utilizes a diverse support network and multiple accountability levels, ensuring that participants become productive, law-abiding members of society; are provided with positive opportunities to engage in pro-social activities, maintain long-term employment; sustain a stable residence, and successfully address ID attainment, legal and substance abuse issues, and physical and mental health needs. Through its experience, renowned training and pre-apprenticeship programming, partnerships, and unique blend of services, the program will ensure that participants are prepared to meet the needs of the local labor markets with the skills valued by employers, resulting in the attainment of high-growth, high-demand job, so they can stabilize their lives and break the cycle of poverty and violent victimization.

### Proposed Outcomes

- Complete soft skills training: 150
- Start/complete occupational training: 150/140
- Participating in Paid Work Experience/OJT: 150
- Employment Attainment: 135
- Employment rate second quarter after exit: 70%
- Employment rate fourth quarter after exit: 60%
- Median earnings second quarter after exit: \$5,750
- Measurable Skills Gain: 70
- Arrested for Violent Crimes: <5%
- Recidivism: <10%

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## Siouxland Human Investment Partnership

Sioux City, IA

<b>Award Amount:</b>	\$1,999,992
<b>Applicant Type:</b>	Direct
<b>Participant Enrollment Goal:</b>	200 program participants
<b>Age Group Served</b>	18-24 years old
<b>Violence Prevention Partner(s):</b>	Sky Ranch Behavioral Services and University of Northern Iowa Center for Violence Prevention
<b>Target Area(s):</b>	Woodbury County, IA- focus on Sioux City
↑ Urban	

Siouxland Human Investment Partnership (SHIP) is proposing to deliver BOOST GO (Bridging and Overcoming Obstacles through Service and Training- Growth Opportunities) to 180 justice-involved young adults, ages 18-24, to respond to the progressively increasing rates of poverty and crime, coupled with significant unrest in Woodbury County, Iowa. The purpose of BOOST GO is to prepare young adults for employment through education and training, paid work experiences, mentorship, and leadership development with delivery of evidence-based practices interventions.

BOOST GO will support justice involved young adults for employment and violence prevention by helping young adults to increase their conflict resolution skills and develop strategies to prevent and avoid violence. This will be achieved in partnership with Sky Ranch Behavioral Services to provide violence prevention, mentoring, and leadership development through delivery of evidence-based interventions of Aggression Replacement Training® (ART) and Mentors in Violence Prevention (MVP) curriculum designed by University of Northern Iowa Center for Violence Prevention (CVP). Partners will collaborate to recruit and train multicultural mentors with lived experience.

BOOST GO will also prepare young adults for the world of work by helping them identify career interests, attain relevant skills, and gain work experience. The program will ensure participants receive comprehensive employment and career services utilizing Step on Up® Career Readiness and Growth Focused Case Management (GFCM), resulting in a customized Individual Development Plan (IDP). Participants will gain work experience in employment, apprenticeship, internship; and/or on-the-job training with high priority employer partners high demand careers, based on current Labor Market Information (LMI) and Iowa Workforce Development to include childcare, construction, food/meat processing, health care, maintenance/ safety, commercial trucking, warehouse logistics/operations, and welding. Wraparound services to address housing, mental health, addiction, childcare, legal services, will be customized to each individual.

Proposed Outcomes: Outcomes will exceed all performance outcomes to include a 73% employment rate- Second Quarter after Exit, 65% employment rate- Fourth Quarter after Exit, 6,000 median earnings, 60% credential attainment, 73% measurable skill gain, less than 3% arrests for violent crimes, and less than an 8% recidivism rate.

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## STRIVE International Inc.

New York, NY

<b>Award Amount:</b>	\$4,000,000
<b>Applicant Type</b>	Intermediary
<b>Participant Enrollment Goal:</b>	414 young adults (Atlanta: 124; Bridgeport: 150; Chicago: 140)
<b>Age Group Served</b>	18-24 years old
<b>Target Area(s):</b>	Atlanta, GA; Bridgeport, CT; Chicago, IL
↑ Urban	
<b>Sub-grantees (if applicable):</b>	STRIVE Atlanta; Resources Inc. (CRI); CREDMADE (a subsidiary of Chicago CRED)

STRIVE Gaining Real Opportunities in the Workforce (GROW) is an innovative, comprehensive young adult reentry program that will improve employment outcomes for 414 youth by providing—in partnership with violence prevention providers, employers, and the justice system—occupational training, education, case management, mentoring, and the services and supports they need to enter and remain in the workforce. STRIVE GROW will serve justice-involved young adults and young adults impacted by community violence, preparing them to meet the needs of their local labor markets with the skills required by employers. STRIVE is committed to a positive youth development framework, including mentoring and leadership development to support the necessary motivation and discipline required for the achievement of long-term goals. STRIVE recognizes the importance of trauma-informed care and incorporates it into all its programs. STRIVE’s cohort approach fosters sustained connections and engagement in community building activities with positive peer groups.

STRIVE will work with Credible Messenger Mentoring Movement to train staff, identify credible messengers, and support the violence prevention partner’s programming. Since participants meet and interact with several staff, many of whom have lived experience of incarceration or community violence, STRIVE ensures that credible messengers reach all participants. Collaboration between STRIVE, subgrantees, and local service provider partners means staff share information and best techniques for engaging and serving young adults. Partnerships between sub-grantees and employers will ensure all participants have a post-program placement; post-placement follow-up supports the program’s sustained impact.

Proposed Outcomes: At least 60% of participants who enter occupational skills training or education will attain a credential; 70% of participants who enter occupational skills training or education will demonstrate measurable skills gains; at least 70% of participants who are placed in a job will still be employed the second quarter after exit; at least 60% will be employed the fourth quarter after exit. Median earnings will be \$5,750. No more than 5% of participants will be arrested for violent crimes committed after program entry; the program will limit recidivism to no more than 10% of participants.

# Growth Opportunities – Project Summaries

## The Dannon Project

Birmingham, AL

<b>Award Amount:</b>	\$4,000,000
<b>Applicant Type</b>	Intermediary
<b>Participant Enrollment Goal:</b>	400
<b>Age Group Served</b>	18-24 years old
<b>Target Area(s):</b> ‡ Rural; † Urban	The city of Birmingham with areas overlapping Jefferson County and Tuscaloosa County (AL), and Florence County, South Carolina
<b>Sub-grantees (if applicable):</b>	Pee Dee Healthy Start (SC)

The Dannon Project (TDP) will implement A Chance for Everyone Returning (ACER) Growth Opportunities project to help young adults to increase their conflict resolution skills and develop strategies to prevent and avoid violence; introduce and prepare youth for the world of work, help youth identify career interests, attain relevant skills and gain work experience; and, to provide income to youth, to start them on the path of earning living wages and obtaining high quality jobs and careers.

ACER Growth Opportunities targets justice-involved young adults who reside or will return to the community upon release or discharged from home confinement. Implemented over a 42-month period, this program will offer solutions to combatting gun violence and other violent crime while propelling participants into the workforce with paid work experiences matched to a myriad of employers offering diverse opportunities to gain skills through real life work. Additionally, occupational training leading to credentials for in-demand industries and long-term employment are provided. These program services will be offered in collaboration with educational and occupational providers, employers and others providing post-release education attainment and occupational training services, job placement and retention support, and other critical support services with the goal of increasing employment and decreasing violent crime while supporting public safety and community well-being. Planned services at all sites will include enrollment, assessment, development of Individual Service Plans (ISPs), continuous case management and linkage to support services, life stabilization services, violence prevention skills, vocational and job training, and job placement assistance, mentoring, and other skills training.

Proposed Outcomes to be achieved by the end of the grant period are: 1) 70% of participants will be placed into one or more of the following: Apprenticeship, Unsubsidized Employment, or Post-Secondary Education by the 2nd quarter after program exit; 2) 70% of participants will be placed into one or more of the following: Apprenticeship, Unsubsidized Employment, or Post-Secondary Education by the 4th quarter after program exit; 3) employees placed in employment will have a median earnings of at least \$5,750 by the 2nd quarter after program exit; 4) 70% of participants who entered occupational training or GED classes will receive obtain a credential or GED/HSDO; and 5) 70% of participants enrolled in an education and training program will show at least one educational functional level during the program year.



# Growth Opportunities – Project Summaries

## Urban League of Rochester

Rochester, NY

<b>Award Amount:</b>	\$2,000,000
<b>Applicant Type</b>	Direct
<b>Participant Enrollment Goal:</b>	160
<b>Age Group Served</b>	18-24 years old
<b>Violence Prevention Partner(s):</b>	City of Rochester, Mayor’s Office- Violence Prevention Programs; City of Rochester’s Pathways to Peace, Project Exile, Rise up Rochester
<b>Target Area(s):</b>	Rochester, NY
	🏠 Urban

The Urban League of Rochester’s Growth Opportunities program will provide holistic, trauma informed person-centered programming to justice involved young adults to help them attain career and educational opportunities leading them to lifelong careers and equitable employment opportunities. Services will include case management, occupational training in construction, advanced manufacturing and food service, high school equivalency preparation, work experience placements, mentoring, supportive services, and leadership development. All participants will receive at least 12 months of comprehensive follow-up services to help them sustain and grow their accomplishments.

Proposed Outcomes: Education and Employment Rate – Second Quarter After Exit (70%); Education and Employment Rate – Fourth Quarter after Exit (60%); Median Earning – Second Quarter after Exit ( \$5,750); Credential Attainment (50%); Measurable Skills Gain (70%); Placement into employment (65%); Job retention (60%); Placement in training/educational endeavors (70%); Arrests for violent crimes committed after entry into program (less than 5%); Recidivism – arrest of a new crime within 12 month of release (less than 10%)

# Growth Opportunities – Project Summaries

## Workforce Inc. dba RecycleForce

Indianapolis, IN.

<b>Award Amount:</b>	\$2,000,000
<b>Applicant Type</b>	Direct
<b>Participant Enrollment Goal:</b>	160
<b>Age Group Served</b>	18-24 years old
<b>Violence Prevention Partner(s):</b>	1 Like Me
<b>Target Area(s):</b>	Indianapolis, IN
↑ Urban	
<b>Sub-grantees (if applicable):</b>	Keys2Work (K2W)

RecycleForce (RF) aims to help young adults increase their conflict resolution skills, develop strategies to prevent and avoid violence, and help them identify career interests and attain relevant skills for employment. The Indianapolis community and the individual young adults and their families will be the primary beneficiaries of this project, and employers who struggle to secure workers will be secondary beneficiaries. As RF engages 160 of the most at-risk young adults in GO, the community will experience a lower rate of violence, especially gun violence, than otherwise would have occurred. The recently implemented Indianapolis Gun Violence Reduction Strategy has proven to have positive impact, but it lacks the strong training, work experience, and job placement strategy that RecycleForce offers. With respect to the young adults served and their families, the benefit on an individual level is the real opportunity to see that different choices are available, especially as presented by others who have made similar choices in the past.

RecycleForce will accept referrals – fellows – from Indianapolis Gun Violence Reduction Strategy’s Peacemaker Program as well as referrals that meet all GO participant referral criteria from Keys2Work, a current subcontractor for RF’s YARP grant. All referred participants will participate in one or more industry-recognized credential programs, engage in work experience paying \$15/hour for 200 or more hours, work with RecycleForce case managers to develop a Plan of Action to guide their work in the program, have access to several supportive services and educational opportunities, and work with employment specialists and job developers to secure employment to fit within any education that they choose to pursue. Follow-up services and support to ensure work and/or educational program attachment will be provided for 12 months post exit.

### Proposed Outcomes

These WIOA primary indicators of performance and REO-specific indicators will be achieved:

- 50% Credential Attainment
- 70% Measurable Skills Gains
- 70% 2nd Quarter Education & Employment Rate
- 60% 4th Quarter Education & Employment Rate
- \$5,750 Median Earnings at Second Quarter after Exit
- <5% arrests for violent crimes committed after program entry
- <10% recidivism.