



Winston-Salem



**SUCCESSFUL OUTCOMES AFTER RELEASE**

**GRANTEE AGENCIES AND WORK PROGRAM  
GUIDELINES**



# GRANTEE AGENCY FUNDING PROGRAM



## SOAR Funding for Community Agencies

- For non-profit organizations with the goal of:
  - easing the transition of previously incarcerated citizens
  - addressing needs of youth involved in the juvenile justice system
  - reducing recidivism
  - addressing public safety
- **Funds should be used for the provision of direct services or programming for participants.**
- Agencies are required to attend mandatory trainings and meetings throughout the grant period.

# GRANTEE AGENCY FUNDING PROGRAM



## Eligibility Check List

To be eligible for funding through the City's established process, agencies must meet the following minimum requirements:

- Application is complete and responsive. All questions are answered thoroughly
- Program activity is eligible under one of the available funding sources
- Current nonprofit 501(c)(3) tax exempt status and eligibility to receive tax deductible contributions, as confirmed by the Internal Revenue Service
- "Current-Active" status to conduct business in the State of North Carolina at least one year prior to the date of publication of this Request for Proposals, as confirmed by the N.C. Secretary of State (<https://www.sosnc.gov/search/index/corp>)
- Submission of third-party financial review or audited financial statements prepared by a qualified accountant or accounting service covering the last reporting period of operation. Audit findings may make the applicant ineligible to receive assistance from the City.
- Not be debarred or suspended by any federal agency
- Provide a current list of Board Members
- Provide a completed IRS 990 Form, as submitted to the IRS
- Provide organization's policies, code of conduct, bylaws, and articles of incorporation

# GRANTEE AGENCY FUNDING PROGRAM



## Seed Agency Funding

- First-time applicants that do not meet all of the minimum criteria may be eligible for “seed” funding.
- Maximum assistance of \$5,000.
- Agencies are required to attend mandatory meetings or trainings throughout the funding cycle.
- **Seed funding is only available to agencies for up to two funding cycles.**

# GRANTEE AGENCY FUNDING PROGRAM



## Application Process

- **October 8, 2018:** Request for Proposals released
- **October 10, 2018:** Orientation Workshop held
- **October 25, 2018:** Technical Workshop held
- **November 16, 2018, 5:00pm:** Application submission deadline
- **December 2018:** Completed applications evaluated by Review Panels
- **January 2019:** Community Agency Allocation Committee review begins
- **May 2019:** Recommendations for award of SOAR funds forwarded to the City Manager for inclusion in proposed FY 2019-20 budget
- **June 2019:** Mayor and City Council approve FY 2019-20 budget, including SOAR allocations to community agencies

# GRANTEE AGENCY FUNDING PROGRAM



## Application Evaluation Criteria

- Organizational Capacity	25 points
- Strategy	20 points
- Project Approach & Design	15 points
- Cost Effectiveness	25 points
- Overall Impression	5 points
- All Materials Submitted	5 points
- Contemporary Bonus	<u>5 points</u>
<b>Total Possible Grant Application Score</b>	<b>100 points</b>

# WORK EXPERIENCE PROGRAM

## Application Process

- Apply online at [www.cityofws.org](http://www.cityofws.org)

## Eligibility Criteria

- Resident of Winston-Salem
- Must have at least one prior conviction
- Must have at least 6 months work experience since last conviction or successfully completed a job-training/re-entry program.
- Must pass a drug test and consent to a background check
- Must be able to work 32 hours a week

# WORK EXPERIENCE PROGRAM

## Interview Panel

- Applicants who met eligibility criteria are invited to interview with a panel of city staff.

## Participant Placement

- Participants are assigned Laborer positions with various City Departments.

## Onboarding Updates

- Partnered with Winston Personnel Group to hire all SOAR participants.



# WORK EXPERIENCE PROGRAM

## Increased Participant Wages and Work Hours

- Participants are paid the City's living wage (\$11.25/hour) and work 32 hours a week

## Ongoing Outreach & Recruitment

- Super SONIC (Strategic Outreach & Networking in Communities)
- Hosted Inaugural Reentry Expo (Forsyth Reentry Council)
- Implemented a b3 Campaign (Bottled Water, Business Cards & Basketball Courts, Barber Shops, and Beauty Salons)

## Observed an Increase in Candidate Applications

- Received 66 applications in 2017 and 98 applications in 2018.

# RECOMMENDATIONS

## New Partnerships

- Utilities staff will conduct a labor employability skills session and equipment training class with current SOAR participants in November 2018.
- Both the Utilities and Sanitation Departments have agreed to have a SOAR participant assigned to their departments in January 2019.

## Supervisory training for site supervisors

- Implemented monthly site visits to observe participants and site supervisors. Supervisors received a video training at the start of the cohort including a list of Frequently Asked Questions to address expectations of participants and site supervisors.

# RECOMMENDATIONS CONTINUED

## Implementing a Coaching program

- Staff developed an application and starter packet for a coaching/mentoring program.
- Coaching program will be advertised to staff on the City's internal site. Anticipated implementation is January 2019.

## Developing marketing materials

- Staff developed posters, hand-bills, flyers, and business cards (Available in English and Spanish).
- SOAR website includes an interest form link.

# RECOMMENDATIONS CONTINUED

## Work with SOAR grantee agencies on the development of performance/outcome-based measures.

- Held an information session with SOAR Grantee Agencies in May 2018
- Attended Neighborhood USA Conference with the SOAR Grantee Agency representative in May 2018
- Work Experience staff continues to work with the Offices of Performance and Accountability and Budget and Evaluation to examine and expand outcome-based measures.

# OUTCOMES

## Honorable Mentions

- SOAR Participant obtained Class A CDL Permit. Hired by Utilities for Full-Time Employment.
- Four promotions of former participants in 2018 in City/County Planning, DOT, Utilities and Fleet Services.

## Trailblazing municipal reentry efforts across the state

- “Ban the Box” Policy
- Grantee Agency Funding Program
- Work Experience Program