

## **M&Q DISCLAIMER (FOIA/previously funded proposals)**

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**Application for Federal Assistance SF-424**

* 1. Type of Submission: <input type="checkbox"/> Preapplication <input checked="" type="checkbox"/> Application <input type="checkbox"/> Changed/Corrected Application	* 2. Type of Application: <input checked="" type="checkbox"/> New <input type="checkbox"/> Continuation <input type="checkbox"/> Revision	* If Revision, select appropriate letter(s): <input type="text"/> * Other (Specify): <input type="text"/>
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* 3. Date Received: <input type="text" value="10/05/2022"/>	4. Applicant Identifier: <input type="text"/>
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5a. Federal Entity Identifier: <input type="text"/>	5b. Federal Award Identifier: <input type="text"/>
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**State Use Only:**

6. Date Received by State: <input type="text"/>	7. State Application Identifier: <input type="text"/>
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**8. APPLICANT INFORMATION:**

\* a. Legal Name:

* b. Employer/Taxpayer Identification Number (EIN/TIN): <input type="text" value="REDACTED"/>	* c. UEI: <input type="text" value="REDACTED"/>
--	--

**d. Address:**

\* Street1:

Street2:

\* City:

County/Parish:

\* State:

Province:

\* Country:

\* Zip / Postal Code:

**e. Organizational Unit:**

Department Name: <input type="text" value="Youth Services"/>	Division Name: <input type="text" value="Prevention &amp; ReEntry Services"/>
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**f. Name and contact information of person to be contacted on matters involving this application:**

Prefix:  \* First Name:

Middle Name:

\* Last Name:

Suffix:

Title:

Organizational Affiliation:

\* Telephone Number:  Fax Number:

\* Email:

**Application for Federal Assistance SF-424**

**\* 9. Type of Applicant 1: Select Applicant Type:**

M: Nonprofit with 501C3 IRS Status (Other than Institution of Higher Education)

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

\* Other (specify):

**\* 10. Name of Federal Agency:**

Employment and Training Administration

**11. Catalog of Federal Domestic Assistance Number:**

17.270

CFDA Title:

Reentry Employment Opportunities

**\* 12. Funding Opportunity Number:**

FOA-ETA-22-03

\* Title:

Growth Opportunities

**13. Competition Identification Number:**

FOA-ETA-22-03

Title:

Growth Opportunities

**14. Areas Affected by Project (Cities, Counties, States, etc.):**

1245-Areas Affected by Project (Cities, Cou

Add Attachment

Delete Attachment

View Attachment

**\* 15. Descriptive Title of Applicant's Project:**

Growth Opportunities will prepare corrections-involved youth and young adults for employment while also mitigating violence in the high-poverty, high-crime communities of Lansing, and Flint, MI.

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

**Application for Federal Assistance SF-424**

**16. Congressional Districts Of:**

\* a. Applicant

\* b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

**17. Proposed Project:**

\* a. Start Date:

\* b. End Date:

**18. Estimated Funding (\$):**

* a. Federal	<input type="text" value="1,999,998.74"/>
* b. Applicant	<input type="text" value="0.00"/>
* c. State	<input type="text" value="0.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="1,999,998.74"/>

**\* 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

a. This application was made available to the State under the Executive Order 12372 Process for review on

b. Program is subject to E.O. 12372 but has not been selected by the State for review.

c. Program is not covered by E.O. 12372.

**\* 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**

Yes  No

If "Yes", provide explanation and attach

**21. \*By signing this application, I certify (1) to the statements contained in the list of certifications\*\* and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances\*\* and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 18, Section 1001)**

\*\* I AGREE

\*\* The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

**Authorized Representative:**

Prefix:  \* First Name:

Middle Name:

\* Last Name:

Suffix:

\* Title:

\* Telephone Number:  Fax Number:

\* Email:

\* Signature of Authorized Representative:  \* Date Signed:

**14. Areas Affected by Project (Cities, Counties, States, etc.):**

Our project targets the cities of Lansing, Michigan and Flint, Michigan.

Congressional Districts:

Peckham headquarters, 3510 Capital City Blvd., Lansing, MI 49806: Congressional District 8

City of Lansing: Congressional District 8

City of Flint: Congressional District 5

**BUDGET INFORMATION - Non-Construction Programs**

OMB Number: 4040-0006  
Expiration Date: 02/28/2025

**SECTION A - BUDGET SUMMARY**

Grant Program Function or Activity (a)	Catalog of Federal Domestic Assistance Number (b)	Estimated Unobligated Funds		New or Revised Budget		
		Federal (c)	Non-Federal (d)	Federal (e)	Non-Federal (f)	Total (g)
1. ReEntry Employment Opportunities	17.270	\$ 0.00	\$ 0.00	\$ 1,999,998.74	\$	\$ 1,999,998.74
2.						
3.						
4.						
<b>5. Totals</b>		\$ 0.00	\$ 0.00	\$ 1,999,998.74	\$	\$ 1,999,998.74

**SECTION B - BUDGET CATEGORIES**

6. Object Class Categories	GRANT PROGRAM, FUNCTION OR ACTIVITY				Total (5)
	(1)	(2)	(3)	(4)	
	ReEntry Employment Opportunities				
<b>a. Personnel</b>	\$ 636,913.49	\$	\$	\$	\$ 636,913.49
<b>b. Fringe Benefits</b>	295,287.25				295,287.25
<b>c. Travel</b>	25,000.00				25,000.00
<b>d. Equipment</b>	0.00				0.00
<b>e. Supplies</b>	12,000.00				12,000.00
<b>f. Contractual</b>	86,000.00				86,000.00
<b>g. Construction</b>	0.00				0.00
<b>h. Other</b>	796,462.15				796,462.15
<b>i. Total Direct Charges (sum of 6a-6h)</b>	1,851,662.89				\$ 1,851,662.89
<b>j. Indirect Charges</b>	148,335.85				\$ 148,335.85
<b>k. TOTALS (sum of 6i and 6j)</b>	\$ 1,999,998.74	\$	\$	\$	\$ 1,999,998.74
<b>7. Program Income</b>	\$ 1,999,998.74	\$	\$	\$	\$ 1,999,998.74

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**SECTION C - NON-FEDERAL RESOURCES**

(a) Grant Program	(b) Applicant	(c) State	(d) Other Sources	(e)TOTALS
8. ReEntry Employment Opportunities	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
9.				
10.				
11.				
<b>12. TOTAL (sum of lines 8-11)</b>	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00

**SECTION D - FORECASTED CASH NEEDS**

	Total for 1st Year	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
13. Federal	\$ 512,152.89	\$ 128,038.22	\$ 128,038.22	\$ 128,038.22	\$ 128,038.23
14. Non-Federal					
<b>15. TOTAL (sum of lines 13 and 14)</b>	\$ 512,152.89	\$ 128,038.22	\$ 128,038.22	\$ 128,038.22	\$ 128,038.23

**SECTION E - BUDGET ESTIMATES OF FEDERAL FUNDS NEEDED FOR BALANCE OF THE PROJECT**

(a) Grant Program	FUTURE FUNDING PERIODS (YEARS)			
	(b)First	(c) Second	(d) Third	(e) Fourth
16. ReEntry Employment Opportunities	\$ 696,133.72	\$ 611,599.31	\$ 180,112.82	\$ 0.00
17.				
18.				
19.				
<b>20. TOTAL (sum of lines 16 - 19)</b>	\$ 696,133.72	\$ 611,599.31	\$ 180,112.82	\$ 0.00

**SECTION F - OTHER BUDGET INFORMATION**

21. Direct Charges: 1851662.89	22. Indirect Charges: 148335.85
23. Remarks:	

## Budget Narrative

We have included this project cost detail to fully explain the wide range of services we include in our program budget.

The cost-per-participant is \$12,500 based upon serving 160 individuals (80 in Lansing, 80 in Flint).

### **Personnel:**

Peckham Growth Opportunities program staff have decades' worth of experience/success serving hard-to-serve populations such as refugees/New Americans, returning citizens, low income/economically disadvantaged, adjudicated youth, and individuals with disabilities.

**Wages:** Peckham's project personnel will consist of five (5) program staff and grant accountant support for a total of 3.6 FTE.

- [REDACTED] is responsible for supervising the program and monitoring compliance & risk management, devoting two hours per week to the project. [REDACTED]
- [REDACTED] will devote 19 hours/week to this program and is responsible for program oversight, staff supervision, establishing new community partnerships, scheduling program activities, financial and outcome management, providing monthly and quarterly reports to our justice system partners, and overall contract management. [REDACTED]
- The GO Coordinator, a new FTE position, will devote 40 hours per week to this program. The GO Coordinator will split time between Lansing and Flint, providing direct oversight to both City Specialists. The GO Coordinator will maintain a smaller caseload of their own along with being responsible for job development, project-based learning opportunities, OJT development and support, leadership opportunities for youth, and work experiences. S/he

will also provide registration support and guidance on industry-recognized credentials and transitional planning and support. Go Coordinator wages over the course of 42 months are estimated at [REDACTED]

- Each of the GO Specialists in Lansing and Flint, which are two new FTE positions, will devote 40 hours per week to this program by communicating with participants and partners, reviewing students' progress, delivering CBI-Employment instruction and classroom instruction, and overseeing student behavior management plans and incident reporting. Each GO Specialist will provide case management services to all participants in their respective cities including assistance with supporting transportation for participants to job interviews, appointments and work experiences. GO Specialist wages over the course of 42 months are estimated at \$ [REDACTED] combined.
- Accountant support: an estimated three hours per month of grant accountant time at \$22.95 per hour, or estimated wages of \$12,561.82 for the life of the grant, has been included to provide documentation completion, budgeting/billing/invoicing support, financial reports, and other accounting activities.

Staff salaries for this program over 42 months total [REDACTED]. The budget is based upon current staff salaries as of October 1, 2022, with an annual 3% cost of living adjustment.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**Fringe Benefits:** As a supplier to the United States government, Peckham’s accounting system must be CAS (Cost Accounting Standards) -compliant. As a CAS-compliant agency, Peckham is required to use a fringe rate, as we are not allowed to direct charge any fringes, including paid time off (sick, vacation, or holiday time). Peckham’s fringe rate includes FICA, health insurance, life insurance, retirement, worker’s compensation, unemployment insurance, short- and long-term disability, dental insurance, tuition reimbursement and paid time off and is at a current (FY2022) rate of [REDACTED].

The base used to calculate the fringe rate is staff wages and incentive compensation. However, because five weeks of PTO is included in our fringe rate, we calculate fringes on 85% of staff salary to offset that amount. Fringe benefits for the program staff total [REDACTED].

**Direct Program Costs**

Included are budgeted amounts for supportive services; we anticipate that we will pay out 80% of the allocated amounts for Transportation, Supportive/Emergency Services, Participation Stipends, and Housing Costs based upon estimated program completion rates,

**Housing Assistance:** Peckham works with each participant to find a feasible housing situation. Once a residence is identified, we will then determine if the rent is sustainable based on the person’s income. If so, we will offer financial assistance of \$75 for up to two (2) lease applications and a \$250 security deposit upon signing a lease, up to \$400 per person.

<b>Item Costs</b>	<b>Amount</b>	<b>#</b>	<b>Awards</b>
Application	75	2	150
Security Deposit	250	1	250
	<b>Total:</b>		<b>\$400</b>

**OJT/TWE:** New employees that undergo on-the-job training get a firsthand look at all the work procedures they can expect to encounter. They learn workplace expectations, equipment operation, and any other skill they need to complete their job successfully. The GO Program OJT provides six weeks of on-the-job training for 40 hours/week, at a minimum of \$15/hour.

<b>Hourly Rate</b>	<b>Hours</b>	<b>Weeks</b>
\$15	40	6
<b>Total:</b>	<b>\$3,600</b>	

82 participants:  $\$295,200 \times .80 = \$295,200^*$

\*Peckham’s past experience with Offender Success programs indicates that approximately 80% of participants complete programming; thus, we have budgeted for that pro-rated amount.

**Participation Stipends (in the form of gift cards):**

	<b>\$/hour</b>	<b># per Day</b>	<b># per Week</b>	<b>Total Possible</b>
Daily Classes	\$15	3	9	\$135
Goal/Task Completion	\$15		3	\$45
Other Activities	\$20		1	\$20
Perfect Attendance Bonus				\$200

Stipends are earned weekly for up to 6 weeks

**For each class, \$5 bonus per Category**

Attendance/Punctuality

Participation

Appropriate Behavior/Reactions (Language/Anger Control/etc.)

**Site Travel:** We have estimated \$25,000 in mileage reimbursement costs over the 38 active months of the grant project, or \$658 per month, for the GO Coordinator and Reentry Manager to travel between Flint and Lansing, GO staff travel to meet with employers, take participants to obtain documents, meet with community partners, and engage with participants in the community as needed.

**Staff cellphone allowance:** We have budgeted \$1,800 per year (\$150 per month) for monthly cellphone service for the three FTE staff, for a total of \$6,300 over the course of the grant.

**Staff Training:** We have included \$6,177.71 for staff to attend current and relevant training related to employment training, CBI, trauma-informed care, and other justice related trainings.

**Supplies:** We have estimated \$12,000 in project/office supplies to organize and manage program supplies. This includes staff computers as well as class folders, files, paper, r folders, USB drives, CBI materials, and forms.

**Supportive/Emergency Services:** We have included the following costs to ensure participant success and program excellence:

<b>Item:</b>	<b>Cost:</b>
Personal ID Documents (BC/State ID, Driver's License)	\$55
Driver's Training 3 lessons, resulting in permit	\$250
Work Tools/Clothes	\$200
Emergency Clothes	\$150

Monthly supportive services costs are estimated at \$2,206.32 or a total of \$83,840 over the life of the grant.

**Transportation:** we have budgeted \$55,600 for transportation assistance. We estimate that half of the 160 participants would utilize a gas card option at \$75 per month for three months for 80

participants. We have public transportation/Capital Area Transportation Association (CATA) bus passes for the other 80 participants at \$23.50 per month for 20 months. The gas card support ‘expires’ after three months (subsequent to a participant completing Phases 1 and 2); at this point we will work with them individually to budget for transportation costs to maintain employment.

**Violence Prevention Partner payments:** We have budgeted a total of \$86,000 for our Violence Prevention Partners, The Turning Point of Lansing and Without Walls Outreach. Each partner will lead two classes per week during Phase 1 for each cohort of 5-7 individuals. They will also be matching each participant with a mentor during this time and establishing prosocial relationships with each participant. Each Violence Prevention Partner will receive \$100/class (two classes per week for 115 weeks) along with a \$250 Mentor stipend per participant (80 participants). This will be used to cover administrative costs, pro-social activities and events, and mentor engagement incentives.

\$100 per Class x 115 Weeks = \$23,000

\$250 Per Participant x 80 participants = \$20,000

Total: Up to \$43,000, based upon 80 participants @ \$537.50

\$43,000 x 2 Violence Prevention Partners = \$86,000

**Other Project Costs:**

**Occupancy:** [REDACTED]

[REDACTED]

[REDACTED]

**Indirects:** [REDACTED]

[REDACTED]

[REDACTED]

**Leveraged resources to support grant activities:**

**Community partners:** In working with Peckham, participants with disability- and barrier-related employment needs can gain additional support and services through referral to other appropriate community agencies. Peckham Prevention & ReEntry Services will work collaboratively with our robust network of community service providers to provide a positive and measurable impact on those served. These partners include: Community Mental Health, Michigan Rehab Services, Department of Health and Human Services, CATA, GST and CAMW, Easter Seals, and many others.

**Programming and leadership opportunities:** Peckham will leverage programming opportunities to promote cost savings while providing additional experiences for the young people served. For example, Peckham Youth Services plans and organizes monthly Talent Tours, industry-driven exploratory events for Peckham youth. Youth learn about in-demand occupations and, based on student interest, visit local employers to learn more about the company and what required education, training and certifications are required to work there.

In addition to the leadership training provided by our Violence Prevention Partners, leadership opportunities will be available through a number of community service activities. Examples of recent experiences include the Youth Leadership Academy, a collaborative project with the Lansing Police Department, Lansing Fire Department, the Lansing Department of Parks and Recreation, and other City departments. Through this opportunity, the students spend five days at the Michigan State Police (MSP) Training Academy in Lansing, where they receive comprehensive instruction from police and fire professionals on careers in public service.

For several years, Peckham has run an annual Summer Young Professionals program in conjunction with our local American Job Center, Capital Area Michigan Works!. The focus for this



program is on serving WIOA Youth eligible participants ages 14-24, with a concentration on serving youth meeting the Out-of-School (OOS) eligibility definition to ensure that a minimum of 50 percent of funds awarded are utilized for this population. The CAMW! WIOA Youth programs place an emphasis on serving youth within a comprehensive youth development approach that focuses on long-term services that provide the education, skills, work experience, and support that youth need to successfully transition to careers and productive adulthood. To the extent feasible, Peckham's eligible GO participants would be able to take part in this opportunity.

**Peckham Community Partnership Foundation funding of Mini-Grants and Major Grants:**

Peckham staff are encouraged to identify areas of unmet participant need that can be supported through PCPF supplementary funds. Proposals for PCPF Mini-Grants may be submitted twice per year with requests up to \$5,000 per grant for first-time applicants, and up to \$10,000 for subsequent applications for successful projects. Major Grants are projects valued at \$10,001 or more, and not being operated as a Mini-Grant. Peckham Youth Services/Prevention & Reentry Division has access to PCPF Mini- and Major Grants to support various needs that are not met through federally funded programming. Examples include:

- Look Great, Feel Great Mini-Grant: The goal of Look Great! Feel Great! is to provide education and personal hygiene products and laundry funds to assist with the job-seeking process as well as employment retention. Personal presentation, hygiene and cleanliness are essential to gaining employment as well as leading to overall positive impression and attitude.
- Budgeting for my Belly Mini-Grant (open to all team members, clients, staff, and their families): This project helps to develop lifelong skills that will aid individuals in becoming

more independent and healthy through the joy of cooking budget-friendly, semi-homemade meals over constantly purchasing fast food. The program, which is offered through Facebook posts and videos, includes budgeting tips to make the most out of food dollars.

- The Amplified Major Grant provides support and services that are not allowable under federally funded grant contracts such as health and hygiene items, transportation, haircuts, interview clothes, and tech assistance. The funds have also been used recently to support youth participants as they stabilize and recover from the impacts of COVID-19.
- The AmeriCorps Major Grant, a partnership with the Commission on National Service, focuses on financial literacy by funding the Economic Opportunity Coaching Program (EOCP). EOCP services provides our clients the opportunity to gain skills and confidence to manage their finances, understand how they are affected by taxes and how to file their taxes, gain basic literacy in math and English, work towards gaining citizenship and learn how to become more employable or enhance their employment skills.
- Peckham GO staff will make referrals and support hiring across Peckham's six lines of business (Supply Chain Solutions, Apparel Manufacturing, Business/Contact Center Solutions, IT Help Desk, Environmental Services and Packaging Solutions), providing program participants with the greatest barriers with access to work experience in a supported environment. Peckham lines of business to provide structured work experience opportunities in a supportive environment that promotes the development of positive work habits. This experience is especially valuable for those considered hardest to serve. Please note that not all open staff or team member positions are available to corrections-involved individuals.

- Peckham financial contribution: Our FY22 G& A rate is 18.1%. We will absorb the 8.1% in additional indirect costs not covered by the de minimis rate.

Peckham has an established presence providing vital employment services and educational interventions to young people in the cities of Lansing and Flint, MI. Our proposal targets both cities, which individually are High Poverty and High Crime communities. According to the 2019 American Community Survey, Lansing has a poverty rate of 22.8% and Flint has a poverty rate of 31.7%. Combined, our proposed services areas have a poverty rate of 27.25%. The 2019 Violent Crime Rate in Lansing is 429.9 per 100,000 individuals, while the Violent Crime Rate in Flint is 579.7 per 100,000 individuals.

**Plan to track and report arrests, recidivism, and returns-to-incarceration.** At the start of the program, and thereafter on an ongoing basis, GO staff and mentors will utilize the Michigan Department of Corrections' Offender Tracking Information System (OTIS), Lansing public records, and Inmate Lookup to identify potential participants who have been arrested or incarcerated to discuss eligibility with partners. Justice system partners will provide additional data to staff and mentors regarding individuals who have been arrested and/or incarcerated, to both identify potential new referrals as well as offer support to victims, who are most at risk of being involved in future violent incidents.

Prior to each monthly meeting with all mandatory partners, Peckham staff will provide a list of all enrolled participants with signed Release of Information waivers. Each meeting will strategize best ways to increase successful outcomes for each participant. On a quarterly basis, the Lansing Police Department and the Genesee County 7<sup>th</sup> Circuit Court (for Flint) will provide official arrest and incarceration data for all GO participants.

**Recent Community Unrest** The City of Lansing has experienced a significant uptick in gun-related incidents in recent years. According to the FBI statistics table, in 2019 Lansing recorded 19 murder and nonnegligent manslaughter cases. However, beginning in 2020, gun violence

began to soar. By the end of 2021 Lansing police reported there had been 45 homicides, 112 non-fatal shootings and more than 1,000 gunshot reports over the last two years. City officials have cited an influx of illegal firearms as a huge contributor to the problem, with at least 1,200 guns seized since 2019. According to the Lansing newsweekly *City Pulse*, authorities suspect that most of the violence has been tied to a subsection of the population: young Black men turning from fists to bullets in personal disputes, often in retaliation for other criminal behavior. The Lansing State Journal indicated that, of those arrested for gun-related homicides, at least nine of them were teenagers.

Although Flint was ranked as the most dangerous city in America in 2016 according to the FBI's Crime in the United States report, it dropped to 5<sup>th</sup> place in 2018 and is now ranked at 15<sup>th</sup> in the nation. However, Flint continues to experience huge waves of violence for a city of its size (approximately 81,000 individuals as documented in the 2020 census). On December 26, 2021, the city had reported 67 homicides, up by approximately 12% from the same time last year, according to Flint Police Department crime statistics. This figure includes 59 listed as murder or nonnegligent manslaughter; one case listed as negligent homicide/ manslaughter (involuntary); three cases of negligent homicide involving a vehicle; and four cases of justifiable homicide. Non-fatal shootings were also on the rise with the city reporting 239 in 2021, an increase of almost 13% from 2020. Not included in the count were 1,764 cases of violent crime.

In response to gun violence in Lansing, in 2021 Mayor Andy Schor launched a gun violence task force, rolled out new grant-funding opportunities to create more after-school activities for kids, formed partnerships with school district officials, opened up community centers and pledged more than \$250,000 toward a gun violence intervention program called Advance Peace which

launched earlier this year. Advance Peace is a national model that aims to curb gun-related incidents by offering paid ‘Peacemaker’ fellowships to violent offenders, and is jointly led and funded by county health departments. In November 2021, Peckham applied to manage the program and was jointly awarded the contract along with PRAY (People Ready, Activating Youth), a local faith-based, grassroots organization. However, Peckham withdrew from the project due to the fact that the Advance Peace model requires zero collaboration with local law enforcement, whereas Peckham maintains a synergistic relationship with local police and sheriff’s departments and court officials. It was decided that PRAY will lead Advance Peace, and Peckham will serve as a resource for training, job development and employment opportunities. Lansing was also a recipient of U.S. Department of Justice Project Safe Neighborhoods grant funds, which will support the city’s innovative public health approach to violent crime reduction. PSN money will fund the recruitment and training of staff that will develop a street outreach team to intervene and provide support to individuals most at-risk of committing, and becoming victims of, violent crime. PSN is a combination of community-based violence prevention programs and law enforcement efforts in specific geographic areas, identified as the most at-risk through data collection and analysis.

Other violence prevention organizations in Lansing include Turning Point; The Village, a community-based nonprofit that was created to provide outreach, resources, mentoring, and service projects to violence-involved youth; and the Mikey 23 Foundation, a local construction training program for at-risk youth named after Mikey McKissic, who was shot to death at age 23 while leaving a party. The efforts of these groups will be studied along with the impact of neighborhood influences on youth by researchers from Michigan State University’s School of Criminal Justice. The project, titled ‘Putting Violence in Context: How Neighborhoods Shape

Youth Decision Processes,' aims to investigate the ways that one's neighborhood influences can shape their decision-making process, especially when it comes to engaging in crime and other forms of violence within their community.

Initiatives in Flint to combat the drivers of violent crime include the creation of a special investigation unit launched under former interim police Chief Phil Hart in 2020. The unit focuses on training officers in tactical expertise to get illegal guns and criminals off the streets. Other tenets of the crime reduction plan were to fill 14 open police officer positions and launch a "No Questions Asked" gun buy-back program. However, those efforts alone were not sufficient to stem the tide of gun violence. In Flint, on July 23, 2021, Mayor Sheldon Neeley declared a state of emergency in the city, with executive orders that specifically combat gun violence. Some of the tenets of the mayor's orders include the establishment of a Gun Violence Emergency Response Team (ERT) for Traumatic Events, with a goal of coordinating services between the Flint Police Department and mental health professionals; establishing partnerships throughout the community to create opportunities for positive engagement for youth; and to hire dedicated attorneys and victim advocates to partner with the Flint Police Department on gun violence prevention.

The mayor also mandated that the Flint Police Department and the City of Flint would be tasked with establishing partnerships with grassroots and community outreach programs to combat gun violence. Some of the groups in the city include the Roc Against Gun Violence Coalition; WOW Outreach, an organization committed to creating a community with zero tolerance for violence; and the Rise Up Initiative, which works on reducing violence and overdoses in the city through mobile units working on the streets. Additionally, Flint resident Joseph Pettigrew, who lost his father to gun violence, currently sits on the board of the Michigan Coalition to Prevent

Gun Violence and is now organizing a Flint Youth Against Gun Violence initiative. The group will target millennials with a focus on education about gun legislation, awareness and the wide-reaching impact of violent acts.

Providing financial assistance to the City of Flint, the Charles Stewart Mott Foundation approved an \$850M grant to help pay for a gun buy-back program -- one that's designed to take specific types of automatic weapons out of circulation. The city announced the grant in a news release on Tuesday, July 26, 2022, and said it would also pay for an expanded cold case resolution unit, development of a witness protection program, overtime pay for police officers, and funding for the police department's intelligence center.

### **Peckham's Proposal to DOLETA for the Growth Opportunities Program**

#### **Basic Services: Approach to identify, recruit, select, and retain participants:**

Peckham's reputation for providing outstanding Offender Success services in partnership with local law enforcement and community service providers in Lansing and Flint has grown exponentially in recent years, leading to a strong rapport and robust relationships with hundreds of eligible young people in both communities. The additional relationships maintained by our Violence Prevention Partners strengthen that net. We will convene with our Violence Prevention and Justice partners at least monthly to identify potential participants from our combined relationships, as well as also utilize direct referrals from participants. Peckham works closely with both the 30<sup>th</sup> Judicial Circuit Court (Ingham County/Lansing) and the 7<sup>th</sup> Judicial Circuit Court (Genesee County/Flint) through monthly meetings and ongoing wraparound meetings to quickly connect eligible participants to Peckham's programs. Also, Peckham ReEntry staff are routinely in county jails in both Genesee Co. and Ingham Co., providing workshops and



employment classes and will directly steer appropriate and eligible returning citizens to the GO Program for support during transition back into their communities.

Our goal for the GO Program is to create a multifactorial recruitment and retention strategy by addressing barriers to participation that might exist, such as distrustful attitudes based on past interactions with corrections agencies or difficulties in arranging transportation. To assist with transportation to and from mentoring sessions, training sessions, and employment, Peckham will provide public transit vouchers or gas gift cards, eliminating that barrier. Through our stipend and support system and employment opportunities, participants have good reason to stay financially. Our greatest strength, however, is the staff and mentor network that each participant will step into. Our compassionate staff who are willing to meet each participant “where they are” and who share positive communications about goal progression /milestones achieved, and the supportive mentor relationships at the core of this program, will retain our participants.

**Peckham will provide employment and career services and products:** We recognize that many of the individuals we serve have experienced significant trauma which impacts their ability to fully function. Thus, trauma informed, person-centered development programming is at the core of our case management. We inform the delivery of our services through the ACES (Adverse Childhood Experiences) diagnostic tool and our Service Planning Guide; additionally, our Cognitive Behavioral Interventions (CBI) lessons help to address negative thinking and develop new, alternative thinking patterns to promote safety and non-violent responses.

At intake, each participant completes a Universal Service Planning Guide (USPG) to identify needs and barriers; this plan is reviewed with staff and each item is addressed. During Phase 1, participants complete the O\*Net Interest Profiler and research at least two identified career options. These careers are filtered through LMI from our local One Stop (American Job

Center). Staff use this career research and the Universal Service Planning Guide to help participants form their Individual Development Plan (IDP) with SMART goals. IDPs are reviewed and updated weekly as new barriers and goals are identified and completed.

**Supportive services available and how staff determine what supportive services are needed:**

Through the USPG and IDP creation process, each participant reviews needed areas of support such as identification documentation, transportation (including “No Go” zones), childcare, financial management, expungement and record sealing, probation/parole requirements, housing, and mental health/substance use. In Ingham and Genesee County alike, Peckham partners with the local One Stop’s *Clean Slate* program to support expungement and record sealing. Participants may also identify child support and custody situations as a barrier, which Peckham staff and mentors help navigate and/or modify with the local family court. Peckham employs multiple staff who are Department of Health & Human Services navigators to help participants maximize their benefits, including childcare subsidies and mental health counseling. Staff also work closely with Correctional Assessment & Treatment Services (CATS) inside the Ingham County Jail, along with multiple recovery communities, to support participants with substance use concerns. In Ingham County (Lansing participants), we work closely with Child and Family Services (family support services), Michigan Rehab Services (State Vocational Rehab agency), Michigan Works! One Stop, Cristo Rey Community Center (emergency services, clothing and food), Community Mental Health, and many faith-based partners to ensure client needs are met.

In Genesee County (Flint participants) Peckham has an established partnership with Odyssey House to help with detox, residential services, outpatient substance abuse services, and therapeutic recovery housing. Peckham works closely with GST (Genesee, Shiawassee, &

Thumb) Michigan Works! to dual enroll and fully utilize programs and resources available as a partner of the American Job Center network. Additionally, Career Counselors, Employment Specialists, and a diverse network of partners offer a host of education, training and development resources to help launch participants into careers. Peckham also works with the Food Bank of Eastern Michigan (food resources), The Greater Flint Outreach Center (food and clothing), Mass Transportation Authority (for transportation needs), Carriage Town Ministries (housing resources), Michigan Rehab Services, numerous faith-based-partners (emergency services, clothing closets, food resources), and Easter Seals (mental health services).

**Follow-up services for at least 12 months after program exit:** Participants move into follow-up after maintaining regular, full-time employment OR educational placement with part-time employment for three months. GO staff will complete monthly employment verification checks through direct contact with employers or paystub verification. Transportation supports, mentoring, housing supports, and emergency supports will be available to them as needed. Participants in follow-up will have access to monthly support groups and quarterly family enrichment events.

**Obstacle Preparedness:** Peckham is prepared to address obstacles as they arise. Through current program funds we address some of these obstacles already, providing housing application and security deposit support, and private transportation options for those who have to travel around “No Go” zones to get to program or work. Peckham has also increased our virtual offerings to support participants through COVID since the beginning of the pandemic. Peckham continually adjusts to barriers and challenges as they arise, knowing what is really at stake are the lives of our participants.

Paid Work Experiences:

**Identify and engage employers/develop paid work experiences:** Peckham has secured MOUs from Meijer (locations in Lansing and Flint), Northgate (Flint) and Peckham's Environmental Services division (Lansing) as employer partners for this project. As documented in the MOUs, these employers have guaranteed \$15/hour OJTs and are committed to interviewing GO program participants for open positions and providing feedback to Peckham staff throughout the interview process. This real-time feedback along with staff support will ensure GO participants successfully transition into full-time employment after OJT completion.

Peckham has secured letters of support from local One Stops in Flint and Lansing to expand potential OJT sites and supplement grant funds by dual enrolling eligible participants into WIOA programs. Peckham's team works with employers to set up job interviews and tackle workplace concerns, while providing participants with needed work clothing, supplies and additional supports to ensure success. Our OJT process includes skills attainment reviews every/other week with employers and participants to make sure both parties are satisfied, and to identify and address any additional issues that may arise.

**Working with local Workforce Development Board, Board members, etc.:** As a provider of WIOA services through local Capital Area Michigan Works! agencies, Peckham has provided workforce development services since 1994 and continues to host a range of workforce development services at our Lansing American Job Center (Capital Area Michigan Works!), in addition to our Charlotte, MI (Eaton County) and St. Johns, MI (Clinton County) AJCs.

Peckham works with the Workforce Development Board and CAMW! partners to find appropriate training and services for program participants of all ability levels and link them with

in-demand industries and occupations within the region. Services are coordinated by the Peckham Job Developer and assisted by the CAMW! Business Services Team when appropriate. In the Capital region, Peckham partners with over seventy-five employers to provide on-the-job training, employment opportunities, talent tours, and job shadows. In the Genesee County region, our relationship with the Genesee/Shiawassee/Thumb (GST) American Job Center allows us to work hand-in-hand with Job Developers to identify workforce needs, skills gaps, and other services needed by local businesses and upskill participants for those positions. Both CAMW! and the GST AJCs have committed to work with Peckham's Prevention and ReEntry department to coordinate the delivery of workforce services to participating youth.

**How Peckham will prepare participants for success in their work experience:** We envision our programming rolling out in four phases. During Phase 1, GO staff and mentors will focus on SMART goal setting with each participant upon enrollment. Participants will address barriers and create strategies, including contingency plans, to address their goals. Contingency plans will include possible obstacles to overcome, available options or responses, resources to achieve new goals, and timelines. We anticipate transportation being one of the biggest barriers to success in both communities; we have established partnerships with local transportation authorities and various taxi service companies. During Phase 1 participants will also complete ten hours of Cognitive Behavioral Interventions for Employment (CBI-EMP), a curriculum designed by the University of Cincinnati's Corrections Institute, to address thought patterns and behaviors in the workplace. The curriculum includes workplace simulations (role playing) and reflections. Participants will also earn an industry-recognized credential, 'Through the Customer's Eyes,' to strengthen a service mindset. Participants will learn competency in areas such as taking personal

responsibility, being on time, healthy communication, receiving and giving feedback, and time management.

During Phase 2, participants enter an OJT with our employer partners. Participants will work 40 hours/week earning \$15/hour for six weeks. OJTs are paid through grant funds or in conjunction with our Local One Stop for eligible, dually enrolled participants. GO staff work closely with our employer partners throughout the OJT, completing participant and supervisor interviews after the first week, at the halfway point, and at the end of the OJT. GO staff will review measurable skill gains, attendance and timeliness, attitude, work environment, and review concerns/complaints with both the employer and participant at each interview. During Phase 2, participants will put into practice many of the employability, interpersonal and conflict resolution skills learned during Phase 1, leaning on supports from GO staff and mentors.

Transportation assistance is offered to get each participant to and from their OJT experience each day. Supportive services and community referrals are ongoing during Phase 2, as are financial literacy activities necessary to begin Phase 3 and, ultimately, lead to personal security.

Phase 3 sees the participants transition from their OJT into full-time, regular employment for three months. Our employer partners have committed to interview participants, upon the completion of an OJT, for positions that pay \$15/hour or more. That interview will happen during the last week of their OJT to ensure there is not a gap in employment. Participants continue to work with GO staff and mentors to identify and address needs, continue goal progress, life coaching, financial guidance, and additional employment supports. Grant-funded transportation assistance is removed during Phase 3.

As participants demonstrate the ability to maintain employment and make prosocial decisions, and after completing three months of employment without the support of an OJT, participants

move into Phase 4 comprised of 12 months of follow-up. During Phase 4, GO staff continue to provide supportive services and invite participants to pro-social activities and events. Participants remain engaged with their mentor and are offered the opportunity to become Peer Mentors under the guidance of the Violence Prevention Partners for those in Phases 1, 2, and 3. Monthly employment verifications are completed through employer contact or participant pay stubs.

**The occupational education component, including where and how it will be conducted:**

Peckham Career Coaches prioritize participant goal setting and utilization of an Individualized Education Plan (IEP) when determining the need for occupational training. Staff will assist participants in identifying training based on the "List of Demand Occupations" generated by CAMW! and GST Michigan Works as well as those in alignment with the participant's employment interests and career goals. Participants will conduct a labor market analysis to learn about in-demand jobs in the region and skills required to fill these positions.

Peckham will develop paid work experiences for participants that include academic and occupational education as a component of the activity, and that adhere to WIOA requirements as described in the FOA. Youth will participate in occupational skills training at local AJCs and at Peckham facilities to increase knowledge of workplace rules and expectations. Along with utilizing the Business Services Team's weekly jobs list, Peckham staff stay current on labor market employment statistics information made available through the Department of Labor, CAMW! and GST Michigan Works!, the Lansing Economic Area Partnership, and the local Chamber of Commerce offices. Peckham also relies on established employer partnerships with Meijer and Northgate via weekly communication regarding job openings and opportunities.

**The involvement of employer partners, labor unions, and industry groups:** Peckham has multiple training programs available to help jump-start participants into high-demand and high-

wage jobs. Peckham has a partnership with the National Restaurant Association Education Foundation to provide the Restaurant Ready curriculum and the Gold Service training. Peckham also partners with the Greater Michigan Construction Academy to offer CORE trades certification through Peckham's in-house Trades Academy. Once participants complete their CORE certification, Peckham staff connect participants to apprenticeship opportunities and other work experiences through a multifaceted pipeline for trades careers. Peckham also works closely with the Job Development board in order to fully prepare participants to meet the needs of local employers.

**Post-work experience transition services that will be offered to prepare participants:**

Peckham works with over 75 employers in the Capital area and an additional 28 employers in Flint and has robust relationships with Local One Stops in both Flint and Lansing to identify apprenticeship and training opportunities for all interested participants. In collaboration with our established partners at Meijer and Northgate, Peckham GO Specialists will connect with employers monthly to review job performance, attendance, and any potential risk factors that could jeopardize work placement. Concerns will be reviewed with participants and new goals and strategies for success will be documented in the success plan/treatment plan. In addition to GO Specialist advocacy and regulatory reviews of work performance, participants will have access to monthly support groups and quarterly family engagement events.

**Types of payments utilized, how the payments will be structured, processed, etc.:** Peckham support staff will process all payments for the GO program, including OJT and supportive service payments, which will be funded through our DOLETA grant award. As part of this process, the Program Manager will ensure that the participant is still enrolled in the program, determine if s/he is within the program's allocation limit, approve the payment, and case note the



services received/financial distribution in the participant record. Payments will be processed through Peckham's CAS-compliant finance system (Navision) and will adhere to the allowable amounts. Support staff will issue checks from the Impress checking account upon approval from the Program Manager. Peckham's Grant Accountants will track all payments, stipends, wages, subsidies and incentives in in Navision.

In both communities, Peckham will collaborate with local One Stops (Capital Area Michigan Works and GST Michigan Works) to dual enroll participants into eligible WIOA programs and Jobs for Michigan's Graduates (JMG) programs to fully maximize community resources. When appropriate, payments for WIOA-funded activities for dually enrolled participants will be generated through the One Stop Management Information System (OSMIS).

Mentorship and Leadership Development

**Qualifications and experience of the Mentorship staff of the Violence Prevention partners:**

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[REDACTED]

**Design and integration of the required program components:** Peckham’s GO program model is comprised of four phases, each of which builds upon strengths and competencies achieved in the one previous. Phase 1, which consists of classes three times per week, focuses on Employment Readiness, Violence Prevention, Career Exploration, CBI Skills, and Credential

Attainment. Phase 2 relates to On-the-Job training; our selected employers offer an opportunity for growth by offering a career path entry and relevant hard- and soft-skills coaching and training. Phase 3 results in job placement and opportunities for merit-based wage increases and promotions, supported by-- and resulting from -- life coaching, ongoing support and one-on-one and group mentoring. Phase 4 follows participants after successful completion of the program through on-going supportive services, monthly support groups, quarterly family engagement events, 1:1 and virtual mentoring, and opportunities for wage increases/promotions.

During Phase 1, participants attend nine hours of programming each week along with Restorative Justice activities and interactions with their mentor. Two to three hours of each week's programming is led by the Violence Prevention Partner to guide students through the Disciplines of Excellence curriculum. Helping participants understand that positive conflict resolution and preventing violence is necessary to achieve successful outcomes in all aspects of life, and that it can be even more challenging through various stages of transition, is the foundational core of the Disciplines of Excellence. Individuals will develop specific strategies that will enable them, when faced with conflict in any situation, to reach the ultimate goal of a positive principle-based outcome that is predicated upon open, honest and respectful communication by all parties.

**Intended conflict resolution competencies/ framework for tracking participants' progress:**

Emotional control and fortitude will be developed through working with staff and their peer group to first create a comfort and confidence level for self-critique and sharing that is built on respect and honesty before engaging in a variety of specific activities. Those activities include reading and assessing specific examples, role playing, and strengthening communication skills. Participants will engage in brainstorming activities that promote active listening,

understand problems and individual roles in conflict, and discover possible solutions. Real-life experiences will also be used as teachable moments for growth.

Both a participant self-evaluation and staff evaluation tool will be used to track and rate personal progress in the identified categories. The evaluations will be completed upon initial participant enrollment, midway through the program with consultation for constructive critique, and at the conclusion of the program. The evaluation is designed to demonstrate growth and/or areas of special need -- not pass or fail. Categories to be tracked include, but are not limited to: the ability to remain calm during conflict; effective communication (articulation and listening); ability to focus on an issue rather than a person; ability to focus on future, not past; and other topics.

**Capability to maintain lasting mentorship relationships, one year or more in duration:**

For over a decade Peckham has led nationally recognized mentoring services for court-involved youth following the national standards for mentor recruitment, training, and onboarding.

Peckham has delivered the Ready to Achieve Mentoring Program (RAMP), funded by the U.S. Department of Justice's Office of Juvenile Justice and Delinquency Prevention (OJJDP) and led by the Institute of Educational Leadership (IEL), since 2010. Peckham has served over 500 youth and 208 mentors through RAMP mentoring relationships. Peckham partners with local employers, faith-based organizations, and local colleges and universities to recruit qualified mentors. Peckham will utilize existing mentor recruitment pools for the GO program and extend recruiting reach to ensure mentors have unique backgrounds and have been system-involved in order to effectively relate to and support participants as they stabilize in the community.

Mentors will have access to orientation and monthly trainings to acquire the skills and resources to support their mentoring relationship.

**Qualifications and experience of staff delivering the Leadership Development components:**

Leadership Development components are included in the Disciplines of Excellence curriculum facilitated by the Violence Prevention Partners. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**Describe the design and integration of the required program components:** At intake, participants will complete the Universal Service planning Guide which is a rich document outlining all potential barriers which could hinder the success of the participant. Once all barriers are identified, a treatment plan is established to ultimately help participants reach milestone achievements for stability and success. Throughout the onboarding process, participants will receive a resource guide highlighting the multiple opportunities for community give-back and personal development. These opportunities include Youth-Led Candidate Forums where participants may ask officials running for State or City office questions based on their own life experiences, and the “Exchange for Change” series which brings youth and law enforcement together to learn and grow from one another and develop a deeper understanding of how trauma impacts both groups. The series is an attempt to educate, inform, and grow relationships between community and police. Peckham also has a company-wide Self Advocacy Team that shares

information about voting, disability rights, and other advocacy-related issues. All participants of the GO program are eligible to receive resources and communications from the group.

**Describe the intended leadership curriculum(a), if applicable.** In addition to the Disciplines of Excellence curriculum, Peckham will supplement programming with the Leadership Program's Violence Prevention Project high school curriculum which has earned distinction from the OJJDP as the country's top program of its kind. Peckham began facilitating this curriculum in 2022 and has quickly seen students grasp new competencies to effectively navigate conflict. The guidebook includes 37 lessons complete with step-by-step instructions that make implementation easy and features project-based activities designed to support positive change in schools, homes, and communities.

**Tracking participants' progress toward intended leadership competencies/framework:**

The intended leadership competencies include: emotional self-awareness, emotional control, self-esteem, social skills, social problem solving, conflict resolution, teamwork, scheduling, goal setting, note-taking, public speaking, and community mapping. These will be tracked from the onset of programming through a phase checklist to document competency completion and additional support needed to master competencies (if applicable). Mentors, participants, and Peckham staff will review the checklist on a weekly basis to ensure competencies are acquired.

Placement into Educational Opportunities:

**Post-work experience transition services:** As participants complete their OJT/Work Experience, GO staff and mentors will meet with them individually to complete the Career Center Self-Assessment from Berkeley (<https://career.berkeley.edu/sites/default/files/pdf/Workbook/CRW%20Are%20You%20Career%20Ready.pdf>). This tool engages participants as they explore professional and personal challenges. Having already completed vocational

assessments in Phase 1, each participant will review their selected career fields and engage with training, education, and workforce opportunities. Peckham's strong partnership with the local American Job Centers in both Genesee and Ingham counties will be leveraged for WIOA-funded opportunities such as trainings and apprenticeships. Additionally, over the last two years, Peckham has offered the Summer Young Professionals Program, made possible through WIOA Statewide Activities funding. This program includes summer work experience and specialized training in a weeklong orientation covering all the skills needed to be successful in the workplace, beginning with soft skills. As an added bonus, Peckham partners with the Capital Area College Access Network and Lansing Community College to share post-secondary education/high-wage certification programs available to students with a 2-year graduation plan.

**Educational services and supports are tailored to the target age group:** Along with the Local One Stop (AJC) in each county, which provides pipelines to apprenticeships and industry-recognized credentialing programs, Peckham works closely with alternative high school and GED programs. In Flint, Mt. Morris Consolidated Schools and Mott Community College provide excellent secondary education opportunities that are flexible for non-traditional students. In Lansing, the Lansing School District offers paid GED instruction through CAMW!, and Success Virtual Learning Centers provide many resources including instruction, tutoring, and technology devices for active students. These partners are currently supporting Peckham students in other programs.

**Identify and describe the staffing plan for all key personnel:** Peckham will hire a full-time GO Coordinator who will oversee employer relations, direct Specialist oversight, partner engagement, and the successful implementation of participant OJTs. This position requires at least three years of Case Management experience with an emphasis on Job Placement Services,

and exceptional networking and organizational skills. Priority will be given to those with project oversight experience, lived experience of incarceration, and a bachelor's degree. Peckham will also hire two full-time GO Specialists, one in Lansing and one in Flint, to serve as primary case managers. These positions require a minimum of five years' experience working with youth or adults in a Human Services capacity, and who reside in the city of application. Priority will be given to those with lived experience of incarceration or community violence, a bachelor's degree in a Human Services field, or a combination of experience and education.

Peckham has strong leadership in the Youth Services & Offender Success department. [REDACTED]

[REDACTED] is responsible for supervising the program staff and ensuring compliance, devoting two hours per week to the project. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**Mandatory Partnerships:** Our Violence Prevention Partners are The Turning Point of Lansing and WOW Outreach. WOW (Without Walls) Outreach is a non-profit violence reduction agency in Flint, MI that reaches out to the most vulnerable youth and families through street outreach and community education. The Turning Point of Lansing is a mentoring organization that has been active in Lansing for over ten years. It works to help young people gain a sense of belonging and family, achieve academically, and grow into successful role models with the ultimate goal of reducing violence among young people.

**Justice System Partners:** Michigan Department of Corrections Region 6 (Flint) and Region 7 (Lansing); Lansing Police Department; Ingham County Sheriff's Office; Genesee County



Sheriff's Office; Ingham County 30<sup>th</sup> District Court, Family Division; and Genesee County 7<sup>th</sup> District Court, Juvenile Division.

**Employer Partners:** NorthGate (Flint, MI) is a supply chain solutions business providing packaging, logistics, distribution, and inventory management solutions. Meijer is a supercenter chain headquartered in Walker, MI, which is a part of the Grand Rapids metropolitan area.

Peckham's Environmental Services (EVS) division is one of Peckham's six social enterprises that support our mission-based programs and services. Peckham's EVS team members clean more than eight million square feet of space daily in multiple state, federal and local buildings.

**Recommended Partnerships:** Job placement opportunities, workforce services partners:

CAMW, GST. Social Services: Michigan Department of Health and Human Services, Michigan Rehab Services, local faith-based partners. Transportation: CATA (Lansing) and MTA (Flint), and Hey Taxi (Flint). Housing: Carriage Town Ministries (Flint), Odyssey House (Flint).

Addiction Treatment: Easter Seals Counseling Services (Flint), Odyssey House (Flint). Mental Health Treatment: Easter Seals (Flint), Odyssey House (Flint), Child and Family Services (Lansing), Community Mental Health (Lansing).

**How employers, industry organizations, and/or labor organizations will be engaged:**

As an active member of the business community, Peckham belongs to the Lansing Chamber of Commerce, the Lansing Economic Club, the Lansing Economic Area Partnership, the Genesee Chamber of Commerce, the Capital Area Manufacturing Council, the Michigan Garment Industry Council, the Capital Area IT Council, the Capital Area Transportation Authority Local Advisory Committee, and the CEO Network Group (sponsored by Lansing Community College). These business relationships ensure that all in-demand job opportunities are quickly identified and referred to Peckham staff for possible placement by program participants.

Organizational administrative and fiscal capacity: Peckham is led by Jo Sinha, MBA, who was named President & CEO in February, 2020 after serving as Corporate Vice President and Chief Operating Officer. Officers of the company are J. Caleb Adams, Chief Human Services Officer; Harry Pianko, Chief Financial Officer; Lisa Webb Sharpe, Chief Operating Officer; Matt June, Chief Information Officer; and Justin Walworth, Chief People & Culture Officer. Staff roles include team member/client support and case management (Vocational Support Specialist positions), administrative, technology & information services, human resources, public relations and marketing, finance, facilities, security, and a newly created Mission Initiatives team that helps incubate innovative programs to benefit our clients. Within Peckham's professional staff and board of directors are individuals whose lived experience helps inform and shape our overall organizational goals as well as our Human Services program design. This experience includes substance use, returning from incarceration, community violence, domestic violence, military combat and physical and mental health disabilities. At least one Prevention & ReEntry Services staff member has been a victim of gun violence; another staff member is a formerly incarcerated individual. Their insights help program staff understand how challenging it can be for at-risk youth to improve their situations.

Peckham has offered comprehensive, trauma-informed and evidence-based services since 1987. Some of our current programs include:

- The Youth Career Academy, an alternative education program for at-risk and court-involved youth that have been unsuccessful in traditional settings;
- Right Turn, a national high-tech career development program for young adults in communities with high poverty and high crime rates;

- Rising Out of the System, an array of services based on the Michigan Offender Success Model with the goal of preparing former inmates for employment and self-sufficiency;
- Embers, a sensory-based therapeutic program that helps survivors of human trafficking and sexual assault create healthy coping strategies and develop skills to navigate triggers; and
- Jobs for Michigan Graduates, a national program designed to help high school students who have experienced traumatic life experiences achieve success through graduation.

**Complete description of the fiscal & administrative controls to manage federal funds:**

Peckham's organizational structure provides administrative and fiscal support in three key areas: Management and General, Finance, and Human Resources. We have extensive language contained in various policies related to Procurement, Ethics, Compliance, Confidentiality, Document Retention and Storage, and other relevant areas. Peckham has received in the past, or currently receives, Federal grant funding from the Corporation for National Service (AmeriCorps), the U.S. Department of Justice Office of Juvenile Justice and Delinquency Prevention, the U.S. Department of Housing and Urban Development, and the U.S. Department of Labor's division of Employment & Training Administration. We have a dedicated Finance team of 14 staff managing grants and contracts ranging from local and regional funders to statewide and federal entities. Also, Peckham's accounting system is CAS (Cost Accounting System) compliant. Nineteen different standards set by the Cost Accounting Standards Board (CASB) dictate how we determine, accumulate, allocate and assign costs and require the strict documentation of our accounting procedures and how they adhere to regulatory requirements. Peckham is subject to annual single audits on our Federal awards, which have historically shown no findings or deficiencies.

Peckham is committed to ensuring that GO services are available to all individuals who would benefit from this program. Peckham staff have regular conversations with Ingham County and Genesee County Court officials, including discussions to formalize contracts to expand and fully fund programs that currently receive grant funding, and will continue to do so if awarded the Growth Opportunities program. We will also continue to partner with other community organizations to help generate ideas and funding, and secure commitments for in-kind support from each of our partners in the form of incentives, activities and supplies.

Peckham contributes financially to our Offender Success programs by covering the wages and fringes of the Director of Prevention and Re-Entry Services, as well as supporting the program through a portion of the “Amplified” discretionary grant from the Peckham Community Partnership Foundation. We will financially support The GO Program through [REDACTED] not collected on the Modified Total Direct Costs.

**Successful track record of engaging with and serving marginalized communities:** Peckham was founded in 1976 to provide job training and competitive employment opportunities for persons with disabilities. Each year, we work with over 2,800 individuals from historically underserved, marginalized or adversely affected communities including people with disabilities, returning citizens, veterans and refugees through highly specialized human services programs. Our clients are a diverse group of individuals who come from over 40 different countries and speak 30 unique languages, including ASL. Peckham has a written affirmative action program to support minorities, the disabled, Vietnam-era or disabled veterans, and women at all levels and in all segments of the workforce. And while Peckham is required to give precedence to other AbilityOne providers, positive efforts are made to purchase from small business concerns such as veteran-owned and woman-owned suppliers to the maximum extent practicable.

**Applicant's name:** Peckham Vocational Industries, Inc. (dba "Peckham")

**Program name and purpose:** Growth Opportunities will prepare corrections-involved youth and young adults for employment while also mitigating violence in the high-poverty, high-crime communities of Lansing, and Flint, MI.

**Applicant type:** direct

**Description of the target area(s) to be served, including a list of zip codes:** As Michigan's capital city, Lansing is home to many government offices and a diverse population. Lansing has 112,644 residents according to the 2020 census, making it the 6th largest city in the state. Gun-related homicides and other violent crime has escalated in recent years: "Within Michigan, more than 98% of the communities have a lower crime rate than Lansing" (Lansing, MI Crime Rates and Statistics - NeighborhoodScout). Zip codes: 48823, 48837, 48842, 48854, 48864, 48906, 48910, 48911, 48912, 48915, 48917, 48921, and 48933.

Flint had a population of 81,252 in 2020 according to the 2020 census. After regional employer General Motors significantly downsized its workforce from approximately 80,000 workers in 1978 to under 8,000 by 2010, the city collapsed under economic distress and a resident exodus. From 2014 to the present, Flint has been at the forefront of a public health emergency due to lead contamination in the city's drinking water. Perhaps most notoriously, Flint was known as "America's Most Dangerous City" for three consecutive years – 2010 to 2012 – according to a report based on FBI crime data for the time period (The Most Dangerous Cities in America – Page 2 – 24/7 Wall St. (247wallst.com)). Zip codes: 48502, 48503, 48504, 48505, 48506, 48507, 48529, 48532, 48551, and 48553.

**Target age/number of participants:** ages 18-24 and 80 each in Lansing and Flint (160 total)

**Intended beneficiaries:** Youth and young adults involved with the corrections system, including those who are at the center of gun violence and/or who have experienced significant trauma which impacts their ability to fully function, are our target group. Residents in the cities of Lansing and Flint will also benefit from this intervention by way of safer communities.

**Funding level requested:** \$2M over 42 months

**Total cost-per-participant:** \$12,500

**The sub-grantee name(s), if an intermediary applicant; and subrecipient activities:** N/A

**The justice system/violence prevention partner name(s):** Justice system partners: Michigan Department of Corrections Region 6 (Flint) and Region 7 (Lansing); Lansing Police Department; Ingham County Sheriff's Office; Genesee County Sheriff's Office; Ingham County 30<sup>th</sup> District Court, Family Division; and Genesee County 7<sup>th</sup> District Court, Juvenile Division. Violence Prevention Partners: The Turning Point of Lansing; Without Walls Outreach (WOW Outreach)

**Brief summarization of project including activities:** The program will help participants identify career interests; match them with educational opportunities, training, credential attainment and paid work experiences; deliver a proprietary leadership development curriculum; pair them with a caring mentor; and ultimately set them on a path to obtaining living-wage jobs.

**Proposed outcomes for the WIOA primary performance indicators:**

- Education & Employment Rate - Second Quarter after Exit. 70%
- Education & Employment Rate - Fourth Quarter after Exit. 60%
- Median Earnings - Second Quarter after Exit. \$5,750
- Credential Attainment. 50%
- Measurable Skills Gains. 70%

**The proposed outcomes for the REO-specific Indicators:**

- Arrests for violent crimes that are committed after program entry: goal is less than 5%.
- Recidivism: goal is less than 10%.

# INPUTS

- DOL Funding
- Peckham Staff
- Violence Prevention Partners
- Turning Point (Lansing) and WOW (Flint)
- Employer Partners
- General Motors, Meijer, NorthGate, Carpenter's Union
- Justice System Partners
- MDOC, County Jails, Juvenile Courts, Lansing Police Department

# OUTPUTS

- 54 Hours of Preparation**  
12 Hours of Conflict Resolution and Violence Reduction Classes  
42 Hours of Employment Readiness Classes: Cognitive Behavioral Interventions, Career Exploration, Financial Responsibility, SMART Goals  
Public Speaking Opportunities  
Professional Portfolio Creation  
Leadership Development and Community Give Back Opportunities
- All participants engaged in 3 Talent Tours
- All participants matched with a 1-1 Mentor that will follow through full programming cycle and beyond
- On the Job Training Opportunities, 40 hours/week and \$15/hour
- Service Planning Guide to begin addressing Housing, Childcare, and Transportation
- Earn Industry Recognized Credentials (Goal 50% of all participants)

# OUTCOMES

## Short (0-6 mos)

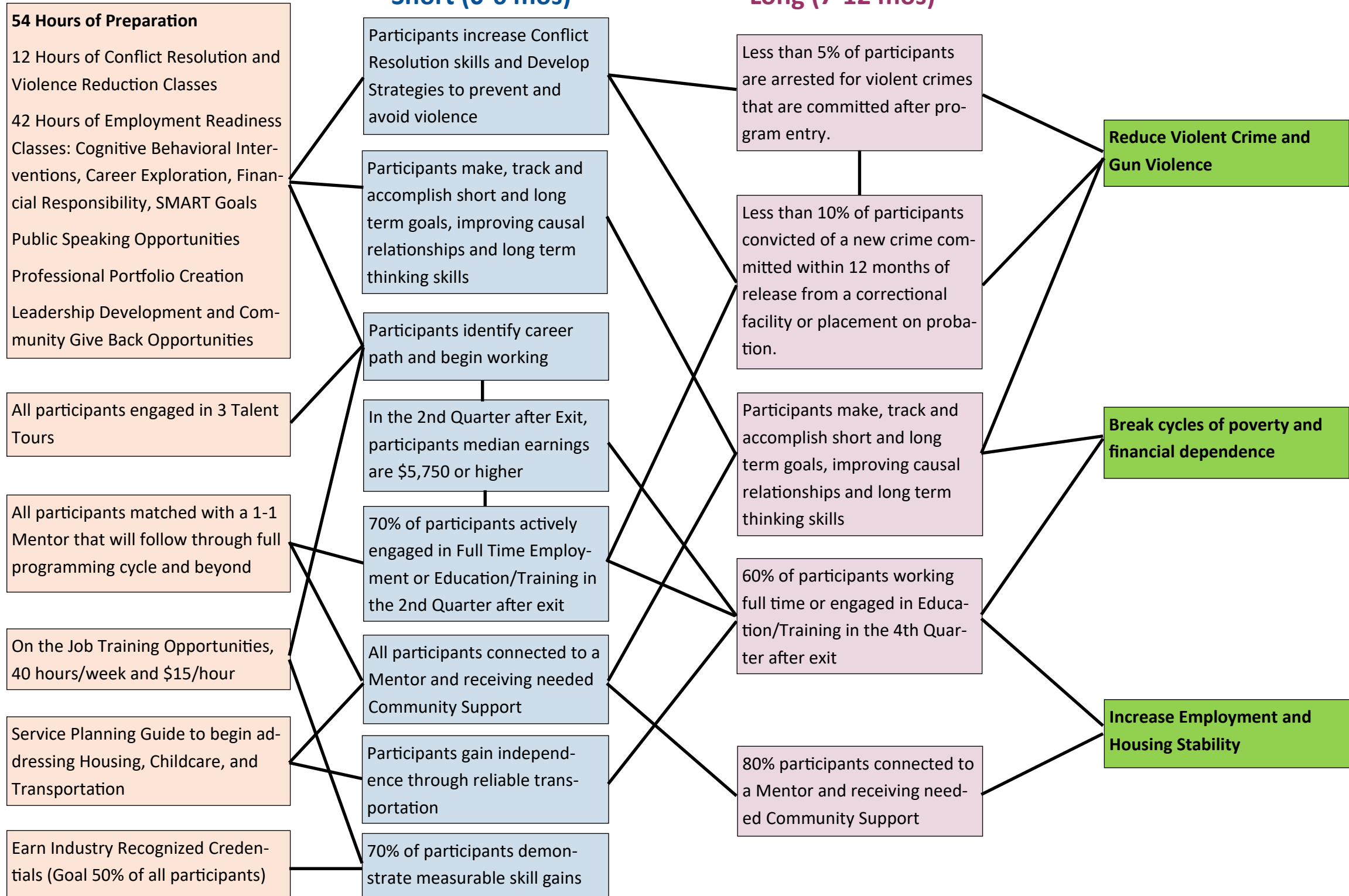
- Participants increase Conflict Resolution skills and Develop Strategies to prevent and avoid violence
- Participants make, track and accomplish short and long term goals, improving causal relationships and long term thinking skills
- Participants identify career path and begin working
- In the 2nd Quarter after Exit, participants median earnings are \$5,750 or higher
- 70% of participants actively engaged in Full Time Employment or Education/Training in the 2nd Quarter after exit
- All participants connected to a Mentor and receiving needed Community Support
- Participants gain independence through reliable transportation
- 70% of participants demonstrate measurable skill gains

## Long (7-12 mos)

- Less than 5% of participants are arrested for violent crimes that are committed after program entry.
- Less than 10% of participants convicted of a new crime committed within 12 months of release from a correctional facility or placement on probation.
- Participants make, track and accomplish short and long term goals, improving causal relationships and long term thinking skills
- 60% of participants working full time or engaged in Education/Training in the 4th Quarter after exit
- 80% participants connected to a Mentor and receiving needed Community Support

# IMPACT

- Reduce Violent Crime and Gun Violence**
- Break cycles of poverty and financial dependence**
- Increase Employment and Housing Stability**



# GO GRANT TIMELINE

Objective	Tasks	Prep	Q1	Q2	Q3	Q4	Responsible Party
		1/1/23-4/15/23	4/1/23-6/30/23	7/1/23-9/30/23	10/1/23-12/31/23	1/1/24-3/31/24	
Understanding Responsibilities and Performance Measures	Develop final contract and budget with Department of Labor						Reentry Manager
Understanding Responsibilities and Performance Measures	Create Data Collection System and Process						Reentry Manager
Understanding Responsibilities and Performance Measures	Finalize Referral Process and Service Delivery with Violence Prevention and Justice Partners						Reentry Manager Available GO Staff and Partners
Understanding Responsibilities and Performance Measures	DOL Training and Orientation						Reentry Manager Available GO Staff and Partners
Understanding Responsibilities and Performance Measures	Develop all Program Forms and Documentation Processes						Reentry Manager GO Coordinator
Understanding Responsibilities and Performance Measures	Develop Program Handbook						Reentry Manager GO Coordinator
Coordinate Case Management Activities/Services	Hire New FTEs (GO Coordinator, Flint Specialist, Lansing Specialist)						Reentry Manager
Coordinate Case Management Activities/Services	Train Staff on Data Collection Systems and Performance Goals						Reentry Manager




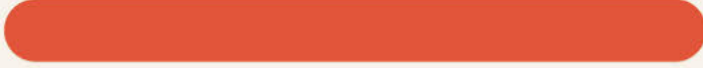



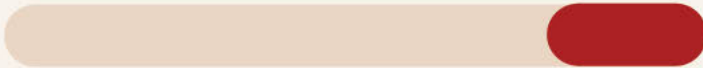


Objective	Tasks	Prep	Q1	Q2	Q3	Q4-Q9	Responsible Party
		1/1/23-4/15/23	4/1/23-6/30/23	7/1/23-9/30/23	10/1/23-12/31/23	1/1/24-6/30/25	
Coordinate Case Management Activities/Services	Develop wraparound plan and coordinate communication expectations						GO Staff, Violence Prev. Partners
Coordinate Case Management Activities/Services	Coordinate Data and File sharing with Justice Partners, Violence Prev Partners, and Other Community Partners						GO Staff, Violence Prev Partners, Justice Partners
Coordinate Case Management Activities/Services	Meet with Program Partners to discuss eligibility, services, and referral processes						GO Staff, Violence Prev Partners, Justice Partners
Provide Education, Employment and Training Services	Enroll Referrals						GO Staff
Provide Education, Employment and Training Services	Phase 1: Mentoring, Violence Prevention and Leadership, CBI-EMP, Employment Readiness, Goal/Contingency Plans						GO Staff, Violence Prevention Partner
Provide Education, Employment and Training Services	Guide participants through completion of Industry Recognized Trainings						GO Coordinator GO Specialists
Provide Education, Employment and Training Services	Supportive Services including obtaining identification documents, transportation assistance, clothing, and emergency needs						GO Staff Mentors
Provide Education, Employment and Training Services	Education Planning including High School completion, GED preparation, Post Secondary and Credentialing						GO Staff
Provide Education, Employment and Training Services	Phase 2: On the Job Training with Employer Partners and One Stops						GO Coordinator Employers One Stop Partners



Objective	✔ Tasks	ALL ACTIVE QUARTERS (Q1-Q9) 4/1/23-6/30/25	CLOSE OUT 7/1/25-6/30/26	Responsible Party
Provide Education, Employment and Training Services	Refer participants to Community Agencies as appropriate			GO Staff Mentors
Provide Education, Employment and Training Services	Goal Review, Financial Planning, Resource Mapping, Transportation Plan			GO Specialists
Provide Education, Employment and Training Services	OJT Quality Meetings @ Week 1, 3, and 6 with Employer and Participant			GO Staff
Provide Education, Employment and Training Services	Phase 3: Job Transition and Retention Services			GO Staff
Track performance and data to capture effective practices	Collect Job Market Data through Local One Stop			GO Coordinator
Track performance and data to capture effective practices	Collect program data and statistics for all services			Reentry Manager GO Coordinator Violence Prev Part
Track performance and data to capture effective practices	Quarterly meetings with Justice Partners, Violence Prev Partners			GO Staff, Violence Prev Partners, Justice Partners
Provide Education, Employment and Training Services	Employer Feedback and Program adjustment for Market Needs, Participant Success			Reentry Manager GO Coordinator
Provide Education, Employment and Training Services	Phase 4: Transition Plan, Job Retention Services			GO Staff



Objective	 Tasks	ALL ACTIVE QUARTERS (Q1-Q9) 4/1/23- 6/30/25	CLOSE OUT 7/1/25- 6/30/26	Responsible Party
Provide Education, Employment and Training Services	Submit accurate reports to Dept. of Labor quarterly and as requested			Reentry Manager GO Coordinator
Provide Education, Employment and Training Services	Prosocial Activities including Peer Mentoring, Incentive Activities, and Family Enrichment Events			GO Staff
Provide Education, Employment and Training Services	1 on 1 Mentoring			Violence Prevention Partners
Track performance and data to capture effective practices	Advocacy for Wage Increases and Upward Mobility			GO Staff
Track performance and data to capture effective practices	Staff Professional Development Training including Trauma Informed Care and Cognitive Behavioral Interventions			Reentry Manager
Track performance and data to capture effective practices	Quarterly communication with Justice Partners, Dept. of Labor			Reentry Manager GO Coordinator
Track performance and data to capture effective practices	Grant Close Out including Final Reports, Financial Reconciliations			Reentry Manager GO Coordinator



<b>Name of Previous Grantor Organization:</b> Department of Labor through the Institute of Educational Leadership (IEL)				
<b>Grantor Contact – Name, Title, Signature (If non-ETA grant), E-mail Address, and Telephone Number:</b> ██ ██████████				
<b>Project Title and Grant Number:</b> US DOLETA: Reentry Projects for Young Adults – Intermediary Grant CFDA #17.270				
<b>Project Period of Performance:</b> July 01, 2018 – December 30, 2021				
<b>Number of Participants Enrolled:</b> 130				
<b>Population Served:</b> <ol style="list-style-type: none"> <li>1. She/he is at least 18 years and not older than 24 years of age on the date of enrollment;</li> <li>2. She/he is a high school dropout* or currently involved or has been involved with the juvenile or adult justice system, which includes: <ol style="list-style-type: none"> <li>a. previously incarcerated</li> <li>b. under the supervision of the justice system, either in out-of-home placements, on probation, or on parole;</li> <li>c. under an alternative sentence by the justice system; or</li> <li>d. under a diversion program as an alternative to prosecution;</li> <li>e. has never been convicted of a sex crime other than prostitution; and</li> <li>f. is low-income (participants residing in the target area are considered low income).</li> </ol> </li> </ol> <p>*Up to 10% of participants may be enrolled as high school dropouts without having involvement in the juvenile or adult justice system</p>				
<b>Performance Goals</b>				
<b>Performance Indicator</b>	<b>Goal</b>	<b>Outcome</b>	<b>Outcome/Goal (Fraction)</b>	<b>Rate of Performance (Percentage)</b>
Education/Employment Rate Post Program Completion	78	78	78/78	100%
Employment/Education Retention	52	52	52/52	100%
Credential Attainment Rate	47	47	47/47	100%
I attest to the accuracy of this data for Peckham, Inc.				
<b>Name</b>	<b>Signature</b>		<b>Date</b>	
Dahlia Shaewitz	██ ██		September 12, 2022	

**Mandatory partnerships:**

Violence Prevention Partners:

The Turning Point of Lansing

Without Walls (WOW) Outreach

Justice Partners:

Lansing Police Department

Ingham County Sheriff's Office

Genesee County Sheriff's Office

Michigan Department of Corrections Region 6

Michigan Department of Corrections Region 7

Employer Partners:

Meijer, Inc.

NorthGate

Peckham Environmental Services Division

**Recommended Partners:**

Capital Area Michigan Works! (CAMW)

GST (Genesee/Shiawassee/Thumb) Michigan

Works

September 15, 2022

U.S. Department of Labor Employment and Training Administration  
200 Constitution Avenue NW  
Washington, D.C. 20210

Re: GO (Growth Opportunities) Program  
Memorandum of Understanding with Peckham, Inc.

To Whom It May Concern,

The Turning Point of Lansing (Turning Point) is pleased to submit this Memorandum of Understanding as part of Peckham's project proposal for the GO program. Turning Point has been mentoring young people in the Lansing area for over a decade. Our organization works to mitigate the growing violence in the Lansing area by helping young people gain a sense of belonging and family, achieve academically, and grow into successful role models, with the ultimate goal of addressing the root causes of violence among youth. Through the many seminars and workshops that we offer, several key issues are addressed including violence mitigation and conflict resolution, education, relationships, health, communication skills, professionalism, financial responsibility and sexual responsibility. The goal of this programming is to allow young men to become more aware of their role in society, their responsibilities as men, and how they can start making their societal impact immediately.

As the Violence Prevention Partner in this effort, Turning Point commits to the following:

- Turning Point will lead conflict resolution and violence reduction efforts for all GO Participants. This includes at least 12 hours per cohort in Phase 1. Turning Point will utilize the Discipline of Excellence Curriculum.
- Turning Point staff and mentors will communicate weekly with Peckham staff to coordinate career interests and paths to training and employment for each participant.
- Turning Point staff and mentors will communicate weekly with Peckham staff to review Social Service Referrals, participant engagement, and goal development and progress.
- Turning Point will provide Peckham with eligible referrals identified through past programs, community networking, and referrals from other participants.
- Turning Point will meet at least monthly with all Justice System Partners to identify new referrals, discuss areas of need in the community, and share data on recent community unrest.
- Turning Point will recruit and train mentors for each participant, obtaining a 12-month commitment from each mentor.
- Turning Point will match each participant with a qualified mentor.

Our partnership with Peckham underscores Turning Point's commitment to further strengthening the communities we serve by offering leadership and self-development opportunities, building trauma resiliency and teaching violence mitigation skills those at the center of youth violence.

Respectfully,



September 12, 2022

U.S. Department of Labor  
Employment and Training Administration  
200 Constitution Avenue NW  
Washington, D.C. 20210

Re: Growth Opportunities  
Memorandum of Understanding with Peckham, Inc.

To Whom It May Concern,

Without Walls (WOW) is pleased to submit this Memorandum of Understanding as part of Peckham's grant proposal for the aforementioned solicitation. WOW has been investing in young people on both sides of violent conflict in the Flint area for over 15 years. WOW connects families in urban communities with vital resources, strengthens the relationship of community leaders, and bridges the gap between law enforcement and community. Additionally, WOW fosters hope amongst young people who are vulnerable to becoming a victim or perpetrator of violence, works to create violence reduction practices, and assists in preventative measures offered within school and community settings. WOW holds much respect for Peckham and is confident their services are professional, evidence-based, and committed to the betterment of the community.

As the Violence Prevention Partner in this effort, WOW commits to the following:

- WOW will lead conflict resolution and violence reduction efforts for all GO participants in Flint. This includes at least 12 hours per cohort in Phase 1. WOW will utilize the Discipline of Excellence Curriculum.
- WOW staff and mentors will communicate weekly with Peckham staff to coordinate career interests and paths to training and employment for each participant.
- WOW staff and mentors will communicate weekly with Peckham staff to review Social Service Referrals, participant engagement, and goal development and progress.
- WOW will provide Peckham with additional eligible referrals as identified through past programs, community networking, and referrals from other participants.
- WOW will meet at least monthly with all Justice System Partners to identify new referrals, discuss areas of need in the community, and share data on recent community unrest.
- WOW will recruit mentors for each participant, obtaining a 12-month commitment from each mentor.
- WOW will match each participant with a qualified mentor.

Without Walls is pleased to support this initiative and believes the increased investment in this population will significantly reduce recidivism and community violence through offering a path to educational/employment success to the young people we serve. If you need any additional information, please do not hesitate to contact me.

Gratefully,



September 27, 2022

U.S. Department of Labor  
Employment and Training Administration  
200 Constitution Avenue NW  
Washington, D.C. 20210

Re: Growth Opportunities  
Memorandum of Understanding with Peckham, Inc.

To Whom It May Concern,

The Lansing Police Department is pleased to submit this Memorandum of Understanding as part of Peckham's grant proposal for the aforementioned solicitation. The Lansing Police Department is working tirelessly to address growing public safety needs. Through the Growth Opportunities solicitation and Peckham citizens in our community will have much needed support of case management, conflict resolution, mentoring, CBT-Skills, employment, and academic and training needs to be successful.

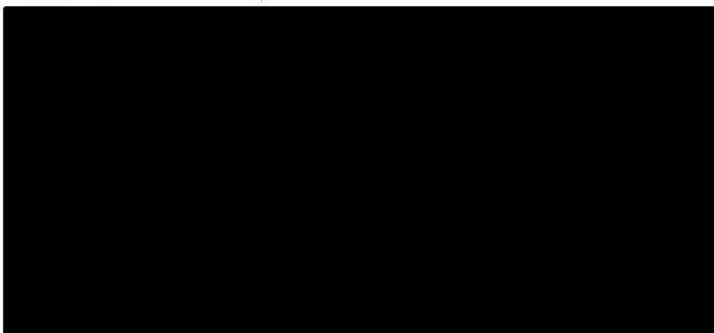
The City of Lansing has seen record numbers of gun violence murders in each of the last 2 years. According to the 2019 FBI Table, Lansing recorded 19 Murder and Nonnegligent Manslaughter cases. In 2020, Lansing experienced 22 homicides. In 2021, 26 people died by homicide. Conflict resolution, mentorship and employment opportunities are desperately needed in this community. The implementation of best practices and effective strategies at lowering recidivism is a top priority and we are confident this solicitation and Peckham's expertise will improve recidivism rates and public safety.

The LPD is pleased to partner with Peckham, Inc to address these issues.

- The LPD will refer eligible participants to Peckham.
- For Referrals that are enrolled into the program, the LPD will share arrest history.
- The LPD, upon receipt of a signed release of information, will provide new arrest data for all GO participants. This data will be made available to Peckham each quarter.
- The LPD will share hot spots of violent crime and relevant data from recent incidences of violent crime with the GO Grant Violence Prevention Partner, Turning Point of Lansing, throughout the grant period. Peckham staff will host monthly meetings with all partners to review and discuss appropriate interventions.
- The LPD will provide technical training assistance in best practices for program design and effective implementation of program components.

The Lansing Police Department is pleased to support this initiative and believe it will add a much-needed service delivery model to our City. If you have questions or concerns, please contact me.

Gratefully,





# Ingham County 30th Judicial Circuit Court

303 W. Kalamazoo Street, 2<sup>nd</sup> Floor  
P.O. Box 13097  
Lansing, MI 48901-3097  
Telephone: 517 • 483 • 6105

**JOYCE DRAGANCHUK**  
Chief Circuit Judge

**SHAUNA DUNNINGS**  
Chief Circuit Judge *Pro Tempore* and Chief Probate Judge

**LISA McCORMICK**  
Presiding Judge Family Division



**GEORGE M. STRANDER**  
Circuit Court Administrator

**JANICE M. DOOLEY**  
Deputy Court Administrator /  
General Trial Division

**SCOTT LEROY**  
Deputy Court Administrator /  
Juvenile Division

**HELEN WALKER**  
Deputy Court Administrator /  
Friend of the Court

October 4, 2022

U.S. Department of Labor  
Employment and Training Administration  
200 Constitution Avenue NW  
Washington, D.C. 20210

Re: Growth Opportunities  
Memorandum of Understanding with Peckham, Inc.

To Whom It May Concern,

The Ingham County 30<sup>th</sup> Circuit Court, Juvenile Division is pleased to submit this Memorandum of Understanding as part of Peckham's grant proposal for the aforementioned solicitation. The Ingham County Circuit Court has been contracting with Peckham for over 25 years to provide vocational training, transitional skills development, leadership skills, and other pertinent soft-skill classes to court involved youth. The Juvenile Division of the 30<sup>th</sup> Judicial Circuit Court has a very strong partnership with Peckham and is confident their services are professional, evidence-based, and committed to the betterment of the community.

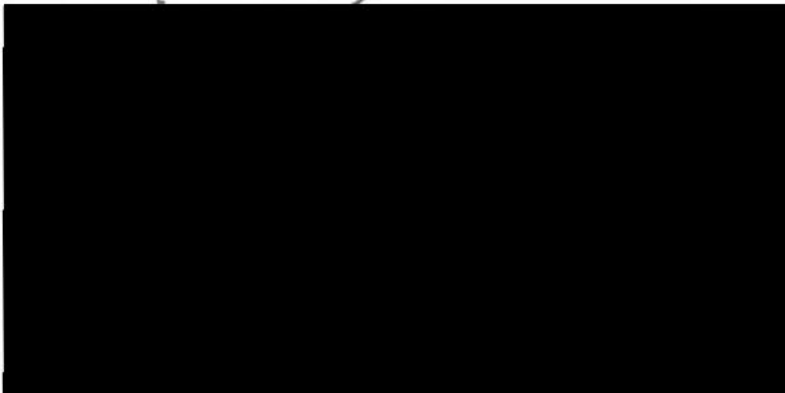
As the Deputy Court Administrator it is my responsibility to ensure youth serving programs are effective, safe, and relevant to the needs of the youth in our care. Peckham has continuously offered programs to address recidivism by providing options, education, and support to those they serve. We have intentionally partnered with Peckham on a multitude of projects including a cease-fire intervention with Lansing's identified violent offenders. Operation Ceasefire was a collaborative effort with the Lansing Police Department, the Ingham County Circuit Court, Peckham, and other local non-profits. Operation Ceasefire is a collaborative effort taking aim at gun violence and gang crime. The goal is to confront individuals at the heat of local violence. Peckham's role was to help gang members and violent offenders who want to change their lives find employment, obtain valuable resources in the community, and even get information on housing.

For over 20 years, Peckham Prevention and Reentry Services Department has provided high quality vocational programming and transition services through the Youth Career Academy Ingham, Right Turn, Jobs for Michigan's Graduates (JMG), and Next Step programs. We are confident that the Growth Opportunities project will increase service to the community at a needed time when violent crime is on the rise.

The Ingham County 30<sup>th</sup> Circuit Court (Court) is pleased to partner with Peckham, Inc.

- The Court will provide Peckham with eligible referrals.
- Peckham will complete enrollment, report attendance and participation, collaborate with partners to develop Individual Development Plans (IDP) for each participant, and address basic employment readiness needs. This includes financial management and basic budgeting.
- Peckham will utilize each participant's IDP to engage with community partners for continued personal and community health, review and distribute resumes, and assist with job applications to minimize the window of unemployment post-release. Budgeting and financial management training will be offered to each participant through the transition process. This position will also obtain and maintain accurate employment placement and retention data that will be shared with the Court.
- The Court, upon receipt of a signed release of information, will provide relevant data for engaged participants. This includes conviction and new charge information, probation status, risk assessments and contact information.
- Peckham will provide all data relevant to recidivism, program participation, and other measurements of grant impact and activities.

The Ingham County 30<sup>th</sup> Circuit Court is pleased to support this initiative and believe it will add a much needed service delivery model to our County. If you have questions or concerns, please contact me.





# Office of Genesee County Sheriff

## SHERIFF CHRISTOPHER R. SWANSON

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**UNDERSHERIFF  
MICHAEL TOCARCHICK**

**1002 S. BAGINAW STREET, FLINT, MI 48502  
(810) 257-3407**

**[WWW.GCSOMICHIGAN.COM](http://WWW.GCSOMICHIGAN.COM)**

April 12, 2022

U.S. Department of Labor  
Employment and Training Administration  
200 Constitution Avenue NW  
Washington, D.C. 20210

Re: Growth Opportunities  
Letter of Commitment with Peckham, Inc.

To Whom It May Concern,

The Genesee County Sheriff's Office is pleased to submit this letter of commitment as part of Peckham's grant proposal for the aforementioned solicitation. Currently the transition services from the jail to the community have been limited. Through the Growth Opportunities solicitation, inmates, probationers, and others returning to the community will have additional support through Peckham to assist with case management, conflict resolution, mentoring, CBT-Skills, employment, and academic and training needs. The Genesee County Sheriff's office will commit to working with Peckham and the violence prevention partner, WOW, to assist with referrals, and share arrest and status data as agreed upon.

According to [statecourts.org](http://statecourts.org), the incarceration rate in GENESEE County has increased by 58% going from 403 inmates yearly to 638 inmates. Even though women are the fastest growing group of inmates in Genesee County, men still make up the vast majority of inmates admitted to prison each year - nearly rate of 387 per 100,000 U.S residents yearly across the county.

Genesee County has also seen a drastic increase in violent crimes, particularly gun crimes over the last 3 years. For Flint, we found that the violent crime rate is one of the highest in the nation, across communities of all sizes (both large and small). Violent offenses tracked included rape, murder and non-negligent manslaughter, armed robbery, and aggravated assault, including assault with a deadly weapon. According to Neighborhood Scout's analysis of FBI reported crime data, your chance of becoming a victim of one of these crimes in Flint is one in 78. Significantly, based on the number of murders reported by the FBI and the number of residents living in the city, Flint experiences one of the higher murder rates in the nation when compared with cities and towns for all sizes of population.

It is evident that violence prevention, conflict resolution, mentorship and employment opportunities are desperately needed in this community. The implementation of best practices and effective strategies at lowering recidivism is a top priority and we are confident this solicitation and Peckham's expertise will improve recidivism rates and public safety.

The Genesee County Jail is pleased to partner with Peckham and WOW (violence prevention partner) to address these issues:

- The Genesee County Sheriff's Office will connect Peckham with eligible inmates through referrals and orientation sessions. The GCJ will provide meeting space for these sessions.
- Peckham will complete enrollment, report attendance and participation, collaborate with the in-facility program partners (I.G.N.I.T.E.) to develop transition plans for each participant, and address basic employment readiness needs and violence prevention needs (through WOW).
- Peckham will utilize each participant's transition plan to engage with community partners post release for continued personal and community health, review and distribute resumes, and assist with job applications to minimize the window of unemployment post-release.
- The Genesee County Sheriff's Office will provide space for individual meetings with program participants while incarcerated up to two days a week for 2 hours.
- The Genesee County Sheriff's Office, upon receipt of a signed release of information, will provide all jail intake data for engaged participants.
- This includes length of stay, bond information, probation status, risk assessments and contact information.
- The Genesee County Sheriff's Office will work with Peckham Staff to identify appropriate referrals.
- Peckham will provide all data relevant to recidivism, inmate program participation, and other measurements of grant impact and activities with WOW and the Genesee County Sheriff's Office

The Genesee County Sheriff's Office is pleased to support this initiative and believe it will add a much-needed service delivery model to our County. If you have questions or concerns, please contact me.

Respectfully,



CHRIS FOPHER R. SWANSON  
SHERIFF



STATE OF MICHIGAN  
DEPARTMENT OF CORRECTIONS  
LANSING

Gretchen Whitmer  
GOVERNOR

Heidi E. Washington  
DIRECTOR

April 11, 2022

Re: Growth Opportunities

To Whom it may concern:

The Michigan Department of Corrections (MDOC,) is pleased to submit this Letter of Commitment for the Growth Opportunities (GO) partnership with Peckham Inc. The MDOC has a mission to create a safer Michigan by holding offenders accountable, while promoting their success. The proposed GO Grant would support the MDOC's mission by providing career pathways and needed violence intervention services for young adults 18–24 who have had court involvement in the **Genesee County Area**.

The GO Grant would be implemented in **Genesee County** of MDOC for qualifying participant's age 18-24 years old. The Field Operations Administration (FOA) is responsible for State parole and probation supervision as well as other methods of specialized supervision. While on Probation and/or Parole, an offender is managed and guided by an agent who serves as a resource to increase the offender's success. When possible, Agents will coordinate needed services in collaboration with the GO Grant coordinator of Peckham. This will include services such as employment and apprenticeships.

In **Region 6 (Genesee County)**, there is great need to connect probationers/parolees to vocational and training services to aid in reduction of recidivism. The GO Grant will further enhance services for **Region 6** offenders. As a partner with the GO Grant within Peckham, the Michigan Department of Corrections commits to:

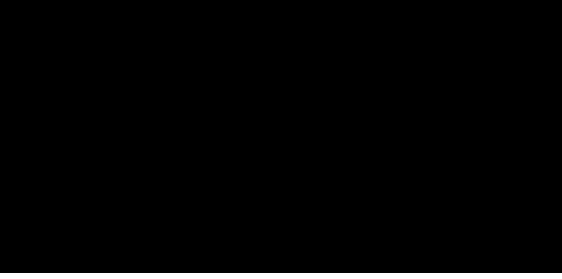
1. Refer appropriate young people (18-24) to the GO Grant within Peckham.
2. To the extent possible, share information including participant probation/parole status and requirements, and resources with and about the GO Grant with Peckham and the **With Out Walls** (Violence Prevention Partner).
3. Provide relevant data for engaged participants upon receipt of a signed Release of Information. This includes conviction and new charge information, probation/parole status, risk assessments and contact information.

The GO Grant within Peckham is:

- Committed to collaborate with both parties to prepare young people who are at-risk of future criminal activity to be pro-social and independent of the Department of Corrections.
- Funded by the U.S. Department of Labor's Employment and Training Administration (DOL-ETA) and is designed to introduce and prepare justice-involved youth and young adults for the world of work through placement into paid work experiences, and on a path to more equitable career opportunities with their peers.
- Funded for 42 Months (June 1, 2022 through November 30, 2025) to help youth and young adults to increase their conflict resolution skills and develop strategies to prevent and avoid violence; introduce and prepare youth for the world of work; help youth identify career interests, attain relevant skills and gain work experience; provide income to youth, to start them on the path of earning living wages and obtaining high quality jobs and careers.

FOA, **Region 6**, of the MDOC supports the tenets of the GO Grant and therefore agrees to support the implementation of this program into **Region 6**.

Sincerely,





STATE OF MICHIGAN  
DEPARTMENT OF CORRECTIONS  
LANSING

Gretchen Whitmer  
GOVERNOR

Heidi E. Washington  
DIRECTOR

April 11, 2022

Re: Growth Opportunities

To Whom it may concern:

The Michigan Department of Corrections (MDOC,) is pleased to submit this Letter of Commitment for the Growth Opportunities (GO) partnership with Peckham Inc. The MDOC has a mission to create a safer Michigan by holding offenders accountable, while promoting their success. The proposed GO Grant would support the MDOC's mission by providing career pathways and needed violence intervention services for young adults 18–24 who have had court involvement in the **Ingham and Eaton County Area**.

The GO Grant would be implemented in **Ingham and Eaton counties** of MDOC for qualifying participant's age 18-24 years old. The Field Operations Administration (FOA) is responsible for State parole and probation supervision as well as other methods of specialized supervision. While on Probation and/or Parole, an offender is managed and guided by an agent who serves as a resource to increase the offender's success. When possible, Agents will coordinate needed services in collaboration with the GO Grant coordinator of Peckham. This will include services such as employment and apprenticeships.

In **Region 7 (Ingham and Eaton Counties)**, there is great need to connect probationers/parolees to vocational and training services to aid in reduction of recidivism. The GO Grant will further enhance services for **Region 7** offenders. As a partner with the GO Grant within Peckham, the Michigan Department of Corrections commits to:

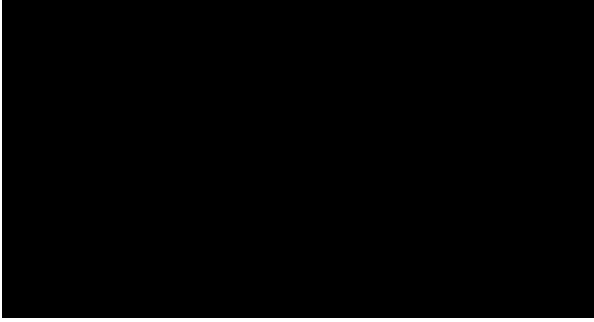
1. Refer appropriate young people (18-24) to the GO Grant within Peckham.
2. To the extent possible, share information including participant probation/parole status and requirements, and resources with and about the GO Grant with Peckham and the Turning Point of Lansing (Violence Prevention Partner).
3. Provide relevant data for engaged participants upon receipt of a signed Release of Information. This includes conviction and new charge information, probation/parole status, risk assessments and contact information.

The GO Grant within Peckham is:

- Committed to collaborate with both parties to prepare young people who are at-risk of future criminal activity to be pro-social and independent of the Department of Corrections.
- Funded by the U.S. Department of Labor's Employment and Training Administration (DOL-ETA) and is designed to introduce and prepare justice-involved youth and young adults for the world of work through placement into paid work experiences, and on a path to more equitable career opportunities with their peers.
- Funded for 42 Months (June 1, 2022 through November 30, 2025) to help youth and young adults to increase their conflict resolution skills and develop strategies to prevent and avoid violence; introduce and prepare youth for the world of work; help youth identify career interests, attain relevant skills and gain work experience; provide income to youth, to start them on the path of earning living wages and obtaining high quality jobs and careers.

FOA, **Region 7**, of the MDOC supports the tenets of the GO Grant and therefore agrees to support the implementation of this program into **Region 7**.

Sincerely,







April 11, 2022

U.S. Department of Labor  
Employment and Training Administration  
200 Constitution Avenue NW  
Washington, D.C. 20210

Re: Growth Opportunities  
Memorandum of Understanding with Peckham, Inc.

To Whom It May Concern,

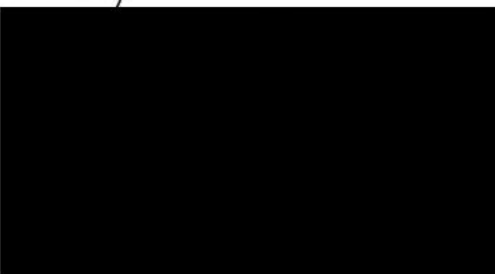
Meijer Inc. is an American supercenter chain throughout the Midwest, with stores in Flint and Lansing and distribution centers in Lansing, is pleased to submit this Memorandum of Understanding as part of Peckham's grant proposal for the aforementioned solicitation. One of Meijer's core values is Family, treating each person with dignity and respect, committed to strengthening the communities we serve. The opportunity to partner with Peckham on the GO project will drive our mission and our community forward.

As an employer partner in this effort, Meijer commits to the following:

- Meijer will be an On The Job Training site for eligible candidates.
- Meijer engages in On The Job Trainings with the intention to hire those individuals into qualifying positions at a starting wage of \$15/hour or more.
- Meijer agrees to interview GO project participants for open positions and provide feedback to Peckham staff throughout the interview process.

Meijer is pleased to support this initiative and believe the increased investment in this population will significantly reduce recidivism and community violence, while enhancing the educational/employment success of the young people in the Lansing and Flint regions. If you have any questions or would like additional information on Meijer's commitment to this program, please contact me.

Gratefully,





Strategic location. Unparalleled results.

G3367 Corunna Rd.  
Flint, MI 48532  
Phone: 810-235-8110  
Fax: 810-235-8812

+ Warehousing  
+ Packaging  
+ Processing  
+ Distribution

April 11, 2022

U.S. Department of Labor  
Employment and Training Administration  
200 Constitution Avenue NW  
Washington, D.C. 20210

Re: Growth Opportunities - Memorandum of Understanding with Peckham, Inc.

To Whom It May Concern,

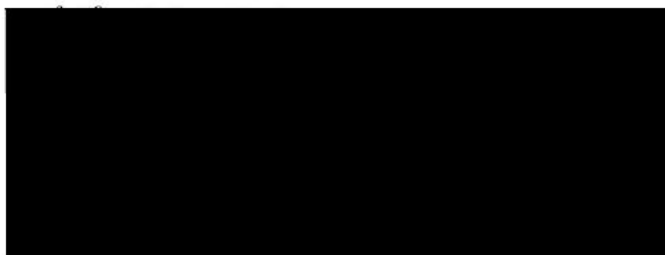
NorthGate, an independent, family-owned Flint Township-based packaging and supply chain services company, is pleased to submit this Memorandum of Understanding as part of Peckham's grant proposal for the aforementioned solicitation. As a mission-driven company, NorthGate is focused on investing in Flint and all of our employees through our mission: Bless People, Be Prosperous, and Be the Best. The opportunity to partner with Peckham on the GO project will drive our mission and our community forward.

As an employer partner in this effort, NorthGate commits to the following:

- NorthGate will be an On The Job Training site for eligible candidates, contingent upon available open positions in the business and necessary job qualifications.
- NorthGate engages in On The Job Trainings with the intention to hire those individuals into qualifying positions at a starting wage of \$15/hour or more, contingent upon available open positions in the business and necessary job qualifications. Our current roles with entry wages of \$15/hour or more include Forklift Operator and Maintenance Technician.
- NorthGate agrees to interview GO Grant participants for open positions and provide feedback to Peckham staff throughout the interview process.

NorthGate is pleased to support this initiative and believe the increased investment in this population will significantly reduce recidivism and community violence, while enhancing the educational/employment success of the young people in the Flint region. If you have any questions or would like additional information on NorthGate's commitment to this program, please contact me.

Sincerely,



October 1, 2022

U.S. Department of Labor Employment and Training Administration  
200 Constitution Avenue NW  
Washington, D.C. 20210

Re: Growth Opportunities Letter of Commitment

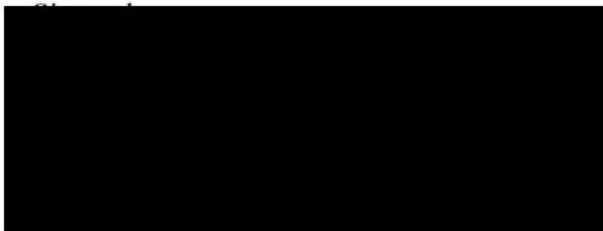
Peckham, a private nonprofit community rehabilitation organization, is a unique business and human services agency that values quality, diversity and performance. Our mission is to provide a wide range of opportunities to maximize human potential for persons striving for independence and self-sufficiency.

As part of that mission, we operate six social enterprises (lines of business), all of which are committed to training and hiring individuals with barriers to employment. One of those business lines is Environmental Services (EVS). Peckham's Environmental Services division cleans more than eight million square feet of space daily. Our proven performance, along with the incorporation of green cleaning techniques, have earned Peckham multiple contracts for state, federal and local buildings.

We are pleased to support Peckham's Youth Services/Prevention and ReEntry department in its application to DOLETA's Growth Opportunities program. As an employer partner in this effort, Peckham's EVS division commits to the following:

- EVS agrees to interview GO program participants for open positions and provide feedback to Peckham staff throughout the interview and hiring process.
- EVS will be an On-The-Job-Training site for eligible candidates. Participants will obtain a working knowledge of various cleaning tools such as vacuum cleaners and floor buffers as well as how to apply chemicals safely, specialty cleaning techniques, and other relevant skills.
- EVS will engage in these OJTs with the intention to hire successful individuals into qualifying positions at a starting wage of \$15/hour or more. Our current roles with entry wages of \$15/hour or more include Environmental Services Technicians level 1, 2 and 3 as well as Lead Workers and Crew Leaders.
- Peckham is currently offering a hiring bonus of \$50 and another \$100 bonus at the end of the training period.

Peckham's Environmental Services division is pleased to support the Growth Opportunities initiative, which will enhance the employment success of justice-involved young people in both Flint and Lansing while filling much-needed roles within our line of business. Thank you for your consideration.





2110 S. Cedar Street, Lansing, Michigan 48910

Office: (517) 492-5500

Fax: (517) 487-0113

[camw.org](http://camw.org)

## Board of Directors

**Jane Doty**

*Chair*

Workforce Development Board

**Robert Showers**

*Chair*

Administrative Board

**Carrie Rosingana**

*Chief Executive Officer*

September 7, 2022

Ms. Sarah Britton, Director of Prevention and ReEntry Programs  
Peckham, Inc.  
3510 Capital City Blvd  
Lansing, MI 48906

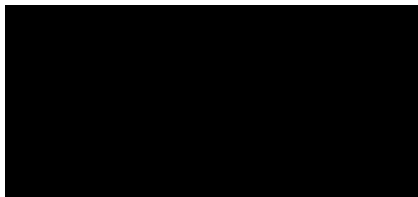
Dear Ms. Britton:

Capital Area Michigan Works! (CAMW!) would be pleased to work with Peckham, Inc. in the effort to provide career-focused mentoring, education and training, leadership development and paid work experiences to justice-involved youth and young adults with disabilities as part of the U.S. Department of Labor's office of Employment and Training Administration's GO (Growth Opportunities) Initiative.

CAMW! is a comprehensive American Job Center serving Ingham, Eaton and Clinton counties and is the agent for delivering state and federally funded programs for employment, training, and economic development systems. We are committed to enhancing the quality and productivity of people and business by providing a world class workforce. As a demand-driven workforce development system, CAMW! actively analyzes labor market intelligence to assess the ever-changing economic landscape. We work hand-in-hand with business to identify workforce needs, skills gaps, and other services needed by local businesses.

Peckham has been a partner with CAMW! in workforce development since 1994 and continues to provide a range of workforce development services at our Lansing American Job Center, in addition to our Charlotte and St. Johns American Job Centers. Peckham works with the Workforce Development Board and CAMW! partners to find appropriate training and services for program participants of all ability levels and links them with in-demand industries and occupations within the region. CAMW! has committed to work with Peckham's Prevention and ReEntry department to coordinate the delivery of workforce services to participating youth by ensuring they are aware of the CAMW! employment and job seeker services available.

We look forward to working with you. Please feel free to contact me if you have any questions or need any additional information.



**A proud partner of the American Job Center network**

Equal opportunity employer/program. \*Auxiliary aids and services are available upon request to individuals with disabilities. \*Michigan Relay Center call 711 or (844) 578-6563.

October 5, 2022

[REDACTED] Director of Prevention and ReEntry Programs

[REDACTED] Blvd  
[REDACTED] 6

GST Michigan Works! would be pleased to work with Peckham, Inc. in the effort to provide career-focused mentoring, education and training, leadership development and paid work experiences to justice-involved youth and young adults with disabilities as part of the U.S. Department of Labor's office of Employment and Training Administration's GO (Growth Opportunities) Initiative.

GST Michigan Works! is one of sixteen (16) Michigan Works! agencies across the State of Michigan operating workforce development programs designed to assist employers in finding skilled workers and job seekers prepare for, find and retain employment. We operate American Job Centers serving Genesee, Huron, Lapeer, Sanilac, Shiawassee, and Tuscola counties and deliver services via state, federal and local funding. We are committed to enhancing the quality and productivity of people and business by providing a world class workforce. As a demand-driven workforce development system, GST Michigan Works! actively analyzes labor market intelligence to assess the ever-changing economic landscape. We work hand-in-hand with business to identify workforce needs, skills gaps, and other services needed by local businesses.

GST Michigan Works! has committed to work with Peckham's Prevention and ReEntry department to coordinate the delivery of workforce services to participating youth by ensuring they are aware of the employment and job seeker services available.

We look forward to working with you. Please feel free to contact me if you have any questions or need any additional information.