

Memorandum



CITY OF DALLAS

DATE October 18, 2019

TO Honorable Mayor and Members of the City Council

SUBJECT **Upcoming Agenda Item #25, October 23, 2019 – Overcoming Barriers to Work Program**

The following Office of Community Care (OCC) item will be considered by City Council on the October 23, 2019 Agenda:

Authorize three one-year service contracts, with two one-year renewal options, for the Overcoming Barriers to Work Program – (1) Open Arms, Inc. dba Bryan's House (\$36,698.00). (2) International Rescue Committee (\$76,833.00) and (3) The Salvation Army (\$40,337.00) most advantageous proposers of eight - Not to exceed \$153,868.00 – Financing: 2019-20 Community Development Block Grant

The Overcoming Barriers to Work Program was designed to address barriers that keep residents from obtaining and/or maintaining employment. These barriers include, but are not limited to, lack of transportation, childcare services, language, mental health resources and lack of wrap-around services. The program seeks to connect participants of job training and career development programs and job seeking programs to supportive services that will help them overcome these types of barriers and ensure they are able to obtain and maintain employment. Services will be provided in Community Development Block Grant-eligible (CDBG) neighborhoods and targeting CDBG-eligible clients. Programming may be offered in neighborhoods that are not CDBG-eligible; however, all participating clients must meet the CDBG-eligibility requirements.

The Office of Community Care worked with the Office of Economic Development to develop the specifications for the Overcoming Barriers to Work Request for Proposals. Together, the staff from both departments identified specific program components and requirements to ensure that the City funds would support impactful programs that partner with training and job search support service providers that specifically seek to place clients in jobs with growth potential and/or that offer a livable wage.

A total of 8 vendors submitted proposals:

- Citizens Development Center dba Achieve
- Community Council of Greater Dallas
- Eaglin Team Administrative Solutions
- International Rescue Committee
- Open Arms, Inc. dba Bryan's House
- Southern Dallas, Link, Inc.
- The Salvation Army
- Zeena Ventures, LLC

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The three vendors that were chosen for this program will address the following barriers:

- Childcare
- Language/Wrap-around services
- Wrap-around services/Transportation

These vendors have current programs that address these barriers and will work to:

1. **Open Arms, Inc. dba Bryan's House** will address the childcare barrier. Through their Single Working Mothers Program, they support low-income, racially and ethnically diverse single mothers by providing specialized childcare for their special needs children at no cost. Bryan's House serves families living in poverty, most headed by single mothers, and they will include children with special health needs or whose mothers are HIV-positive. Women who live in poverty and have children with special health needs must work in order to support their families. However, they cannot work unless they have access to high quality childcare to ensure their children are cared for and that they don't fall further behind developmentally due to their medical or developmental challenges.
2. **International Rescue Committee** will address the language and wrap-around services barriers. Through the Digital Literacy Skills for Work project, they support individuals participating in job training/career development programs. The project helps individuals with barriers to employment gain the foundational digital literacy skills they need to succeed in job training and career development programs that lead to either a first job or a higher skill, higher paying wage job. This project will target Limited English Proficient (LEP) low/moderate income individuals who reside in the City of Dallas. They will also receive wrap-around services that will include a Career Pathways Specialist who will provide a plan tailored to the individual's specialized need.
3. **The Salvation Army, Inc.** will address the transportation barrier as well as provide wrap-around services. Through their Carr P. Collins Social Service Center, The Salvation Army provides comprehensive programs and services to individuals and families overcoming homelessness, addiction, and poverty. They provide prevention and recovery programs that are designed to assist those in varying stages of crisis by providing low barrier access to food, shelter, and supportive services to help end their crisis and begin a path to recovery. The vast majority of the clients served in these programs have significant barriers to employment, including extensive criminal backgrounds, large employment history gaps, and transportation issues. To address these barriers The Salvation Army provides one-on-one coaching and classroom job readiness services to assist clients with the development of skills needed to obtain and maintain employment, and/or advance in the workforce.

Also, they provide transportation assistance (bus pass) and linkage to additional supportive services offered on and off site.

Funding for the Overcoming Barriers to Work Program is provided through the City of Dallas Community Development Block Grant (CDBG).

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Should you have any questions or concerns, please contact myself or Jessica Galleshaw, Director of Office of Community Care.



Nadia Chandler Hardy

Assistant City Manager and Chief Resilience Officer

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (Interim)
Mark Swann, City Auditor
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Chief of Staff to the City Manager
Majed A. Al-Ghafry, Assistant City Manager
Jon Fortune, Assistant City Manager

Joey Zapata, Assistant City Manager
Michael Mendoza, Chief of Economic Development and Neighborhood Services
M. Elizabeth Reich, Chief Financial Officer
Laila Aleqresh, Chief Innovation Officer
Liz Cedillo-Pereira, Chief of Equity and Inclusion
Directors and Assistant Directors