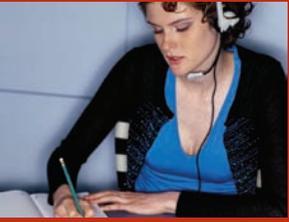


Economic Self-Sufficien



OUTCOME TEAM ROSTER

Commissioner Deborah A. Lieberman
Montgomery County Board
of County Commissioners
Co-Champion (12/06 - Present)

Willie F. Walker
Dayton Urban League
Co-Champion (09/05 - Present)

Donald A. Vermillion
University of Dayton Fitz Center
Co-Champion (06/06 - 12/06)

Roy Chew, Ph.D.
Montgomery County Workforce
Policy Board
Co-Champion (09/05 - 06/06)

Erthale Barnes
Montgomery County Department
of Job & Family Services

Catherine M. Brown
Talent Tree, Inc.

Kathleen J. Emery
City of Dayton
Department of Community Development

The Honorable Dennis J. Langer
Montgomery County
Common Pleas Court

Jan Lepore-Jentleson
East End Community Service Corp.

The Honorable Walter H. Rice
United States District Court

Joeseph P. Tuss
Montgomery County
Community & Economic Development

Gary J. Williamson, Ph.D.
The Montgomery County Job Center

STAFF:

Heath MacAlpine
Montgomery County Department
of Job & Family Services

Beverly Pemberton
Montgomery County Department
of Job & Family Services

Joyce Gerren
Consultant

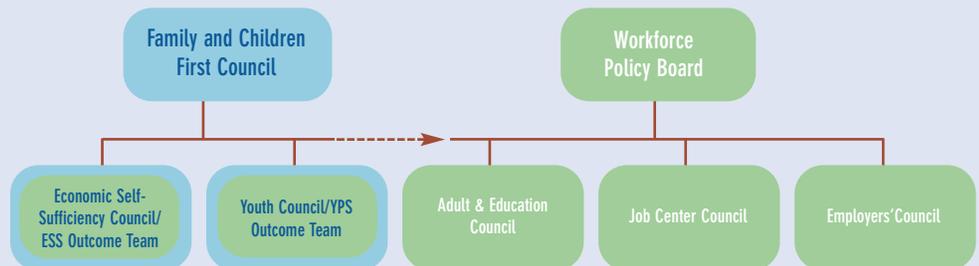
VISION

Residents have access to employment that provides a living wage and benefits. Barriers to employment, including transportation and day care issues, are minimized. Adequate opportunities for lifelong learning help prepare the workforce for the realities of 21st-century jobs. Educational, vocational training, and worker retraining services are readily available to support the needs of residents and employers.

ECONOMIC SELF-SUFFICIENCY OUTCOME TEAM REPORT

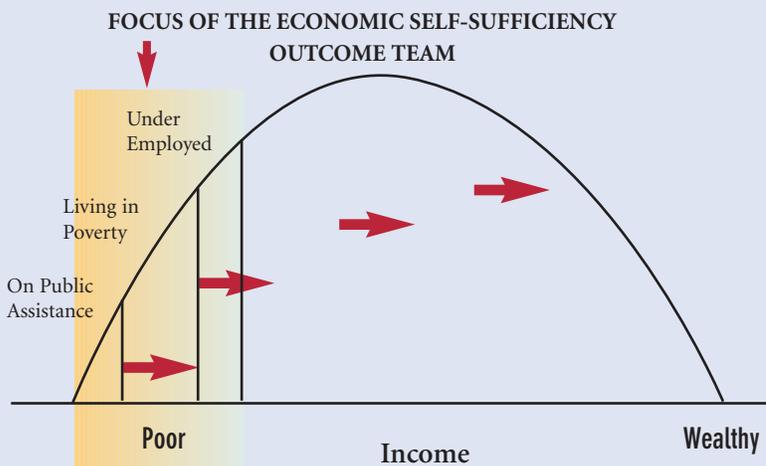
The Economic Self-Sufficiency (ESS) Outcome Team was initiated with dual reporting responsibilities to the Family and Children First Council (FCFC) and the Montgomery County Workforce Policy Board (WFPB). This shared reporting ensures active communication between the FCFC and WFPB to address common themes.

FCFC/WFPB SHARED GOVERNANCE STRUCTURE



The ESS team is charged with investigating needs/barriers, developing strategies and recommending solutions to promote economic self-sufficiency for individuals and families in Montgomery County. The ESS Team's role was determined as follows:

- ✿ Review human services issues presented to the Workforce Policy Board and provide recommendations of appropriate actions to be taken;
- ✿ Identify human services issues related to economic self-sufficiency and bring them to the attention of the Workforce Policy Board and FCFC;
- ✿ Improve community conditions by addressing identified human services needs through: conducting research, assessing needs, measuring gaps, developing solutions, establishing priorities, and recommending actions; and
- ✿ Advise and/or make appropriate recommendations to the Workforce Policy Board and FCFC.



Supports for the Unemployed and Underemployed

Obvious barriers to economic self-sufficiency include unemployment, underemployment and the role that insufficient supportive services (child care, transportation, education and training, and others) have in promoting poverty. The ESS Team began by working with local and national economic self-sufficiency professionals to identify and research “best practices” and strategies to address these issues. The team received presentations on the Targeted Community-Based Collaborative (TCBC) and on the Work Advancement and Support Center (WASC) Demonstration Project operated by Manpower Demonstration Research Corp. in Dayton. Both programs (TCBC and WASC) are designed to promote economic self-sufficiency for families in Montgomery County.

TARGETED COMMUNITY-BASED COLLABORATIVE (TCBC)

Recognizing that conventional approaches used in the past for reaching the “hard to serve” had been overwhelmingly unsuccessful, the Montgomery Department of Job and Family Services (MCDJFS) was committed to designing and implementing new strategies and interventions. The Targeted Community-Based Collaborative (TCBC) Program was created in 2000 to address this weakness. TCBC is comprised of community and faith-based organizations operating in Montgomery County’s poor neighborhoods where they already have a long-term committed relationship

with residents. The TCBC grassroots approach addresses the challenges of adult unemployment and underemployment, poor school attendance and academic performance of youth, family violence, substance abuse, out-of-wedlock births, crime, and the lack of a network of support. These providers offer a myriad of services directed toward youth and adults achieving their productive potential. Some of the services include, but are not limited to:

- Job search and placement assistance/referrals;
- Family crisis intervention;
- Referral services for substance abuse and family violence treatment/counseling;
- Education & training referrals;
- Truancy intervention/counseling;
- Youth and family mentoring programs;
- Tutoring and academic coaching and cultural enrichment; and
- Community resource education and community service networking.

Now in its seventh year, TCBC has served an estimated 10,000 clients. Today, there are more than 30 TCBC providers and partners serving families in Montgomery County at risk of poverty.

The TCBC Program received the National Association of County Officials Achievement Award for 2002 and was highlighted as a significant partner in the U.S. Department of Labor One-Stop Innovators and Youth Council Award.

WORK ADVANCEMENT AND SUPPORT CENTER (WASC)

Although a considerable body of research shows that what works in helping people who are not employed move into work, far less evidence exists on effective strategies for helping those who are already working stay in jobs and move up the career ladder. The highly recognized research firm Manpower Demonstration Research Corp. (MDRC) developed the Work Advancement and

Support Center (WASC) demonstration project. The purpose is to identify effective strategies to enable low-wage workers and reemployed dislocated workers (those who, because of industry restructuring, now work in significantly lower-paying jobs than they previously did) to stabilize their employment, find better-paying jobs, and prepare for positions that require higher skills. This project will also assist employers.

WASC programs are being established in One-Stop Career Centers which have been used primarily to help unemployed people find jobs. Services will be provided by teams consisting of staff of Workforce Investment Act (WIA) agencies and staff of welfare agencies that administer support programs.

MDRC chose two sites to participate in the demonstration: Dayton, Ohio, and San Diego, California. **Dayton was selected because the Montgomery County Job Center is recognized as the top One Stop/Job Center in the country and is noted as a “Best Practice” model.**

Dayton has been particularly hard hit by cutbacks in the automotive and other industries and is losing employers. It faces the challenge of moving low-wage workers, many of whom are dislocated, into high-demand, better-paying fields.

WASC combines two strategies that have not been rigorously tested together on a large scale:

- job retention and advancement services aimed at both meeting employer needs and enabling low-wage workers to find better-paying jobs; and
- simplified access to financial supports for working people, including child care subsidies, the Earned Income Tax Credit (EITC), food stamps, and health insurance.

In pursuing their employment-related goals, the WASC programs will be flexible in their strategies, guiding some workers to education and training and coaching, and others to resolve job problems or seek promotions and raises. The programs will also work directly with local employers to identify second- and third-level job openings (positions above entry level, requiring additional training and skills) to facilitate on-the-job training, to secure advancement opportunities for WASC participants. Where feasible, WASC assistance will be delivered at the worksite, not just at the

One-Stop. Strategies to promote the second goal, simplified access to financial work supports, include implementing administrative changes that make it easier to apply for and maintain work supports and educating workers about how these supports can raise their household income.

The Dayton site has been successful in engaging employers and recruiting participants in this demonstration. The most far-reaching components of the Dayton site have been MCDJFS' agreement with the ODJFS, which allowed flexibility in the delivery of supportive services, i.e., financial incentives and supports and WIA waivers to increase the Individual Training Account for the targeted population. It is too early in the demonstration to determine study results. Early indications show work supports provided to eligible participants are indicators for job retention and advancement.

Recommended Supports for the Unemployed and Underemployed:

Analysis of the work underway with these programs resulted in three recommendations as the ESS team continues to work closely with the FCFC and WFPB:

- Review the work of the TCBC and WASC programs;
- Monitor the outcomes of the TCBC and WASC programs and provide feedback; and
- Educate the FCFC and WFPB on the results of the TCBC and WASC programs.

Supports for Prisoner Re-entry

Another community issue that came to the attention of the ESS team was prisoner re-entry. This issue impacts the lives of many children and families throughout the community. In 2001, almost 24,000 prisoners were released from Ohio prisons back into communities. Lack of housing, education, employment, substance abuse and mental health services and health care create lack of stability. Family reunification and social stigma are all potential obstacles that formerly incarcerated persons (FIP) face upon release. A re-arrest rate of 67.5% within three years of release, and a re-conviction rate of 46.9% for the same period, indicates that FIPs are being released without the necessary skills, treatment, and support services in place to achieve successful re-entry.



The team received assistance of noted local and national professionals on this topic. On November 9, 2006, the ESS Team hosted a “Symposium on Prisoner Re-entry and its Impact on Montgomery County.” The principal presenter was Dan Bloom, Director of Welfare and Barriers to Employment Policy Area for Manpower Demonstration Research Corp. (MDRC). Mr. Bloom is also the author of a working paper entitled: “*Employment-Focused Programs for Ex-Prisoners: What Have We Learned, What Are We Learning, and Where Should We Go from Here?*” Mr. Bloom was joined in a panel discussion with the following local prisoner re-entry leaders and service professionals:

- ✿ Judge Walter Rice Chief Judge, U.S. District Court, Southern District of Ohio
- ✿ Cecelia Long Executive Director, Mercy Manor
- ✿ Craig Powell Executive Director, PowerNet of Dayton
- ✿ Paul Ringer Montgomery County Adult Probation Dept.
- ✿ Rev. Tommy Stewart Executive Director, Dayton Northwest Weed and Seed
- ✿ Brigid Slaton Regional Administrator, Ohio Dept. of Rehabilitation & Corrections

The symposium was an effective approach to begin facilitating community dialogue concerning these issues.

Recommendations for Supports for Prisoner Re-entry

Analysis of the feedback from over 75 symposium attendees resulted in two recommendations:

- ✿ Continue to conduct symposium meetings to enable sharing of information and exploration of strategies to overcome barriers to employment and economic self-sufficiency for the population re-entering the community from prison; and
- ✿ Identify and research (national and local) projects using “best practice” models, which have shown proven success in developing strategies and solutions to removing barriers to unemployment/underemployment and economic self-sufficiency for the population re-entering the community from prison.

The initial work of the Economic Self-Sufficiency Team confirms the need to continue working to close the gap between economic jeopardy and economic self-sufficiency. The Children’s Defense Fund of Ohio reports that Ohio has nearly 400,000 children younger than the age of 18 living below the poverty line. This includes over 21,000 in Montgomery County. The research indicates that the well-being of children and family economic security go hand in hand. Children in poverty or at risk of poverty are more likely to experience a range of negative outcomes: low academic achievement, health problems, early pregnancy, homelessness, lower high school graduation rates and poor employment outcomes. In an effort to reduce these negative outcomes and create stable families and strong economic communities, the Economic Self-Sufficiency Team will continue to:

- ✿ Identify and research the needs and barriers to economic self-sufficiency, and
- ✿ Advise and/or make appropriate recommendations to the Workforce Policy Board and FCFC

The Economic Self-Sufficiency Team will provide a formal report to the FCFC in early 2007 which will summarize its initial work, findings and recommendations concerning its selected areas of focus to reduce barriers to economic self-sufficiency and improve the quality of life for children and families in Montgomery County.