Thursday, March 30, 2023

County of Marin
Community Service Fund
Program Application Form

Fields labeled as "(public)" will be viewable to the public.
Request is for Fiscal Year: July 1, 2021 - June 30, 2022

Application Date (public) Thursday, March 30, 2023

Project Number 51

Organization Information

Full Legal Name (public) Center for Employment Opportunities Inc

Organization URL (public) https://ceoworks.org/locations/marin

Mission

What is the mission/purpose of your organization? (Limited to 1000 characters) (public)

Our organization's 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. We believe that everyone, regardless of their past, deserves the chance to shape a stronger future for themselves, their family, and their communities.

CEO's Theory of Change posits that if the employment needs of persons with criminal convictions are addressed at their most vulnerable point—when they are first released from incarceration or soon after conviction—by providing life skills education, short-term paid transitional employment, full-time job placement, and post-placement services, they will be less likely to become reincarcerated and more likely to build a foundation for a stable, productive life for themselves and their families.

Grant Request Information

Program/Project Name (public) Severe Weather Essentials for Justice-Involved Community members in Marin County

Provide a very brief summary description of your project. (Limited to 250 characters) (public) CEO Marin will provide justice-impacted job-seekers with severe weather essentials including coats, socks, gloves, hats, and rain gear during times of extreme need.

Amount Requested Dollar (public) 7500

Total Project Cost (public) 15000

Being as specific as possible, describe the proposed project/program and its goal(s). Include implementation plans as related to the COVID 19 pandemic and identify what elements of the project would be paid for using County funds. (Limited to 2000 characters) (public)

This project will equip CEO participants with severe weather essentials as they engage with CEO's employment services. CEO provides transitional employment, job coaching and development, and retention services exclusively to those returning from incarceration. During the first few months of reentry, many of our participants struggle financially to address all of their needs including housing, transportation, food, and other essentials. This past year, Marin County experienced several instances of extreme weather including historic rainfall and cold temperatures. Many of those we serve are unprepared to purchase the additional necessities to safely weather these times.
The goal of this project is to help vulnerable populations in Marin County receive vital clothing supplies throughout the seasons. These may include coats, socks, gloves, hats, and rain gear for participants and their children. While engaged with CEO, each participant has a dedicated vocational staff member for each phase of their time in the program. This may be a Job Coach, Job Developer, or Retention Specialist. Through frequent touchpoints, vocational staff members are able to assess various challenges a participant may be facing. Through this, we will identify our participants' individual needs as they arise and provide them with the essentials pertinent to their safety and comfort.
CEO has been able to adapt to the ebbs and flows of the COVID-19 Pandemic. During the initial onset, we developed program modifications to deliver our services remotely, including virtual and phone touch points with vocational staff members. As we continue to monitor the risk levels in Marin County, we are prepared to return to remote service delivery if ever necessary.
County funds would be used to purchase the cold weather essentials and would be supplemented by CEO Marin's site budget. Staff members that help purchase and distribute items for this project will be fully compensated through CEO Marin's local budget.

List all community interests that will be affected by the proposed project/program and the public benefit to be derived from it. (Limited to 2000 characters) (public)

This project will have the primary impact of benefitting the justice-involved community members in Marin County through ensuring their safety and financial stability during challenging times and extreme weather events. We have witnessed firsthand the impact unexpected conditions can have on our participants and have made it a priority to address this critical factor for their well-being and continued success.

CEO's mission, and all projects that work to advance it, serve to benefit returning citizens in Marin County which has the positive externality of benefitting all members of the community through decreased crime and poverty. CEO's model has been proven by independent studies to decrease the rate of recidivism. CEO participants are also given the training and tools necessary to be primed for a career that allows for true economic mobility, leading to multi-generational change in wealth inequality.

CEO's work in intervening in the cycles that perpetuate mass incarceration is also impactful in the fight for racial justice. The racially biased toll of mass incarceration has been well-documented and barriers to employment act as a long-term tool for subjugating justice-involved individuals. While we continue to fight for structural change to the criminal legal system, CEO works to mitigate the consequences of an institution that reinforces the opportunity gap.

Has your organization received Community Service funds before? (public) Yes

If Yes, please list the total amount received for the past three fiscal years: (public)

	Amount ($)	Project
FY 2021-2022	5000	Providing Justice-Involved Marin County Residents with Employment Services

	Amount ($)	Project
FY 2020-2021	2500	Employment Services for Previously Incarcerated Individuals - COVID Adaptations
FY 2019-2020	0	NA

Is your organization receiving any other County funding for this project or others? (public)

No

Can you successfully complete your project by June 30, 2021 if you receive less than your requested amount of Community Service funds? (public)

Yes

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 prolect 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. (public)

	Funding Agency	Funding Requested ($)	Funding Received ($)	Notes
County CSF	Marin County CSF	$10,000		
Federal Grant	State Calfresh	$442,270	$256,679.57	
State Grant	Caltrans	$1,017,900	$735,640	
Individual Contributions				
Other Local Agencies	Smart Family Foundation, Crankstart Foundation, Marin Community Foundation	20000	82367	
In kind services				
Other	Enterprise Fleet Management	$20,592	$20,592	

Total Funding Requested $1510762

Total Funding Received $1095278.57

Please fill in as applicable, and round to the nearest dollar.

	Budgeted ($)	Spent to Date($)	Notes
Personnel Costs	1,244,911	874,800	
Services and Supplies	346,726	234,516	
Capital			
Other	18,978	151,412	

Total Budgeted Expenses (public) $1610615

Total Spent to Date (public) $1260728

This cycle is funded by proceeds from the American Rescue Plan Act and the following questions are necessary to satisfy federal reporting criteria. All applicants are required to respond to these questions for completion of this application, but the responses will not be used in evaluating whether your project will receive Community Service Fund program funds from the County of Marin.

Has your organization been significantly impacted economically by COVID (such as financial loss due to periods of closure, implementing additional COVID safety precautions, lost fundraising opportunities, or inability to meet payroll, rent or utilities?) (public)

Yes

If Yes, please provide a specific description of the impacts and quantifying impact where possible. (public)

At the start of the pandemic, CEO Marin faced significant challenges to our organization's operations, including the delivery of our transitional work crews, adjusting to remote service delivery, and navigating staff burnout during a globally stressful time. 2020 was also a period of civil rights consciousness raising that brought our work and mission to the forefront of the country's discourse. COVID-19 caused CEO Marin to experience a short-term loss of revenue due to lack of fielding of our transitional work crews and the associated reductions and cancellations of our transitional employment services in response to the increased need for social distancing and COVID-19 exposure risks. For instance, each day we cancel a CEO Marin crew our revenue goes down by $1,800 causing a $24,000 deficit to our overall budget. Throughout the COVID-19 pandemic, we've had to downsize our crews from 8 participants to 4 participants to mitigate the risks of COVID-19. Similarly, due to COVID-19 safety protocols, our site increased our expenses for personal protective equipment (PPE) by $10,000.

Are you serving disadvantaged, minority or low-income residents who have been negatively impacted by COVID? (public)

Yes

If Yes, please provide a specific description of how the people you serve have been impacted. (public)

CEO Marin works exclusively with those that are low-income, justice-involved, and unemployed and 74% of Marin County participants identify as BIPOC. The COVID-19 pandemic exacerbated the short-comings and disparities of our healthcare system particularly how they leave these populations vulnerable. According to the CDC, Black/African American, Hispanic/Latino, American Indian and Alaska Native persons in the United States experience higher rates of COVID-19-related hospitalization and death compared with non-Hispanic White populations.
Our participants experience unequal opportunity in many ways because of their justice-involvement. Many lack access to healthcare, housing, and quality employment, among other barriers. During the pandemic, these barriers increased in stature. Our program participants often stay in places that cannot abide by social distancing regulations, leaving them more likely to contract COVID-19. The absence of employment lends itself to the absence of health insurance which also makes our participants more vulnerable to severe illness and inadequate treatment.
The Substance Abuse and Mental Health Services Agency (SAMHSA) studied the impact of the pandemic on mental health and found that BIPOC populations also faced more acute consequences. The research showed Black and Hispanic individuals had fewer mental health treatment options and suffered worse outcomes as a result.

Does your organization have future plans for improvements needed to mitigate the impacts of COVID or to contain its spread? (public)

Yes

If Yes, please provide a description of your improvement plans with quantifying statements when possible. (public)

CEO Marin has put in place a number of health and safety precautions to contain the spread of COVID-19. All staff are required to be up to date on their vaccinations. We've also embedded vaccination education into the onboarding process for our participants and encourage them to consider COVID-19 vaccination as a step towards becoming job-start-ready. The office also continues to have a mask mandate in public spaces as well as hand sanitizer and masks available throughout.
We have also taken on initiatives to mitigate some of the inequities our participants have faced as a consequence of being incarcerated around the time of the pandemic. We launched a campaign to proactively reach out to 140 participants and help them determine if they were eligible for the child tax credit that could result in thousands of dollars being refunded to them.
We have also emphasized the importance of digital skills training as the pandemic has pushed many aspects of daily life to a virtual platform. Some participants that have spent larger periods of time incarcerated are disadvantaged as they may be asked to search for, apply to, and interview for a job all online.