



The American Rescue Plan: A Summary of Proposed Uses by the City of Detroit

Last Friday, the Mayor presented City Council with an appropriation resolution amending the FY 2020-2021 budget to authorize use of the over \$826 million awarded to the City under the American Rescue Plan (the “ARPA Resolution”). That proposed ARPA Resolution is the product of weeks of discussion among the administration and Council members and staff, as well as dozens of community meetings. Because this is an amendment to an approved budget, and not the budget development process, per the City Charter, City Council will need to approve or not approve this amendment.

The purpose of this amendment is to establish the ARPA appropriations. City Council will also have ongoing oversight of the Fiscal Recovery Funds through, but not limited to, the following: (1) contract approval under the City's procurement ordinance as applicable, (2) sub-grant program design approval for any new funding agreements, and (3) quarterly reporting by the OCOF on the use of the Fiscal Recovery Funds and information on performance and objective of each use.

As an outcome of ongoing discussions and meetings, the structure of the Mayor’s initial proposal has been revised to nearly double the number of appropriations, to restructure the permitted uses of each appropriation, and to make increases and decreases to certain appropriations. Many of the purposes of the Mayor’s initial proposal remain. Other purposes have been added as a result of discussions, and details of programs that could fulfill those newly added purposes while complying with the ARPA must still be developed.

The ARPA Resolution describes the underlying premise of the proposal as creating two pools. One pool of approximately \$400 million will address the continuing requirements of the Plan of Adjustment through investments in blight, IT infrastructure, and city services. The other pool, to be established as the Detroit Future Fund, would dedicate approximately \$426 million to assist in the economic and fiscal recovery from the COVID-19 pandemic.

To provide City Council greater understanding of the programs proposed by the Mayor in the ARPA Resolution, the following is a summary overview of the programs.

Each program will be structured to comply with the requirements of ARPA. The most applicable of those requirements requires that the funds used either:

1. Respond to the public health emergency with respect to COVID-19, or its negative economic impacts, including assistance to households, small businesses and nonprofits, or aid to impacted industries such as tourism, travel, and hospitality; or,
2. Provide “government services” to the extent of the reduction in revenue caused by the COVID-19 public health emergency.

Separately, City Council will be provided a summary of findings from the numerous community discussions held by the Mayor and members of his administration.



City Services & Infrastructure

The COVID-19 pandemic hit Detroit and its residents harder than most communities. We are still feeling its negative economic impact. The City's revenue losses have adversely impacted our budget and ability to implement the Restructuring and Reinvestment Initiatives ("RRIs") required by the bankruptcy Plan of Adjustment ("POA"). Now that we have these Fiscal Recovery Funds to replace our lost revenue, we are obligated to resume implementing the RRI's. This includes maintaining City services, returning 1,000 employees to full-time status, investing in IT infrastructure, and fully funding the blight program.

During the past 15 months of the pandemic, we lost \$400 million in revenue and had to implement cuts to maintain a balanced budget. Those cuts included suspending blight and capital programs and partial layoffs for City employees who deliver services to the public. With the ARPA funding, we will safeguard City services over the next 3 years by protecting us against additional revenue losses. The City's income tax has been our largest and fastest growing revenue, but we lost \$160 million over the past 15 months, driven heavily by nonresidents working from home instead of in the City. Even as we move beyond the pandemic, this risk continues. Employers throughout the City are embracing at least partial remote work permanently. By appropriating \$345 million, we can allocate \$200 million to protect against City service cuts and layoffs for the next three years, \$50 million for IT infrastructure and \$95 million for the demolition of industrial sites, such as the Fisher Body plant, and 350 commercial properties including school buildings.



IT Infrastructure

Detroit has made tremendous strides to improve its infrastructure and resources over the past 5+ years. As we continue to push forward in this technological age and attract more positive attention, Detroit will need to invest into our City's technologies. The Department of Innovation and Technology is recommending that we strategically invest in continuing to grow our infrastructure, security, software, and provide improvements to all City departments in this technical age. Thus giving us the ability to provide the best service to the Citizens of Detroit that is as reliable and secure as we can make it.

Security

Cyber Security continues to be one of the largest topics surrounding technology. Particularly in the Government sector, as we see cities across America become subjects to Phishing, Malware, or other types of Cyber terrorism. Implementing additional security technology will position the City better to fight Cyber threats. Intrusion Detection Systems, Security Information and Event Monitoring, and Deep Packet Inspection software allows security teams to have a better grasp on the flow of network activity. Any one of these tools can help provide a deep insight to the City's network. Allowing our teams to prep, recognize suspicious activity and alert our Cyber team when an incident occurs.

Software

Data continues to be one of the most powerful tools in the digital age. Investing in the ability to process and ingest large amounts of data will provide the ability to drive towards better services. Creating a more robust ability to give feedback and information processing to City departments. Detroit has one of the best relationship with its Citizens and plan to do more to empower the relationship by working on how we can utilize technology to increase. Citizen relationship management gives us the ability to react quickly and provide more information to our Citizens, but also the ability to understand and engage our residents to better meet their expectations. Investing in our Citizen relation from the technology aspect will help us provide to our current citizens and attract more business within Detroit. The City continues to retire legacy equipment and move forward with technology. This will continue to move Detroit down the best path to stay within the forefront of technology.

Infrastructure

Technology is continuously growing and evolving. As the City's infrastructure ages we will replace these systems to continue providing secure and stable environment. With over 9,500 users in our environment, we will continue to keep the city's computers, network, servers, and other technology up to date. Continuing to focus on security and reliability for the City. The support systems involved to create this reliable infrastructure comes the needs for increasing reliability means investing in solution for increase generator performance, cooling, power, and supporting equipment for our data centers. Improving the reliability of the city's data centers will result in an increase performance and life of the equipment and sustainability of the equipment Detroit purchases.



Housing & Revitalization Department

Home Repair

The ARPA Home Repair Program will provide one major repair per eligible household. Major repairs will include roof repair, electrical rewire, plumbing repair, porch repair and ramp/access to homes.

The ARPA Home Repair Program estimates that repairs will range in costs between \$10,000 and \$15,000 per repair.

Affordable Housing Locator Website

The ARPA Housing Resource Navigation investments will make existing and new housing opportunities and resources more accessible to Detroit residents through a combination of technology and community-based service delivery. Housing resources including subsidized rental housing, eviction prevention, tax foreclosure prevention, housing/mortgage counseling, home repair, utility assistance, and other housing resources are available to Detroiters however limited knowledge and accessibility of these resources often prevent residents from participating in these benefits.

These investments will include a comprehensive source of affordable housing information and listings available to residents and housing service providers through a new web-based portal. This portal will combine City data and property information to give residents the information they need to make housing decisions. This portal is being developed with extensive community surveying and engagement in partnership with a team of Google.org fellows. The budget for this resource includes web hosting, site maintenance and continued software engineering, and staffing/administration (\$3M).

Housing service navigation will also be strengthened through investments in technology and nonprofit service capacity to improve access and increase participation in other City, County, State and private housing programs. These activities will include launching a central, citywide service management software with a centralized intake application and investing in the capacity of nonprofit housing counseling and service providers to conduct intake, enrollment, and follow up assistance to residents. Over three years, costs will include development/maintenance of intake and client management system (\$1M) and subgrants to high performing certified housing counseling agencies (\$3M)..

Foreclosure Prevention

The Make it Home Program (the "Program") helps renters and low-income homeowners avoid property tax foreclosure. Since program launch in 2017, the Program has assisted over 1,100 residents become homeowners. \$3M will provide outreach, which includes traditional media, and targeted door-to-door outreach (over 60,000 door knocks since the program's inception) to properties at-risk of foreclosure or with property tax delinquency. Additionally, the program provides Detroit residents access and connection to property tax foreclosure prevention resources for occupied homes, such as HPTAP, PAYS, Detroit Tax Relief Fund, and Make it Home. \$2.5M will fund purchases of properties through the City's First Right of Refusal program over a 3-year period. \$500K will fund operational costs (door-to-door outreach and traditional media). The City estimates it will make approximately 600 more residents into homeowners over a 3-year period through this Program. \$3M is the full budget necessary to continue to administer this program over the next 3 years.

Additionally, the Housing Resource Center, through its Housing Resource Navigation System, will also assist in directing Detroit residents to the State of Michigan's Homeownership Assistance Fund (the "Fund"). The State of Michigan received approximately \$250M in ARP funds from the federal government specifically for the use of assisting homeowners avoid foreclosure. Eligible residents are homeowners impacted by COVID (January 2020 forward) that were unable to pay their mortgage payments and/or taxes. Eligible residents will be able to receive up to \$25K in assistance.

Down Payment Assistance Program

The ARPA Down Payment Assistance Program (DPA) will provide financial assistance for low- and middle-income Detroiters to purchase and stabilize housing. The DPA program could be used as traditional down payment assistance for new or returning homebuyers and would also be made available for current owners to refinance an existing land contract into a mortgage, complete the rehab of a DLBA structure previously purchased, or to leverage a major rehab loan. The DPA will typically be provided as a second mortgage with forgiveness/repayment terms based on a household's income and length of tenure.

The DPA program will support an estimated 1,000 households become homeowners to preserve ownership at an average of \$12,000 per household (\$12M). Program administration, credit repair counseling, and post-purchase counseling are estimated at 25% of the total loans (\$3M).

Neighborhood Grant Program

The Housing and Revitalization Department (HRD) will increase funding for its Neighborhood Opportunity Fund Program (NOF). Currently, NOF provides funding for neighborhood nonprofits that deliver programming senior citizens, health, recreation, education and security services. Many of these nonprofit grantees are not funded at the scale requested due to due to Federal regulations. Providing additional funding to this program will also allow HRD to determine what nonprofits can be scaled up to provide greater impacts in their community. Additionally, HRD would like to provide funding to nonprofit Community Development Organizations (CDO) that will rehab Detroit Land Bank homes for low-income families in their service area.

The City of Detroit also plans to provide small mini grants (approximately up to \$10K to \$15K) to block clubs and neighborhood associations. The funding will specifically be used to beautify and own Detroit Land Bank vacant lots.



General Services Department

Employment & Job Creation

Skills 4 Life is a WPA-style program with two overarching goals:

Goal 1: Break intergenerational poverty by employing and training Detroiters for higher paying jobs in demand in the City of Detroit and putting them on a path to the middle class

Goal 2: Massively expand City blight removal and restoration of vacant lots and corridors.

Neighborhood Beautification

The **Vacant Property Cleanout Program** will involve exterior property maintenance of citywide vacant residential properties, including tree trimming and dead tree removal.

In the **Alley Activation Program**, the City will engage neighborhood residents to implement alley activation projects to beautify community public spaces and prevent dumping in coordination with the popular alley cleanup program.

New or Expanded Recreation Centers

Several of our recreation centers are currently undergoing major makeovers, and District 4 is receiving a brand new recreation center at AB Ford Park. With ARPA funding, District 7 will also finally have its own public community center, and the remainder of our recreation centers will receive renovations to make them more welcoming and accessible to today's needs.

Parks, Recreation, & Culture

Budget challenges caused by the COVID pandemic delayed many planned improvements at neighborhood parks across the City. ARPA funding will allow the City to resume renovations at our neighborhood parks, as well as expand the network of on-street, off-street, and park walking paths to ensure resident access to quality public spaces. This funding will also support the transformational Joe Louis Greenway project, a 27.5 mile loop that will connect neighborhoods throughout the City as well as Dearborn, Hamtramck and Highland Park and spur economic revitalization along its path.

Neighborhood Signs

The City will engage residents in the development and installation of a beautiful custom sign in every neighborhood to promote neighborhood identity and pride.



Police & Fire Departments

Reduce Gun Violence Detroit Police Department

The Department will undertake a surge expansion of ShotSpotter within the areas with the highest rates of violent crime. At the conclusion of the expanded ShotSpotter contract term, the Department will evaluate which areas to continue using its own budget.

Reduce Traffic Accidents Detroit Police Department

The Department will purchase a new helicopter to bolster its Air Support Unit's efforts to combat drifting and speeding, and reduce high-speed pursuits. The Department will also purchase additional Traffic Enforcement Unit vehicles and install accident avoidance software in DPD pursuit vehicles.

Renovate the Police Training Academy Detroit Police Department

The Department will renovate the training academy and the Rouge Range for in-service and tactical training in order to reduce attrition, increase readiness of Student Police Officers, increase community trust through better training of officers, and reduce liability for the City.

Additional EMS Bays on Select Firehouses Detroit Fire Department

The Fire Department will expand and rehabilitate select firehouses in the Northwest and Northeast areas of the city in order to improve EMS response in these high call volume areas.



Community Health Corps

Investment in Our Neighborhoods via the Community Health Corps

Forty percent of Detroit residents live below the federal poverty guidelines. Conceived in June 2019, the Community Health Corps (CHC) is designed to deliver sustained support to these residents. The concept is simple. Meeting residents where they are, certified community health workers identify persons in need and then facilitate their attachment to a licensed experienced social worker. The case manager/social worker's job is to make sure that all available support to which the resident is entitled is sought out, secured, and, through reparative case management techniques, fully utilized. The CHC is an advocacy/navigator organization whose mission is through long-term affiliation using reparative case management strategies. We first help our fellow citizens secure a safe living foundation, and then identify and execute a life plan that leads to sustainable economic, physical, and mental health stability.

The CHC is directly connected to the Detroit Health Department (DHD). That direct connectivity allows the CHC to benefit from department advocacy for the building of necessary coalitions responsible for delivering to any citizen necessary mental health support. DHD and the CHC will collaboratively seek out mental health service grant opportunities and use the application process to create collaborative efforts thus expanding the capability of local service providers as well as extending state of Michigan and County of Wayne programming more comprehensively to city of Detroit residents. DHD and the CHC leadership believe that collaborative efforts employing the expertise that local service providers possess while using available resources to expand service capability is the correct approach to providing our residents and our frontline City of Detroit employee public safety workers the mental health service support they require.

The core work of the CHC over the course of the three-year ARPA surge period will involve providing a total of 10,350 families with outreach and wraparound services. Of this total, 6,750 families will receive immediate help with basic needs. An additional 2,900 families will receive assistance through the CHC's Code Blue program from professionals skilled in delivering emergency relocation assistance. This type of assistance is most commonly needed after a home fire or during the winter when a resident and their family may not have heating. This type of assistance will help us ensure that families avoid homelessness as a result of their situation. Finally, 700 families will receive assistance that allows them to stay in their homes.

It is important to note that the CHC, as part of the reparative case management strategies employed by our social workers, delivers mental health support to our client families. CHC case managers also refer families to mental health service providers located throughout the community. The referral process is not simply the delivery of a phone number. This referral process includes direct social worker to mental health service provider contact along with the client. This is much more than a warm handoff. This is a collaborative approach to mental health service delivery with the case manager/social worker helping to reinforce the more comprehensive mental health support provided by the partner agency.



Department of Innovation & Technology

Bridging the Digital Divide

When referencing the most recent version of the American Community Survey, of cities with 100k+ households, Detroit is considered one of the least connected cities in America. With a pronounced poverty rate, juxtaposed with a critical unemployment rate, Detroit’s digital divide requires serious investment to ensure workforce, healthcare, education, banking opportunities are not solely reserved for those that can afford technology. Our ARPA recommendations are intentionally and strategically designed to significantly reduce the digital divide while simultaneously soliciting and empowering private and philanthropic investment.

Topic	USA	Michigan	Detroit
% W/O Desktop/Laptops	23%	25%	46%
%W/O Internet of Any Kind	14%	14%	24%
%W/O Wired-High Speed Internet	29%	32%	46%

Devices

10,000 Low-Income Detroit Seniors
15,000 Seniors, Veterans, Persons with Disabilities living in Affordable Housing
40,000 Private, homeschooled, chartered, out of district, opportunity youth
950 Circulatory Laptops & Hotspots for Detroit Public Library Lending
5,000 Unemployed/Underemployed Residents enrolling in Detroit at Work IT Programs
Total: 70,000+ Detroiters

To address the lack of access to telehealth services, distance learning, and social services, the City will invest in procuring devices for over 70,000 Detroit residents and enhance current technology lending efforts by investing in the Detroit Public Library. The City will empower 10,000 low-income Detroit seniors with telehealth-capable computing devices to access quality health care services. Another 15,000 seniors, veterans, and persons with disabilities living in affordable housing will be provided devices and assistive technology to access the internet. By empowering 50,000 private, homeschooled, charter school students with distance learning capable devices and hardware support, the City will address the homework gap negatively impacted by the pandemic. Up to 5,000 under-employed and unemployed residents seeking workforce and digital literacy training will be provided devices to facilitate up-skilling. Expanding Detroit Public Library’s existing technology lending efforts to include more laptops and hotspots will allow housing insecure and transient residents to access social services and workforce development services to improve their current quality of life standing.

Internet Access

~24k Sponsoring Internet Service for Affordable Housing Residents

220 DDOT Bus Wi-Fi with Landing Page Showcasing City Resources/Critical News
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Expanding Neighborhood Wi-Fi

Expanding internet access to vulnerable populations in the home, neighborhoods, and public transit are necessary investments for securing Detroit’s digital future. Through our recommended ARPA strategy, the City will facilitate a sponsored internet service plan for approximately 24,000 residents living in affordable housing for three years – reducing monthly utility expenses while facilitating access to wired-high speed internet. All 220 DDOT buses will be equipped with free WI-FI with a landing page to market services to residents joining the network. The City will partner with community and neighborhood-based organizations by installing WI-FI extending equipment throughout the city.

Technical Support

Technology Call Center

Senior Technology Support Network

Digital Support for Detroit Disability Community
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To increase the utilization of the devices and internet, all Detroit residents will be able to call one number and connect to the Detroit Tech Call Center to connect them to resources, including low-cost internet providers, technical support, and community-based digital skilling providers. This is building off the existing 313-241-7618 broadband benefit hotline. In addition, we recommend the creation of a senior Detroit Technology Tech Support network which will assist any Detroit senior in obtaining real-time technology support designed to help them navigate present-day technology challenges. We also are working with our newly created Office of Disability Affairs to create an additional support network for residents with disabilities who possess challenges in navigating the digital world.

Tech Career Preparation

Detroit New Apprenticeship Network – 1,000 Detroiters

Aside from the devices committed to Detroit at Work enrollees, the City alongside Accenture, Microsoft, Quicken Loans, Wayne State University, Tech Town, and several of other partners recently launched the Detroit New Apprenticeship Network. We are allocating funding to support the network. Through this funding, 1,000 Detroiters will receive corporate-sponsored on-the-job training and apprenticeships for technology-enabled careers. Investing in supports for technology-focused career paths ensures that Detroiters are ready to compete for current jobs and jobs of the future.



Planning & Development Department

Commercial Corridor Streetscape Program

Planning plans to expand the existing streetscape program to include additional corridors where neighborhood businesses can thrive, and where people feel safe and welcomed. The improvements will better encourage all forms of transportation including walking, biking, riding transit and taking a car.

ARPA will fund improvements that may include amenities like new sidewalks, redesigned lanes to support multiple modes of transit, improved lighting, landscaping, neighborhood branding, parking solutions and more.

Streetscape projects range anywhere from approximately \$3M to \$10M+ in costs but can have a very positive impact on a commercial corridor and businesses operating in those corridors at an average price of \$3-5M per project, depending on the type of infrastructure improvements prioritized.

For instance, the City executed the Bagley shared street project in Southwest Detroit, which included new lighting, pavers, road resurfacing, landscape and other features for approximately \$3M. The Bagley project has served Mexicantown business well with improved infrastructure, a design that allows for outdoor dining, beautification of the corridor, and safer options for pedestrians. Similarly, on the West Vernor Corridor, business owners and other stakeholders opted for sidewalk improvements and historic lighting, which was completed for less than \$2M. The City improvements to West Vernor have supported businesses and patrons through improved lighting, safer options for pedestrians, and corridor beautification. Both Bagley and West Vernor streetscapes were completed in 2020.

The McNichols streetscape project, at a cost of approximately \$4.5M, provides a great example of a more significant design intervention that supports existing businesses and patrons while also transforming the corridor to stimulating additional private investment, growth of new businesses, and improved public safety. The McNichols scope of work includes resurfacing, new bump out bus stops, a two-way bike lane, new lighting and sidewalks, and landscaping. These interventions were designed intentionally to slow down traffic in the corridor, which allows for safer street crossings, the ability to patronize businesses and safely utilizing public transit options.

Small Business Support: While the City's streetscape program is primarily facilities infrastructure and beautification projects, it also aims to support small businesses through the improvement of public infrastructure where the highest concentration of small Detroit businesses operates. To date, the City streetscape projects completed or currently underway have been executed in strategic partnership with other investments, like the Strategic Neighborhood Fund, Motor City Match, and Motor City Restore, in both existing small businesses and the opening of new, Detroit-based small businesses.

Public Safety and Enhanced Mobility Options for Users of all Abilities: Improvements to City Right-of-Ways through the streetscape program have improved public safety through improved lighting; street calming through the installation of improved crosswalks, bump outs, and non-motorized lanes; and through the creation of welcoming pedestrian environments, which create more eyes on the street. Furthermore, non-motorized lanes that are installed in many of the City's streetscape projects provide opportunities for travel to cyclists, wheelchair users with disabilities, and other residents who rely on non-vehicular transit options.

Creative Economy Investments & Arts and Culture

The Office of Arts, Culture and Entrepreneurship (ACE) could use ARPA funds to partner with Detroit's creative workers in establishing creative economy hubs that would result in transformed neighborhoods for residents through improvements in landscaping, rehabbed structures, and affordable live/work spaces for creative workers. We also believe these investments could catalyze future development near the hubs.

The first five creative economy hubs will be Marygrove, Davison-Banglatown, Old Redford Arts Alley, West Warren, and the Tiny House Cider Mill. ACE will work with City Council and major stakeholders to identify at least one hub in every City district. In addition to these creative economy hubs, ACE could continue to support Detroit's cultural treasures, including vital tourist attractions: the Charles H. Wright Museum of African American History, the Detroit Historical Museum, the Motown Museum, and the Ossian Sweet Historic Site.



Skills For Life

ARPA Council Working Group Talking Points

Skills For Life - Overview

Goal 1: Break intergenerational poverty by employing and training Detroiters for higher paying jobs in demand in the City of Detroit and putting them on a path to the middle-class

Goal 2: Massively expand blight removal and restoration of vacant lots and corridors

Strategy: Fulltime pay for both work and training, final weekly schedule to be finalized

Career Pathway	Starting Pay*	Post-Credential Pay	Estimated Length	Goal
High School Completion GED	\$12/Hour	\$14/Hour	2-12 Months	Transition to: <ul style="list-style-type: none">• Job training• Permanent job (\$14+/hr)
Job Training/Certification	\$14/Hour	\$15/Hour	6-8 months	Transition to: <ul style="list-style-type: none">• Permanent job (\$15 - \$20/hr)



Skills For Life – Proposed Program Schedule

- **1,200 Program Participants:** GSD & DPW existing hires, new hires through City HR/DAW pipeline
- Career Pathway schedules are staggered to **utilize equipment 6 days a week**
- Participants between Career Pathways, or on the Job Placement off-ramp, will work 5 days a week on roving **“Hand Crews”** cleaning parks, sidewalks, etc.
- Supervisors to work flexible fulltime schedules to manage employees/equipment

COHORTS	MON	TUE	WED	THU	FRI	SAT	SUN
Pathway 1: GED/HS Diploma	WORK	WORK	WORK	TRAIN	TRAIN	X	X
Pathway 2: CDL A, Demo, Trades, etc.	X	TRAIN	TRAIN	WORK	WORK	WORK	X
<i>Between Pathways/Job Placement</i>	WORK	WORK	WORK	WORK	WORK	X	X

1,200 PARTICIPANTS		
YEAR 1	YEAR 2	YEAR 3
300	400	500



Career Readiness Training

- Foundational course (1-2 weeks) that outlines competencies below during program orientation
- Skill building reinforced throughout program through work, training, self-guided activities, and ongoing career readiness workshops.
- **Participants, Workplace supervisors, Trainers, & Career Coaches all play active role.**

Workplace Navigation Skills
Communication
Creativity
Critical Thinking
Decision Making
Leadership
Problem Solving
Teamwork & Collaboration

Executive Function Skills		
<i>How we organize and plan things:</i>		
Organization	Planning/ Prioritization	Time Management
<i>How we react to things:</i>		
Emotional Control	Flexibility	
Response Inhibition	Stress Tolerance	
<i>How we get things done:</i>		
Goal Directed Persistence	Metacognition	Sustained Attention
Task Initiation	Working Memory	



Skills For Life – Key Partners & Roles

- DAW leads marketing and screening in support of City of Detroit HR recruitment and on-boarding
- GSD builds optimal work schedule, to provide service uninterrupted
 - Accommodates paid work time off for training
- DAW contracts training service providers, builds training around work schedule
 - DPSCD to provide hybrid (in-class and virtual) GED/high school completion training
 - Preferred training providers offer CDL-A, demolition, IT and other hybrid training
 - Location to be designated by DAW and GSD – all training & services in ONE location
- DAW contracts career services, mentoring & transitional jobs provider(s)
 - Career Centers promote Skills for Life and identify and refer potential candidates
 - Career Centers support some GED enrollees
 - Procure new provider(s) to offer 2-week career readiness training for all and high-touch career services & mentoring for occupational training enrollees
 - Procure new provider(s) to offer intensive transitional jobs model



Career & Supportive Services

Lead: Detroit at Work

Service	Definition
Assessment - general and vocational	Identify participant background, skill level, work history, needs, assets/strengths. Identify participant career interests and related aptitudes and skills (ie educational levels).
Career Navigation	Assist participants in identifying and meeting career goals through advising on occupational choices, requirements, and labor market demand. Assist participants in developing a career plan.
Mentoring & Career Coaching (includes Barrier Resolution)	Assist participants in meeting career goals by providing motivation, support, encouragement and general assistance in addressing psychological, emotional or physical barriers. Available evening and weekends. Connect participants to appropriate resources; manage administrative requirements of serving participants. <i>Includes direct assistance with transportation, childcare and work-related uniforms, clothing, tools, etc.</i>
Job Matching and Job Placement	Screen and refer participants to appropriate job openings. Help participants obtain employment by developing and/or referring to job leads, hiring events or other employment opportunities. Assist participants in preparing for specific job opportunities (customizing resume, understanding employer preferences, etc.).
Job Search Training/ Assistance	Help participants develop job search skills – resume, job application, interviewing skills, etc. – 1:1 or group
Post- Placement/ Retention	Ongoing individual case management or coaching conversations, access to barrier removal services, follow-up alumni support groups, etc.
Financial Capability Services	One-on-one and group-based activities to increase general financial knowledge and assist participant in developing a plan, create a budget, reduce debt, improve credit and build assets.





Senior Resident Employment

ARPA Council Working Group Talking Points

Proposed Strategy for Senior Resident Employment

Total 350 seniors employed; \$5MM program

Program Option	Services to be provided	Program Cost per person/ total projected cost	# projected to be employed	Wage structure
Option 1 Full time or Part time employment with Metro Detroit employer	<ul style="list-style-type: none"> • Detroit at Work Career Coach (leveraged funding from DAW) • Job readiness training • Job matching (leveraged from DAW) 	\$3500 per person \$350,000 total	100	Based on employer. Current average \$18-\$20 per hour.
Option 2 Paid mentors/coaches for existing City programs , e.g., GDYT, Community Health Corp, Friends & Family Choices, High School completion for Adults program; City Beautification, Peer-to-Peer support (Council working group additions)	<ul style="list-style-type: none"> • MentorReady training and matching • Digital device and connectivity, if needed • Ongoing professional development and support 	\$1000 per person MentorReady \$250,000 total training + \$4MM wages + 12% admin fee (\$400K)	250	\$16K in wages over 9-month program (\$18hr x 20 hrs wk x 36 wks x 20% admin) (x) 250 mentors = \$4MM