



SOUTH DALLAS EMPLOYMENT PROJECT

A Progress Report to the City of Dallas

May 11, 2021



SOUTH DALLAS EMPLOYMENT PROJECT

- ▶ Launched February 2020, by Redemption Bridge & The State Fair of Texas
- ▶ Established as a holistic model, assisting opportunity populations to lead sustainable lives, focused on 5 contiguous zip codes in South Dallas.
- ▶ Aligning & Integrating the resources of 100+ organizational partners
- ▶ Building “Collaborative Community Capacity” through Public/Private Sector Partnerships
- ▶ Sustainable, Replicable, Scalable



SOUTH DALLAS EMPLOYMENT PROJECT

Partners organized within 7 standing committees, representing our 8 Strategic Areas of focus:

- ▶ Living Wage Employment
- ▶ Affordable Housing
- ▶ Transportation
- ▶ Health, Wellness & Recovery
- ▶ Community Connectivity
- ▶ Digital Access, Inclusion & Literacy
- ▶ Public Policy
- ▶ Equity & Inclusion/Integrational

Serving Opportunity Populations

- ▶ 5 Contiguous Zip Codes: 75210, 75215, 75216, 75217, 75228
- ▶ 239,911 residents/102,375 employed
- ▶ Predominantly Black and Hispanic
- ▶ Per Capita income from \$11,921 to \$20,812
- ▶ Poverty level - 16.6% to 38.3%
- ▶ Single Parent Families - 39.4% to 77%
- ▶ No High School Diploma - 22.9% to 44.7%
- ▶ Population with a Degree - 7.2% to 22.5%
- ▶ Unemployment Rate - 8.8% to 14.3%

Effects of COVID-19

- ▶ Challenges to our non-profit partners re: services delivery
- ▶ Educational Challenges - less than 50% of families have internet connection, while education is delivered online
- ▶ Lack of Living Wage Employment Opportunities - top per Zip Code capita wage is \$20,812/\$10 an hour

LIVING WAGE

- (1) offer training, utilizing nationally recognized industry certifications
- (2) engage employers to guarantee interviews to those we train and refer.

▶ JUSTICE SYSTEM REFERRALS

Finalizing referral procedures with 5 Justice systems

The Systems we are working with include:

1. Texas Department of Criminal Justice, Windham ISD
2. Texas Juvenile Justice Department
3. Management Training Corporation (MTC)
4. Dallas County Specialty Courts
5. City of Dallas Specialty Courts

EMPLOYER OUTREACH

- City of Dallas Outreach Campaign to 20,000 companies
- South Dallas Inland Ports Transportation Management Authority (TMA) outreach to companies located in the Inland Port

LIVING WAGE

NATIONAL IT PILOT PROJECT

SDEP Selected for participation in a 4 year project.

Jobs For the Future (JFF); the National Association of Workforce Boards (NAWB); the AFL/CIO Working for America Institute (WAI); and CompTIA; funded by the US Department of Labor.

The purpose: implement a highly innovative training model to support a skilled Information Technology (IT) Talent Pipeline.

We will be training individuals in South Dallas who are unemployed or underemployed.

TARGETED EMPLOYMENT SECTORS

- | | |
|--|----------------------|
| ▶ Transportation, Distribution & Logistics | 5,324 Jobs Available |
| ▶ Manufacturing & Production | 4,774 Jobs Available |
| ▶ Digital Technology | 8,359 Jobs Available |
| ▶ Building, Construction & Trades | 2,470 Jobs Available |

HOUSING

- 1) Engage residents to create awareness and understanding of the Project;
- 2) Support Pilot Projects to demonstrate our commitment to improving neighborhoods
- 3) Develop and implement a strategic plan for affordable housing development.

Organizations participating in Strategic Planning Process:

- ❖ Bonton Farms
- ❖ City of Dallas
- ❖ Dallas Housing Authority
- ❖ Dallas County
- ❖ Home Builders Institute (HBI)
- ❖ Texas Association of Home Builders
- ❖ BBVA Bank
- ❖ Metro Homeless Alliance
- ❖ United Way of Dallas
- ❖ Community Council
- ❖ St Phillip's School & Community Center
- ❖ ICDC
- ❖ UNT Dallas

TRANSPORTATION

▶ INFRASTRUCTURE DEVELOPMENT PLAN

- North Central Texas Council of Governments
- South Dallas Inland Port's Transportation Management Association
- DART
- to establish a comprehensive Infrastructure Development Plan

▶ DEMONSTRATION PROJECTS

We are supporting multiple demonstration projects, to include

- AARP Program Ride@50+ Powered by Feonix-Mobility Rising
- GoLink Pilot with DART and South Dallas Fair Park Transportation Initiative
- Inland Port Transit Initiative

HEALTH, WELLNESS & RECOVERY

Our focus is to align and integrate the major health care providers in Dallas to develop a collaborative strategic approach to expand health care into the area.

Key areas of focus:

- ▶ Strategic Approach to expand Health Care Services
- ▶ Social Determinants
- ▶ Community Engagement
- ▶ Community Awareness
- ▶ Patient Referral to SDEP Partners
- ▶ Digital Access & Literacy - Federal Reserve & Magellan
- ▶ Skilled Health Care Workers - Living Wage Committee
- ▶ State & Federal Support - HHS Engaged

COMMUNITY CONNECTIVITY

Cited by US Department of Justice as one of the three most critical issues in reducing recidivism.

▶ REFERRAL CONNECTIVITY PILOTS

We are launching multiple referral connectivity pilots to test our process and procedures to accept referrals from numerous referral Partners.

It's the initial step to begin full implementation of the Strategic Plan established by SDEP.

▶ COMMUNITY ENGAGEMENT

We have recruited 50+ organizations, including churches, that have committed to provide support to each individual referred to the SDEP.

DIGITAL ACCESS

Less than half of the families living in our targeted area have internet access. We are focused on resolving that issue.

▶ STRATEGIC PLAN DEVELOPMENT

Working in partnership with the Dallas Federal Reserve Bank, who has retained Magellan.

The approach is focused on:

- ▶ Access;
- ▶ Equipment;
- ▶ Affordability;
- ▶ Literacy.

The deliverable is a funded Strategic Plan that can be implemented.

Our kick off is June 1, 11:30-12:30.

PUBLIC POLICY

- ▶ There are hundreds of laws and policies in Texas that make it difficult for individuals with a record to become employed.
- ▶ 1 in 3 working age Texans that have a record.
- ▶ We are focused on:
 - ▶ Improving public policies that inhibit
 - ▶ Proposing public policies that enable

Current:

- ▶ Clean Slate Initiative
- ▶ Policy Review

EQUITY & INCLUSION

- ▶ Partnership with the US Chamber of Commerce on their “Equality Of Opportunity” Initiative.

We have been invited to work with them on their national initiative, and they have committed to support our work on Equity & Inclusion.

▶ Social equity & race-based issues we face

- ▶ 1 in 3 working age Texans have a record
- ▶ For every 100,000 individuals, the incarceration rate is white 694; Hispanic 1,152; Black 3,734
- ▶ Blacks are 39% of prison population; 12% of general population
- ▶ There are 1,000+ laws in Texas impeding employment opportunities for justice involved population
- ▶ Recidivism, defined as re-arrested within 3 years of release, is approximately 68%
- ▶ 30,000+ non-duplicated individuals released annually into Dallas County

QUESTIONS

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the right side of the frame, creating a modern, layered effect against the white background.

MANAGING PARTNERS

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