

# Hsm 240 final project



Final Project Creating a Social Program HSM/240 August 7, 2011 Shelley

Johnson write essay my dream become doctor Final Project Creating a Social Program A New Beginning, Inc. specializes in helping individuals find new beginnings within Skagit County. From job training to education and beyond A New Beginning helps people start over at a time when most have hit rock bottom and the person believes opportunities have stopped. Working with corporations and larger employers to hire and train individuals is one of A New Beginning's purposes. A New Beginning helps people tackle the day-to-day challenges in finding employment, during training of a new job, the stress of starting over, family issues that arise during the loss of a job, and trying to find a new one.

A New Beginning, Inc. works with different non-profits in Skagit County to help the clients keep going, lessening stress when possible. Working with the client from beginning to end is one area A New Beginning specializes. The mission statement for A New Beginning is simple. The goals and objectives constantly change as A New Beginning obtains one goal and reach for a new one.

As the objectives alter or grow A New Beginning learns new or better approaches to current objectives. One area A New Beginning recently found lacking in the job market is employer's unwillingness to hire an ex-felon. In Washington State as it is in many states, it is the law to report on all job applications if a person has committed a felony. If the persons honest and marks the application as an ex-felon the client normally does not receive a callback. A New Beginning, Inc. currently does not have the extra time and resources needed to pursue jobs for ex-felons in the way A New Beginning

believes will work for obtaining employment. Further investigation into other organizations helping ex-felons obtain employment showed a significant issue. The persons or caseworkers the ex-felons went to for help did not help them find work, but sent them out unprepared to the employer him or herself.

The organizations did not make a first contact for the clients so the client could talk to the employer face-to-face. Most ex-felons rarely have a chance to talk to the employer, talking instead to lower-level employees who do not have the authority to help and often will refuse the applicant without the application reaching the owner or person hiring. Upon talking with numerous clients of A New Beginning that are ex-felons, A New Beginning caseworkers noticed large gaps that with more time and resources A New Beginning caseworker could fill, helping a client/ex-felon to obtain work.

One incentive A New Beginning caseworkers push to possible employers are the tax write-offs employers receive when hiring a member of a family who is receiving Temporary Assistance for Needy Families (TANF) or another target group (2011). A New Beginning caseworker informs prospective employers with the information. Hoping to encourage the employer to hire a person with less qualifications or no work experience because the employer can save significant money for each employee hired that falls in the target group for a Work Opportunity Tax Credit (WOTC). Skagit County has struggled with drug use in the past but more so since the recession started. People convicted carry the felony for the rest of his or her life. People put a stigma on the word felony forgetting the person has paid for the crime committed and now needs a job to live a productive life in the community he or she lives

in. The statistics are staggering for a person to recommit crimes because the workforce does not hire ex-felons. According to Elaine Kost (Schmitt, 2005) of the Albany State Department of Labor, 89 percent of ex-offenders will violate probation or parole within a year if the person is not able to obtain employment.

Currently a person with felony charges cannot receive help with housing assistance or most programs set up to help those in need. An ex-offenders family is no less in need than another and when programs refuse to help because the mother or father is an ex-felon A New Beginning believes the rights of the family are ignored. With many employers unwilling to hire an ex-felon it has made it harder for ex-offenders to become viable assets to the community and more important to his or her family. Accepting no recourse makes an ex-felon believe the worst of him or herself. A New Beginning believes this target group has a need and that A New Beginning can fill that need. The client is the mission for A New Beginning, Inc. and after realizing the extent an ex-felon will go through to attempt reentry into the workforce, A New Beginning wants to ease the burden as much as possible. A New Beginning can make a difference to the clients it serves with a grant from your organization.

AnalysisThe cause for ex-offenders unemployed is bias more than any other reason. A person immediately assumes the worst when ex-offenders apply for work in a company. Some company??™s hold policy??™s that a person with a felony on record cannot work for the company. It does not matter if the person works harder and has a good work ethic. The consequences of ex-felons not working are becoming more noticeable to society every day. Local  
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and state taxes are down because more people are collecting TANF and less are collecting a paycheck.

Crimes increase daily as more ex-felons are listening to temptation because the person believes the crimes will support his or her family when the system will not. Sadly, the odds are for the ex-felon selling drugs or stealing to support the family. An ex-felon's teaching his or her children drugs and theft are acceptable crimes because these crimes feed a family and put a roof over the families head. This concept is a twisted ideology of how most families live in today's society. Kingsbury (2007) noted that obtaining and keeping employment is a success for ex-offenders and employers surveyed reported 80 percent were dependable, diligent, and trustworthy employees. A New Beginning also believes putting ex-offenders to work will ease the burden placed on numerous programs in Skagit County. Society would gain in tax dollars, a less chance of re-offending, saving taxpayer's money, a positive belief and actions from ex-offenders and the families of ex-offenders if employed. A New Beginning wishes to create a program geared especially for ex-offenders and families of ex-offenders.

Everyone gains when people are gainfully employed at a wage higher than minimum wage. Kingsbury (2007) wrote that unless a person earns a living wage, \$12 an hour or more is recommended, an ex-offender's not going to maintain enough income to keep a roof over his or her head. If ex-felon's are working nobody loses but when ex-felons are not working society loses the most because the chance of an ex-felon re-offending is staggeringly high.

**Policy Elements**A New Beginning, Inc. Mission StatementTo give our client??  
™s a new beginning, and help to create new ideas for a better way of life. A  
New Beginning, Inc. Goals and ObjectivesThe goals and objectives are based  
on the needs of each client walking through the doors of A New Beginning.  
Adjustments are made as new or different alternatives are found on a case-  
by-case need. The priority is the client, the goal and objective, to help the  
client obtain employment, to help in the transition between looking, training,  
and working. After work is found A New Beginning helps the client in  
numerous areas for an individual or family need.

**Benefits and Services**The Benefits and Services offered to ex-felons and  
families of ex-felonsOne area of benefits and services is cash benefits and  
vouchers/credits. A New Beginning offers assistance with gas, food, and  
clothing during job training, and when clients are job searching. A New  
Beginning offers expert services and works with other organizations to help  
subsidize a clients housing expense and helps with material  
goods/commodities.

The social program A New Beginning, Inc. plans to add will offer positive  
discrimination to a target group because the program is open only to ex-  
felons and families of ex-felons. Eligibility RulesTo qualify for A New  
Beginning??™s newest program the client must meet the needs and  
assessments for the current poverty levels set forth by local, state, and  
federal guidelines. Clients must be ex-felons or family of ex-felons. The client  
must be currently unemployed, pass a drug screening, assets or wages will  
be determined on a case-by-case for each family. One family may be lucky

and own a home but that does not help guarantee a job or help with food, electricity, or finding work.

Service Delivery A New Beginning offers capable team oriented service delivery to the client??™s believing service delivery is all about the client, process and procedure second. Not all clients have the same need. Learning to recognize the differences quickly helps to ensure less miscommunication between the client and caseworker. I. Program Theory Independent living for felons and a felons families, felons cannot find employment for receive subsidized housing because of the felony??™s (a.

) Educational services provided for felons to learn a job skill and referral services. (b.) Training in living skills, peer counseling, individual or systems advocacy.

(c.) Independent counseling as needed, on-the-job learning skills and family counseling. III.

Program Specifications (a.) Staffing One director of operations, two expert counselor, and one or more assistants as needed (b.) Area of learning for felons A felon needs to relearn how to become a part of the community he or she lives in 1. Obtain employment 4. Transportation 7.

Good work relationship 2. Maintain employment 5. Dress appropriately for work 8. Abide by company rules 3. Learn job advancements 6. Arrive on time to work 9. Money management (c.

) Educational 1. On-the-job training 2. New hire handbooks 3. ??? Buddy system ??? with another employee enabling job skills by watching 4. A series

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of video courses on specific work tasks to be completed during a specific time-frame

Budget	Total	Total Requested	Total Match	Total this Grant
\$89,378.				

00	\$64,794.	00	\$24,584.	00	Salaries and Wages	44,950.	00	38,250.	00	6,700.
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00	Equipment/Supplies	7,715.	00	7,065.	00	650.	00	Travel	1,800.	00	1,800.
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00	0	Rent/Utilities	7,200.	00	7,200.	00	0	Education	12,147.	00	12,147.
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00	Benefits/Services	15,566.	00	15,566.
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00 15,566. 00 If your organization grants A New Beginning with enough funds A New Beginning can hire two more caseworkers specializing in job search and one-on-one with ex-offenders or family members. The caseworker can coordinate with other A New Beginning employees to ensure the staff offers the best service possible to the clients. The employees to consider for this area must be able to work with men and women from all walks of life, is comfortable in any situation and have an understanding of what the clients are going through All employees of A New Beginning are given an employee handbook that requires the signing and acknowledgement after he or she reads the handbook. The employees will follow the handbook.

In the first year A New Beginning offers the new program successes will be considered on how many ex-offenders stay out of jail, find work, and retain work. Staying in contact with the clients from beginning to end and beyond helps the caseworkers to know how a family is coping ensuring A New Beginning has not left a client to struggle. The client's happiness is the best indicator the agency can use. References Schmitt, J. (2005, April 4).



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