

Pieces of Narrative from Grant Proposal

Programs supporting Transitional Workforce Reentry and Employment Guidance

Detailed Grant Description- 2,000 characters max

The mission of XXYY is to build a bridge to economic self-sufficiency for transitioning adults by equipping them with the vital tools for recovery, securing/retaining employment, and successfully reintegrating into society. XXYY provides individualized, one-on-one case management, working to develop foundational skills and necessary knowledge for becoming work ready, healthy, and productive members in the community.

A crucial piece of XXYY is the Employment Guidance and Re-Entry Program. Securing employment can be a difficult process, and those who have been previously incarcerated or suffered from substance abuse find the process even more challenging. We assist participants in identifying and addressing the issues that affect their employability, personalizing the program for each. Individuals meet with a job developer to learn new skills and enhance their current strengths. The goal is to provide participants with the skills they need to be effective job seekers, secure and maintain permanent employment, and ultimately increase their effectiveness in the workforce.

The goal is to provide comprehensive programming for as many as possible. With funding, more time can be dedicated to the program, increasing its impact and allowing for expansion. Within the attached budget, 54% is dedicated to operational support, compensating current volunteers for their assistance with the program. This would allow them to dedicate more time, increasing the strength and duration of their services. The remaining 46% of funding supports programming, making it possible for our organization to provide participants with acceptable interview/work clothes and transportation to their required services. Funding would also assist XXYY with purchasing educational materials for participants. Education is much more effective with correct educational materials. Access to relevant lesson books and/or videos is an important piece of teaching how to successfully function within society.

Additional Information on Overall Organization- 5,000 characters max

The XXYY program was developed to address a variety of barriers that criminally involved and substance abuse adults face when transitioning back into their communities, and when seeking gainful employment. Some of these barriers include sporadic work history, no work history, lack of a High School Diploma or GED, substance abuse addiction, criminal record, and more. Participants are transitioning out of treatment, prison or detention centers, off the streets, or transitioning into the court system. Our goal is to build a bridge to economic self-sufficiency for transitioning adults by equipping them with the vital tools for recovery, securing and retaining employment, and successful reintegration into society.

XXYY has four main programs of focus, which can be implemented separately or as a multi-pronged approach, depending on the needs and goals of each individual participant. These four services are Employment Guidance, Re-Entry, Alternative Sentencing, and Wellness/Recovery. The components of these services create a comprehensive and sustainable approach to improving participants' employability, decreasing chances of recidivism, and reaching achievements in the steps to recovery and re-entry into society.

An initial assessment at program admission is used to identify the participant's individualized needs and distinguish which services will help them reach their goals. Referrals to XXYY come from local community organizations, human service agencies, and self-referrals. After completion of assessment, participants are paired with a mentor to create a plan and to ensure stability throughout a 12-week employment guidance program. The plans are developed to focus on participant's individual strengths while simultaneously addressing the specific, and often complex, barriers they face.

Volunteer Opportunities

Each participant is paired with a volunteer mentor. Many have been through a similar transition process as the participant, ensuring that the mentor understands the difficulties inherent in the recovery process. There are also volunteer opportunities within the program services, such as presenting on different educational topics relevant to re-entry and attaining employment. This could be financial literacy, interview skills, counseling, and empowering participants for success. Volunteer opportunities could be on-going with mentorship, or occasional service opportunities with teaching an employable skill.