



CBEI Highlights:

- 34 Program Participants
- 10 Employment Partners
- Total Earnings: **\$187,857**
- Avg. Wage **\$12.66 p/h**
- 12 Participants secured Fulltime Employment

In Their Words

"An opportunity is all I ever asked for. Now that I am working I can provide for my family..."

- R.J. CBEI Graduate

"I have tried to employ ex-felons before and had no real success. S. Y. [CBEI Graduate] is the first employment candidate that has worked out in years..."

-J.T. CBEI Employer

"I really appreciated the transportation support that the [CBEI] program provided to help S.T. get to work..."

-J.N. CBEI Employer

"The soft skills training helped me to problem solve so I could keep my job..."

-S.T. CBEI Graduate

Community Based Employment Initiative 2011 Executive Summary Report

Overview

The **Community Based Employment Initiative** is a strategic public/private partnership between the Center for Urban Poverty Solutions and World Wide Business Services to pilot a sustainable workforce development program that provides training and employment opportunities for people working to liberate themselves from the cycle of poverty. **The (3) primary pilot components are:**

1. Pre-employment soft skill training
2. Life coaching for employment retention and personal development
3. Job specific hard skill training¹

2011 Statistics

- **34 Program Participants**
- **31 Men/ 3 Women**
- **Avg. Age 32 years**
- **\$187,857 Total Wage Earnings**
- **Avg. Wage \$12.66 p/hr.**
- **12 Secured F/T Employment²**



Employment Partners Presentation

Employment Partners

This pilot was **designed with input from local employers who wanted protection from employment liability and risk³**, while giving program participants the opportunity to prove themselves worthy of an employment opportunity. Clients of World Wide Business Services (*a temp staffing company*) were our primary employment partners in 2011. They included: **Hina Environmental Solutions, Pressure Connections, Colvin Gravel, Wilson Turf, Karst & Sons, and Messer Construction.**

Potential for Sustainability

To demonstrate sustainability the pilot needed to generate enough staffing income to **offset 40% of the training and employment retention costs**, and remain profitable as a business unit. Using World Wide payroll data, we estimated the net staffing income generated from the 35 program participants in **2011 totaled \$33,579⁴**. Our model targets a **30% profit margin of \$10,074**, leaving **\$23,506** available for training and employment retention support. This represents **44% of total training and employment retention costs⁵**.

For more information or an expanded report contact:

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¹ Specific vocational training is determined by employer requirements

² Employed for 30 hours or more p/week for at least 90 days

³ Employment liability was the primary concern of employers who had interest and willingness to partner

⁴ Net income estimate is a % of after costs income earned by World Wide by placing participants as leased labor to Central Ohio Employers

⁵ Annual training & retention support costs estimated at \$1,571 p/person, totaling \$53,380 for 34 program participants