

# CPCC New Programs – July

Department of Safety

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# Center for Employment Opportunities

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Began: July 12, 2023:

Budget (July – December) - \$88,565.92

Purpose: Provide justice-involved participants who are referred by a Denver agency with effective employment reentry services that allow them to reenter and thrive in the workforce.

N = 72; with 73 enrollments

- Active = 47
- Inactive = 21 (Negative Discharge = 15)
- On Hold = 5

Referral Source:

- Probation = 42 (54%);
- Parole = 28 (36%)

Outcome information for Future Analysis will include:

- Job Placements
- Jail Usage
- Return on Investment

# Program Day-to-Day Process/operation

## CEO Program Overview



### Job Readiness Training

Through paid job orientation, CEO prepares individuals to enter the workforce.



### Transitional Employment

Individuals who are employed through CEO get paid daily.



### Advanced Training & Certificates

CEO pays for advanced training in in-demand sectors like construction, and transportation.



### Job Coaching & Job Placement

Through 1:1 job readiness support, CEO guides individuals to full-time jobs.



### Retention Services

CEO provides ongoing support to ensure participant success in their full time job.

*CEO is a reentry provider and does not provide services inside correctional facilities. We have a full-time outreach and intake specialist who works directly with Parole and Probation offices and CBOs serving the reentry population. CEO also has 4 vocational staff and 4 social enterprise staff who dedicate their time to providing CEO's vocational and work experience services.*

# Who is served by the program?

## Immediate Needs

Food security; income; housing; transportation; documentation; mental health/substance misuse services; work experience

## Long-Term Needs

Career development; navigating supervision; continuous skills building; communication around justice-involvement

## Frequency of Engagement

Transitional work up to four days a week, individual case management meeting once a week. Engagement continues up to a year after job placement

## FY23 Demographics

**33%** Hispanic

**30%** African American

**77%** over 30 years old

**87%** are male

At least **60%** have children

**58%** GED/HS Diploma or less as their highest level of education upon entering CEO

*As of 6.17.24*

# Services Provided

**Provided services** include a **paid job-readiness orientation, immediate paid transitional work, one-on-one case management** to build additional skills and overcome barriers to employment, **job placement support, and employment retention services** for up to a year after an individual has obtained employment.

**Challenges** reentry providers frequently face include **lack of sufficient funding to support returning citizens,** collateral consequences of incarceration including **extensive supervision and barriers to support services and employment,** and **finding second chance employer and training partners** in quality job industries.

**Service Gaps** in our program include **limited capacity to serve all individuals who are in need our services** (this is directly tied to the number of transitional job partnerships we have). Housing accessibility is also a pivotal part of securing long-term employment. CEO does not specialize in housing but it remains a huge need in Denver

# Preliminary Outcomes

When a participant is *inactive* it means they are either unable or unwilling to engage in the program - or we have seen a lack of progression. When a participant has been *negatively discharged*, it means there was some sort of offense committed by the participant that led to their termination in the program

## Outcomes

155 enrollments

140 participants joined a transitional work crew

69 participants placed in full-time jobs

\$19.65/hr average wage at placement

47% of participants reach 180-Day retention rate

42% of participants reach 365-Day retention rate

## Success Story

One participant came to our program having never lived in Denver before. He had **no support system** and had a history of substance misuse. **While he did not have much work experience, he had a great attitude.** We helped him connect to stable housing and his first full-time job working at 7/11. He continued to engage with retention services and applied for **more career track opportunities.** We connected him with Caterpillar for an entry level position which he got. **Once in the position he received additional training and several promotions.** He is now making more money than he ever has, pays for a market rate apartment, has a reliable vehicle, and full benefits through his job. **He is a great example of continuing to grow even after landing the first job.**