

## **GOVERNMENT AND COMMUNITY PARTNERS**

Following is the description of the identified issue in Dallas County.

# COLLABORATION

## **PROBLEM**

### **What is the problem for Dallas County?**

Organizations that deliver workforce development services operate independently and are not fully aware of each other's work.

### **Why is this a problem for Dallas County?**

Services are not centralized or coordinated, which makes it difficult for employers and for clients.

### **What needs to be done to alleviate this problem?**

A neutral convener/process manager is needed to get funders together to create and manage a system of service provision so that better, more comprehensive services can be delivered in a more cost-efficient manner.

### **Impact for Dallas County**

Collaborative service plans of wrap-around services will offer consistent and ongoing services long enough (up to five years\*) that clients really have a chance to move to independence, instead of from program to program.

## **SUPPORTING STATISTICS**

Ex-offenders are returning to Dallas without reading skills, basic education and job skills. Without these basics, they are unprepared to get and retain employment, making recidivism more certain. They bring these real problems as well stigma - real and perceived - that interferes with their employment.

People re-entering society from periods of homelessness, incarceration, drug abuse and other maladies do not have access to any entity that provides a comprehensive, community-based full complement of services/assistance they need, including employment, affordable housing, case management, mental health services, child care, and support system.

## **DATA CHARTS**

No prior data available on this topic.

## **CURRENT SERVICE PROVIDERS**

### ***Reintegration of ex-offenders into workforce and community:***

**Community Partnership Council (CPC):** Faith-based group of about 25 organizations/churches in the Metroplex providing liaison for offenders to community at large.

Chair: Wayne Mitchell  
Advisory to Vicki Hallman, Parole Division II Regional Director  
Address: Wayne Mitchell  
Community Partnership Council (CPC)  
1010 Cadiz  
Dallas, TX 75215

**Community Assistance Program (CAP):** Outgrowth of CPC. New nonprofit established to seek funding for providers of re-entry services who participate in CPC. Could develop into a true collaboration.

Address: Wayne Mitchell  
Community Assistance Program (CAP)  
1010 Cadiz  
Dallas, TX 75215

**Dallas Leadership Foundation:** Coalition of prison ministries working on re-entry services.

Chair: E. Jean Jones, Onpoint Ministry, Friendship West Baptist Church  
Address: E. Jean Jones  
Onpoint Ministry  
Friendship West Baptist Church  
5787 S. Hampton, Suite 480  
Dallas, TX 75232

***Workforce development services:***

**WorkSource for Dallas County:** Local entity charged with workforce planning and funding from state and federal sources. Funds multiple agencies, some in a coalition of partners. Could convene a true collaboration.

Chair: Laurie Boullion Larrea  
Address: Laurie Boullion Larrea  
WorkSource for Dallas County  
1201 Main St., Suite 2700  
Dallas, TX 75201

**New Beginnings/STEP/Jacob's Ladder/Central Dallas Ministries:** Three nonprofit entities beginning true collaborative around self-sufficiency for disadvantaged adults. Includes 5-year plan and division of labor/funding among participants. All are previous recipients of WorkSource funds.

Participants: Robie Glen, Lalla Shackelford, Marilyn Small

Addresses: Robie Glen  
New Beginnings  
4907 Spring  
Dallas, TX 75210

Marilyn Small  
Jacob's Ladder  
1402 Corinth, Suite 247  
Dallas, TX 75215

Lalla Shackelford  
STEP Foundation Training  
1402 Corinth, Suite 127  
Dallas, TX 75215

Larry James  
Central Dallas Ministries  
409 N. Haskell  
Dallas, TX 75246

**Mayor's Task Force on Jobs:** Task Force to develop 5-year plan for job creation/development in South Dallas. Project of Foundation for Community Empowerment. Could convene a true collaboration.

Chair: Tim Sambrano  
Address: Tim Sambrano  
Mayor's Task Force on Job Creation  
C/o Foundation for Community Empowerment  
2001 Ross Avenue, Suite 3350  
Dallas, TX 75201

***Youth services:***

**TRAC:** Coalition of providers of service to youth, focusing on youth aging out of foster care. Potential for collaboration.

Chair: Evy Kay Ritzen, Target Kids in Court  
Address: Dan Umphress  
Target: Kids in Court  
3108 Live Oak Street (PO Box 710385, zip 75371)  
Dallas, TX 75204

***Homeless:***

**Homeless Coalition:** Coalition of providers of service to homeless focusing on 5-10 year plan to handle homelessness in Dallas. Potential for collaboration.

Chair: Paige Flink, The Family Place

**GAPS IN SERVICE DELIVERY**

Existing services are not linked to a comprehensive network of related services and are frequently unable to establish an effective program due to the short (under five year) funding cycles that provide start up funds for such programs. The people who are attempting to re-enter society frequently fail to navigate the disconnected and complex array of social service providers that currently exist and so are unable to reach independence.

**GOALS AND OBJECTIVES**

- Quality job skill, readiness and placement programs need on-going support.
- Policy changes and incentives to employers that encourage assistance to ex-offenders and address their liability issues with ex-offenders are needed in order to support the successful re-integration of ex-offenders into the work force and community to reduce recidivism in Dallas County.

- Programs must be holistic, offering wrap-around services delivered to clients by a network of community providers via a collaborative service plan, for a period of up to five years if necessary to get individuals back on their feet. This metric is based on the Family Self-Sufficiency program offered at most housing authorities across the country and recommended by Karen Allen, the program director at Dallas Housing Authority.<sup>1</sup>
- Service providers need multi-year commitments for funding, based on performance and periodic reviews, to provide a continuity of care and opportunity for development of best practice programs with outcomes of self-sufficiency.
- Support of collaborative service plans of wrap-around services will offer consistent and ongoing services long enough (up to five years) that clients really have a chance to move to independence, instead of from program to program.

## **EVALUATION AND OUTCOME MEASURES**

A neutral convener, process manager is needed to bring funding streams together to create and manage a system of service provision so that improved and more comprehensive services can be delivered to the county.

Outcome #1

Objective: Hire an individual to organize this endeavor.

Measurement: Monitor hiring and progress of individual on a yearly basis.

## **REFERENCES**

1. Dallas Housing Authority, 2003

*\*A five-year plan for re-entry to society is based on the Family Self Sufficiency (FSS) program offered at most housing authorities across the country. The FSS program of Dallas Housing Authority (DHA) is a voluntary program at no cost to the participant, but limited to residents of DHA. Participants receive extensive case management, develop a plan of action (service plan) and contribute to an escrow plan, which will move them toward home ownership. There are several requirements for completion of the program including a minimum number of work or education hours per week and compliance with all program components. DHA allows the participant up to five years to complete the program and expects that the participant and all household members will be free of any type of public assistance after that time. This re-entry planning metric is recommended by Karen Allen, director of DHA's FSS program.*