

Career Bridge Update

**Seattle City Council
Committee on Economic Resiliency and Regional Relations**

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Career Bridge Theory of Change Outcome Map – Three-Year Timeline



Resources

- Community
- Best Practices
- City of Seattle
- Employers

Strategies

- Develop Individual Attachment to a Network of Support
- Skill Building
- Build Community/Organizational Capacity to Provide Leadership to Career Bridge
- Strengthen Community Services, Resources and Networks
- Scale Model
- Empower Community and Break Down Barriers to Systems
- Develop Connections to Employers

Interim Outcomes

CHANGES IN INDIVIDUALS

- Decreased individual barriers to work
 - Increased access to basic needs
 - Increased readiness to benefit from training and education program
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- Take steps towards a long-term plan and self-sufficiency

CHANGES IN COMMUNITIES

- More authentic networks of community-based support
- Improved connectedness within the community
- Increased connection between city and community

CHANGES IN SYSTEMS

- Improved data and processes for evaluation and improvement
- Increased connection and accountability of city/system to communities that have been historically disenfranchised
- Improved policies that more effectively support basic needs and strengthen community capacity

Linchpin Outcome

Systems are in place to support individual and community strengths, assets and potential

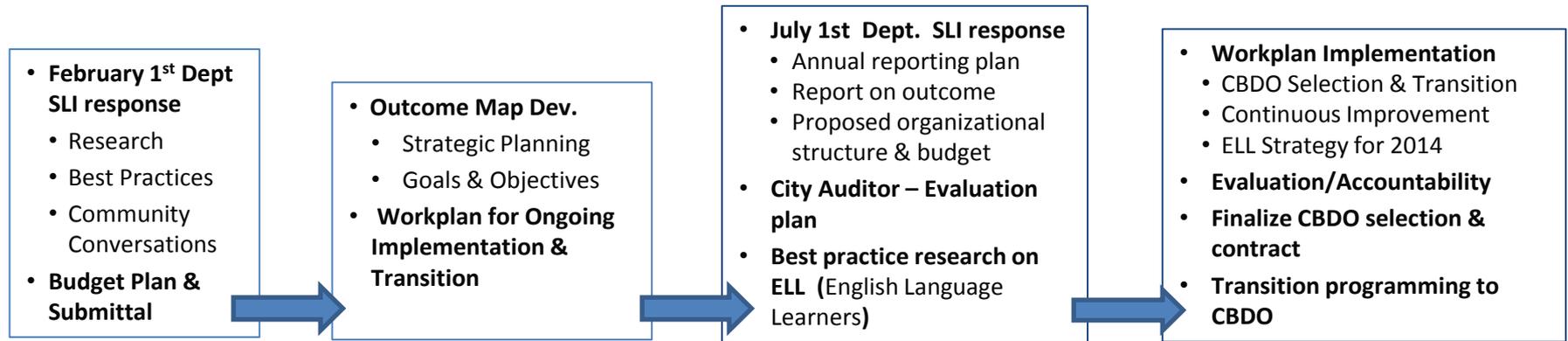
Goals

Interim Goals:

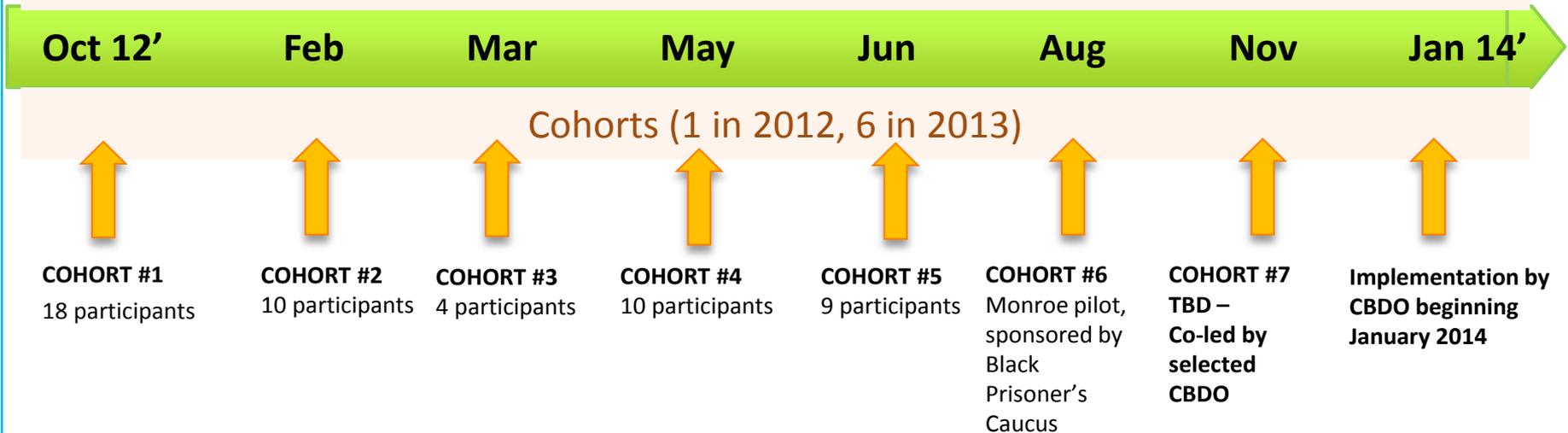
- Individuals' "healthy" behavior is increased
- Individual obtain post-secondary degrees with labor market value
- Progression toward stable living wage employment
- Increased scale and reach of the community-based model

ULTIMATE GOAL: Broadly shared prosperity and healthy communities

Outcome Based Planning & Evaluation



Simultaneous with ongoing implementation.....



SWOT ASSESSMENT

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Strengths

- Best Practice
- Shared Community Model
- Proven Training Curricula
- Participant Engagement & Outlook
- Systemic approach toward long-term benefits to participants and communities
- Evaluation Framework

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Weaknesses

- Resource availability
- Lack of clear “readiness” criteria
- Community sponsor support
- Lack of formal case management
- Decision making: structure and speed

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Opportunities

- Strategic alliances, partnerships
- Interested community partners
- Community Capacity & Implementation
- Focus on Improved Systems
- Expansion of financial resources

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Threats

- Job Placement and retention outcomes
 - Systemic employment barriers
 - Participant readiness
- Maintaining shared vision & approach
- Loss of alliances and partners during transition

PRIORITY WORKPLAN ELEMENTS

Priority	Program Area	Goal	Outcomes	Detailed Work Plan			Measures
				2013	2014	2015 +	
High	CBDO Selection	Community-based implementation toward improved service access and capacity	<ul style="list-style-type: none"> • <i>More authentic network of community-based support</i> • <i>Increase community engagement, empowerment ownership</i> 	<ul style="list-style-type: none"> • Publish RFP • Select CBDO by 9/30/13 • Finalize SOW & Deliverables 	<ul style="list-style-type: none"> • Establish Block Grant Eligibility • Complete functional analysis & staffing plan • Establish community processes & oversight 	<ul style="list-style-type: none"> • Continued CBDO implementation • Ongoing evaluation & continuous improvement 	<ul style="list-style-type: none"> • Number/proportion placed in jobs, training or education • Job Retention/Duration • Number/proportion who remain engaged
High	Community Sponsor Recruitment & Retention	Sponsor support of participants Robust Sponsor Network	<ul style="list-style-type: none"> • <i>Improved connections and empowerment of community-based support & employment networks</i> 	<ul style="list-style-type: none"> • Clarify sponsor role • Institutionalize sponsor support system • Define “community coordinator” role & functions 	<ul style="list-style-type: none"> • Embed community sponsor model within CBDO structure 	<ul style="list-style-type: none"> • Ongoing outreach & recruitment of community sponsor network 	<ul style="list-style-type: none"> • Number & effectiveness of community sponsors • Improved sense of community support from participants
High	Case Management Services & Support to Participants	Consistent, effective case management	<ul style="list-style-type: none"> • <i>Increased stability and readiness to benefit</i> 	<ul style="list-style-type: none"> • Establish protocols and procedures for support services • Define case mgmt. services & priorities 	<ul style="list-style-type: none"> • With CBDO, define core functions and staffing plan 	<ul style="list-style-type: none"> • Strengthen community services, resources & networks 	<ul style="list-style-type: none"> • Access & availability of support services to address participant needs • Participant report of barrier reduction & readiness
High	Job Placement, Retention & Progression	Progression toward stable living-wage employment	<ul style="list-style-type: none"> • <i>Increased employment experience & skills</i> • <i>Increased progression toward a long-term plan for self-sufficiency</i> 	<ul style="list-style-type: none"> • Ensure adherence to readiness criteria • Expand employment & training curricula • Establish protocols for tracking career & employment plan progress • Develop clearer connections to training programs 	<ul style="list-style-type: none"> • Transition program elements to CBDO, including Employment & Training Curricula, Job Developer services, etc. • Establish participant tracking system 	<ul style="list-style-type: none"> • Longitudinal assessment of participant progress 	<ul style="list-style-type: none"> • Number/proportion placed in jobs, training or educational programs • Job retention/duration • Number/proportion completing postsecondary education and training programs
High	English Language Learner Strategy	Systems approach for significantly disadvantaged populations	<ul style="list-style-type: none"> • <i>Improved career outcomes for ELL populations</i> 	<ul style="list-style-type: none"> • Best practices review • Form Steering Committee • Strategy Recommendations 	<ul style="list-style-type: none"> • Community Outreach • Issue RFP • Select CBDO 	<ul style="list-style-type: none"> • Continued CBDO implementation • Ongoing evaluation & continuous improvement 	<ul style="list-style-type: none"> • Number of individuals served • Amount of aligned investment