

# Poverty Reduction: Local Efforts Workgroup Contributions

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## Convene key organizations to develop inclusive collaboration amongst residents, cities, counties, schools, and faith-based communities

Benchmarks	Strategies	Measurements of Success
<p>Convene key organizations to develop inclusive collaboration amongst residents, cities, counties, schools, and faith-based communities.</p> <p>Maintain continuous and multifaceted engagement with partners via transparent methods.</p>	<ul style="list-style-type: none"> <li>• Target relevant organizations and extend an invitation to participate in the development and disbursement of a Memorandum of Understanding (MOU) that outlines elements of participation including representation at meetings, resource contributions and data sharing</li> <li>• Inventory cities, counties, schools, and faith-based communities and create a county-wide call to action via email and US mail which brings us together in support of poverty reduction in Adams County</li> <li>• Host pop-up community events in neighborhoods as a call to action for residents to participate in poverty reduction efforts</li> <li>• Identify &amp; target missing groups</li> <li>• Create public website/webpage which contains a list of partner organizations, residents and/or resident groups who wish to be named, meeting notices, meeting agendas, attendance at meetings, and a resource directory (perhaps the above is made a part of an existing online resource directory) Resource providers would be responsible for</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of a MOU document</li> <li>• Completion of draft inventory of potential partners</li> <li>• Number of MOUs returned by partners</li> <li>• Number of community events to attract the participation of residents</li> <li>• Number of residents in attendance and number of committed residents that will participate in poverty reduction efforts as a result of community events</li> <li>• An increase in the inventory of potential partners and actual partners via the return of the MOU following the call to action</li> <li>• Development of the website/webpage</li> <li>• Via web analytics the number of website</li> <li>• Via web analytics the number of clicks on resource/ referral pages</li> <li>• Face-to-face meetings include updates and progress in meeting identified goals.</li> </ul>

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Continuous participation in expanding resource inventory, data sharing, and progress towards shared goals.

- creating a resource profile and updating that profile annually at minimum
- As a website function, professionals as well as the public can “elect in” to receive poverty workgroup information and updates sent via email through a listserv  
Undeliverable email addresses will be deleted, keeping the listserv current
- Partners commit via the MOU to listing their resources and updating their resources on the website annually
- Partners utilize the website to post survey results, focus group outcomes, and data compiled as a result of an inventory, questionnaire, [etc. so](#) that partners save resources and do not organize a new data collection strategy
- The website outlines collective goals, strategies, measurement, and progress in meeting goals in order to improve accountability. Individual partner goals can also be identified in this online setting so that opportunities for collaboration are made more clear

- The number of resource providers that update their profiles annually.
- The number of participants registered in the listserv
- Participation by organizations that signed an MOU
- The number of partnerships generated via data sharing, joint grant applications, referrals, etc.
- Capacity increase measured through above bullet point as well as qualitative input from partners
- Number of people served

**Enhance the ability of partner organizations to identify and address the varied needs of the diverse population in Adams County.**

Benchmarks	Strategies	Measurements of Success
Create a committee to inventory existing diversity trainings and learning opportunities and help	<ul style="list-style-type: none"> <li>• Identify Committee Chair, co-chair, and committee members that will work to lead the</li> </ul>	<ul style="list-style-type: none"> <li>• Development of a committee</li> <li>• Number of agencies venue hosts</li> <li>• Number of available trainings</li> </ul>

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advertise these to residents, employers, and partners. Free and for-cost trainings should be included in the inventory.

community in identifying and accessing training opportunities

- Inventory host agencies that can serve as venues for presentations
- Inventory organizations that provide trainings, including the cost, training goals/objectives, time commitment, etc.
- Advertise training opportunities and attending partners

- Number of advertising avenues

Resurrect the Community Resource Network meetings that convened resource professionals bimonthly to learn and to network. Meeting venues and resource presentations changed regularly and all in attendance shared an announcement, enhancing our knowledge of available programming.

- Identify two or more point people/agencies to take the lead
- Locate the previous invite list (Maria Zubia or Becky Hoffman may have this) and distribute to all on the list requesting they confirm their contact information
- Add new contacts from the Poverty Reduction effort
- Locate venues for meetings for the next 6 months (if meeting every other month)
- Secure presenters for the next 6 months (if meeting every other month)
- Distribute an invitation to partners that includes an overview of the Community Resource Network as well as upcoming meeting dates and times. Request contacts forward the invite to their constituents
- Host the meetings and maintain transparent and public attendance records

- Leads established
- Invite list located or re-created
- Number of partners on the invite list
- Number of Community Resource Network meetings hosted
- Number of attendees at Community Resource Network meetings

Organizations increase capacity around inclusivity/diversity.

- Identify best-practice inclusivity models around the country and share findings
- Each partner identifies and assesses their existing inclusivity processes

- Number of inclusivity models shared
- Number of interviews, visits, etc.

with leaders of successful models

<p>Rather than hosting focus groups or surveying groups of residents to hear in their words about their needs, consider the existing data. Citizens are tired of being studied and want to see progress.</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Host trainings to guide the development of inclusivity plans within each partner organization</li> <li><input type="checkbox"/> Leadership from partner organizations attends trainings and formulates or revises an existing inclusivity plan</li> <li><input type="checkbox"/> Gather data from existing surveys, focus groups, questionnaires, etc. hosted by partner organizations</li> <li><input type="checkbox"/> Send results of surveys and identified needs to Adams County</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Number of inclusivity assessments received from partners</li> <li><input type="checkbox"/> Number of representatives and partners at inclusivity trainings</li> <li><input type="checkbox"/> Number of new and updated inclusivity plans</li> <li><input type="checkbox"/> Number of studies, surveys, questionnaires, etc. received</li> <li><input type="checkbox"/> Results compiled into a single document showcasing the identified needs across the county</li> </ul>
<p>Adams County initiates combining and refining data from the needs identification process.</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Circulate the compilation of data from all contributing partners that have participated in data sharing and/or the review process</li> <li><input type="checkbox"/> Identify partners that have data which are not already participating and extend an invitation to participate</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Number of partners that receive data initially</li> <li><input type="checkbox"/> Percent of increase in partners</li> </ul>
<p>Develop strategies.</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Host a county-wide convening of partners that identify strategies for meeting the needs, considering grant opportunities, the pooling of resources, and more</li> <li><input type="checkbox"/> Assign point people and organizations to lead each strategy for addressing the identified unmet needs</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Number of identified grant opportunities</li> <li><input type="checkbox"/> Number of pursued grant opportunities</li> <li><input type="checkbox"/> Number of partners engaged in the creation of strategies <ul style="list-style-type: none"> <li><input type="checkbox"/> Presentation of the strategies</li> <li><input type="checkbox"/> Number of partners that offer feedback on strategies</li> <li><input type="checkbox"/></li> </ul> </li> </ul>
<p>One year after implementation</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Market and host events that engage residents</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Number of events</li> </ul>
<p>of strategies, engage residents</p>	<p>in an assessment process. Events should</p>	

for assessment through community pop up events and/or focus groups

- include child care, food and translation services. Transportation to events should also be considered
- Gather opinions on successes, challenges, and ideas for improving strategies

- Number of residents at events
- Number of surveys, questionnaires, etc. that point to positive changes since interventions.
- Number of surveys, questionnaires, etc. that point to negative changes since interventions.

**Organizations create and hire staff that reflect the community in order to better reach and serve, helping to keep dollars in Adams County**

Benchmarks	Strategies	Measurement
Engage workforce center in advertising high school level, college level, and community-based internship opportunities and find connection opportunities to unite employers and interns.	<ul style="list-style-type: none"> <li>Workforce Centers present their current programming to partners, increasing awareness and the number of referrals that connect jobseekers to services including Workforce Investment Act (WIA), WIA Youth, Voc Rehab, and an Ex-Offender program</li> <li>Evaluate the Workforce Center’s inventory of learning opportunities, determining ways of disseminating information further</li> <li>Equip Workforce Center staff with knowledge of educational and internship programs to “sell” jobseekers and interns to employers and those that can offer on the job training</li> <li>Increase the visibility and recruitment of VISTA/AmeriCorps members, which offer services to organizations without fee</li> </ul>	<ul style="list-style-type: none"> <li>Number of Workforce Center presentations offered to poverty reduction partners and the general community</li> <li>Percentage of increase in the number of learning opportunities advertised by local Workforce Centers</li> <li>Number of Workforce Center interactions with employers that include a connection to an intern/</li> <li>Number of advertising campaigns and strategies utilized to promote VISTA/AmeriCorps</li> <li>Percent increase in VISTA/ AmeriCorps enrollment</li> <li>Number of TANF and Employment First clients</li> </ul>

	<ul style="list-style-type: none"> <li>• Allow TANF and Employment First recipients to “work and learn” in exchange for their benefit and/or for additional pay, increasing skill acquisition and education, thus employability</li> </ul>	<p>provided with pay or training opportunities</p>
<p>Consider employment barriers faced by our homeless population and work to overcome them.</p>	<ul style="list-style-type: none"> <li>• Inventory existing resources to prepare our homeless population for the workforce</li> <li>• Offer transportation assistance for interviews and jobs</li> <li>• Provide PO boxes or a mailing address to be used for job searching</li> <li>• Provide cell phones to receive information from prospective employers including interviewing schedules</li> <li>• Provide interview and work clothing through ARC, Goodwill, and similar providers.</li> <li>• Consider model programs such as Denver Day Works that allows those experiencing homelessness to work for a day or part of a day. Here, employees are put to work immediately and earn \$12.49 an hour paid in cash or gift cards</li> </ul>	<ul style="list-style-type: none"> <li>• Number of employment resources inventoried</li> <li>• Number of transportation assistance options provided</li> <li>• Number of clients that utilize transportation assistance</li> <li>• Number of clients utilizing a PO box or other mailing address.</li> <li>• Number of cell phones distributed to clients</li> <li>• Pounds of clothes distributed to members of the homeless population</li> <li>• Number of model programs examined</li> <li>• Number of specific homeless work programs generated</li> </ul>
<p>Connect with municipal and county Community Development and Economic Development offices as partners in attracting local talent to local employers that are relocating or expanding business to the area.</p>	<ul style="list-style-type: none"> <li>• Conduct an employer analysis of the number of employees that reside in the same city or county as their job</li> <li>• Consider surveying employees regarding their job satisfaction</li> <li>• Educate Economic Development staff in making the connection with employers as to the benefits of hiring locally (local economic stimulation, shorter commutes for staff,</li> </ul>	<ul style="list-style-type: none"> <li>• Number of employers surveyed</li> <li>• Number of employees surveyed</li> <li>• Number of Economic Development staff that learned about or were reminded of local hiring benefits</li> </ul>

decreased number of hours missed from work for medical appointments in other cities, day care commutes, inclement weather, etc., staff know the community)

- Host an advertising campaign focused on local hiring efforts
- Host job fairs for the community in conjunction with employers that do business in the community
- 3 years following work to achieve an increase in local hiring, conduct an employer post analysis of the number of employers that reside in the same city or county as their job

- Number of employers that learned about or were reminded of local hiring benefits
- Number of local hiring advertising campaigns and an estimated number of people reached through said campaigns
- Number of local job fairs
- Number of those in attendance at local job fairs
- Number of job seekers that receive jobs as a result of attending a job fair
- Number of post surveys collected from employers and employees