

CAREER BRIDGE



Seattle City Council Committee on Economic Resiliency and Regional Relations

Steve Johnson, Nancy Yamamoto, Office of Economic Development
Dannette Smith, Tracy Hilliard, Human Services Department
Sherman Wilkins, Seattle Jobs Initiative
Myron Leffal, Guiding Academic Motivation for Excellence (G.A.M.E.)
Pamela Banks, Urban League of Metropolitan Seattle
Tu’Romne Washington and Charles Batts, Career Bridge Participants

May 21, 2013

**“Career Bridge is different from other programs because it’s about more than just jobs.
This is a family.”**

- Career Bridge Participant

67% of

Victims of firearm homicides in the U.S. are African-American, and people of color are disproportionately affected by gun violence

46 %

African-American median household income (\$30,116) is just 46% of White households (\$66,380) in Seattle

59 % of

Washington State’s correctional population has less than a 12th grade education

67 % of

Washington State’s jobs (2.3 million jobs) will require some postsecondary training by 2018

Career Bridge Model

An integrated approach to achieving economic independence, combining education & training, employment assistance, social services, and community/family stability as necessary pillars of success.

Components...

- **Integration of wrap-around services into employment and training curricula to increase program completion and successful career transition**
- **Formalization of the community sponsor role and the personal/relational support provided to participants**
- **Development of community capacity and ownership of Career Bridge and its implementation**
- **Curricula tailored to individuals with significant barriers to employment and training**

Rooted in Community & Participant Engagement



Participant Pathway

CONNECTION; STABILIZATION & SUPPORT

- Outreach to potential participants and connection to the program
- Relationship building with participants
- Identify potential barriers & supports needed
- Develop & initiate plan to address barriers
- Connect with resources, and supports
- Mentoring & support

ORIENTATION ELIGIBILITY & READINESS

- Participant commitment & readiness to participate & benefit
- Address unmet barriers
- Cohort/team building
- Leadership development & personal responsibility

CAREER BRIDGE WORKSHOP

- Exploration of labor market and career options
- Job search skills, tools (building an informal network)
- Building a network of support & navigating systems
- Success in the workplace
- College knowledge & obtaining skills needed in labor market

JOB PLACEMENT AND/OR ADD'L TRAINING

CAREER BRIDGE

Transitional
Job
Placement

Career Path
Job

CONNECTION TO OTHER PARTNERS

Basic Skills
Education

Technical Skills
Training

Certificate
and/or
Degree

Community Sponsors

Community Sponsors:

Community sponsors and supporters are those informal networks, grassroots organizations, churches, and other groups who are on the ground to provide critical connection points to refer and support program participants

Guiding Academic Motivation for Excellence

Urban League of Metro Seattle

CARES Mentoring Movement

4C Coalition

Men of Color

True Change (Truevine Church)

Black Prisoners Caucus

FAVOR

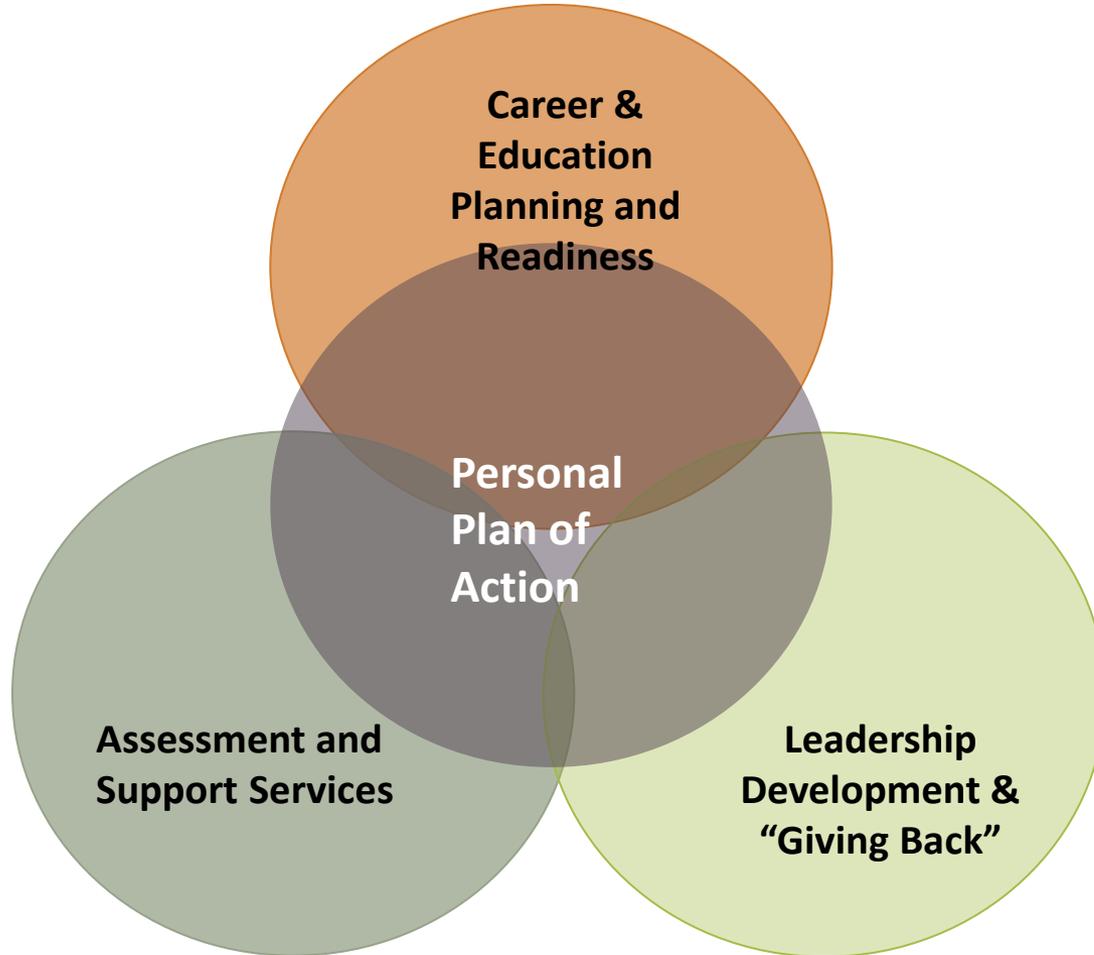
Village of Hope

True Chance Society

“Walking the Path”:

- **Mentorship, guidance & counsel**
- **Connections to family & community**
- **Job networks and referrals**
- **Connection to other resources and needed services**

Career Bridge Curricula



Outcomes to Date

- **Total Enrolled in Career Bridge To Date: 32**
- **Training & Job Placements:** 68% have been placed in jobs, training, or educational programs
 - 17 are working (10 full-time, 7 part-time)
 - 3 are in training
 - 2 are in community college
- **Average Wage for all Placements: \$15.12/hr.**
- **Increased Readiness for Employment and/or Training:**
 - 96% of men surveyed report they are prepared to take the next step after Career Bridge workshop
 - 71% of men surveyed report they learned new skills for balancing work, school, training and family responsibilities following Career Bridge workshop
- **0% Recidivism**

Work in 2013

- **Finalize proposed CBDO partner model**
 - **CBDO scope of work**
 - **Budget plan**
- **July 1st – Dept. SLI response**
 - Annual reporting plan
 - Report on outcome
 - Proposed organizational structure & budget
 - **City Auditor – Evaluation plan**
 - **Community engagement on needs of limited English populations**
- Issue RFQ/RFI this summer
- Selection by early Fall
- **Finalize CBDO selection & contract**
 - Establish CBDO status
 - Finalize contracting & community sponsor partnership agreements
 - Finalize scope of work
 - **Transition programming to CBDO**
 - Joint training of new and/or remaining cohorts in 2013



Weekly Career Bridge Meetings, Internal Evaluation, Continuous Improvement

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Cohorts (1 in 2012, 6 in 2013)



COHORT #4

- Began May 11 and in Process
- Eight participants

COHORT #5

Beginning June 15

COHORT #6

Beginning August 17th

COHORT #7

Date to be determined
May be jointly run with CBDO & Seattle Jobs Initiative

Looking Forward to 2014

2014 Workplan

Transition Job Readiness and Employment Services to CBDO(s)	1st Qtr (Jan-Mar)	Services currently provided by SJI (Employment & Training Curricula and Job Development) will be transitioned to CBDO
CBDO implementation of employment training program	1st Qtr (Jan-Mar) and ongoing	At least six cohorts are to be offered for at least 120 individuals
CBDO implementation of employment/training program for Immigrant/Refugee	2nd Qtr (Apr – June) and ongoing	Phased implementation of employment/training program for individuals with limited-English to allow for community network development; Up to six cohorts are to be offered for up to 120 individuals
Completion of City Auditor's evaluation of Career Bridge Program	July 1, 2014	City Auditor evaluation of Career Bridge Program due to Council