



**National Reentry Resource Center
Conference
February, 2011**

CEO'S VISION AND MISSION



CEO'S VISION

The Center for Employment Opportunities' (CEO's) vision is that anyone returning from prison who wants to work has the preparation and support needed in order to find a job and stay attached the labor force.

CEO'S MISSION

CEO is dedicated to providing immediate, effective and comprehensive employment services to men and women with recent criminal convictions.

THE CEO MODEL



JOB READINESS TRAINING

2,500
Average
served



TRANSITIONAL EMPLOYMENT

Average
220 working
per day



FULL-TIME PLACEMENT

1,187
placements
in 2010



ONE YEAR FOLLOW UP

80% enrolled
in Retention
Services

CEO ACTIVITY FLOW CHART

Recruitment And Life Skills

Pipeline
From
Criminal
Justice
Partners
+
5 Day
Classroom
Training

Transitional Work

Government
Facilities

Community/
Neighborhood
Projects

Private/
Public
Corporations

Permanent Job Placement

Into
Private
Sector
Unsubsidized
Jobs

Job Retention

One Year
Of
Retention
Follow-up

Providing linkages to other services: Drug Treatment, Housing, Family Support

TRANSITIONAL JOBS AT CEO: IMMEDIATE, PAID WORK

Transitional Jobs fulfill priority **#1** of most formerly incarcerated people:
FINDING A JOB



EARNING WHILE LEARNING:

- Building basic work skills in a flexible structure
 - Daily evaluation of performance
 - Daily paycheck

TRANSITIONAL JOBS AT CEO : DAILY EVALUATION

Definitions of the
CEO CPS

Rating
of 1, 2,
3, 4 or 5

CEO CPS: CEO's Principles of Success

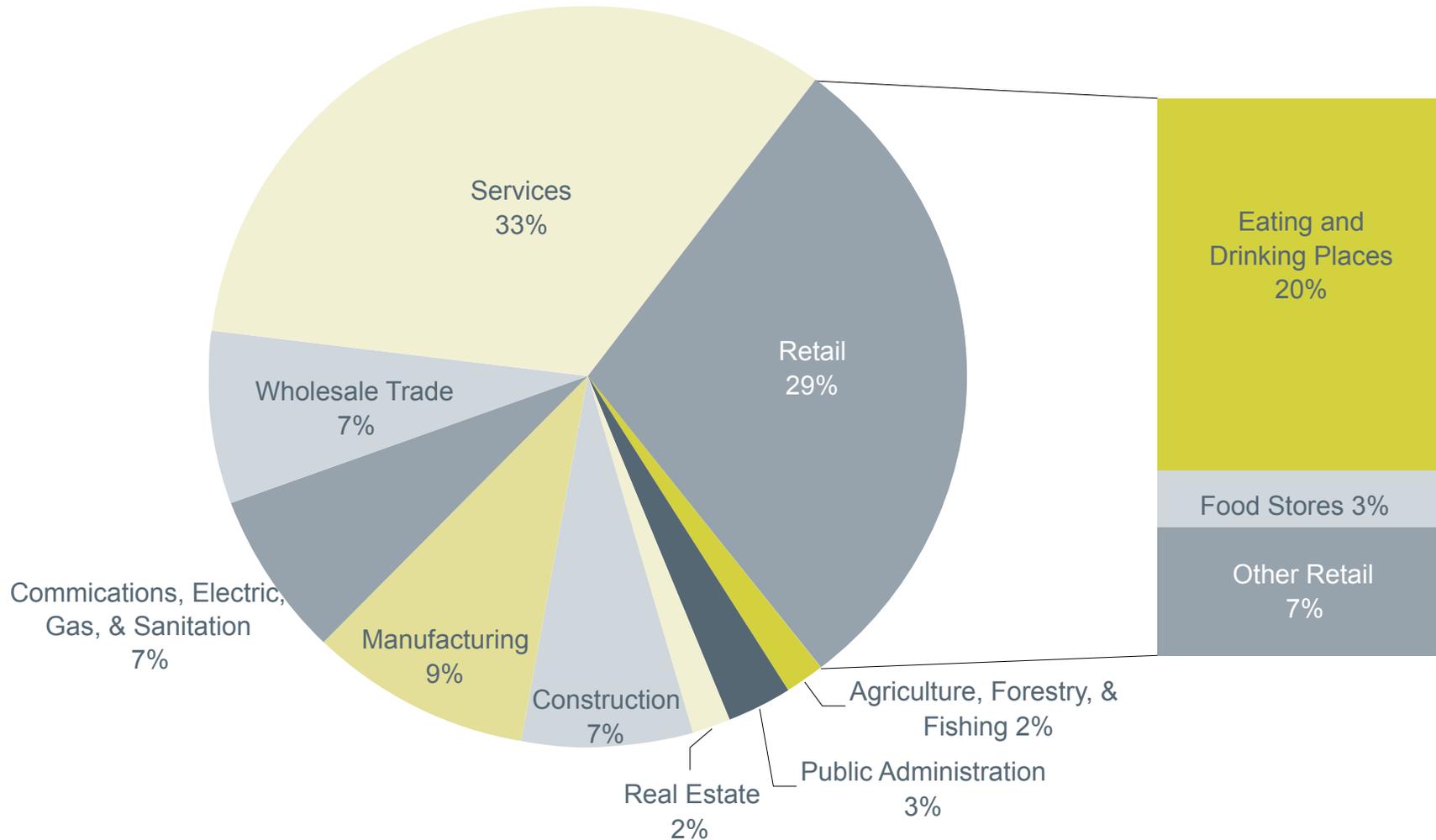
- **Cooperation with Supervisors:** Following instructions, policy, rules, directions from supervisor with a respectful (not disrespectful) attitude, asks constructive questions
- **Effort at Work:** Stays constructively busy, willing to do extra work, motivates others, good response time to instruction, shows initiative
- **On-time:** Ready to work at start time (in morning and after breaks)
- **Cooperation with Co-workers:** Teamwork, helpful, working towards a common goal, positive outlook
- **Personal Presentation:** Communication, active listener, verbal/nonverbal, physical energy, dressed appropriately, eye contact

No

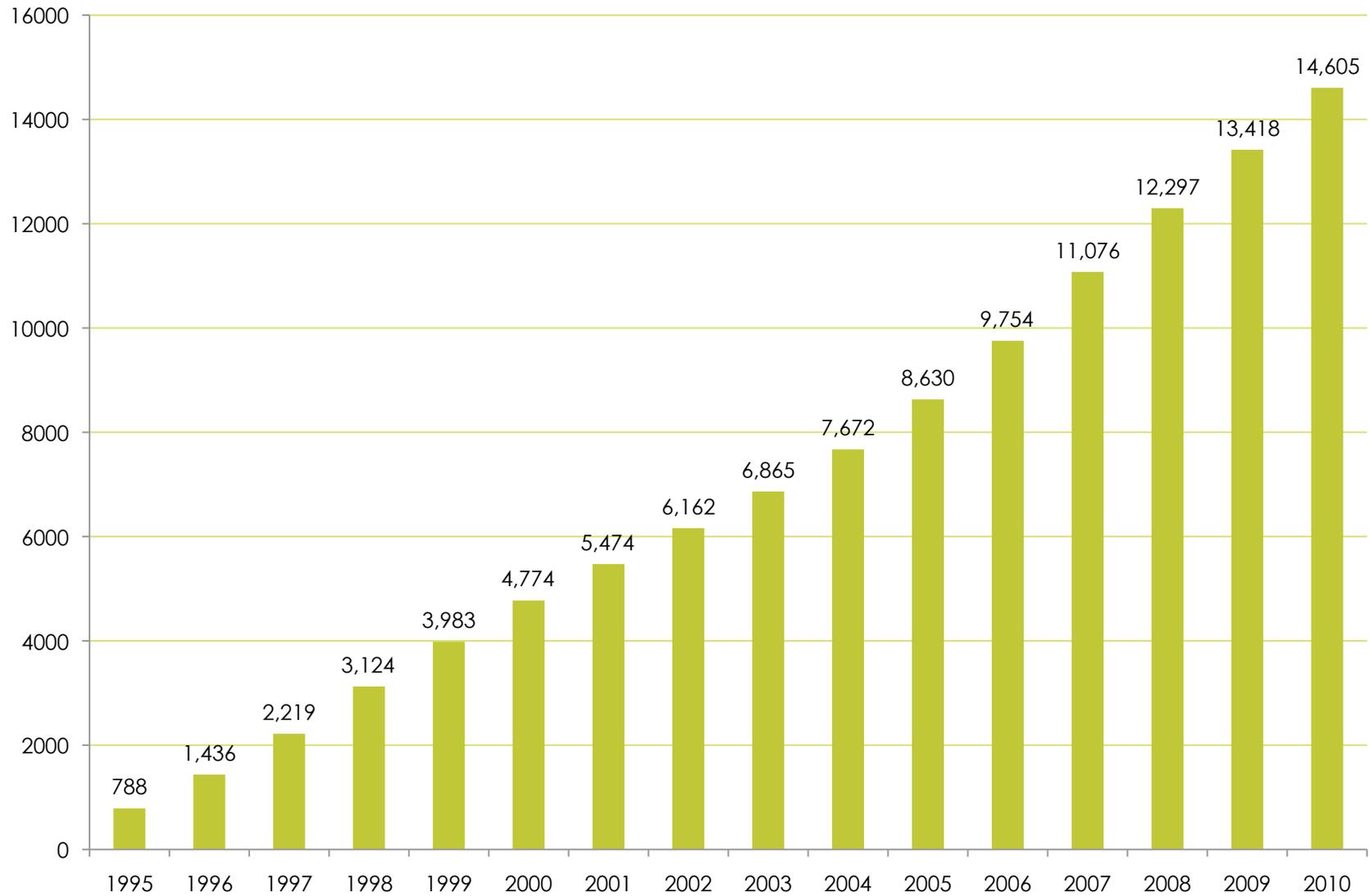
Yes

TRANSITIONAL JOBS AT CEO: GATEWAY TO 14,000 FULL-TIME JOBS

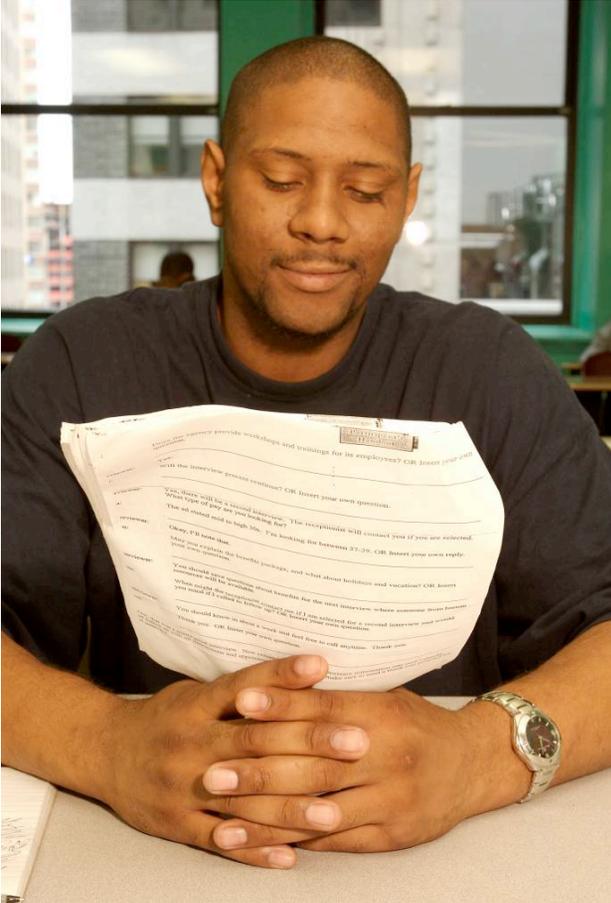
Since 1995, CEO has made over 14,000 placements in full-time jobs:



CEO'S OUTCOMES: CUMULATIVE JOB PLACEMENTS

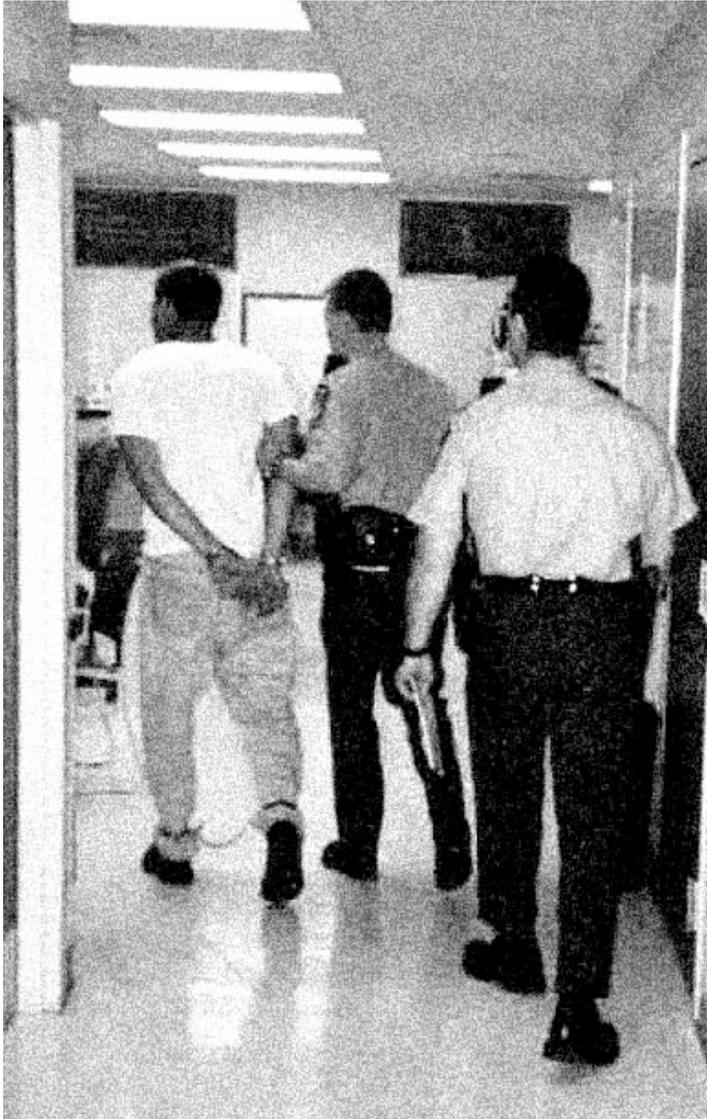


IMPROVEMENTS IN JOB RETENTION: THE CEO ACADEMY



- At CEO, participants' reading and math scores average 6th/7th grade; most higher paid jobs and trade school entrance tests require higher literacy and numeracy.
- CEO Academy is a trade preparation program that offers the skills and experience needed to improve capacity to find and retain well-paying, skilled-labor jobs.
- CEO Academy is run in partnership with a community college – leveraging the strengths of both institutions.
- To date, CEO Academy graduates have been placed in trades at wages 30% higher than average CEO placements.

CEO EVALUATION: 3 YEAR RANDOM ASSIGNMENT STUDY



MOST RIGOROUS TEST OF SOCIAL IMPACT

- CEO participated in a 3-year random assignment evaluation conducted by the independent research firm, MDRC.
- Random Assignment studies are considered **the most demanding – and accurate -- form of evaluation.**

CLOSE TO 1,000 People Participated (977)

- Average of **7 prior convictions;**
5 years in prison
- **Over half** are fathers; few live with children
- **52%** were convicted of a violent crime

CEO EVALUATION: CRIMINAL JUSTICE IMPACTS

MDRC’s randomized control study found that **CEO reduces recidivism at every level of the criminal justice system** including arrests, convictions and reincarcerations after 3 years of follow-up. Evaluators describe study results as “rare” for criminal justice populations.

RECIDIVISM RESULTS FOR PARTICIPANTS WHO JOINED THE STUDY WITHIN 3 MONTHS FROM RELEASE

	Statistical Significance on a Scale of * -- ***	Percent Difference	Program Group	Control Group
ARRESTED	*	16.9%	49.1%	59.1%
CONVICTED OF A CRIME	**	22.4%	44%	56.7%
CONVICTED OF A VIOLENT CRIME	***	62.3%	5.4%	14.3%
INCARCERATED	**	15.6%	60.2%	71.3%
Jail	***	20.6%	56.7%	71.4%
INCARCERATED FOR A NEW CRIME	*	26.4%	25.1%	34.1%
Jail	**	34.8%	15%	23%

Stars indicate the statistical significance of outcomes, 3 stars is the highest level given by MDRC.

CEO EXPANSION TO DATE: 5 EXPANSION PILOTS OUTSIDE NYC

ROCHESTER

LAUNCH DATE: 6/8/10
150 Parolees per Year
2 Crews

TJ Partners:
City of Rochester
Monroe County Parks Department

SYRACUSE

LAUNCH DATE: 1/24/11
150 Parolees per Year
2 Crews

TJ Partners:
Syracuse Housing Authority
NYS Office of General Services

ALBANY

LAUNCH DATE: 12/2/09
225 Parolees per Year
3 Crews

TJ Partners:
NYS Office of General Services

BUFFALO

LAUNCH DATE: 10/5/09
150 Parolees per Year
2 Crews

TJ Partners:
Olmsted Parks Conservancy
City of Buffalo

WESTCHESTER**

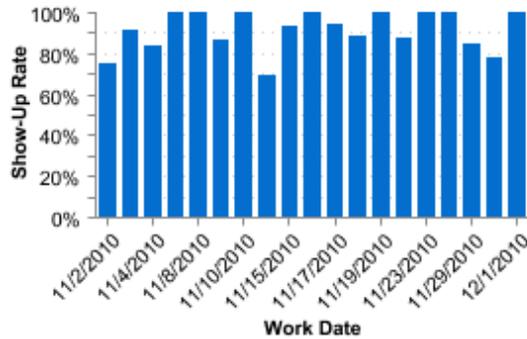
LAUNCH DATE: 9/21/09
75 Probationers per Year
1 Crew

TJ Partner:
City of Mt. Vernon

*Limited pilot housed within Westchester
Probation Department

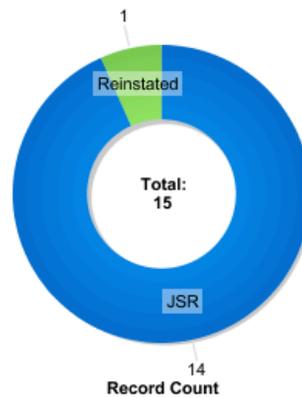
WEB-BASED PERFORMANCE MANAGEMENT: SALESFORCE.COM

Show-Up Rate Over Last 30 Days

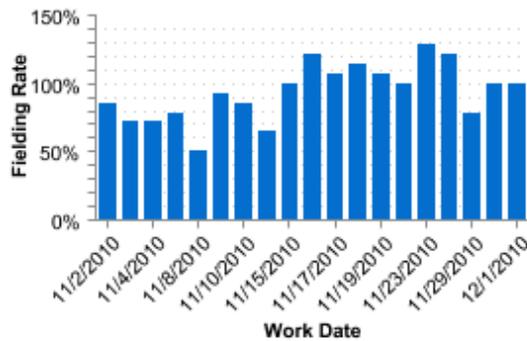


Number Attending 1 Day of LSE:	195
Number Completing LSE:	173
Enrolled in TJ:	162
All Placements:	84
Number of Placements Confirmed:	70

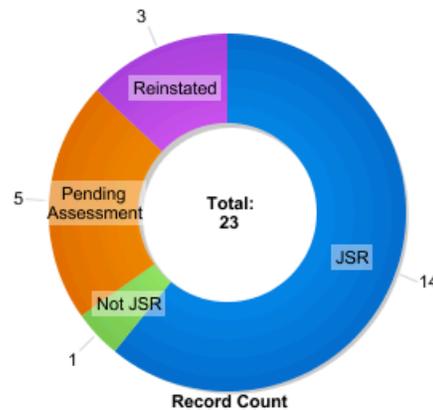
Currently Place-able Participants



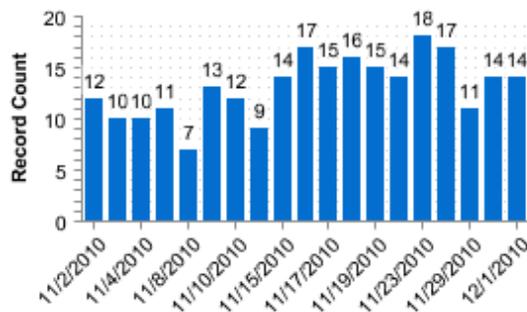
Fielding Rate Over Last 30 Days



Participants Able to Work TJ



Number Attended Over Last 30 Days



SUPPORTING GROWTH AND NEW STAFF

- As shown, salesforce.com allows CEO to measure over 40 outcomes in categories ranging from LSE completion, to TJ "Show-up" rate to the status of all active participants
- This tool helps CEO monitor daily outcomes and long-term trends so that adjustments can be made quickly and training provided to staff as needed.

Number Completing LSE by Week

