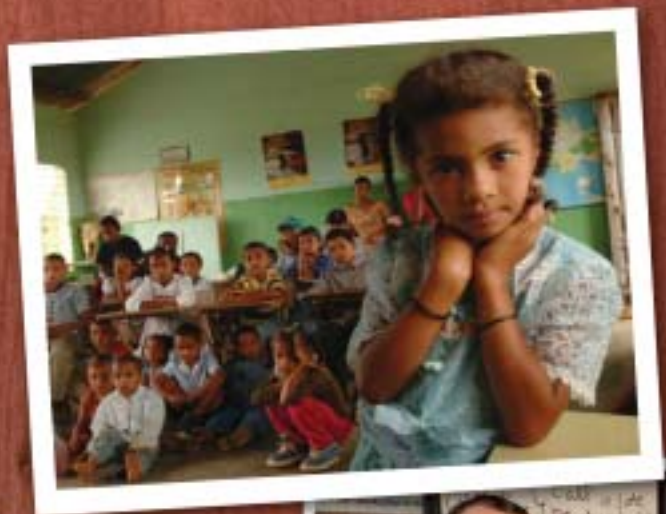




THE FAITH-BASED AND COMMUNITY INITIATIVE
AT THE U.S. DEPARTMENT OF LABOR

Compassion at Work





Our Mission

The Center for Faith-Based and Community Initiatives (CFBCI) at the U.S. Department of Labor (DOL) seeks to empower faith-based and community organizations (FBCO) that help their neighbors enter, succeed and thrive in the workforce. We target organizations that are trusted institutions providing valuable services, but that may not have had the opportunity to partner with government programs.

To accomplish this mission, we work to remove administrative and regulatory barriers and develop innovative programs to foster partnerships between DOL-funded programs and faith-based and community organizations. We educate organizations about local opportunities to collaborate with government and about opportunities to participate in national grant programs. We also work with local government officials and administrators to integrate faith-based and community organizations into the strategic planning and service delivery processes of local Workforce Investment Boards (WIB).

SECRETARY OF LABOR
WASHINGTON, D.C. 20210



Compassion at Work tells the story of the Department of Labor's commitment to tapping the power of faith-based and community organizations to help workers, families and their communities. The Department's Center for Faith-Based and Community Initiatives is working together with DOL grant-making agencies to reach out to faith-based and community organizations and build partnerships that can make a real difference in workers' lives. Through these public-private partnerships, innovative grant programs and legal and regulatory reforms, the Department is replacing despair with hope and obstacles with opportunities.

We are pleased to provide you with this important and informative report showing how DOL's national and international programs, in partnership with faith-based and community organizations, have changed the lives of men, women and children in America and around the world. Our accomplishments are helping former prisoners find good jobs; assisting homeless and incarcerated veterans to lead productive lives; increasing employment opportunities for adults and youth with disabilities; and improving working conditions around the world through programs that target the spread of HIV/AIDS, child labor and human trafficking.

As proud as we are of DOL's work, we believe these efforts are only the beginning. President George W. Bush remains committed to reshaping federal social services programs so that they respect, embrace and empower the grassroots faith-based and community organizations he calls our country's "social entrepreneurs." DOL is breaking new ground with initiatives that encourage faith-based and community organization partnerships in local workforce systems and will continue to seek new opportunities to foster job growth, inform policy makers and service providers, and make a positive difference in our communities, nation and around the world.

Compassion at Work is more than a record of accomplishments. It is a blueprint for leaders in government at all levels and in the private sector to engage grassroots faith-based and community organizations in the important task of opening up the American dream to all our citizens. I hope you will find this report informative but, more importantly, I hope it will be an inspiration to all who play a critical part in this important work.

Elaine L. Chao



Introduction

The creation of the Faith-Based and Community Initiative (FBCI) by Presidential Executive Orders in January 2001 opened the way for new and expanded partnerships between the federal government and Faith-Based and Community Organizations (FBCO). By providing FBCOs with equal access to federal resources, President George W. Bush began to expand the way public assistance is delivered to include grassroots FBCOs as part of the federal social services delivery network.

There are good reasons for making FBCOs partners in the task of helping America's needy. Through their commitment, compassion and creativity, these organizations are helping poor and isolated individuals, families and communities access opportunity. They also bring unique assets, from their physical location in the community, to broad networks of relationships with other service providers, to the kind of "street credibility" that makes it possible to reach hard-to-serve populations. These financial, physical, in-kind and volunteer resources are spent in countless hours of feeding, encouraging, training, listening to, transporting and clothing our fellow citizens who are in need.

The FBCI is about empowering these organizations to do more for more people and to do it more effectively. When partnered with the government, small FBCOs gain grants dollars, training, tools and partnerships not otherwise available to them, while giving the federal government the ability to reach many difficult-to-serve populations.



Latino Coalition
Phoenix, Arizona



Bridge to Hope Ministries, Bend, Oregon

DOL CFBCI: *Listening, Learning, Leading*

“Bridge to Hope has given me life.”

—Sandra, 2002 grassroots grantee participant

In the opening months of the Faith-Based and Community Initiative (FBCI), the Department of Labor (DOL) sought to understand the cause of the gap between grassroots faith-based community organizations (FBCOs) and the DOL programs and resources these organizations needed to do their best work. First, the Center of Faith-Based and Community Initiatives (CFBCI) conducted an audit of programs to identify the specific barriers that FBCOs faced when seeking to partner with DOL. In addition to the policy and regulatory barriers, CFBCI found that long-held, informal practices also formed barriers. These informal barriers included the size of individual DOL grants, usually in the millions of dollars, and the requirements for grant management and reporting, which involved large amounts of paperwork. These practices, while not discriminatory in intent, prevented DOL from partnering with grassroots FBCOs.

The results of this audit were included in the White House report titled *Unlevel Playing Field: Barriers to Participation by Faith-Based and Community Organizations in Federal Social Service Programs* and were the basis for a long-term action plan for DOL’s implementation of the FBCI. Utilizing this plan as a guide, DOL’s grant-making agencies went to work on bridging the gap.

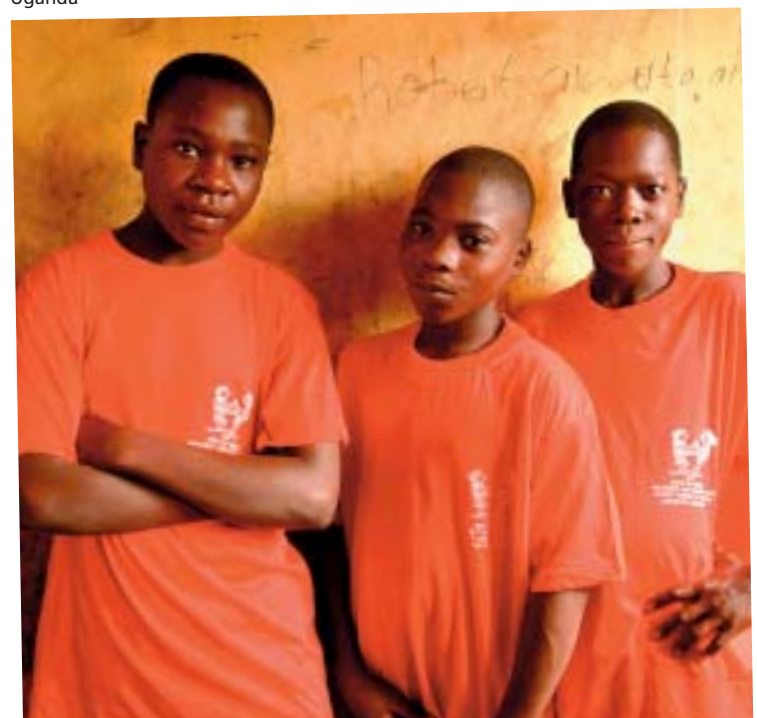
DOL CFBCI Program Reforms

DOL agencies have sponsored pilot initiatives that build stronger links between FBCOs and the nation’s One-Stop Career Center System, assisted homeless and incarcerated veterans, helped ex-offenders transition from prison to work, provided HIV/AIDS workplace education in Uganda, reduced child labor and human trafficking in Central America, Africa and the Middle East and reached high-risk and disabled youth with career mentoring, job readiness and life skills training, and placement into jobs.

DOL grant-making agencies and CFBCI have worked together to:

- Listen to the voices of community leaders and respond to their needs with innovative programs, processes and tools;
- Build bridges between these communities and the many DOL resources that can help change lives;
- Strengthen and expand on the remarkable assets of FBCOs to maximize the delivery of the high quality services.

Efforts combating child labor,
Uganda



Exodus Transitional Community, Inc.
New York, New York



SAFER Foundation
Chicago, Illinois

Employment and Training Administration (ETA)

For Employment Training Administration (ETA), grants totaling \$36 million assisted grassroots and intermediary FBCOs in their efforts to work with underemployed populations, by linking these organizations to the One-Stop Career Center system. This system is made up of individual One-Stop Career Centers that offer federal, state and local education and training services at one location. ETA provided twelve states with \$11.8 million to partner in these efforts. Several key publications, listed in the index, were produced as a result of this critical work. In addition, ETA and CFBCI worked together to create several groundbreaking pilot projects:

- *Ready4Work (R4W)*, a three-year, \$32.5 million national demonstration project, builds partnerships with local FBCOs, workforce, business, and criminal justice agencies to provide 5,200 juvenile and adult ex-offenders with job training and placement, voluntary, non-sectarian mentoring and case-management services. Designed to reduce crime and recidivism, this work forges new territory in meeting the many complex needs of returnees

and in identifying and eliminating the many barriers they face to successful reintegration into their communities. R4W is jointly funded by DOL, the U.S. Department of Justice, Public/Private Ventures and the Annie E. Casey Foundation.

- *One-Stop Career Center System Mini-Grants*, awarded by ETA, have brought \$2.2 million to help 84 urban, suburban and rural grassroots FBCOs across the nation build links with the One-Stop Career Center system. These grants emphasize short applications and highly simplified administrative requirements for small groups that provide a wide range of employment-related services to individuals seeking jobs.
- *Touching Lives and Communities (TLC)* provided promising models for successful partnerships. In order to tap the more than \$4 billion in DOL formula funds going to state and local workforce systems, two distinct partnership models were developed in Memphis, Tennessee, and Milwaukee, Wisconsin, that bridged the funding gap between local WIBs and FBCOs. These ventures, whose strategies and promising practices were captured in the publication *Experiences From the Field: Fostering Workforce Development Partnerships With Faith-Based and Community Organizations*, provide models for replication across the country.
- *Grants for WIBs* built on the TLC project and fostered new partnerships between WIBs and FBCOs. ETA awarded twelve grants, totaling \$5.8 million to WIBs in 2004. Additionally, by reaching out to all WIBs nationwide, ETA engaged more than 100 WIBs which submitted proposals for the grant. And seven other WIBs are receiving technical assistance to build grassroots partnerships with their own formula grant funds.



Christian Workplace Mentoring Ministry
Springfield, Ohio

Veterans' Employment and Training Service (VETS)

VETS awarded \$43 million in grants to FBCOs working with veterans across the nation and helping these men and women overcome multiple barriers to full engagement in the workforce. From work with homeless veterans to those with needs for remedial education, VETS and CFBCI worked together to affect the lives of thousands of veterans emerging from homelessness and incarceration.



Office of Disability Employment Policy (ODEP)

Provided with over \$2.8 million, ODEP-CFBCI programs supported career mentoring for youth with disabilities and home modification initiatives that help people with disabilities find and sustain employment, including a \$98,000 grant to the Memphis Leadership Foundation to address mental health and substance-abuse barriers to employment in Memphis, Tennessee.

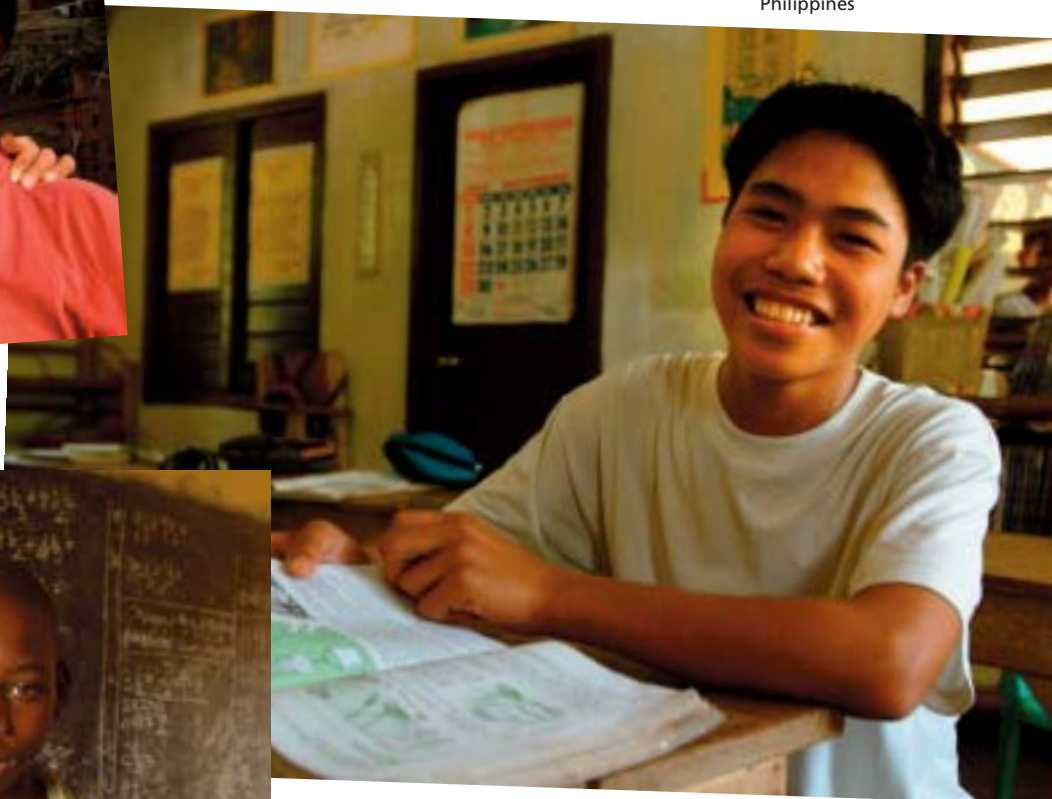
Bureau of International Labor Affairs (ILAB)

ILAB provided grants totaling more than \$102 million to support faith-based and other secular international organizations that sub-award funds to smaller FBCOs overseas to eliminate the worst forms of child labor in the Philippines, Colombia, Benin, Zambia and other countries, improve workplace HIV/AIDS education in Uganda and reduce the trafficking of children in Thailand.

Efforts combating child labor,
Santa Filomena, Peru



Philippines



Uganda





One-Stop Career Center System,
Washington, D.C.

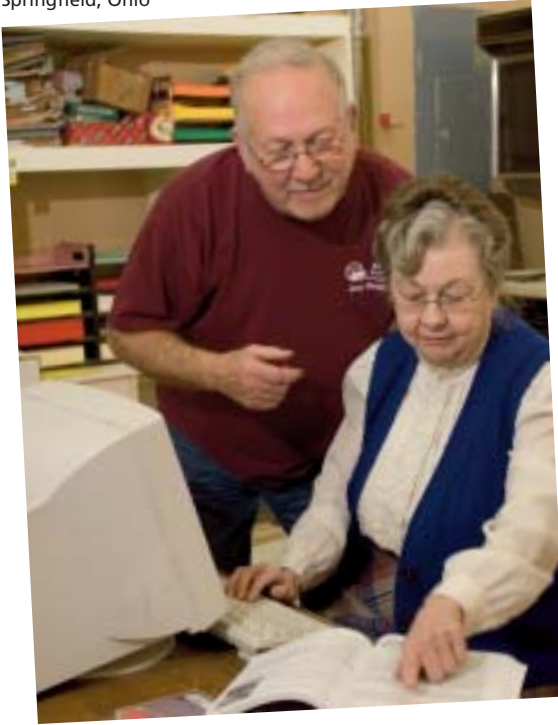
Reaching Out, Building Strength: DOL CFBCI Resources

DOL CFBCI efforts extend beyond grant programs. Through partnerships with DOL agencies, CFBCI offers outreach and technical assistance for many agency programs. CFBCI also provides resources through Web-based communications, conference calls, publications and conferences.

- **Technical Assistance Conferences for Grassroots FBCO and Intermediary Grantees** have helped to strengthen program management and improve results for participants.
- **Touching Lives and Communities (TLC) Website** www.dol-tlc.org, provides an interactive peer-to-peer learning network, where grantees, members of WIBs and staff from One-Stop Career Centers can ask questions of DOL staff and outside experts. Each month, the DOL

CFBCI website is visited by hundreds of individuals and receives more than 200 requests for materials.

- **Regular Email Updates** are distributed to nearly 9,000 FBCOs concerning upcoming events, technical-assistance programs and funding opportunities.
- **The TLC Virtual Forum 2004** was a free conference offered entirely online from November 8–19, 2004. The Forum was designed for leaders from Workforce Investment Boards, One-Stop Career Centers, FBCOs, government and academia, as well as other interested individuals. Participants identified issues and developed solutions by learning new practices and sharing visions with others from around the country.



- **DOL CBFCI Website**, www.dol.gov/cfbci, is a valuable tool for FBCOs, providing critical information on the grant-application process, as well as how to partner with the local One-Stop Career Center system.
- **TLC Video/CD Workshop Series** is a comprehensive technical assistance video for FBCOs covering topics like capacity building, strategic planning, corporate and foundation giving and program evaluation. This workshop is also available online.

A Level Playing Field: Ensuring the Future

In September 2003, DOL published a Final Rule that restores the right of faith-based federal contractors under Executive Order 11246 to make hiring decisions in accordance with the religious beliefs of the contracting organization, consistent with their Title VII exemption. Pursuant to Executive Order 13279, DOL published two final rules on July 12, 2004, to (1) ensure that DOL programs and activities are open to all qualified organizations, regardless of their

religious character, (2) establish the proper uses to which DOL financial assistance may be put consistent with constitutional parameters, (3) establish the conditions for receipt of financial assistance, and (4) announce the ability of individuals to purchase religious training with Workforce Investment Act-funded Individual Training Accounts. DOL CFBCI is developing plans for the implementation of these regulations in 2005 through extensive outreach and training for state and local WIA officials and FBCOs.

Since 2001, DOL CFBCI has worked to understand the many needs of communities across the nation and develop ways for the government to better meet these needs. DOL CFBCI has built and expanded pioneering strategies and models that foster innovative partnerships between DOL and FBCOs. These reforms and initiatives help tap the best of what grassroots organizations have to offer, while ensuring that the rights of the organizations and program participants are respected. Best of all, DOL CFBCI is helping to build more effective programs that help move people toward self-sufficiency through institutions that recognize their needs and meet them with opportunity.



Mission and Vision

The mission of the Employment and Training Administration (ETA) is to contribute to the more efficient functioning of the U.S. labor market by providing high-quality job training, employment, labor market information and income maintenance services primarily through state and local workforce development systems.

ETA promotes pathways to economic liberty for individuals and families working to achieve the American Dream. On behalf of American taxpayers, ETA administers effective programs that have at their core the goals of enhanced employment opportunities and business prosperity.

SANDRA



Sandra is a 41-year-old ex-offender who began using drugs when she was 13. At the age of 39, she was arrested because of drug involvement and spent 15 months in prison. Sandra learned about Bridge to Hope Ministries (BTHM) located in Bend, Oregon, during a drug-treatment program she attended while in prison.¹ After becoming a participant in BTHM's program, she found a job within 20 days of her release from prison. Today she is the assistant manager of a local restaurant and would like to someday

manage her own store. Without help, Sandra believes she would have returned to the same environment in which she lived prior to her arrest and would have been back in prison. After a great deal of work, she has remained drug-free and has her own apartment, a car and custody of her daughter.

Sandra credits BTHM with saving her life.

¹ BTHM received \$37,000 through an ETA grant program for grassroots organizations during 2002-03

ETA-CFBCI Partnership

Employment and Training Administration (ETA) is the largest agency within the Department of Labor (DOL), overseeing a \$15 billion federally funded workforce development system. Under the leadership of Secretary Elaine L. Chao and Assistant Secretary Emily Stover DeRocco, ETA has sought to build a workforce system that meets the needs of workers and employers to create good jobs with strong career ladders. The ETA partnership with the Center for Faith-Based and Community Initiatives (CFBCI) and faith-based and community organizations (FBCO) is a natural fit for expanding and strengthening this vision.

With a shared understanding of the importance of FBCOs in reaching poor and underserved populations and connecting these individuals to the One-Stop Career Center System, CFBCI and ETA developed a set of pilot and demonstration initiatives. These projects have sought to help people enter and succeed in the workforce, reduce recidivism among ex-offenders, increase access to the One-Stop Career Center system for limited-English, welfare-to-work and other at-risk populations, and strengthen programs serving at-risk youth.

The mutual ETA-CFBCI vision has broken new ground in leveling the playing field for FBCOs. ETA-CFBCI created new roles for FBCOs, improved access to the Workforce Investment Board/One-Stop Career Center System and developed new strategies for reaching hard-to-serve populations.



One-Stop Career Center System, Washington, D.C.

Bridge Building at Work: ETA-CFBCI Accomplishments

ETA and CFBCI began their partnership by alerting the entire Workforce Investment Board/One-Stop Career Center System about the importance of engaging FBCOs within the regular workforce system structure.

In April 2002, ETA and CFBCI issued a Training and Employment Guidance Letter (TEGL, 17-01) that directed states to incorporate small FBCOs into Workforce Investment Act activities and programs. Assistant Secretary DeRocco asked workforce agencies, worker-adjustment liaisons, workforce liaisons and One-Stop Career Center system leaders in each state to engage in new levels of partnership with FBCOs. Improved cooperation has allowed information, resources and “promising practices” to be shared between these government agencies and FBCOs that are serving those communities most in need of workforce development and employment services.

In 2002, ETA provided a set of clear, well-mapped guidelines and objectives for its initial competitive grant programs for states, grassroots, and intermediary organizations. Designed to foster partnerships between grassroots FBCOs and the Workforce Investment Board/One-Stop Career Center, these grants sought to:

- Increase the number of FBCOs serving as committed and active partners in the One-Stop Career Center system;
- Expand the access of FBCOs and their clients to the services offered by the nation’s One-Stop Career Center system; and
- Identify, document, and replicate successful instances of FBCO involvement in system building.

In 2003, ETA added the following objective to the grant competition: Address a well-defined community need by coordinating the resources of the FBCOs and the One-Stop Career Center system.

In 2004, ETA issued a Training and Employment Notice (TEN, 15-03) to encourage more WIBs to partner with FBCOs at the state and local levels. WIBs were provided with learning models for effective partnership building with FBCOs. These “promising practices” were published in tandem with a new grant opportunity to support WIB-FBCO partnerships. More than 100 WIBs participated in the outreach and applied for the grant, and 12 WIBs won these competitively awarded funds.

Funding

Between 2002 and 2004, a total of 84 grassroots organizations received grants of between \$12,000 and \$25,000 each; 17 intermediary organizations received almost \$10 million to provide technical assistance and sub-awards to more than 150 grassroots FBCOs; and 12 states received a total of nearly \$12 million.* State grant sizes ranged from \$500,000 to \$1,500,000. Twelve WIBs were awarded \$5.8 million in grants in July 2004.

* Complete list of ETA grantees in the appendix.



Grassroots FBCOs

ETA investments in grassroots FBCOs allowed these organizations to work with more customers by funding service expansion and developing and increasing grantee capacity. Recipients frequently cited the grants as “lending credibility” to the work of FBCOs. For example, Bridge to Hope Ministries in Bend, Oregon, used the grant as a springboard to attract other community support. Because of the ETA investment, the group was able to raise additional public and private resources to purchase a new facility. The new building makes it possible for this organization to assist more women with expanded and improved services.

Refugees, Immigrants and Asylum Seekers

With ETA-CFBCI funding, a part-time staff and volunteer corps at the Chinese Culture and Community Services Center in Gaithersburg, Maryland provided more than 600 Chinese and other immigrants with English literacy and employment services. Refugees, immigrants and asylum-seekers from northeastern Africa and the Middle East were assisted by the East African Community of Orange County (EACOC) in overcoming language, cultural and economic barriers to employment. 65 percent of EACOC participants were placed in jobs, with a 90 percent retention rate after six months.



Youth

In Columbia, Missouri, The Intersection provided youth ages 9–16 with career mentoring and development. The Topeka Youth Project in Kansas offered young people tutoring, GED preparation, computer training and other educational-support services.



Families

Brand New Beginnings assisted homeless women and their families in Chicago, Illinois with employment counseling, childcare, and job training and placement services. Joy Corporation of Baton Rouge, Louisiana addressed the holistic needs of the community through modules on topics such as balancing work and life, building healthy relationships, and developing effective parenting skills.

Intermediaries

The work of intermediaries provided a much-needed link to resources and tools for small FBCOs. As a result, DOL reached and served new populations. The intermediary model provided a vital tool in DOL CFBCI's work to improve employment outcomes for needy Americans through partnerships between FBCOs and the workforce system.

Pacific Northwest

The South Coast Business Employment Corporation in Oregon worked with seven sub-awardees to provide workforce development activities to mentally ill, homeless and drug- and alcohol-addicted youth and adults.



Harlem

The East Harlem Employment Services worked with two FBCOs to help the unemployed and underemployed in New York City achieve financial independence through soft skills training, such as punctuality, self-confidence, courtesy, and ultimately, long-term job placement.



Appalachian Center for Economic
Networks/Work-Net Project, Athens, Ohio



Appalachian Center for Economic
Networks/Work-Net Project, Athens, Ohio

Appalachia

The Appalachian Center for Economic Networks in Ohio worked with FBCOs to provide transportation, childcare, job search mentoring and soft skills training to unemployed and underemployed rural residents in three Appalachian counties.

States and Workforce Investment Boards

Because 85 percent of ETA's resources are invested in the Workforce Investment Board/One-Stop Career Center System at the state and local levels, ETA and CFBCI have focused on helping local governments develop their own faith-based and community initiatives using existing resources. In 2002, ETA invested \$12 million in grants to states. Those states were charged with identifying a need that was not being met by the One-Stop Career Center system and building partnerships with faith-based and community organizations that would help meet that need.

As part of the Touching Lives and Communities Technical Assistance Program (TLC-TAP), CFBCI has led and participated in dozens of national and regional events designed to teach WIBs how to work with FBCOs. Together CFBCI and ETA helped prepare several hundred WIB leaders for a unique competitive grant in which WIBs were required to demonstrate the ability to form working partnerships with FBCOs.

Through the TLC-TAP, CFBCI and ETA are also committed to helping applicants that were not awarded grants use their own funding streams to implement projects that integrate FBCOs.

Following the grant to WIBs, CFBCI conducted follow-up with all of the applicants and has identified seven WIBs that are committed to implementing projects engaging FBCOs without additional grant funds. CFBCI will continue to provide technical assistance through conference calls and on-site visits.

Through the ETA Grant for States, Ohio Job and Family Services and Wisconsin Department of Workforce Development both increased partnerships with faith-based and community organizations and the One-Stop Career Center system in order to better serve immigrants. In Ohio, Jewish Family Services in Columbus partnered with mosques to help Somali immigrants with micro-business and Catholic Charities in Cleveland partnered with the Islamic Center to help Afghani refugees.

Responding to Changing Needs: Latino Youth

The Latino population in the U.S. continues to grow at rates that exceed any other minority group, bringing a large number of Latino youth into the workforce. These youth, however, face many barriers to their success. With a high school drop out rate of 27 percent, too many Latino youth are attempting to enter the workforce without sufficient education or adequate skills. In addition, language and other cultural barriers have prevented full utilization of



government support services that could promote job readiness and employment success. Latino-led FBCOs, often well-situated geographically and culturally to meet the needs of Latino youth, have faced cultural and regulatory obstacles in accessing services to serve this population.

Recognizing that Latino youth could greatly benefit from skills development that would enhance their employability, ETA awarded \$2 million to the Latino Coalition, a national organization made up of small Latino FBCOs. This initiative serves at-risk and adjudicated Latino youth in Denver, Colorado, Dallas, Texas, Phoenix, Arizona and Los Angeles, California. Through sub-awards and technical assistance to grassroots FBCOs, the Latino Coalition will serve 600 youth a year for up to three years.

ETA also provided over \$2.7 million in 2004 to Esperanza USA, a subsidiary of Nueva Esperanza, Inc. These funds are supporting the implementation of Esperanza Trabajando (Hope Works), an initiative designed to utilize a Latino FBCO network to provide adjudicated and at-risk Latino youth with workforce development, education, and supportive services in partnership with local One-Stop Career Centers, WIBs and community service providers. Esperanza Trabajando is operating in Orlando, Florida; Miami, Florida; Chicago, Illinois; New York, New York; and Philadelphia, Pennsylvania. Through this project, ETA and CFBCI are helping to provide Latino youth with the skills needed to gain meaningful employment and pursue higher education goals.

**Latino Coalition
Neighborhood Ministries
2004 Grant for At-Risk Latino Youth
Funding: \$100,000
Location: Phoenix, Arizona**

Mari

Mari is 17 years old and in 2005 will be the first person in her extended family to earn her high school diploma. She came to Neighborhood Ministries in 6th grade as a child from a troubled Mexican immigrant family. Her home life was stressful and she was struggling to overcome the many barriers faced by all immigrants most notably her difficulty learning English which caused her to feel alienated from other children and greatly frustrated her efforts to do well in school.

When Mari joined Neighborhood Ministries "I Can Do it Program," she was failing school. Her mentors encouraged her and inspired her by offering her incentives such as earning financial rewards for her improved grades. By the time Mari was in 8th grade, she had been imbued with a strong sense of confidence and hope; her grades vastly improved and she decided to go to college so she could enter the field of medicine.

Mari is currently enrolled in the Medical Magnet Program where she takes classes in anatomy and physiology. She is also enrolled in the ACE Plus Program, which requires her to take weekend classes at Glendale Community College in Phoenix. She volunteers at the Neighborhood Ministries' Christian Health Clinic as a translator. She will enter college in the Fall of 2005, with the goal of becoming a certified nurse midwife.





Straight Ahead Ministries, Boston, Massachusetts



Responsiveness in Action: READY4WORK

To create its programs and partnerships, CFBCI focused much of its early investigative work on understanding the needs and concerns of some of this nation's most distressed neighborhoods and cities. In 2002 CFBCI engaged in extensive conversations with community leaders across the nation. A recurring theme emerged across these communities: the ravaging effects of crime, joblessness and recidivism.

Every year, almost 650,000 adults and 150,000 juveniles are released from state and federal penitentiaries and secure detention facilities. U.S. Department of Justice statistics show that nearly three in five returning inmates will be charged with new crimes within three years of their release. Two in five returnees will be re-incarcerated. Up to two-thirds of youth released from detention facilities will be rearrested, with up to one-third re-incarcerated within just a few years of release.

To address these concerns, in 2003 ETA and CFBCI initiated *Ready4Work* (R4W), a \$32.5 million, three-year national demonstration program that seeks to improve the outcomes of at least 5,200 juvenile and adult returnees. R4W is a collaborative effort between CFBCI, ETA, the Department of Justice Office of Juvenile Justice and Delinquency Prevention, Public/Private Ventures and the Annie E. Casey Foundation.

Through partnerships among local faith, justice, business and social-service communities, 16 adult and juvenile R4W sites are now providing formerly incarcerated young adults and juveniles (ages 18–34 and 14–18, respectively) with case management, voluntary, non-sectarian personal life skills, soft skills, and workplace mentoring. Adult sites will serve 100 to 125 returnees per year; juvenile sites will serve 80 people per year.

R4W seeks to:

- Strengthen the social networks of returning ex-offenders by providing them with mentors to provide employability-skills assistance (or soft skills assistance) and job training assistance (both group and one-to-one);
- Improve educational outcomes and/or increase employment placement for ex-offenders;
- Provide a range of case-managed, wrap-around direct and referral services to address the needs of program participants; and
- Offer these services through partnerships with local FBCOs, corrections and business organizations.

R4W sites are located in Jacksonville, Florida; Washington, DC; Memphis, Tennessee; Houston, Texas; East Harlem, New York; Brooklyn, New York; Boston, Massachusetts; Philadelphia, Pennsylvania; Chicago, Illinois; Oakland, California; Los Angeles, California (two sites, adult and juvenile); Milwaukee, Wisconsin; Detroit, Michigan; Camden, New Jersey; and Seattle, Washington.

With promising early results, DOL has steadily increased its support for R4W, culminating with a \$10 million award that Secretary Elaine L. Chao announced on July 27, 2004, in Jacksonville, Florida. This additional award will fund “wrap-around” services for ex-offenders, including connections to employment placement organizations, such as America Works and the Welfare-to-Work Partnership.

DOL-Public/Private Ventures (P/PV) Partnership: Job Corps

Job Corps is one of DOL's most important programs for assisting youth who need job training outside of traditional educational and vocational settings. Job Corps Centers have frequently lacked effective partnerships with FBCOs. CFBCI and ETA concluded that youth applying for or participating in Job Corps would benefit from valuable supplementary services offered by FBCOs.

To address the practical barriers that were preventing partnerships between Job Corps Centers and grassroots FBCOs, ETA and CFBCI designed a mutual referral network between six Job Corps Centers and six FBCOs participating in a National Faith-Based Initiative for High-Risk Youth sponsored by Public/Private Ventures.

The three major goals for this partnership were to:

- Provide operational lessons for improving the access of Job Corps participants to voluntary, non-sectarian mentoring case management and other support services offered by FBCOs;
- Form a national learning group of FBCOs and government institutions that work together to identify and apply effective approaches for improving employment and training opportunities among high-risk youth;
- Produce lessons and data from the experiences of these local partnerships to inform policy and funding decisions in the public and private sectors, and to help improve the operational effectiveness of other FBCO-based initiatives around the country.

While ETA and CFBCI continue to analyze this project, the initial results are promising. The project demonstrated that committed, intentional partnerships between FBCOs and local Job Corps Centers are successful in providing high-risk and at-risk youth with opportunities for education, job training and job placement that otherwise might not have been available. One of the key outcomes showed that participating youth with FBCO non-sectarian mentors were able to complete the lengthy Job Corps application process at a significantly higher rate than the national average for Job Corps applicants. These lessons were incorporated in new regulations that will increase opportunities for partnerships between Job Corps Centers and FBCOs and for the free-exercise of religion by Job Corps students. ETA and

CFBCI will continue this effort as part of *Ready4Work* by linking several of the juvenile *Ready4Work* sites to Job Corps Centers that participated in the Job Corps pilot.



Access on Wheels: Mobile One-Stop

“This is bringing job information right to the people, in a place that we can get to.”

—Jacqueline

Funded through a \$474,000 competitive ETA grant in 2002, the District of Columbia launched a mobile One-Stop Career Center. Equipped with job counselors, 10 computers, Internet access and a citywide job database, the mobile One-Stop Career Center improves the accessibility of the One-Stop Career Center system. In addition to launching the summer-job search for hundreds of the city's youth, the mobile job center has also been utilized by churches and community groups. FBCOs in 14 high-need neighborhoods have organized job fairs with the mobile job center parked outside. The mobile job center has also been utilized by agencies that help the homeless, such as Covenant House and Community for Creative Non-Violence. The job center has helped connect the clients of these organizations to the resources they need to increase their employability and secure a job.

Bridges of Innovation: Touching Lives and Communities (TLC)

In 2002, CFBCI continued to wrestle with how to provide WIBs, One-Stop Career Centers and FBCOs with additional tools to facilitate partnerships. CFBCI focused on addressing the following concerns:

- How can WIB services be better accessed by hard-to-reach populations, many of which are served by FBCOs, in high-poverty neighborhoods and communities?
- How can FBCOs become full partners with WIBs and One-Stop Career Centers in local economic development strategic planning processes?
- How can tools for sharing resources, building new relationships and working toward sustainable partnerships be developed for WIBs and FBCOs?

The answers to these questions were provided in part through TLC, a pilot project designed to identify effective strategies that promote collaboration and integration between FBCOs and the local WIBs in Memphis, Tennessee, and Milwaukee, Wisconsin.

In Memphis, the WIB chair and other board members, along with WIA agency staff, the mayor's liaison to faith-based and community organizations, and leaders from local FBCOs formed a task force with action planning groups that developed proposals for integrating FBCOs in service delivery and decision making processes. The action group proposals tackled a common concern about the geographic and cultural inaccessibility of One-Stop Career Center services for the city's most distressed neighborhoods.

These services included technical and hard-skills training, job-readiness training, job placement and referral, youth employment and training, life skills, mentoring, childcare and housing.

Because of the administrative structure of the WIB in Memphis, which precluded outside contractors from providing services, the officers of the board, together with the TLC Project Team, identified a need for a systems change that would allow services to be contracted out through a competitive bidding process. As a result, the WIB plans to issue requests for proposals (RFPs) to fund initiatives that target specific industry sectors in Memphis and align these sectors with local FBCOs that will provide skill training and workforce development services. This is an historic decision by



the Memphis WIB, given its current policies against competing WIA resources to outside service delivery contractors.

The Milwaukee project focused on building stronger, more effective relationships between the Milwaukee Private Industry Council (PIC)—which functions as the Milwaukee WIB—and leaders of the local FBCOs. The project also concentrated on ensuring that the One-Stop Career Center System referral process was functioning efficiently for FBCOs. While established solicitation and competitive contract-bidding processes were already in place, smaller FBCOs were not able to access the procurement process. Relationships more often existed between the PIC and larger FBCOs, and these organizations were the primary recipients of funding and contract opportunities. By contrast, midsize and smaller FBCOs were often left on the sidelines. It was clear that both the smaller FBCOs and the PIC could benefit from a more inclusive contracting process.

The PIC staff, together with the TLC Team, created access for small to midsize FBCOs through a variety of projects including Milwaukee's Welfare-to-Work program, which seeks to create new partnerships between existing and new FBCO contractors; Workforce Investment Act Title I (Adult Intensive Services), which aims to include new FBCO partners in direct service provision; Case Manager Outreach and Education, which is designed to strengthen relationships between FBCOs and the workforce system through an effective referral process; and Case Management, which seeks to develop new partnerships in order to provide more case-management options.

Tools for Success

Publications

In an effort to expand access to these opportunities and provide the Workforce Investment Board/One-Stop Career Center System and FBCOs with effective guidelines and recommendations, CFBCI published two studies and a number of other documents that help work-force-development professionals, employers and FBCOs establish employment partnerships.

- *Empowering New Partnerships in Your Community: Faith-Based and Community Initiatives in the Workforce System* provides Workforce Investment Board/One-Stop Career Center System administrators with parameters for establishing partnerships with FBCOs while dispelling many myths about working with these organizations. It also strongly encourages the Workforce Investment Board/One-Stop Career Center System to develop equal partnerships through which both the Workforce Investment Board/One-Stop Career Center System and FBCOs exchange knowledge, skills and resources. The report includes a CD-ROM: *Faith-Based and Community Organization Coordinator Guide*.



United Way of Brevard County, Inc.,
Cocoa, Florida

- *Bridging the Gap: Meeting the Challenge of Universal Access Through Faith-Based and Community Partnerships* is a compelling case study of two successful partnerships between the Workforce Investment Board/One-Stop Career Center System and FBCOs aimed at creating universal access to the One-Stop Career Center system. United Way of Brevard, Florida, the first of the grantees studied, is a 2002-03 intermediary grantee that developed an innovative model with the Brevard WIB. Through this partnership, 20 small One-Stop Career Centers were set up in local FBCOs. These FBCOs, many located in high-poverty communities outside the reach of existing One-Stop Career Centers, facilitated access to One-Stop Career Center system services and helped provide supportive services to a variety of unemployed, underemployed and at-risk populations. In 18 months, 3,000 individuals received services through the mini One-Stops and almost 400 “hard-to-serve” individuals were placed in jobs through this project. Many of these organizations tapped into local volunteer resources to increase the number of services they were offering in response to community needs. The project is currently being replicated by six other WIBs.
- *Not Everyone Has a Burning Bush to Tell Them Life's Calling: The Role of Faith-Based Organizations in the Workforce Investment System* outlines the purpose and operating structure of the federal and state WIA system and encourages congregations and local faith-based groups to partner with the One-Stop Career Centers and the Department of Labor. It also provides an overview of grant guidelines, legal guidelines for partnering with the government, and offers advice to grant writers. The marketing of this text made it relevant to faith-based organizations, but a similar “community-based” information packet, *Employment Is One-Stop Away*, was also developed.
- *Making a Difference Through Strategic Business Partnerships: A Guide for Faith-Based and Community Organizations* provides FBCOs with an overview of the needs of local workforce and business communities, as well as how to build partnerships with local employers. Thousands of these reports have been distributed through CFBCI-sponsored conferences.
- *Experiences From the Field: Fostering Workforce Development Partnerships With Faith-Based and Community Organizations* details the CFBCI experiences in Memphis and Milwaukee and summarizes a set of promising practices and practical recommendations for WIA officials and FBCOs.

Technical Assistance and Outreach Efforts

ETA-CFBCI worked in other capacities to provide outreach and technical assistance to FBCOs. Strategies used to foster strategic business partnerships included conferences, conference calls, and our interactive www.dol-tlc.org Website. DOL CFBCI has also engaged more than 15 businesses, foundations, and business associations that are interested in or already working with FBCOs in meeting workforce needs.

CFBCI facilitated a series of five conference calls to assist FBCOs in developing financial partnerships with employers. In June 2004, the Marriott Hotel in Memphis, Tennessee, and the Uptown Alliance discussed their partnership and how to work with businesses in the hospitality industry. Also in June 2004, Mark Stanikis of the Jobs Partnership, a faith-based workforce-development organization, discussed with FBCOs how to meet employer workforce needs.

As part of the TLC-TAP, CFBCI hosted a two-week online forum in November 2004 to engage stakeholders in government, business, and FBCOs in creating solutions for the 21st century workforce. The participating leaders developed solutions by sharing their visions and best practices with other people from around the country and heard from a variety of workforce experts who participated online and via conference call. The online forum drew more than 1000 participants.

Drawing on experiences from *Ready4Work*, CFBCI also hosted a series of five conference calls for FBCOs that provide assistance to men and women returning from prison. Topics of the calls included ex-offender employment barriers and opportunities, job readiness for ex-offenders, recruiting and working with employers, recruiting and training mentors, and substance abuse, mental health and other relevant issues. The call series took place in October and November 2004 and drew more than 700 participants. Audio transcripts of the calls are available on the DOL CFBCI Website at www.dol.gov/cfbci.

Housing Development Corporation

2003 Grant for Grassroots FBCOs

Funding: \$22,563

Location: Hillsboro, Oregon

The Housing Development Corporation (HDC) offers workforce training to low-income Latinos and farm workers, linking them to the One-Stop Career Center system and its services. Most farm workers are employed during the day and unable to use One-Stop Career Center system services due to distance, a lack of services after 5 p.m. and the absence of support services such as affordable childcare and tutoring. This grant provided needed services such as first-language literacy, English as a Second Language, financial literacy and job-readiness training. Tutoring and mentoring are also available from FBCO volunteers.

Maria

When she was 38 years old, Maria was laid off from her job at a local nursery. A mother of five, Maria, like her husband, had earned minimum wage, but neither had health-care benefits for themselves or their children. Maria's job options were very limited because she had not completed high school and had poor English skills.

In July 2003, Maria enrolled in HDC's *Listos!* program for adult learners and job seekers. Her goals were to learn English and complete her GED so she could land a better-paying job with benefits. Her attendance record was perfect during the three terms she attended classes.

Maria recently acquired a job with Goodwill Industries at a wage higher than her previous nursery job and with health benefits. Maria states that she could not have gotten this job a year ago due to inadequate language and employment skills the *Listos!* project made all the difference. Moreover, she is using her new skills to help her children, too. When a teacher told Maria that her 10-year-old son was failing in school, she began working with him to make sure he completed his homework every day. Now her son is making substantial improvement in his grades.

North Dakota
2002 Grants for States
Funding: \$496,408

In North Dakota, Project SHARE (Sharing How Awareness of Resources Empowers) and Job Service North Dakota (JSND), a 2002 state grantee, set up a Web-based network for referrals between the One-Stop Career Center system and FBCOs. Prior to Project SHARE, JSND had three partnerships with FBCOs. Through innovative marketing and outreach, this grant created more than 400 new partnerships with FBCOs, with 565 locations utilizing the network. Since the network's creation, more than 2,555 referrals have been made between public agencies and FBCOs.

Ready4Work Site
The SAFER Foundation
2003-06 Grant
Funding: \$1,050,000
Location: Chicago, Illinois

Kaya

Kaya is a 24-year-old African American man who grew up on the South Side of Chicago. He finished high school but soon started selling drugs. Kaya was arrested for drug possession and sentenced to four years. Shortly after his release from prison, Kaya entered SAFER's R4W program through St. Sabina's Church. Kaya has been a faithful participant in SAFER's Reentry Counseling (weekly case management) and St. Sabina's biweekly group-mentoring program. Through his efforts in the R4W program, Kaya has obtained full-time employment at Johnson Construction as a laborer. Kaya knew he had the potential to do more, so he enrolled in SAFER's WIA program and has been accepted into an electrician program.



SAFER Foundation,
Chicago, Illinois



A photograph of a man with short dark hair and a mustache, wearing a dark blue suit jacket, a white shirt, and a grey tie. He is standing in a brightly lit hallway with a tiled floor. The background is blurred, showing other people and architectural details. The text is overlaid on the upper right portion of the image.

*“John is a dependable
and responsible employee.”*

—John’s Supervisor, Watkins Security

Mission and Vision

The Veterans' Employment and Training Service's (VETS) mission is to provide veterans with the resources and services to succeed in the 21st century workforce by maximizing their employment opportunities, protecting their employment rights and meeting labor-market demands with qualified veterans.

JOHN

All Faith Consortium (AFC)
 2003 Homeless Veterans' Reintegration
 Program Grant (HVRP)
 Funding: \$299,799
 Location: Washington, D.C.

John was referred to All Faith Consortium's (AFC)¹ Homeless Veterans' Reintegration Program in July 2003. When he arrived, he was recovering from a substance-abuse condition that precipitated his joblessness and homelessness. This same condition also hurt his self-esteem. He was delinquent in his child-support payments and was unsure how to fix the multiple problems he faced. However, during the initial intake, John articulated a sincere desire to remain sober and to meet his child-support obligations. He also expressed an interest in obtaining permanent employment. He needed help. But, more importantly, he wanted to help himself. After updating John's résumé, the AFC job developer began to market him to prospective employers. John was instructed to participate in AFC's weekly occupational-skills training class while waiting to hear from employers. The AFC assisted John with his transportation needs, issuing him subway cards and bus tokens.

John enthusiastically signed AFC's Personal Responsibility Contract—an agreement by participants with dependent children to cooperate in establishing paternity, provide child support and participate in the employment-related



activities established by AFC's HVRP. By signing this agreement, John strongly indicated to AFC that he was willing to make the life-altering decisions necessary to overcome his problems. The occupational-skills training class requires that participants take part in sessions such as professional-image development, résumé writing, personal and life skills counseling, substance-abuse counseling and computer training.

A potential employer soon contacted AFC to schedule an interview with John and subsequently hired him. In August 2003, he began employment as a security officer with Watkins Security. John has since been able to move out of his temporary shelter to a permanent residence, and has advanced into a higher-paying position.

¹ AFC was among organizations selected as part of the grant competition for novice grantees.



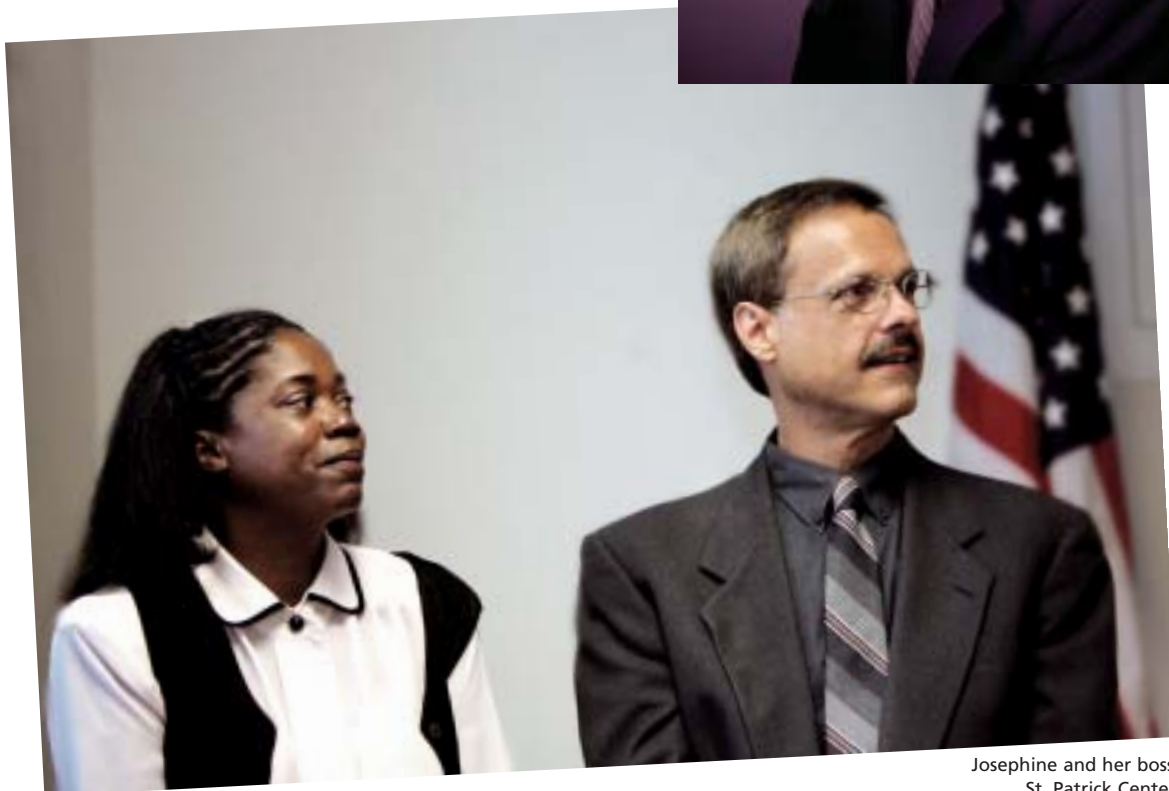
“...we are committed to helping our men and women in uniform when they leave the service.”

—Elaine L. Chao, Secretary of Labor

America’s veterans face many challenges to reintegration into society after they serve our country. Paramount among those challenges are unemployment and homelessness. In partnership with the Center for Faith-Based and Community Initiatives (CFBCI), VETS has worked to meet these challenges through comprehensive services. From 2002-04, VETS awarded more than \$43 million to faith-based community organizations (FBCO) across the nation to assist homeless veterans.

VETS-CFBCI Partnership

As Secretary Elaine L. Chao said in her Homeless Veterans Reintegration Program (HVRP) grant announcement of June 2003, “Our veterans are a precious legacy. They have dedicated their lives to serving America and protecting freedom across the globe. We are grateful for all they have done and will do for this nation.... In reciprocation, we are committed to helping our men and women in uniform when they leave the service.”



Josephine and her boss,
St. Patrick Center,
St. Louis, Missouri



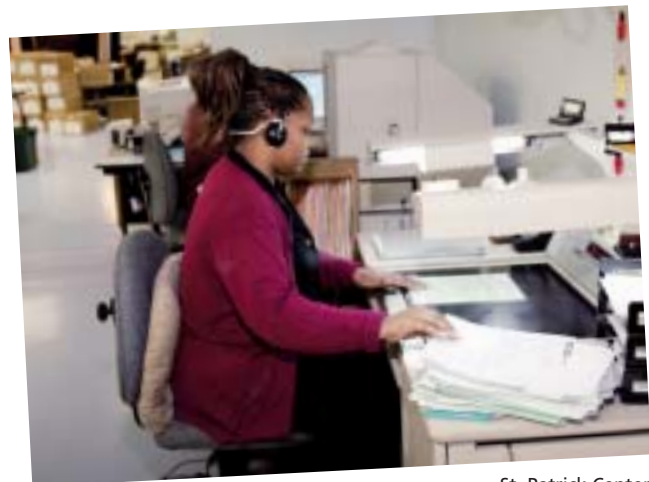
Meeting Veterans' Needs: VETS-CFBCI Accomplishments

To aid our nation's veterans in successfully overcoming the many obstacles they face in finding productive work, as well as fulfilled personal lives, VETS invested in the HVRP, which has two objectives:

- 1) To provide services to assist in reintegrating homeless veterans into meaningful employment within the labor force, and
- 2) To stimulate the development of effective service-delivery systems that will address the complex problems facing homeless veterans.

Grants were awarded to state and local Workforce Investment Boards (WIB), public agencies and nonprofit organizations, including FBCOs, which are familiar with the geographic area and population to be served and have the capacity to administer an effective program. In addition, VETS created a special competition just for organizations serving

homeless veterans that had never received federal funding before. The grantees provide a variety of services, including job search and placement assistance, career counseling, remedial education, classroom and on-the-job training, and support services such as transportation assistance, so veterans can keep the unsubsidized jobs they get through HVRP.



St. Patrick Center,
St. Louis, Missouri



Volunteers of America of Florida (VOAF)
2003 Homeless Veterans' Reintegration
Program Grant (HVRP)
Location: Tampa, Florida

Grady

Grady faced multiple challenges when he was admitted to the VOAF program. In the past, he had struggled with a range of medical problems. In addition, he had let his driver's license lapse because he could not pay the necessary fees. The staff at VOAF placed him in a newly renovated housing facility, where he shares an apartment with three other veterans. The apartment is safe, clean and close to where his daughter lives. Finding suitable work for Grady was a bigger challenge. VOAF connected him with a local landscaping supply company, Mulch Masters. The owner said, "I always hire veterans when I can, even for temporary jobs. They always get priority at Mulch Masters." Grady called this his "phase one" job. He worked more than 50 hours in the first week. A month later he called the VOAF job developer and said he was ready for "phase two." Staff members helped Grady get his driver's license reinstated, and he eventually found work as a driver at a higher salary. Grady already has a "phase three" planned, which includes obtaining an apartment without roommates and going back to school.

St. Patrick Center
2002/2003 Homeless Veterans' Reintegration
Program Grant (HVRP)
Funding: \$249,500/\$249,500
Location: St. Louis, Missouri

James

James is a veteran who has obtained and maintained housing, married and had a baby since coming to St. Patrick Center. James has had several jobs during the past 12 months but has always stayed employed and is eligible for a 12-month retention bonus, through the HVRP grant. He has upgraded his position to a maintenance technician for a major truck stop. He is earning sick and vacation leave and receives benefits.

Veronica

Veronica is a veteran who was living in an enclosed patio room with her two children. She now has her own apartment. Her children are very happy, and she is currently working for the Veterans Administration Hospital as a nursing aide, at a rate of \$11.75 per hour with benefits. Veronica began nursing school in the fall of 2004.



there for almost two years. Her boss told staff at the St. Patrick Center that Josephine's attitude is always positive and her productivity is above average. Because of his experience with Josephine, he is planning to employ two more St. Patrick Center clients. According to Josephine, "St. Patrick Center saved my life. I'd be homeless right now if I hadn't seen that story and asked for help. I tell every veteran I know to come see for themselves. St. Patrick Center changed my life. I am forever grateful."

Josephine

Josephine is a veteran and a grandmother who came to St. Patrick Center over two years ago after she saw a story about the center on the evening news. She had served in the Army National Guard for six years. After her honorable discharge in 1984, Josephine worked many jobs, but in 2002 the job opportunities dried up. She had been unemployed for nine months when she entered St. Patrick Center's HVRP (Homeless Veterans Reintegration Project) Program. After attending the program, Josephine entered employment as a data entry clerk at a document imaging firm that electronically scans or microfilms documents for hospitals and other corporations. She has been employed





Mission and Vision

The Office of Disability Employment Policy's (ODEP) mission is to increase employment opportunities for adults and youth with disabilities. ODEP's customers include: individuals with disabilities and their families; private employers and their employees; federal, state, and local government agencies; educational and training institutions; disability advocates; and providers of services and government employers.

ODEP focuses on both the supply and demand sides of the labor market related to employment of people with disabilities.

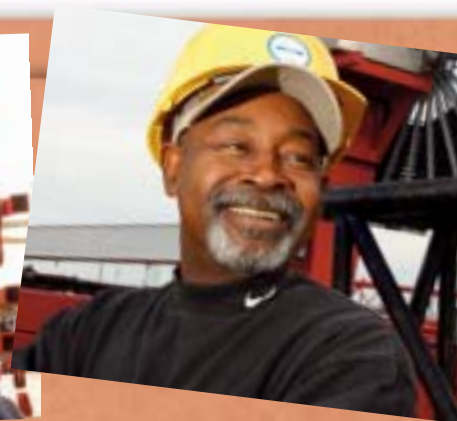
- On the supply side, ODEP works to increase opportunities by expanding access to training, education, employment supports, assistive technology, integrated employment, entrepreneurial development and small-business opportunities.
- On the demand side, ODEP builds partnerships with employers and state and local agencies to increase awareness of the benefits of hiring people with disabilities and to facilitate the use of effective strategies.

CLEO

The Memphis Leadership Foundation
2003 ODEP Grant
Funding: \$98,000
Location: Memphis, Tennessee

Cleo came to Economic Opportunities (EcOp)—a on-the-job training program sponsored by Memphis Leadership Foundation (MLF)—on July 1, 2004. He had been suffering from a 25-year drug addiction and depression that left him feeling hopeless and alone. He went to the Memphis Union Mission for help with his drug addiction. Cleo tried ten times to kick his addiction. He was afraid that this time would not be different from the others. He was looking for a way out of the destructive lifestyle he had built for himself. Cleo was searching for hope.

Coming to EcOp, Cleo thought he was just getting a job. He figured it would be like every other job and when his supervisors learned about his past, he would be fired. Cleo immediately recognized something different at this job; as he struggled with depression and guilt, he received love and



found hope. He was accepted in spite of his past. While assigned as a grounds worker for EcOp, Cleo learned the importance of being at work on time and being there every scheduled workday. He also learned to submit to authority and to follow directions. Cleo became a hard worker and during the last two months of employment with EcOp received a promotion to gate security.

As Cleo progressed in the EcOp program, he had hopes of getting a commercial drivers license and becoming a truck driver. EcOp encouraged him to pursue this dream and study for the test. With EcOp's help, he contacted several trucking companies around the city, took the test and passed. He was accepted into a training class and in October 2004, Cleo was hired as a truck driver. Cleo currently makes more than \$10.00 per hour and has benefits. He looks forward to his future and continues to build on this promising career.

ODEP-CFBCI Partnership

For people with disabilities, equal access to the same opportunities that are present for all citizens is critical to reaching their full potential, both in the workplace and in their lives as a whole. The Office of Disability Employment Policy-Center for Faith-Based and Community Initiatives (ODEP-CFBCI) partnership is based on this fundamental understanding. Responding to the need of this community, ODEP and CFBCI have worked to empower faith-based and community organizations (FBCO) to support people with disabilities in becoming full participants in our nation's workforce. Toward this goal, ODEP implemented innovative grant programs that awarded more than \$2.8 million to intermediaries and FBCOs, allowing FBCOs to:

- 1) Provide home modifications as a means of supporting individuals with disabilities as they seek and maintain employment;
- 2) Promote positive career goals and transition outcomes for youth with disabilities through career mentoring activities; and
- 3) Provide FBCOs with the technical ability to offer employment training and related services to people with significant disabilities in partnership with the local One-Stop Career Center system.

These efforts are only the beginning, as ODEP and CFBCI build upon their efforts to identify creative and meaningful initiatives to increase employment opportunities for people with disabilities.

Making Life and Work Accessible: ODEP-CFBCI Accomplishments

Grants have been awarded to support FBCOs through three programs:

Home Modification Grant

In September 2003, ODEP awarded eight organizations one-year grants totaling \$746,765 to fund home modifications for individuals with disabilities seeking to become employed or to maintain employment. CFBCI worked with ODEP to develop outcome measures for the project, including

the number of housing modifications and their impact on employment outcomes for program participants.



Affordable home modifications—such as ramps, widened doorways and lowered countertops and cabinetry—are some of the common barriers to full participation by persons with disabilities in work and life. Through the work of FBCOs, individuals with disabilities can remain in their homes or move into homes that are fully accessible.

The Home Modification Grant was a collaborative effort among ODEP, the Corporation for National and Community Service (CNCS) and the U.S. Department of Housing and Urban Development (HUD). This partnership was initially planned and announced to provide grants totaling \$500,000; however, due to overwhelming response by FBCOs to participate in this effort, the program's budget was increased to \$700,000. This impressive response by FBCOs to the call to assist our disabled neighbors demonstrates that these organizations are well-positioned to help improve conditions for Americans with disabilities.

Intermediary Grants for Mentoring Youth with Disabilities

In 2003 and 2004, ODEP awarded six organizations a total of \$1.76 million to support the Mentoring Youth with Disabilities Grant Program. This program tapped into the long history of FBCOs that have conducted mentoring

programs in communities to empower and guide youthful mentees through meaningful and trusting relationships with caring adults from the community.

The six ODEP awardees have provided approximately 30 sub-awards to local FBCOs that will conduct career mentoring activities for youth between the ages of 16 and 24 with disabilities, including adult and peer mentoring, e-mentoring, tutoring, job shadowing, service learning, leadership development and youth development.

The results of this initiative will support ODEP's goals of increasing employment opportunities for youth with disabilities by helping to build the capacity and knowledge of FBCOs to better meet the needs of young people with disabilities through mentoring.

- Through April 2004, the Maine Mentoring Partnership has awarded two grants to local organizations: \$44,000 to Youth Outreach Ministries, in Oxford, and \$36,000 to Andrews Council on Transition, Youth Mentors, Inc. Program, in Turner.
- Through April 2004, the Partners for Youth with Disabilities has awarded grants to the following local organizations: Computer Technologies Program, Berkeley, California; DC Public Charter School Cooperative, Washington, DC; Emmanuel Gospel Center, Boston, Massachusetts; Lake County Center for Independent Living, Mundelein, Illinois; and North Country Center for Independence, Plattsburgh, New York.

Employment Training and Services Grants for Community and Faith-Based Organizations Serving People with Significant Disabilities

These grants were a collaboration between ODEP, the Office of the 21st Century Workforce and CFBCI. Approximately \$300,000 was awarded for a one-year project across three faith-based and community organizations to implement model employment programs for people with significant disabilities and to develop new or enhance existing employment training and/or services.

Grant activities included purchasing and training in the use of electronic and information technology (e.g., computers, computer software, fax machines, copiers, Internet, distance-learning equipment). The goal was to provide FBCOs with the technical ability to offer employment training and related services to people with significant disabilities through the local One-Stop Career Center system.

ODEP-CFBCI Technical Assistance: The Memphis Leadership Foundation

In 2003, the Memphis Leadership Foundation (MLF) received a grant for \$98,000 to improve the employability of the chronically unemployed. MLF provided participants with holistic treatment and programming geared toward improving the quality of their lives and preparing them for the workforce. The MLF's Economic Opportunities Ministry and H.O.P.E. Center, Inc., worked to redirect and empower these men and women by providing substance-abuse treatment; voluntary, non-sectarian mentoring and counseling; financial management and budgeting; and social skills and positive-relationship building. Through these activities, the MLF is teaching participants the importance of a strong work ethic through the personal attention and intensive care provided by program officials.



The Memphis Leadership Foundation, Memphis, Tennessee

Maine Mentoring Partnership, Inc.

2003 ODEP Mentoring Grant

Funding: \$131,066

Location: Augusta, Maine

The Maine Mentoring Partnership in Augusta has partnered with Youth Outreach Ministries, a faith-based organization also located in Augusta, Maine, to provide career mentoring to youth with disabilities. Program organizers have recruited mentors from different businesses and organizations in the area, including the Chamber of Commerce, Maine Machine Company, and Wal-Mart. While some mentoring is taking place at the mentor's job site, mentors and mentees are also meeting at local One-Stop Career Centers.

The Volunteer Interfaith Caregivers Program

2003 ODEP Home Modification Grant

Funding: \$100,000

Location: Sierra Vista, Arizona

The Volunteer Interfaith Caregivers Program (VICaP) is part of the Beatitudes Center for Developing Older Adult Resources (Center D.O.A.R.), an interfaith ministry that provides support and assistance to older persons, adults with physical disabilities and family caregivers. VICaP enables the homebound to continue living independently. VICaP is an outreach program for volunteers within partner congregations and the wider community. The organization is working on 30 home modifications over a five-county area in Arizona.

Access Living

2003 ODEP Intermediary Grant for Mentoring Youth with Disabilities

Funding: \$150,000

Location: Chicago, Illinois

Access Living partnered with women in the media to provide career mentors for youth with disabilities interested in media careers. As part of this partnership a video was created, "Beyond Disability." The video used interviews and personal testimonies of a diverse group of youth to improve public understanding.

Community Rehabilitation Industries

2002 ODEP Grant

Funding: \$100,000

Location: Long Beach, California

The purpose of this project was to expand Community Rehabilitation Industries (CRI) Adaptive Computer Operations program (ACOP), which offers computer training through assistive technology for people with disabilities and personal-enrichment services. CRI helps facilitate progression into integrated community activities such as enrollment in post-secondary education, participation in recreational activities and exploration of paid and volunteer work opportunities. The goal of the project was to increase employment and wages for persons with significant disabilities. Of the participants in this project, all of whom were previously unemployed, 68 percent secured full-time employment and 32 percent secured part-time employment, at salaries ranging from \$6.75 to \$13.92 an hour.



Assist, Inc.

2003 ODEP Home Modification Grant

Funding: \$100,000

Location: Salt Lake City, Utah

Tamera

Tamera is a 28-year-old woman with cerebral palsy. When she was laid off from a credit card company where she had worked for five years, she began looking for other work that could utilize her computer and communication skills. For example, she volunteers as a speaker on disability

issues and programs and has served on the Utah Governor's Council for People with Disabilities. In order to live as independently as possible, home modifications converted two small bedrooms into one large room to meet her needs for easier access to her equipment. A new, wider bedroom doorway was installed to allow access directly across the hall to the bathroom via a track system. These modifications enhanced her employability as she is able to perform major life activities essential to finding and sustaining work.

er
s Rights



Children
have
a
right

Children
right to



Mission and Vision

The central mission of the Bureau of International Labor Affairs (ILAB) is to assist in formulating international labor policies and programs that benefit U.S. workers by ensuring that the United States Government (USG) recognizes and promotes internationally recognized core labor standards. Because of the increasing integration of the global economy and the increased mobility of capital, technology and workers across national borders, the Administration has deemed it crucial for the United States to ensure that workers rights and labor standards are addressed in global, regional and bilateral economic interactions with other countries, especially through bilateral and multilateral trade agreements.

Hence, to ensure a quality workplace in today's interdependent global economy, the Department of Labor (DOL) works closely with other USG agencies to promote a stable, secure and prosperous international economic system in which working conditions improve and all workers can achieve greater economic security and share in the benefits of increased international trade. Toward this end DOL monitors labor developments in other countries; represents the USG in forums where labor standards issues are discussed; provides technical assistance to "countries in transition," where volatile economic situations can lead to decreased adherence to labor standards; and seeks to develop policies and programs that implement core labor standards.

ILAB



Efforts combating child labor,
(clockwise starting above) Dominican Republic,
Bangladesh and Uganda



ILAB-CFBCI Partnership

ILAB specializes in reducing the worst forms of child labor, improving adherence to core labor standards, strengthening social safety nets for unemployed and disadvantaged workers, and reducing the incidence of HIV/AIDS in the workplace. Together, the Center for Faith-Based Community Initiatives (CFBCI) and ILAB recognized the tremendous role that faith-based and community organizations (FBCO) relief and development organizations have played for many years in eradicating international child labor abuses, providing educational services, and improving working conditions. ILAB has been working for years with community-based organizations in developing countries and has more recently looked for ways in which faith-based organizations could work with ILAB to implement its programs.

Beyond Our Borders: ILAB-CFBCI Accomplishments

The ILAB-CFBCI partnership focused on education initiatives as an effective means for FBCOs to reduce child labor and help stem the spread of HIV/AIDS. ILAB programs have awarded more than \$102 million since 2002 to FBCOs and other international organizations that sub-award funds to smaller FBCOs overseas.

In 2002, ILAB funded a program to carry out critical work in Thailand, where the International Justice Mission began work to reduce the commercial sexual exploitation of children. In Zambia, Jesus Cares Ministry (JCM) began a four-year outreach project to reduce child labor in dangerous work settings.

In 2003, World Vision, a renowned humanitarian faith-based organization, won a \$5 million competitive grant award to work with local FBCOs in the Philippines to reduce child labor through improved access to quality education in six regions of the country. The project will reach more than 44,500 children engaged in areas of child labor such as mining, pyrotechnics production, commercial sexual exploitation, deep-sea fishing, domestic work, agriculture and quarrying. World Vision was also funded by ILAB to work with local FBCOs in Uganda to educate primary- and secondary-school teachers on HIV/AIDS prevention. In 2004, ILAB awarded a \$14.5 million grant to provide educational opportunities to HIV/AIDS affected youth and children who are working in, or at risk of working in situations involving exploitive child labor.

Catholic Relief Services was funded to implement a project in Benin aimed at reducing child trafficking through education programs for children—primarily girls—considered at risk or actually becoming involved in trafficking.

CFBCI and ILAB will continue to work together to support the efforts of FBCOs to improve the quality of life for people in countries around the world.

Efforts combating child labor, Philippines



Jesus Cares Ministries (JCM)

2002 ILAB Grant

Funding: \$652,000

Location: Zambia

The success of JCM is a result of strong, committed leadership that has achieved national recognition for its dedicated work on behalf of vulnerable children. In two years JCM has withdrawn 1,950 children from child labor, working or at risk of working in agriculture, commercial sexual exploitation, stone crushing and those who were on the street. Approximately 66 percent have been reintegrated into formal schools, and 34 percent are in transition schools. These are children like Zamiwe Nkhoma, an eleven-year-old double orphan who might have been relegated to the streets but who is now in the 5th grade and excelling in school.

The president of Zambia recently appointed JCM's director, Godfrida Sumaili, as a human rights commissioner, a position that allows her to influence national policy. The organization has stated: "There are certain important things which we as a nation should never overlook; the future of our nation lies in the investment we make in our children. Our policies should be made in such a way that the rights of the children are protected and respected. Among these children are the great leaders and scholars who will bring great change to this nation."



Jesus Cares, Zambia



Jesus Cares, Zambia

Catholic Relief Services

2003 ILAB Grant

Funding: \$2,000,000

Location: Benin

In another African country, Benin, Catholic Relief Services has received DOL funding and is working on behalf of children ages six to fourteen who are trafficked or at risk of being trafficked for use in exploitative labor, including domestic service, mining and agriculture. Catholic Relief Services is working in more than 100 sites to increase participation in appropriate education programs for trafficked children and children at risk of being trafficked, especially girls. The agency receives children who are returned from other countries and need to be reintegrated back with their families and communities. In its first six months of operation, the agency's project enrolled almost 200 children into education programs, twice the number it had targeted. In addition, the project has successfully worked with national and local education authorities to change policies regarding the reintegration of trafficked children into school. Secretary Elaine L. Chao launched this project and observed its operations during her visit to Africa in December 2003. While there, she met both children who had been victims of trafficking and the dedicated personnel of Catholic Relief Services who work with them.



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And we must also mention the grantees without whom, this report would not exist. Their passion and commitment to improving the long-term employment opportunities for underemployed, unemployed and hard-to-serve populations is an inspiration.



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