



CONNECTIONS  
TO SUCCESS



## **Vision**

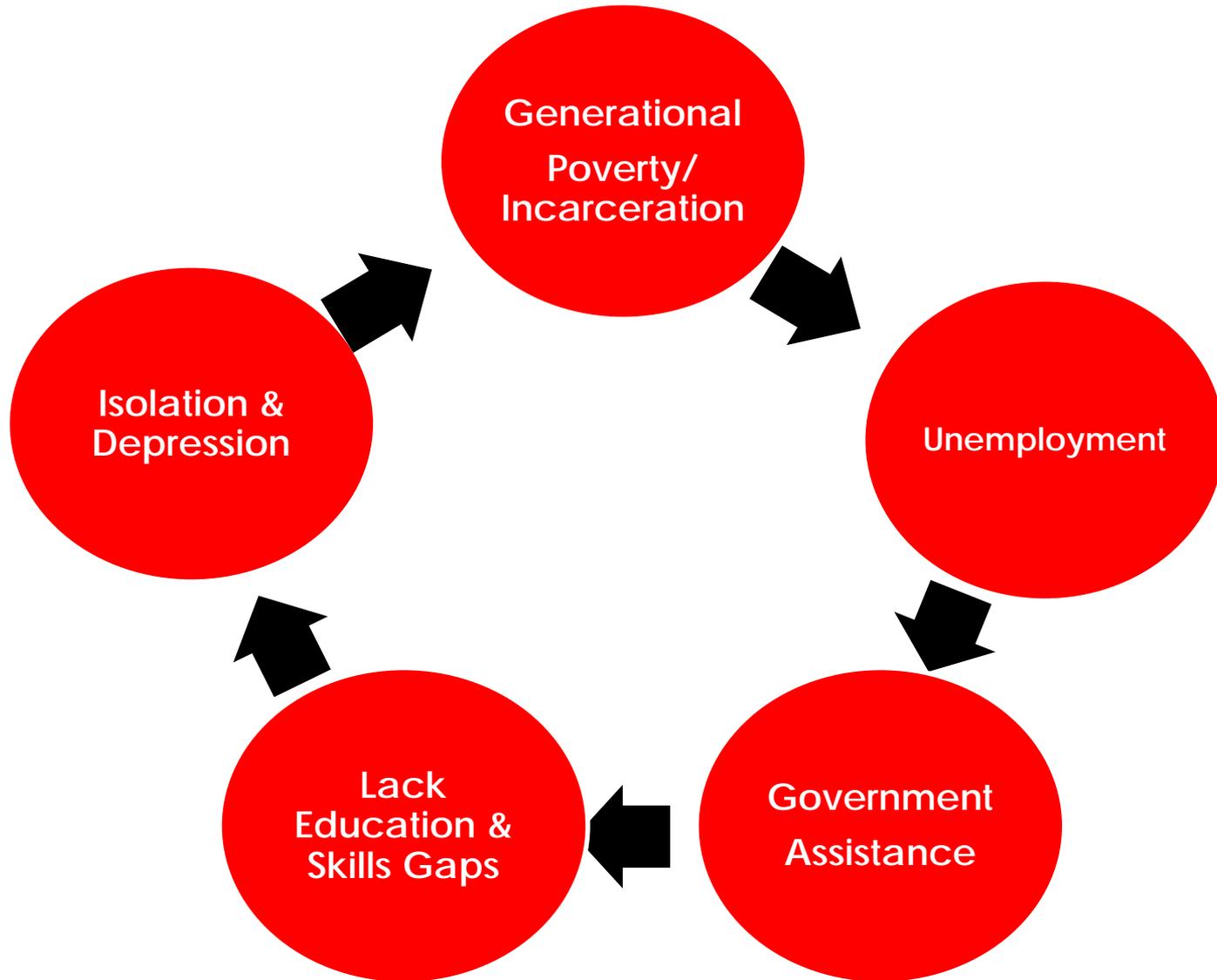
Be the leader in empowering individuals in their transformation to economic independence

## **Mission**

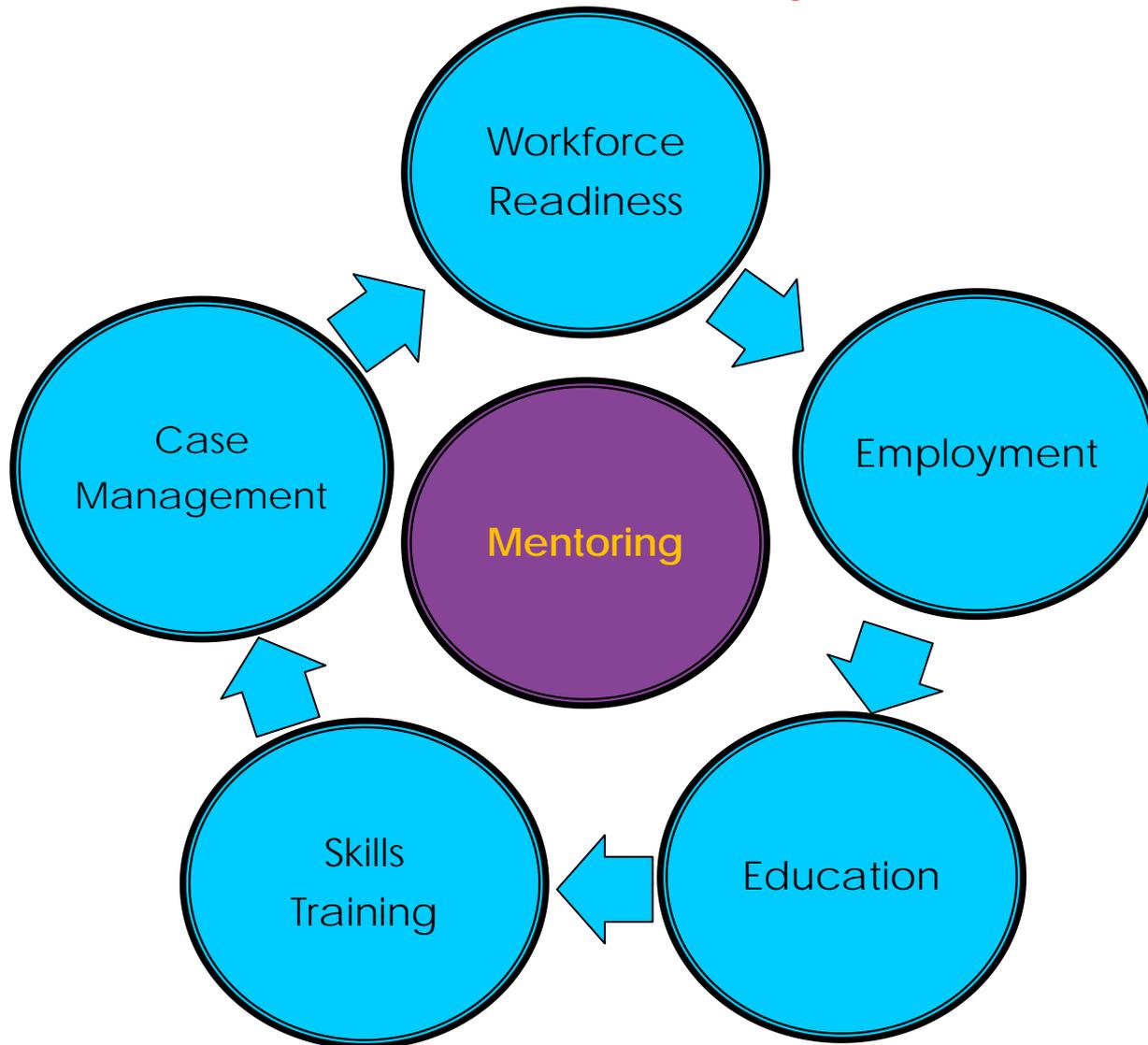
We inspire individuals to realize their dreams and achieve economic independence by providing hope, resources and a plan.

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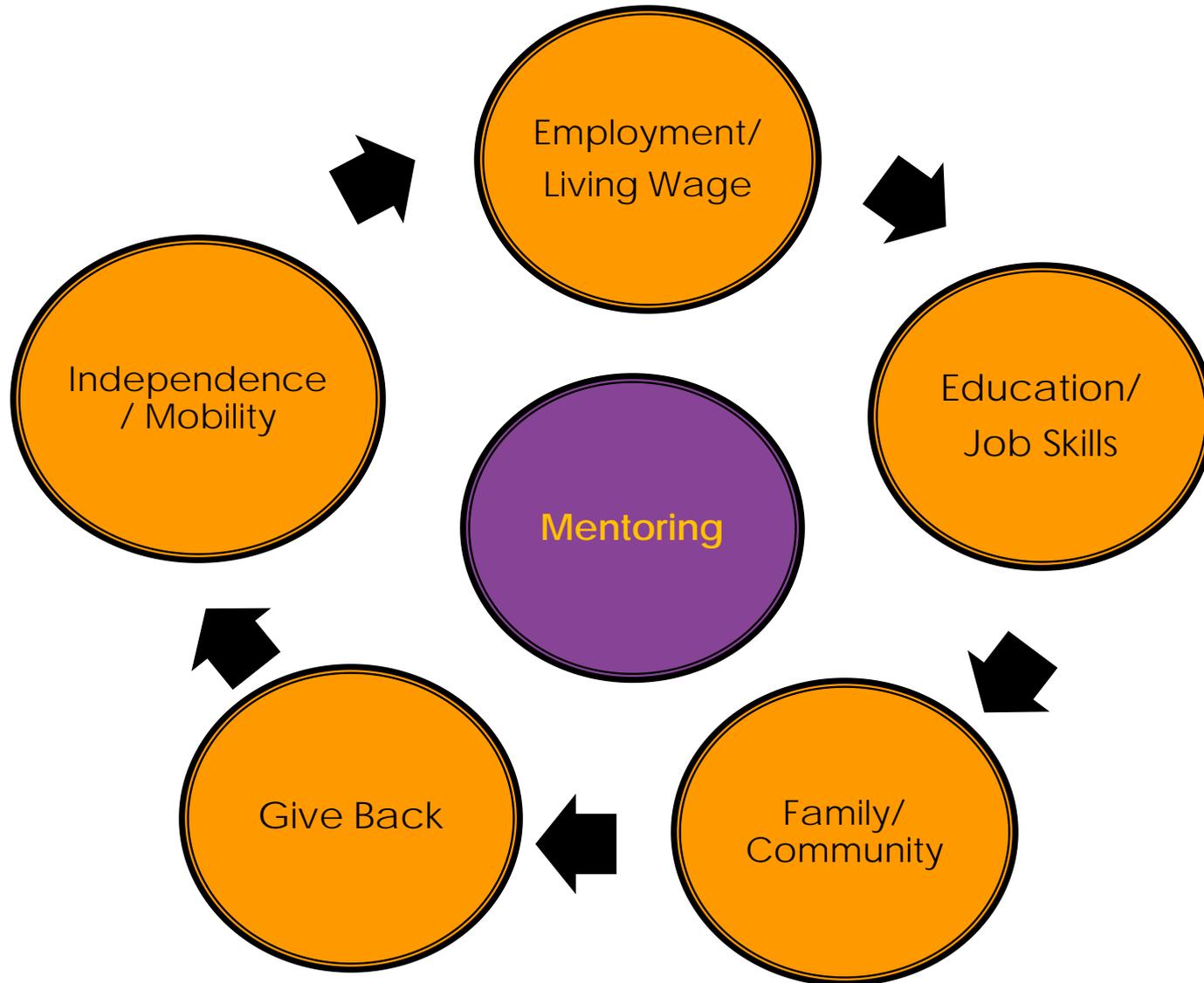
# Poverty/Crime Cycle



# CTS Transition Cycle



# Self-Sufficiency Cycle



# The CtS Difference

- **74% Job Placement** rate for participants that have completed the CtS program versus the 40% National Average for offenders in the first year of release

- The **Recidivism rate drops** to 14% for CtS participants versus the 44% National Average in the first year of release

- **Employment Retention** for CtS participants is 71%
- **Employment** – earning 86% higher wages within 6 months of employment
- **Healthcare** – 58% fewer on Medicaid
- **Housing** – 87% fewer live in shelters or other temporary housing

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# Observations

- Most men came from family dysfunction
- Most had children not in relationship with
- Most wanted to change this condition

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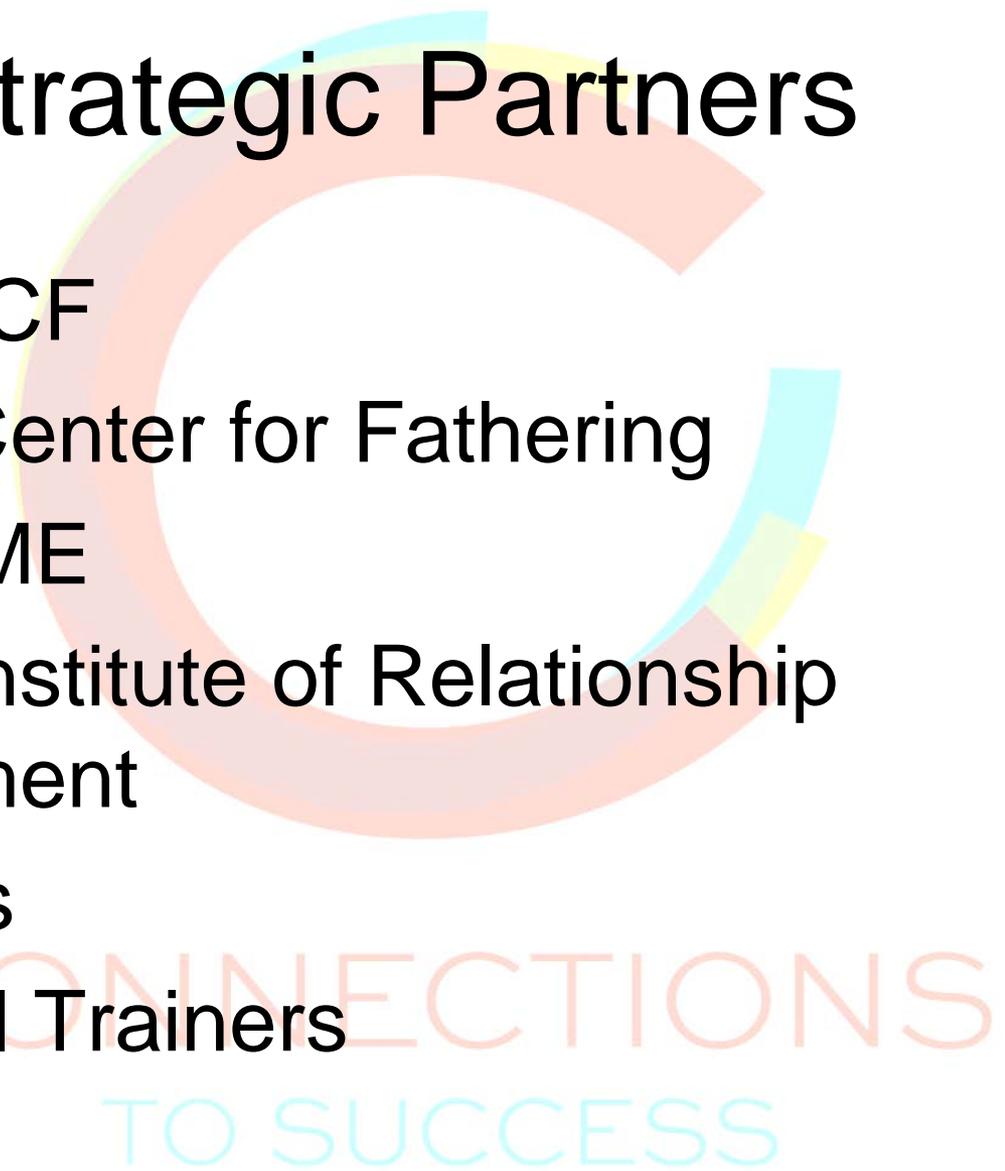
# Responsible Fatherhood Initiative



- Three year grant from ACF
- Three core components:
  - a. Responsible fatherhood
  - b. Healthy relationships
  - c. Economic stability

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# Strategic Partners



- Kansas DCF
- National Center for Fathering
- SAFEHOME
- National Institute of Relationship Enhancement
- Employers
- Vocational Trainers

# Impact of Unmet Child Needs

- 5 times more likely to live in poverty
- Child poverty not only affects child's present reality but future potential
- 2 times more likely to drop out of school
- More likely to do poorly in school
- 4 times more likely to need professional help for emotional/behavioral problems

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# Impact of Unmet Child Needs, con't

- Girls more likely to become teen parents
- Boys 63% more likely to run away
- 70% of long term prison inmates grew up in fatherless homes
- 60% of rapists grew up in fatherless homes
- 72% of adolescent murderers grew up in fatherless homes

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# Integrating Pre-Employment Training & Relationship Skills

- 2 Week Relationship/Work Readiness
  - Exposure (Tours)/Experiential Learning
  - Career Assessments (SDS, ONET)
  - Putting together a Life Plan with SMART Goals
  - Relationship Skills – Fatherhood training
- On-Going training 1 night/week – GED, Parenting, Healthy Relationships, Financial Literacy
- Mentoring



# Mock Interviews and Employer Events



**"I was so impressed by the variety of skills and the enthusiasm that I saw today. The participants were well prepared and there wasn't one who I wouldn't hire. This whole event just touched my heart and I can't wait to find out how to do more."**

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# Targeting Employers

- Identify Skill Gaps Across Industries – Local One Stop Centers
- Ask Employers what they need/want
- Build relationships with employers
  - Job Retention Specialist
  - Mock Interviews



# Benefits to Employers

- Provide a qualified pool of talent
- Pre-screen applicants according to employer's specifications
- Reduces turnover cost
- Staff is available to provide troubleshooting assistance to the employer and employee
- Follow-up with employer and employee continues for at least one year.

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# Transitional Employment Models

- **Transitional Job Training**  
*Combine Skills Building & Employment*
  1. *Home Remodeling*
  2. *Manufacturing*
  3. *General Maintenance*
- **Subsidized Employment**
- **On The Job Training**



NECT  
SUCC

# Early Results (Feb-Aug)

88 enrolled in program

75 have open CSS case

59 eligible for AF-PA credit (\$78,000 applied)

34 made a child support payment in August

40 are currently employed

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# Success Stories And Next Steps

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