

**Proposal Summary**  
**Meeting Date: 8/21/2019**

**A Safe Haven Foundation Request # 115940**

<b>Project Title:</b>	Workforce Development - Vocational Training
<b>Duration:</b>	12 months
<b>Request Amount:</b>	\$100,000
<b>Recommended Amount:</b>	\$100,000
<b>Program Area:</b>	Human Services\Multipurpose
<b>Population Served:</b>	Veterans/Economically Disadvantaged, Homeless
<b>Type of Support:</b>	General Operating Support
<b>Location:</b>	Chicago, IL

**Organizational Background**

A Safe Haven Foundation (ASHF) is a human services organization in Chicago, providing support to individuals, families, veterans, and formerly incarcerated. ASHF provides the tools to overcome the root causes of homelessness through a holistic, scalable model. Their continuum of care supportive services include: housing, workforce development, adult education, substance abuse treatment, behavioral health program, case management, life skills, and healthcare.

Since 2001, ASHF has served over 115,000 individuals from 77 Chicago neighborhoods and nearby suburbs, with a large concentration residing in the south and west side communities hardest hit by poverty, unemployment, and violence. Currently, ASHF serves 5,000 individuals annually. In addition, ASHF operates three social business enterprises i.e. Catering, Alternative Staffing, and Landscaping. Each business is a social-purpose for-profit enterprise developed to generate earned income to support A Safe Haven Foundation’s mission, while creating employment opportunities for people facing the greatest barriers to work.

**Finances**

	<b>Budget</b>	<b>Actual</b>	<b>Actual</b>
	06/30/2020	06/30/2019	06/30/2018
<b>Revenues</b>	\$16,942,920	\$17,396,490	\$15,703,712
<b>Expenses</b>	\$16,848,290	\$16,273,250	\$15,931,656
<b>Surplus (Deficit)</b>	\$94,630	\$1,123,238	(\$228,484)
<b>Net Assets</b>		\$4,170,589	\$3,019,337

**Annual Revenue Sources**

Grants	0%
Fees	0%
Government	24%
Private Support	28%
Earned Income	47%
Other	1%

**Program Description**

In North Lawndale, the unemployment rate is 21.7%, nearly six times the rate of unemployment of 3.8% for the city of Chicago. It is estimated that between 40-60% of the residents of Chicago’s South and West sides are living 150% below the poverty level. Residents of Chicago’s impoverished communities face a myriad of other issues, including violent crime, gang activity, poor nutrition due to being located within a food desert, and insufficient access to education, job training or affordable healthcare. Many

North Lawndale residents who are employed work in repetitive, low-wage jobs that have almost no room for learning or growth and limited earning potential.

ASHF recognizes that economic self-sufficiency can only be attained through a combination of technical skills training and comprehensive wraparound support services – such as financial education, behavioral health counseling, and case management. Through the Center for Workforce Development, ASHF assesses, tests and provides job placement services. The Center targets low-skilled, unemployed / underemployed adults 16 years of age and older to increase their basic skills in literacy and computing; assist in earning an industry-recognized credential or state license; help obtain living-wage employment; and provide accelerated opportunities to earn a high school equivalency. Clients complete pre-employment training, including resume writing, interviewing preparation, communication skills, and conflict management.

ASHF developed sector-based vocational programs, which provide training in high demand industries that pay a living wage, such as welding, food service/hospitality, culinary arts and unarmed security. The Center collaborates with local companies to help clients overcome barriers to employment and designed the training program based on industry projection reports and career sector opportunities.

According to the Chicago Cook Workforce Partnership’s most recent report, welding ranked as one of the most in-demand occupations within the manufacturing sector in Cook County. The industry is expected to grow by as much as 9% by 2022 and 5% by 2026. Thus, ASHF trains individuals for welding careers. Welders who gain advanced training and experience can move on to more skilled jobs; including supervisors, inspectors, or instructors, making the training program an important gateway to a potentially lucrative and successful career path.

This same report ranked Food Preparation and Serving Workers, such as Food Servers, Food Service Supervisors, Cooks and Chefs to be the fastest growing occupations within the industry. The projected employment for food preparation jobs in Illinois is expected to grow by 11% from 2016 to 2026. The report stated a projected increase of 58,838 positions in leisure and hospital industries by 2024, with Marketing & Sales and Hospitality & Tourism to be the largest job-creation sectors in northeast Illinois. In 2018, restaurants accounted for 577,000 jobs in Illinois and are projected to add over 43,000 jobs in the next 10 years. Based on these projections, the Center provides customized job training to prepare students for employment in the hospitality and food services industries through their Culinary Arts Vocational Program.

ASHF assesses individuals through the continuum of care model and creates an individualized plan for training individuals for high demand careers. The Center for Workforce Development ensures that project goals are met for assessing client’s skills and interests, graduating students, and placing them in direct hire employment. In addition, the Center works with companies seeking skilled workers and serves as the liaison between employers and vocational training programs. Last year, 826 individuals were hired in permanent jobs. The goal of this project is to place 50 individuals in hired positions.

**Strengths / Weaknesses**

**Strengths**

- ASHF uses a continuum of care model that helps move individuals from poverty to self-sufficiency through job training, placement, and retention.
- Last year, ASHF did 1,000 job placements and 826 (or 80%) were hired in permanent jobs.

Weaknesses

The organization is dependent on fundraising to support vocational programs. While this can be a weakness, it also allows the organization to be flexible and open to work opportunities that arise.

**Why Fund**

While workforce development is not a funding strategy, CFI has previously provided funding for workforce development due to board members' interest e.g. the Cara Program or as an element of overall program funding e.g. SouthSide Pediatric Asthma Center for Community Health Workers. Board members, Dan and Alison, along with staff conducted a site visit at A Safe Haven Foundation. Two board members are supportive of this grant to be allocated from the Community Enrichment area.

The organization requested program support for the Center for Workforce Development as shown in the budget below. We recommend general operating support at the \$100,000 level, or 10% of the full budget of \$1 million for workforce development.

**Prior Grants**

This would be a first grant to A Safe Haven Foundation.

<b>Grants Budget (if not general operating)</b>			
<b>Expenditure Category</b>	<b>Recommendation</b>	<b>Other Sources</b>	<b>Total</b>
Salaries & fringes	\$97,400	\$169,000	\$266,400
Transportation Cost	\$2,600		\$2,600
Assessments (50 people) - Staff		\$2,142	\$2,142
Assessments (50 people) - Test Booklets		\$114	\$114
<b>Totals</b>	<b>\$100,000</b>	<b>\$171,256</b>	<b>\$271,256</b>