



The Division of Workforce Development

The National Urban League's evidence-based and scalable signature programs demonstrably enhance our constituents' economic or educational status.



Adult Re-entry

SIGNATURE PROGRAM

Our Approach.

To provide formerly incarcerated adults with the necessary skills and training to successfully re-enter the job market and find a position with livable wages that can potentially lead to a career with an elevated income.

Adult Re-entry, a National Urban League signature program, affords enrolled participants the opportunity to earn industry-recognized credentials, learn employment-focused skills, and form positive relationships with their communities. We offer workforce development, targeted training, mentoring, and support services through the help of our Urban League Affiliates. *Of these participants:*



99%

of those enrolled in training received their credentials

96%

did not return to prison

57%

received job placements

The National Urban League's goal for 2025 is that every American has access to jobs with a living wage and good benefits.

National Scope.

The National Urban League has been serving the formerly incarcerated for more than fifty years—even before federal grant money was expressly targeted for this purpose.

THEN IN 2011, the National Urban League obtained funding to specifically offer targeted Adult Re-entry services in four cities. Two years later the NUL received additional funding to continue this important work.

Accomplishments.

Four hundred and forty-two participants enrolled in the Adult Re-entry signature program between 2011 and 2013.



Six months post-program participants realized:

\$10,654

AVERAGE EARNINGS

This exceeds the National Urban League's Grant Goal of \$9,360 per participant.

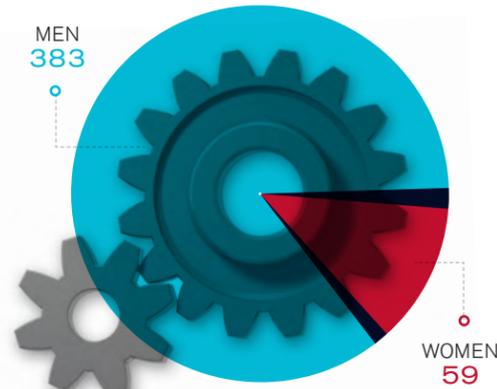
Services.

Taking a skills-based training approach, the Adult Re-entry signature program tailors its services to the needs of employers and participants alike.

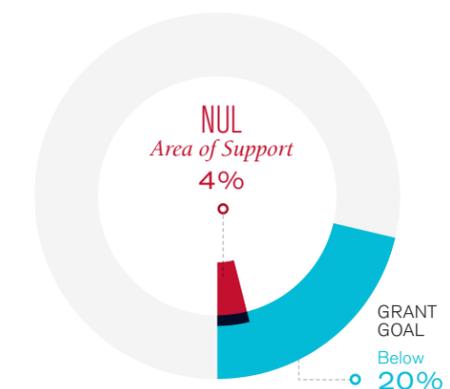
Core services offered include:

1. Job Training in High-Demand Occupational Fields
2. Job Placement Services
3. One-On-One & Group Mentoring Services
4. Supportive Services Assistance
5. Customized Case Management

2011-2013 ENROLLMENT



RECIDIVISM



Participants.

Upon returning home from prison, most of the men and women we serve find themselves faced with significant challenges such as lack of transportation, unstable housing, and child support payments.

This is where our multi-service affiliates step in to offer much needed support in such areas as:

Housing Assistance Referral

Business Wardrobe Closet

Transportation Services

Substance Abuse Counseling

Mental Health Referral

Family Counseling Referral

Access to Stipends

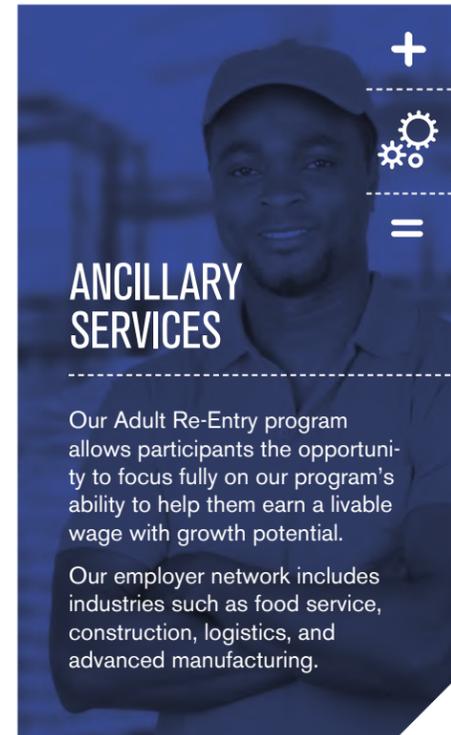
Access to Local One-Stops

Community Service Referral

Success Story.

ANTOINE B. came to the Urban League of Greater Cincinnati after being released from incarceration on an assault charge. He did not have a resume and needed appropriate attire for job interviews.

RESULT After completing this signature program's job readiness training, Antoine earned a construction credential and procured a \$10/hour job working as a construction laborer.



ANCILLARY SERVICES

Our Adult Re-Entry program allows participants the opportunity to focus fully on our program's ability to help them earn a livable wage with growth potential.

Our employer network includes industries such as food service, construction, logistics, and advanced manufacturing.



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Mature Worker (MWP)

SIGNATURE PROGRAM

Our Approach.

To provide subsidized service-based training for low-income persons 55-years of age or older who are unemployed and committed to finding employment opportunities. Authorized by the Older Americans Act, under which the Senior Community Service Employment Program (SCSEP) was established, the National Urban League's Mature Worker program (MWP) encourages self-sufficiency by providing participants with useful, part-time training opportunities with non-profit community agencies and government offices.

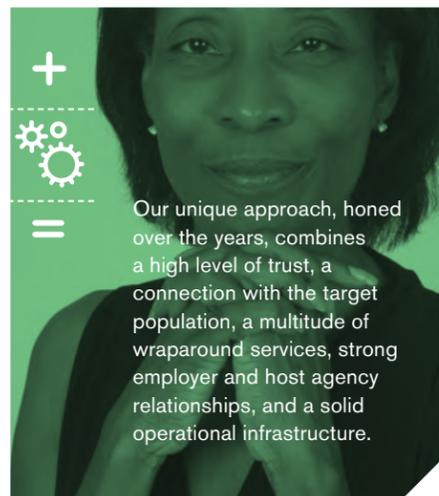


Accomplishments.

With more than 30 years of Mature Worker Program experience and a reputation for providing high quality services to its communities, the National Urban League is able to meet the needs of unemployed, economically insecure seniors by preparing and assisting them for employment.

Between 2006-2014:

- 1227 Participants were placed into part-time employment or full-time employment (at least 35 hours per week)
- 39% Of all participants placed in jobs receive benefits such as health, life, vision, or dental insurance, sick leave, paid vacation, tuition reimbursement, paid holidays, pension/profit sharing, and/or transportation assistance
- 77% The approximate number of participants placed in jobs who were still employed 12 months after completing the program



Our unique approach, honed over the years, combines a high level of trust, a connection with the target population, a multitude of wraparound services, strong employer and host agency relationships, and a solid operational infrastructure.

100%
of participants have 2 or more barriers to employment

91%
of participants live below the poverty level

1 in 10
participants are veterans or spouses of veterans

The National Urban League's goal for 2025 is that every American has access to jobs with a living wage and good benefits.

The Older Americans Act.

CREATED IN 1965 STATES:

The intent of the OAA is to promote the dignity of older adults by providing services and supports that enable them to remain independent and engaged citizens within their communities.

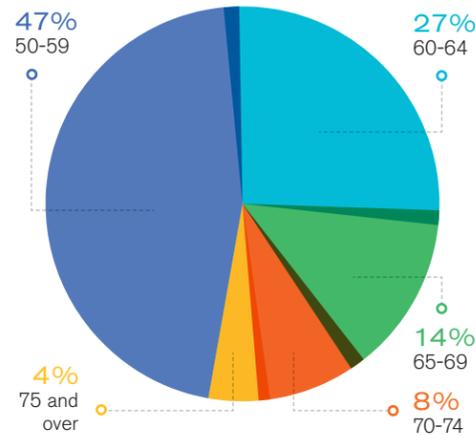
Services.

- Paid Community Service Placement
- Case Management Support
- Individual Employment Plan
- Workforce Fundamentals Workshop
- Job Placement and Retention
- Virtual Career Fairs
- Financial Literacy Training
- Business Development

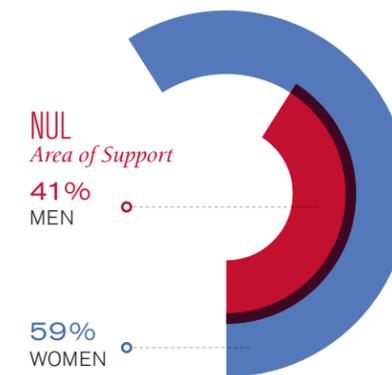
WRAPAROUND SERVICES

- Access to Local One-Stops
- Health Education
- Transportation Services
- Business Wardrobe Closet
- Community Colleges Referral
- Housing Assistance Referral
- Mental Health Referral
- Family Counseling Referral

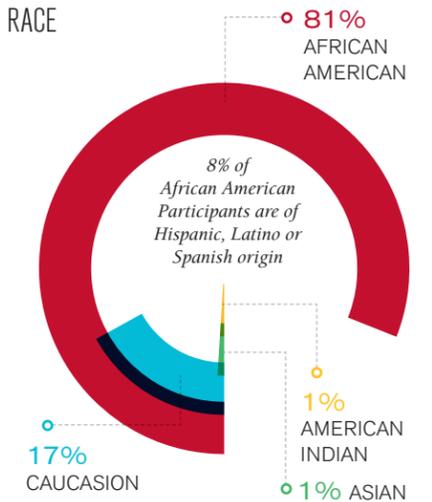
AGE



GENDER



RACE

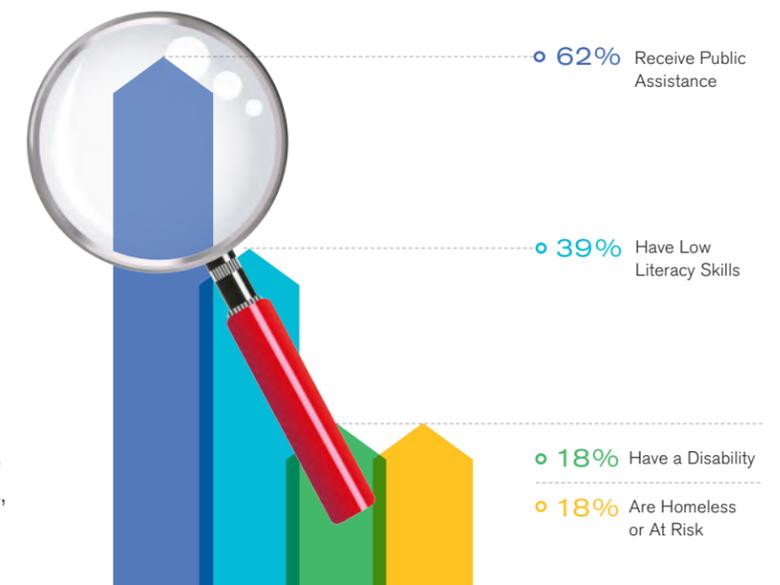


COMMON CHALLENGES FACED BY PARTICIPANTS

Participants.

By design, every person recruited by the MWP is afflicted with two or more "most-in-need" characteristics. These participants are characterized as such if they: are frail, are 75 or older, do not receive Social Security benefits, have a severe disability, live in an area with persistent unemployment and/or severely limited employment prospects, have limited English proficiency, have low literacy skills, reside in a rural area, or are veterans.

Through the MWP, these recruited participants receive workforce-based training services and work an average of 20 hours per week through community service assignments, and while earning the highest federal, state or local minimum wage. These assignments allow participants to be placed in a wide variety of community service activities at non-profit and public facilities, including day-care centers, senior centers, schools, and hospitals. Community service training serves as a bridge to unsubsidized employment opportunities.





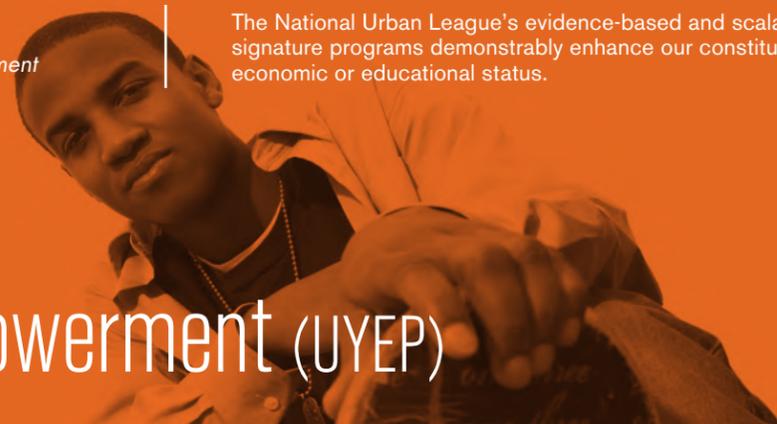
National Urban League

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Urban Youth Empowerment (UYEP)

SIGNATURE PROGRAM



Our Approach.

To help Opportunity Youth ready themselves for high-demand, family-sustaining jobs by attaining necessary industry-recognized credentials and/or completing their education.

Since July 2012:



1 in 3

youth served received job placements

92%

did not return to prison

30%

received a GED, HSD or industry credential

The National Urban League's goal for 2025 is that every American has access to jobs with a living wage and good benefits.

National Scope.

Each year, over one million American youths become disconnected from the systems designed to educate and prepare them for pathways to economic stability. This population, known as Opportunity Youth, totals approximately 6.7 million in the United States and is comprised of youths who are between the ages of 16 and 24, and are neither enrolled in school nor participating in the labor market.¹

These Opportunity Youth are not a homogenous group. Some face family or parenting responsibilities, a lack of supportive services such as access to child care or

transportation, or educational disruptions caused by involvement with the foster care, juvenile justice, and/or adult criminal justice systems. These roadblocks, coupled with a deficiency of on-ramps to get youth back on track, make it difficult for this population to remain engaged. Regardless of the cause of their disconnection, today's Opportunity Youth represent a real opportunity for programs such as the NUL's UYEP to tap the talents of millions of potential leaders and productive workers at a time when America's skills gap is significant.

Accomplishments.

In 2014, the National Urban League's Urban Youth Empowerment Program, operating in 19 cities, served 1,934 participants aged 14 to 24, of which:

633 Entered Employment

205 Attained a GED or High School Diploma

329 Received an Industry-recognized Credential from a Post-secondary Institution

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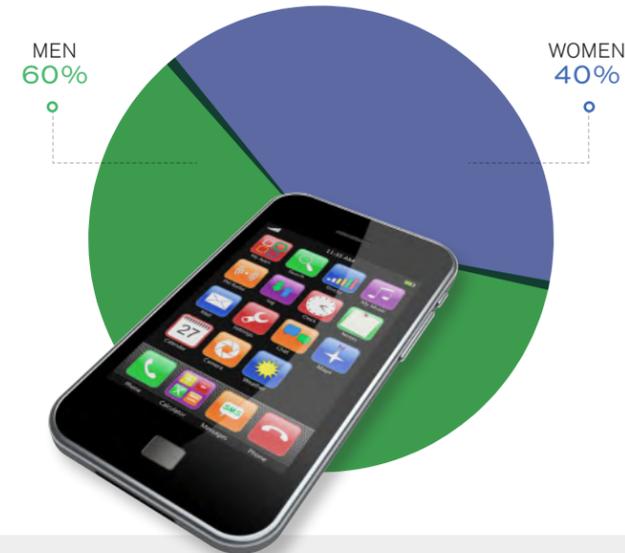
1,934 PARTICIPANTS ACROSS 19 CITIES

UYEP enables the National Urban League to improve outcomes for Opportunity Youth as well as to decrease society's costs, improve the quality of talent available to employers and interrupt a multi-generational cycle of poverty for youths and their families.

Services.

The Urban Youth Empowerment Program uses a holistic approach to prepare Opportunity Youth for pathways to economic stability through a comprehensive set of services, including:

2014 RECRUITMENT



Career readiness training and placement services

Educational offerings, including GED preparation, basic remedial classes, credit retrieval, and post-secondary education

Mentorship

Case management, including continuous assessment and Individual Service Plans

Access to stipend-paying work experiences

Access to support services that focus on child care, food, transportation and housing assistance, as well as drug and alcohol abuse, and mental health issues

Restorative justice projects/service learning projects

Community-wide efforts to reduce violence activities

RECIDIVISM

8% NUL Overdelivers

ACTUAL

20%

GRANT GOAL (below 20%)

Success Stories.

At 23, **DANE** left his low-income, high-crime neighborhood in New Jersey with an Aggravated Assault conviction on his record, hoping to find a career opportunity. Once in Las Vegas however, Dane he found himself homeless and living in a local shelter. With a referral from Catholic Charities, Dane enrolled in the Las Vegas Urban League (LVUL) Urban Youth Empowerment Program (UYEP) in August 2013 and in turn, was immediately referred to St. Jude's Ranch Crossings, a housing program for homeless young adults aged 18-25, to stabilize his housing situation. Eager to gain work-related skills and a stipend, Dane participated in a restorative justice project (RJP) to restore a home that was previously destroyed by fire, and bring it up to code for a local family to inhabit.

RESULT Project partners took note of Dane's strong work ethic. As a token of their appreciation, Dane was selected to receive a gift card and clothing as a "thank you" from the sponsoring agency. He was the only participant selected by the organization to receive these items. With career aspirations of entering the construction field, and the help of UYEP, Dane has already earned various industry recognized credentials such as Safe Material Handling and Storage, OSHA Warehouse Safety, and Forklift. Dane's advocate counselor helped him find an entry level job at the House of Blues as a dishwasher where he works 35+ hours per week and earns \$10 per hour.

In July 2013, **MICHAEL** enrolled in the Urban League of Greater Pittsburgh (ULGP) Urban Youth Empowerment Program (UYEP) testing at a 10.6 grade level in reading and a 12.8 grade level in math. Due to unforeseen circumstances he had been unable to finish high school and entered UYEP in hopes of gaining employment. As a precursor to gaining employment, his ULGP Career Coach advised him to take the GED. Michael complied and passed the GED within two months of enrolling in UYEP. After participating in job readiness courses, Michael obtained employment at Penn Station East Coast Subs in October of 2013. He was employed there for over a year, but continued to search for better employment opportunities while he worked. In August 2014, as a part of his search, he attended an ULGP Employment Information Session with Rivers Casino.

RESULT The next month Michael completed the interview process and was accepted into the paid Table Dealer Training Program. In December 2014, the Rivers Casino officially hired him as a Table Games Dealer. When asked how he likes the new job, Michael stated, "This is the best job I have ever had. It doesn't get any better than this." Throughout the program he remained engaged and committed, and took advantage of every opportunity to better himself. Michael completed 119 hours of service learning with Habitat for Humanity ReStore, volunteered at the ULGP State of Black Pittsburgh Annual Event, and networked with local community activists while attending a Youth and Student Rights Workshop sponsored by the Hill District Consensus and the American Civil Liberties Union.



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1. www.civicenterprises.net/MediaLibrary/Docs/Opportunity%20Youth%20National%20Roadmap%20Final%202012.pdf