

## RFP- Broad Overview for Serving the Special Populations

Given the current state of our economy certain groups of individuals face additional challenges and obstacles to overcome in order to secure and maintain employment. With industries that were once “in demand” no longer employing people, the career options are becoming more limited for special populations which include but are not limited to those who have minimal English language skills as well as coping with unexpected cultural changes and differences. Additionally, they tend to have sporadic work histories, making them less employable in this current economy where employers have their “pick” of potential job applicants.

Individuals with prior felony convictions who are seeking a fresh start in society face social stigmas as well as difficulty in reintegrating into society as productive members. Employers view this group of people as risks and their primary barrier is in securing employment. Many employers view this group as needing additional supervision as they are more likely in the employers eyes to steal, abuse substances or even inflict physical harm on other employees which all lead to increased cost to supervise and employ someone with prior convictions on their record.

In responding to this RFP the following needs to be considered for the Ex-Offender Population:

- Reintegration into society addressing potential difficulties with authority and structuring their days after life in prison
- Assistance in obtaining needed documents in order to secure employment including current ID or drivers license, birth certificates and citizenship documents
- Addressing employers in disclosure around convictions on applications and during interviews
- Educate individuals on the use of Federal Bonding Program and the Work Opportunity Tax Credit
- Structure training programs to work in conjunction with the rules and regulations of halfway houses to support newly released individuals
- Awareness of industries and local businesses who are willing to hire ex-offenders
- Knowledge of and referrals to various community based organizations to assist with legal matters
- Training completion in targeted industries
- Employment retention and wage gain
- Basic computer skills
- Ability to complete on line applications

The Office of Economic Development is seeking a single agency to provide oversight and coordination with other community based organizations to provide the following services to Limited English speakers:

Training:

- Community Based training for skill acquisition and development
- Work Experience Opportunities in targeted industries
- General ESL that is industry focused
- Colorado Refugee English as a Second Language(CRESL)
- Occupational skills training in targeted/growing industries
- Workplace/functional skills training
- Targeted training to improve math and reading skills

Employment:

- Career planning
- Assistance with obtaining employment upon training completion
- Embedded Job Readiness Training to include resume development and interview skills
- Basic Computer Training
- Ability to complete on line applications
- Job retention and wage gain

Intensive Case Management:

- Securing affordable housing
- Securing childcare assistance
- Focus on customers who score Zero to 2 on the BEST Plus Assessment
- Assistance with accessing Public Transportation
- Addressing cultural attitudes about women entering the workforce

Other Services:

- Assessment and planning
- Attendance at weekly referral meetings
- Available as a resource for planning, problem solving and referrals to other community based resources/agencies