



County of Marin Community Service Fund Program Application Form

Application Date August 31, 2020

Fiscal Year July 1, 2020 - June 30, 2021

Organization Information

Full Legal Name: Center for Employment Opportunities (CEO)

Organization URL: <https://ceoworks.org/>

Mission/purpose of your organization:

The Center for Employment Opportunities (CEO) believes in the transformational power of work. Our mission is to provide immediate, effective, and comprehensive employment services exclusively to individuals who have recently returned home from incarceration. Our vision is that anyone with a criminal record who wants to work has the preparation and support needed to find a job and stay connected to the labor force.

CEO's model contains four core phases. Participants move through the program at their own pace to access immediate paid transitional work, individualized coaching, full-time job placement with trusted local employer partners, and job retention services.

Grant Request Information

Program/Project Name: Employment Services for Previously Incarcerated Individuals - COVID Adaptations

Summary of how County funds would be used for project:

CEO will use County Funds to adapt core services through COVID-19, including digitizing vocational training, increasing participant access to technology, and enabling remote job support services.

Amount Requested Dollar: CEO will use County Funds to adapt core services through COVID-19, including

Total Project Cost: \$1,211,386.00

Description of the proposed project/program, including the proposed project's goal(s), and the nature of the costs in specific terms, i.e. materials, labor costs, etc. Specifics of how the requested County funds will be used.

Nationally, 53% of all jobs require "middle skills" (more than a high school diploma but less than a bachelor's degree). These jobs represent a pathway into the middle class. However, only 6% of the U.S. prison population has a post-secondary credential (compared to 37% of the general population). With this in mind, CEO has spent the last several years embedding industry-recognized credentialed training opportunities into our core model.

With funds from this grant, CEO will invest in technology for participants and compensation for staff time to digitize training modules. Acknowledging a profound digital divide among recently returned citizens, we will use County funding to purchase Chromebooks and other essential technology for participants. These devices will enable participants to attend virtual training, as well as access online job fairs and applications that are increasingly converting to an online-only format. CEO will direct the remaining portion of the grant to Marin staff salaries to cover time to develop virtual training materials and support participants in building digital literacy.

Organization-wide, CEO is currently embarking on a project named CEO NEST (Network for Employment Services and Training). The platform will provide free training opportunities to any CEO participant enrolled at any location. This enables participants to build their skills and improve their resumes, even at a time when social distancing restrictions limit traditional training strategies. In the coming weeks, we will hold our initial pilot OSHA-2 Hour Warehouse Training course within NEST. While this project originated from immediate needs and participant feedback through the COVID-19 pandemic, we are excited to continue the innovative virtual strategy as a long-term endeavor to increase participant autonomy. This proposed project to the Marin County Service Fund will support extending NEST's reach within the Marin community.

List of all community interests that will be affected by the proposed project/program and the public benefit to be derived from it:

Marin County, home to San Quentin State Prison, must invest further in services directed toward returning citizen reentry and community reintegration. Even before national unemployment rates spiked due to COVID-19,

unemployment for the formerly incarcerated was seven times higher than the national average. Now, the pandemic's economic repercussions are especially deep in communities of color, those already impacted disproportionately by mass incarceration and poverty. By directly addressing employment inequities, CEO catalyzes successful community reintegration and economic mobility for formerly incarcerated individuals.

Since launching in Marin County in March 2019, more than 150 previously incarcerated County residents have come to CEO Marin with the goal of securing employment and a positive career outlook. In the first half of 2020, CEO Marin participants earned an average starting wage of \$18.17/hour upon full-time job placement, nearly 20% higher than the County minimum wage of \$15.25. With these increased wages, participants can begin to establish personal stability, access upward mobility, and provide for their families.

Refined through experience, data, and comprehensive participant feedback, CEO's program successfully connects participants to the tools and resources they need to avoid recidivism and define their future. With support from the County, CEO hopes to expand the availability of vocational training and contribute to the broader conversation of what it means to foster an inclusive and resilient workforce.

This organization has never received Community Service funds.

No County funding was received for this project or others.

Project/program can be completed if amount received is less than requested amount of Community Service funds.

Applicants are encouraged to leverage funding from other non-County sources, and priority will be given to requests that represent no more than 50% of total project cost. To demonstrate all sources of project funding, including other County sources, please provide a project/program budget below. Please fill in as applicable, and round to the nearest dollar.

Project Funding Sources	Funding Agency	Funding Requested	Received	Notes
County CSF				
Federal Grant	CalFresh	\$194,822		
State Grant	CalTrans	\$925,650	\$82,500	
Individual Contributions				
Other Local Agencies			\$0	
In kind services				
Other	Schwab Foundation	\$150,000	\$150,000	
Total Sources		\$1,270,472	\$232,500	
Project Expenses		Budgeted	Spent to Date	Notes
Personnel Costs		\$564,566	\$41,910	
Services and Supplies		\$545,945	\$64,921	<i>\$464,538 of \$545,945 to participant wages/fringe.</i>
Capital		\$0		
Other		\$258,858	\$21,976	
Total Expenses		\$1,369,369	\$128,807	