

**SFRA Job Readiness Initiative (JRI)**  
**12-month Progress Report – San Francisco Conservation Corps**  
**January 1, 2010 – December 31, 2010**

JRI has completed its first year of services and continues to make progress toward its outcomes, learn more about the needs of jobseekers and the severity of the barriers they face, and identify areas for improvement and increased coordination.

The jobseeker demographics and outcomes below are the effort of San Francisco Conservation Corps.

**JRI Jobseeker Demographics**

San Francisco Conservation Corps is contracted to serve a total of 75 jobseekers from the Bayview Hunters Point and Visitacion Valley project areas, with approximately 53% of the jobseekers from Visitacion Valley.

Conservation Corps' JRI enrollment numbers are low overall and for the Visitacion Valley project area. With the addition of JRI funds, Conservation Corps has made improvements to their core programming and as a result has experienced a positive increase in the retention of jobseekers (corpsmembers). Conservation Corps has a specific number of slots for corpsmembers at any one time to assure quality intensive services. As retention increases, fewer slots are available for new jobseekers.

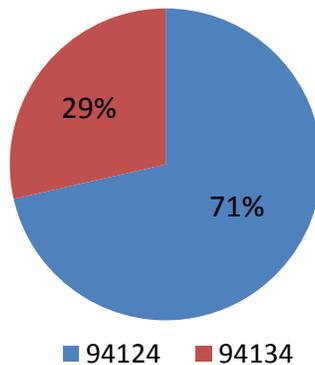
Total Jobseekers: 35

Gender:  
 Men: 63%  
 Women: 37%

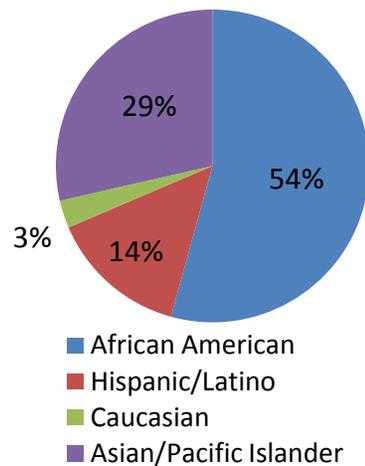
Average Age: 23.4

Average Household:  
 Size: 3.31  
 Income: \$22,764

Jobseeker Zipcodes



Jobseeker Race/Ethnicity



**JRI Southeast Outcomes**

During the JRI community planning process in 2009, SFRA learned that residents in the Southeast Project Areas face multiple barriers that prevent them from:

- meeting the eligibility requirements for participation in the Sector Academies and other employment training programs,
- attending Sector Academies and other employment training programs, and/or
- securing employment.

JRI provides funds to CBOs to deliver a core set of services to assist jobseekers in their efforts to:

1. remove barriers that prevent them from successfully applying for and obtaining vocational skills training and employment,
2. increase their training and job readiness, and
3. obtain vocational skills training and/or employment.

## Jobseeker Barriers to Vocational Training/Employment

The primary jobseeker barriers identified during the JRI community planning process, in order of priority, are:

### Bayview Hunters Point:

1. Valid driver's license
2. Education – literacy, GED
3. Mental health/substance use
4. Criminal histories
5. Transportation
6. Child care

### Visitacion Valley:

1. Transportation
2. Child care
3. Education –literacy, GED, ESL
4. Valid driver's license
5. Criminal histories
6. Mental health/substance use

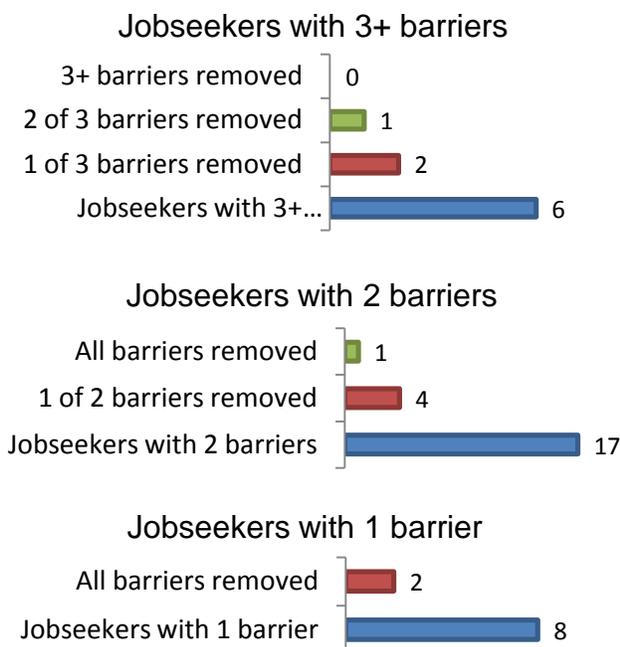
JRI's target population is project area jobseekers that can benefit from intensive case management and barrier removal services in order to successfully connect to vocational skills training and employment. Jobseekers that do not require significant assistance can be connected to the broader workforce system immediately through the One-Stop Career Centers located in the Bayview Hunters Point and Visitacion Valley project areas.

This is reflected in the JRI barrier removal goals that:

- 50% of jobseekers served remove 3 barriers
- 20% of jobseekers served remove 2 barriers
- 10% of jobseekers served remove 1 barrier

In order to achieve the barrier removal outcomes CBOs must recruit and serve jobseekers with enough barriers to meet each of the outcomes.

Conservation Corps has not enrolled enough jobseekers with 3 barriers in order to meet the outcome of removing 3 barriers for 50% of the jobseekers served. Enrollment of jobseekers with 2 has increased since the 6-month progress report when 31% of the jobseekers served had 1 or fewer barriers. In the remaining months of the contract, Conservation Corps will need to focus its efforts on identifying additional corpsmembers with 3 barriers.

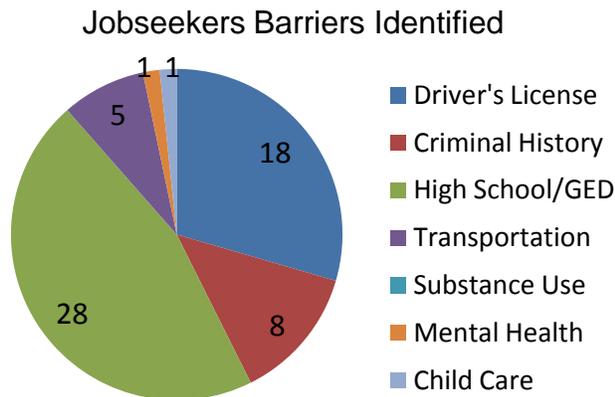


19% of all Conservation Corps JRI jobseekers have 3 or more barriers, 55% have 2 barriers, and 26% have one barrier.

Through the implementation of JRI, the JRI CBOs and SFRA are learning that it can take a long time to address many of the top priority barriers identified during the JRI community planning process. The length of time it takes to address a barrier depends on the severity of the barrier, the number of barriers identified, and the jobseeker's commitment to addressing the barrier.

Jobseekers that have not yet removed barriers are engaged in the activities necessary to do so and continue to make progress. As engaged jobseekers complete barrier removal activities the outcome numbers will continue to increase.

The three barriers most commonly identified by corpsmembers are: high school diploma/GED (80%), driver's license (51%), and criminal history (23%).



In addition, Conservation Corps has identified additional common barriers: lack of health care, lack of stable housing, lack of academic development, fear of the legal system, lack of self-esteem/confidence, and lack of fiscal stability.

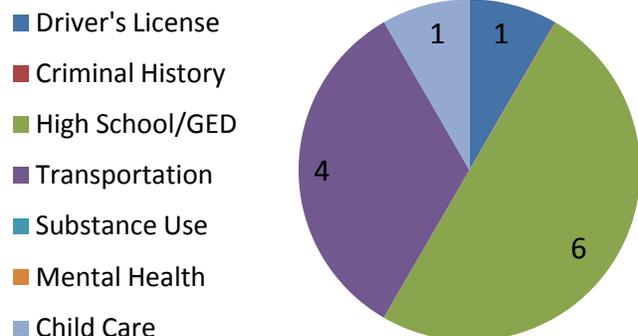
Conservation Corps is finding, similar to other JRI CBOs, that corpsmembers do not know what is on their driving records and once they begin to request information from the Department of Motor Vehicles, they learn of additional items that require resolution and legal services.

Of the barriers removed, 50% were education related. Conservation Corps has an on-site fully accredited charter high school, John Muir Charter High School, where the corpsmembers obtain their high school diploma within 6 – 12 months.

JRI corpsmembers are able to take advantage of individualized teaching and academic support to increase their success.

33% were transportation barriers (not including driver's license barriers) and were addressed by assisting jobseekers with access to MUNI and/or BART passes and developing public transportation routes. 8% was a child care barrier that was removed by assisting a corpsmember identify resources to pay for child care and an additional 8% was a new driver that successfully passed their driving test and obtained a driver's license.

**Jobseeker Barriers Removed**



Conservation Corps has helped its corpsmembers successfully remove 19% of the barriers identified. With increasing corpsmembers retention rates and enhanced supports through JRI funding, Conservation Corps' ability to assist jobseekers address barriers continues to grow.

### Job Readiness Training

A goal of JRI is to have 50% of all jobseekers served complete job readiness training (JRT).

Conservation Corps' JRT completion is low with 13 corpsmembers (37%) having completed JRT and Conservation Corps is working on strategies to increase JRT completion. This is as a direct result of the increased retention of corpsmembers as Conservation Corps enhances its intensive case management services through JRI. Corpsmembers can remain in Conservation Corps' program from 9 to 18 months. Conservation Corps' program is focused on providing long-term intensive case management and individualized services to the corpsmembers. This structure allows Conservation Corps staff the opportunity to work closely with each individual, provide the necessary support services, and give jobseekers the ability to succeed at the a more individualized pace.

## Vocational Skills Training and Employment

A goal of JRI is to connect 75% of all jobseekers served to Sector Academies and Individual Training Accounts (ITA) and 10% of all jobseekers served to employment through One-Stop Career Centers.

The combination of the severity of jobseeker barriers, the amount of time it takes to remove them, and jobseeker career interests have significantly impacted jobseeker success rates related to vocational skills training. The JRI CBOs have cited several primary challenges:

- the length of time needed to address barriers in order to meet the minimum eligibility requirements for Sector Academies,
- the timing/schedule of the Sector Academies and the number of available participant slots,
- limited availability of ITAs, and
- the career interests of jobseekers.

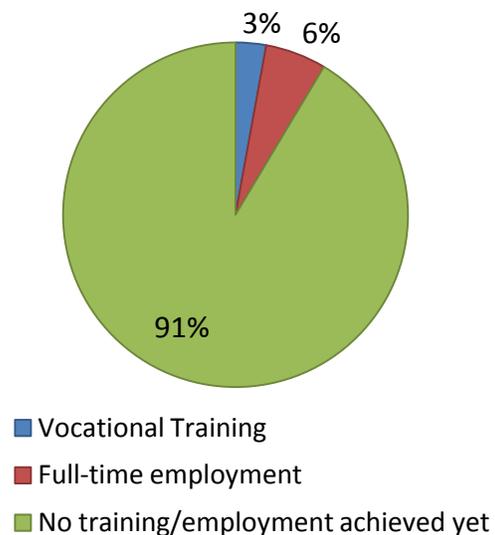
Additionally, there is a relatively low rate of job placement that is occurring through the One-Stop Career Centers. Most jobseeker success in obtaining employment is through direct job search and with the support of the JRI CBO. SFRA continues to work with the JRI CBOs and the Office of Economic and Workforce Development to identify strategies to increase JRI jobseeker acceptance in the Sector Academies and job placement through the One-Stops.

One corpsmember enrolled in vocational training. 19% of the corpsmembers (6) have obtained their high school diploma and Conservation Corps has noted that more corpsmembers are interested in enrolling in post-secondary education rather than pursue vocational training once they have completed their GEDs or High School Diploma requirements.

A total of three corpsmembers obtained employment as a result of their participation in Conservation Corps' program.

Overall, Conservation Corps has helped 9% of its JRI jobseekers connect with employment and training.

Jobseeker Training and Employment



## Overall Analysis and Next Steps

Conservation Corps has continued to demonstrate its commitment to providing quality services to its JRI corpsmembers. By maintaining a low number of active corpsmembers, Conservation Corps is able to ensure that each corpsmember receives quality services. Conservation Corps' success retaining corpsmembers increases the opportunity to address complex barriers; however the program structure also limits the number of corpsmembers that can be served because of caseload limits established to ensure the delivery of quality intensive services.

Conservation Corps is working to address this challenge and continues to evaluate and develop its services based on the successes and challenges faced by the jobseekers and staff during JRI implementation. Conservation Corps has shown itself to be very responsive to the needs of the corpsmembers and continues to make the necessary changes to its program to support corpsmembers' success.