

EXHIBIT A
Jackson County Constructing Futures
A Collaboration between Jackson County
&
Connections to Success

Need for Project

Jackson County, Missouri faces a growing number of unemployed and/or unskilled citizens each year. Many are without jobs, job skills or a plan to attain either. This inability to become employed can create additional problems with housing, drug dependency, criminal behavior, etc. The social and economic cost to Jackson County resulting from this circumstance is overwhelming.

Much study has occurred regarding the relationship between employment and crime. It is widely believed that higher employment results in reduced crime. Many citizens experience employment challenges due to the lack of necessary skills for today's jobs. They are unable to achieve economic stability due to limited education, minimal skills and a lack of traditional work-related ethics and behavioral norms. Limited incomes, joblessness, crowded housing, diminishing resources and being academically unprepared contribute to the dysfunction of many neighborhoods throughout Jackson County.

Another challenging problem facing many citizens and particularly low-income families is suitable housing. A growing number of Jackson County citizens are dealing with homelessness. Shelters and other transitional living centers continue to be overcrowded with many having long waiting lists for admission.

The above circumstances have led to the creation of and ongoing need for a program like "Jackson County Constructing Futures". This unique program will offer hands-on training in basic home remodeling, followed by fulltime employment placement. The project will provide wage-paying transitional employment followed by unsubsidized private sector employment offering career potential. In addition, the homes to be renovated by this project will serve as permanent housing to selected families as well as transitional housing to others. The Jackson County Constructing Futures program model is designed to be replicated over and over as more abandoned properties can be secured together with necessary funding.

Project Partners

Jackson County Constructing Futures is a unique public-private partnership designed to provide a structured pathway for unemployed and/or unskilled citizens to enter the construction industry, along with providing permanent housing to those in need. This program centers on a coalition of partners representing business, non-profit service providers and Jackson County.

Connections to Success is a non-profit organization providing services to Drug Court clients, re-entry clients (previously incarcerated), unemployed and/or unskilled citizens

throughout the Jackson County community. Services include skills training, employment, career & professional development, housing, transportation, substance abuse counseling, mentoring and other related assistance.

Project Objectives

The primary objectives of this project are as follows:

1. Enhance the employability of unemployed and/or unskilled citizens residing in Jackson County, Missouri. This will be accomplished by providing selected participants with:
 - Marketable vocational skills in basic home remodeling.
 - Viable source of income while developing vocational skills.
 - Resource management and mentoring to achieve their goals.
 - Means to develop pride in their accomplishments and in their community.

2. Improve the environment of a Jackson County, Missouri neighborhood.

This will be accomplished by:

- Rehabbing houses located in Jackson County, Missouri.
- Make the rehabbed home available as permanent housing for a family struggling with homelessness.

Project Design

The primary partners in this project are:

- Jackson County, Mo Office of the County Executive
- Jackson County Housing Resource Commission
- Jackson County COMBAT
- Connections to Success

The project will leverage existing community resources currently serving unemployed and/or unskilled citizens of Jackson County implemented by Connections to Success. Each participant will be enrolled in a currently available project funded through Connections to Success. Such funding will assist in providing workforce readiness training, job placement, resource management and other assistance needed for the participant to achieve his/her goals. Additionally, in-kind donations will be sought from local businesses and will be included in the project.

“Jackson County Constructing Futures” program will be implemented in three (3) phases as follows:

Phase 1 - Introduction and orientation meetings will be held by Connections to Success and to describe the project and seek those interested in participating. This population may include Drug Court clients and/or former offenders convicted of a felony and recently released to the Jackson County community. Based on assessment results, participants will be selected to attend a one (1) week Personal and Professional Development workshop administered by Connections to Success. Emphasis of the curriculum is on the strengths, abilities and skills identified by each participant. On each day of training, participants are led through a career development model that has been successfully used by diverse populations. Asset building begins the process of career development by helping participants identify strengths, likes and interests that can be developed into employment opportunities.

Phase 2 - Those who have successfully completed the Personal and Professional Development workshop and desire to enroll in the "Jackson County Constructing Futures" program will enter Phase 2. It is planned that the primary participants will be chosen along with alternates. Phase 2 consists of a brief orientation to the program. Activities include project overview, site visit, safety instructions, performance expectations, etc. Each participant will be required to sign a "Participation Agreement" outlining expectations and commitments for continued participation. All agreements will be signed by participants and representatives of Connections to Success.

Phase 3 – This phase involves on-the-job training at a selected work site. Activities necessary to rehabilitate a selected home offer opportunities to learn basic skills in the following areas:

- Demolition work
- Carpentry (installing cabinets, trim, taking measurements, etc.)
- Minor Plumbing (changing out fixtures, faucets, shower heads, etc.)
- Minor Electrical (installing outlets, switches, light fixtures, etc.)
- Interior Painting
- Hanging, mudding, taping and sanding drywall
- Flooring and tile installation
- Exterior siding installation and repair
- Running duct work
- Landscaping and retaining wall installation
- Other basic remodeling activities

During Phase 3, each participant will be paid an hourly wage of \$10.00. Participants will receive a weekly payroll check from the construction sub-contractor approved by Connections to Success with all applicable taxes and withholdings accounted for.

Upon completion of Phase 3, participants will receive certificates of completion from the program and be prepared for private sector employment.

Outcomes

“Jackson County Constructing Futures” will produce many positive outcomes including:

1. A structured pathway for Drug Court clients and/or former offenders convicted of a felony and/or unemployed and/or unskilled citizens to enter a high growth industry.
2. Permanent housing for homeless families in need of suitable living quarters, as well as potential transitional living for other qualified adults.
3. Opportunities to transform abandoned/deteriorating properties into livable housing.
4. Reduced recidivism among local, former offenders and/or Drug Court clients.
5. Source of labor for growing construction opportunities in the Jackson County region.

Evaluation

1. The program will track the number and demographic make up of potential participants who apply for the program, the number and demographic make up of those who are accepted, and the number and demographic make up of those who graduate from the program.
2. The program will document the condition of the house/building including its curb appeal, before and after the successful completion of the project.
3. The program will survey participants to get their perceptions of how the program affected their re-integration back into the job market.
4. The program will document the number of graduates who are offered employment.

Structure of Agreement

Connections to Success will enter into a Cooperative Agreement with Jackson County, Missouri to complete all activities included in this proposal and receive payments according to the attached payment schedule.

Jackson County Constructing Futures Program - 2014

Estimated Budget – 2 houses

Property Acquisition

Item	Unit	Cost/Unit	Total
Property Acquisition ¹	1	\$0	\$0
Title: Insurance, Report & Fees	2	\$1,850	\$3,700
		TOTAL	\$3,700

Construction and Renovation

Item	Unit	Cost/Unit	Total
Materials	2	\$14,900	\$29,800
Labor & Training	2	\$17,000	\$34,000
Contingency	1	\$3,400	\$3,400
		TOTAL	\$67,200

Home Protection and Operations

Item	Unit	Cost/Unit	Total
Home Insurance and warranty ²	6 months (2)	\$1,200	\$2,400
Security Alarm Installation, Monitoring & Permit ³	Installation and 6 months (2)	\$1,200	\$2,400
Utilities ⁴	3 months (2)	\$900	\$1,800
On-site security	1 month (2)	\$250	\$500
		TOTAL	\$7,100

TOTAL PROJECT COSTS: \$78,000

¹ 1 Property currently owned by the Ivanhoe Neighborhood Council

² Based on historical costs

³ Permit is required by the City of Kansas City, Missouri

⁴ Assumes a total monthly cost of \$300 for gas, water, and electricity