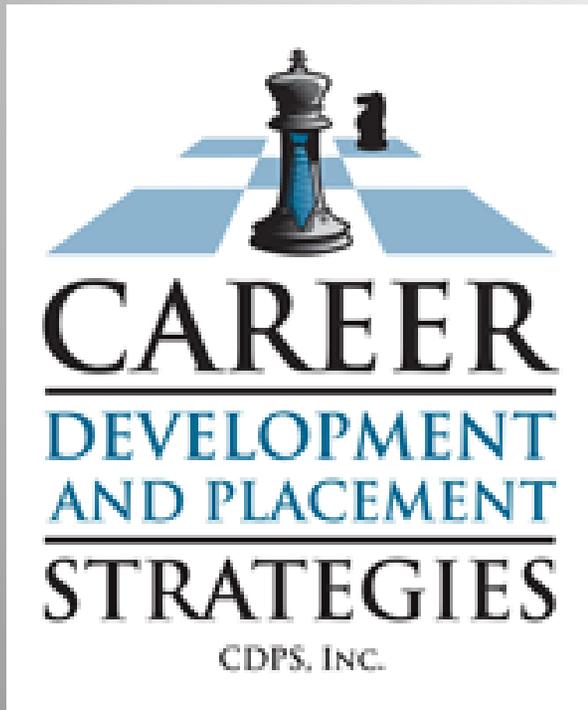


Career Development and Placement Strategies, Inc.

Strategic planning for life, career and success.

It's Your Move!

Letter from the CEO



When we started Career Development and Placement Strategies, Inc. back in 2009, we dreamed of empowering thousands of unemployed and under-employed individuals from neighborhoods in Northeast Ohio to participate in a social-impact movement that delivers sustainable economic solutions in partnership with local government offices and other community based organizations in our developing communities.

This year, CDPS Inc., expects to train and transition several hundred disadvantaged people from neighborhoods of the Greater Cleveland area to a path of employment and self-sufficiency. In collaboration with our partnering organizations, we are making a significant impact on economic disparities in Northeast Ohio and around the country.

We are hopeful that you will embrace the ideas presented today and explore the possibilities of partnering with CDPS/Expert Reclaim. We have the capacity to assist your organizations to become self-sustaining and to create new opportunities to assist citizens in your communities to become productive/self-sufficient and economically stable in your neighborhoods.

We welcome the opportunity to discuss it with you!

Thanks for your support!

Maurice Stevens,
President & CEO

Background on CDPS, Inc.

Empowerment + Sustainability = Self Sufficiency

MISSION

To provide workforce and personal development training with the purpose of enhancing one's personal management skills while promoting economic stability and self-sufficiency.

VISION

To improve equality of life by igniting one of the largest economically disadvantaged-led movements for social responsibility.

WHAT IT'S ALL FOR

The goal of our fundraising is to finance a project that will help people in under-resourced communities take another step closer to **self sufficiency**. CDPS Inc and it's partner collaborators are working together to achieve long term "sustainable neighborhoods" for each community, to ensure residents and future generations are less dependent on public support in reaching life goals.



Photo Credit: http://www.cdps4u.org/ccfi/news5_1_201308121202250_320_240



Photo Credit: <http://www.100bmocv.org/>

Cuyahoga County Fatherhood Initiative

Public Awareness

JDC Advertising
Radio, TV, Kiosks, etc..

United Way

First Call for Help/211

Steering Committee

Fatherhood Conference

The Children's Museum

Father/Child
Activities

University Settlement

Father/Child
Programs at three
K-8 Schools

Career Development and Placement Strategies, Inc

Job Training
Job Placement

Fathers and Families Together

Father/Child
Activities

Towards Employment

Job Training
Job Placement

MetroHealth

Boot Camp for New
Dads
8 Hospitals

Justice Services

Custody/
Visitation

PASSAGES

Job Training
Job Placement

Murtis Taylor

Strong Fathers
Program

Domestic Violence Center

Supervised Visitation
Program

Board of Health

Prevent Premature
Fatherhood
(Teens)

Community Impact of Programs

Public Awareness- 15,000 calls from fathers and families. 28,070 service requests and 39,526 referrals for services. Changed the perception of fathers and their importance in the county.

Passages and Rising Above – 1,500 graduates from job preparation programs and over 500 jobs placements over the course of the Initiative. (250 per year)

University Settlement- Thousands of fathers now engaged in K-8 schools along with their children. Volunteering to help teachers, assisting with parenting functions and serving as role models to children without fathers involved. (900 per year.)

Boot Camp for New Dads- Thousand of new fathers taught to handle children safely, the responsibility of fatherhood and assisting moms in the transition to parenthood. Also it has increased the involvement at 9 hospitals in Cuyahoga County. (1,000 per year)

Nueva Luz- Increased the capacity of Latino fathers to parent effectively and assisted in the cultural competency of many organizations in the county. (75 per year)

Supervised Visitation- Thousands of supervised visits for non-custodial parents (only free program in the county) Hundreds of drama free exchanges between custodial and non-custodial parents. (150 per year) “1,491 Visits, 470 exchanges- 2013”

Prevention of Premature Fatherhood- Over 10,000 teen male participants in the program learning the value of not being a parent until you are ready, safe dating relationships , healthy sexual habits (if there is involvement.) Schools, churches, community colleges and neighborhood centers. (1200 per year.) “1,531 in 2013”

Office of Mediation/CSEA Collaboration- Best practice collaboration between county departments, reaching fathers to educate them on their rights and establishing parenting plans. (800-900 per year.) “820 in 2013”

FAFT- Series of workshops to improve the parenting skills of fathers. Legal advice, financial advice, healthy eating and food preparation habits, healthy relationship skills and better ability to navigate through the system. (70 per year) “Highlighted in the Plain Dealer”

Strong Fathers Program-24/7 dads curriculum for dads in one of the largest neighborhood collabs, CATS, CMHA properties, Bridgescape Academies and the juvenile justice center. (75 per year)

4,520 per Year (Classes or activities almost each day of the month.)



Expert Reclaim LLC
Construction Trades Training



Changing Lives,
Building Futures!

Current Participant Demographics



Age & Gender

Age:

- 0 = Age < 20
- 21 = Age 20<30
- 19 = Age 30<40
- 4 = Age 40+

Gender/Race:

- 39 = African American
- 2 = Caucasian
- 1 = Hispanic/Latino
- 1 = Native American
- 1 = Pacific Islander/Asian
- 32 = Male Participants



Education

Education:

- 9 = High School Diploma
- 13 = GED Completers
- 9 = Other/Vocational
- 1 = Bachelors Degree

Offense History

- 43 Ex-Offenders (Restored Citizens)



Offense History

Why we're different ... Our Social Enterprise

Expert Reclaim is a social enterprise venture formed in 2012 by CDPS Inc, The Cleveland Foundation, and the Cuyahoga County Office of Reentry, with the purpose of providing constructions trades training in the areas of Home Renovation, Vacant Property Management, Landscaping and Residential/Commercial Cleaning.

Since March 2012 the Expert Reclaim Social Enterprise has accomplished the following **Community Impact Results**:

- **Generated revenues in excess of: \$695,500**
 - Total Grant Revenue: \$275,000
 - Total Earned Revenue: \$420,500
 - % subsidized 39%
 - % earned revenue 61%
- **Created 23 new jobs, generating \$64,638 in payroll taxes to the community**
- **Homes Renovated: 8 in 12 months**
 - generated more than \$280k of community revitalization
- **Homes Cleaned: 115 in 12 months**
 - Over 414 tons or 828,000 pounds of waste and debris removed and properly disposed
- **Homes Deconstructed: 8 in 4 months**
 - 16 tons or 32,000 pounds of recycled construction material diverted from the landfill
- **Vacant Properties Serviced: 70 per month by Expert Reclaim participants**
 - (approximately \$350k of home revitalization per month)
- **Lawns Serviced: 80 per month by Expert Reclaim participants**
 - Includes; mowing, edging, tree & shrub trimming, yard clean up and minor repairs



The Concept:

*Changing Lives,
Building Futures!*

Career Development and Placement Strategies Inc., works together with the Cuyahoga County Land Bank to acquire blighted and abandoned properties and return them to productive use following a proven three phase model. The results are increased potential value and safety to the neighborhoods as well as opportunities for a social enterprise to train reentry workers in building and construction trades. Reclaiming lives and rebuilding neighborhoods strengthens our community.

What do we offer?

- **Home Renovation On-The-Job Training:**
A 3-6 month training track which offers a hands-on approach to learning from skilled, licensed instructors in the many fields of construction including interior carpentry trades as well as exterior site work.
- **Vacant Property Management On-The-Job Training :**
A 3-6 month training track which continues the hands-on approach to learn all areas of vacant property management including commercial and residential cleanouts, board-up, security, home repairs, lawn & shrub maintenance.
- **Landscaping Maintenance and Repair On-The-Job Training:**
A 3-6 month training track to learn about commercial and residential lawn maintenance and repair, and snow removal.
- **Commercial /Residential Cleaning On-The-Job Training**
A 3 – 6 month training track which offers training in the interior cleaning of vacant properties, as well as commercial and residential cleaning services. All cleaning services are available for businesses, real estate agents, organizations and homeowners .
- **Expert Reclaim Entrepreneurship Program**
Following successful completion of the on-the-job skills training, participants are matched with an entrepreneurship coach to develop business plans and establish new businesses in the construction trades industry. Participants are supported in part with start up services including registering the business name and establishing a business entity properly, introduction to tax responsibilities, tool kits, business cards and brochures/flyers, national database marketing registration, follow up support is offered in the areas of invoicing, customer service techniques, scheduling and overall business operating techniques.

Phase 1

In-Class Workshop & Certification Series

(the first 30 days)

Orientation- Introduction

Mental Health Evaluation

Drug / Alcohol Screenings

Assessments:

- Barriers to Employment Success
- Offender Reentry Scales
- RIASEC- Matching Interests with Careers
- IEP – Individual Employment Planning
- TABE – Test of Adult Basic Education

•(Reading / Math / Language)

Soft Skills Training

- Goal Setting / Life Planning
- Effective Communication Skills / Team Building
- Skills Identification
- Manage Adversity / Conflict Resolution
- Applications / Resumes / Cover Letters / Follow Up
- Interviewing Skills / Answering Problem Questions
- Employer Expectations
- Most Effective Job Search Methods & the OOH
- Networking for Success
- Fatherhood and Family Dynamics / Child & Human Development
- Courthouse Navigation / Pro Se
- Child Support and Mediation Awareness Services
- Financial Literacy / Money Management / Rent vs Own
- Collateral Sanctions
- Entrepreneurship 101
- **OSHA 10** – Health and Safety Training & Certification
- Entrepreneurship 201 – Business Planning & Development / Marketing Strategies for Success
- Guest Speakers – Open Discussions

Phase 2

On-the-Job Training

(the first 3 - 6 months)

Orientation- Introduction

Review of OJT Rules and Responsibilities

Disbursement of Safety Equipment and Tool Kits

Dress Code / Safety First

The Construction Schedule

Timecards & Timesheets

Incident Reporting Procedures

OJT – Core Curriculum

- Interior Demolition Best Practices / Practical Application
- Framing: ceiling, floors, walls (interior / exterior)
- Drywall: various types and sizes of drywall, hanging, cutting, measuring, finishing (mud, tape & sand)
- Window and Door: Fitting, installation, insulation and removal, identifying the parts of a door/window, energy ratings.
- Carpentry/Trim/Millwork: learn the required skills for wood casings, baseboard trim, crown molding and arches over doors, windows etc.
- Flooring: learn to repair and install new ceramic tile, backsplash tile, linoleum, laminate flooring, wood floor finishing and measuring for carpet
- Painting: Painting basics, types of brushes, rollers, sprayers and paint finishes, proper ventilation, as well as how to protect other surfaces. Additionally, priming, cutting in, rolling and spray applications
- Estimating Concepts: learn how to apply basic trade measurements to estimate project costs (ie) sq ft/ sq yd
- Time Management: process of prioritization, sequencing, project management and dependability
- Exterior landscape and lawn maintenance
- Specific Trade Exposure: HVAC, Plumbing, Electrical etc.
- Site work: grading, trenching, forming

Phase 3

Job Placement and/or Entrepreneurship

(aftercare and alumni services)

Business Development Coaching

WRAP – Follow Up Services

Networking with your Mentor

Continued Business Strategies

New Business Start Up ~
Entrepreneurship

Partner Employers

- *Turner Construction*
- *Sheet Metal Workers #33 – Cleveland District*
- *Cleveland Housing Network*
- *Al's Home Repair*
- *HCI Inc.*
- *Brigadier Construction Co.*
- *Central Contractors*
- *Murtis Taylor*
- *A to Z Contractors*
- *MFP Inc.*
- *First Source Serve All*
- *Hard Rock Café*
- *Target (S & R)*

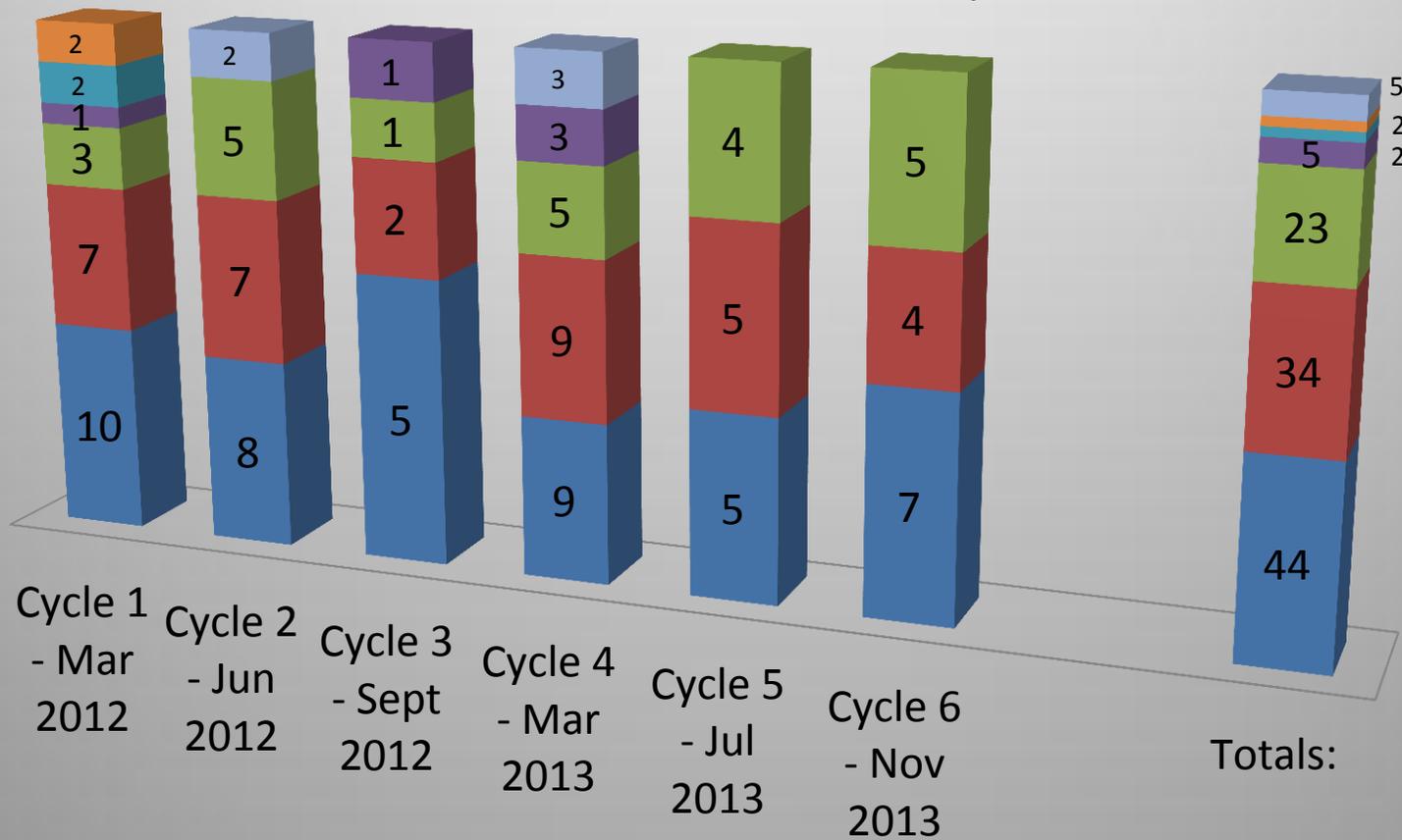
New Entrepreneurship Enterprises

- *Dessau Remodeling: Calvet Dessau*
- *Central Contractors: Maricus Richardson*
- *Alexander's Landscaping and Snow Removal: Nasir Keith*
- *Fortco Services: Mark Fort*
- *Martees Almond, Lawncare Services*

Expert Reclaim Today:

■ Enrolled - 44
 ■ Completed - 34
 ■ Employed - 23
 ■ Entrepreneur - 5

■ Recidivism - 2
 ■ Medical - 2
 ■ Non Compliant - 5



Social Enterprise

Community Financial Impact:

Nearly 23 new jobs created

\$307,800 of wages earned within a 16 month period

Estimated Payroll Taxes of approximately \$64,638

within 16 month period (21%)

Recidivism: \$24,728.75 saved annually / per person

Average Prison Sentence: 2.20 years

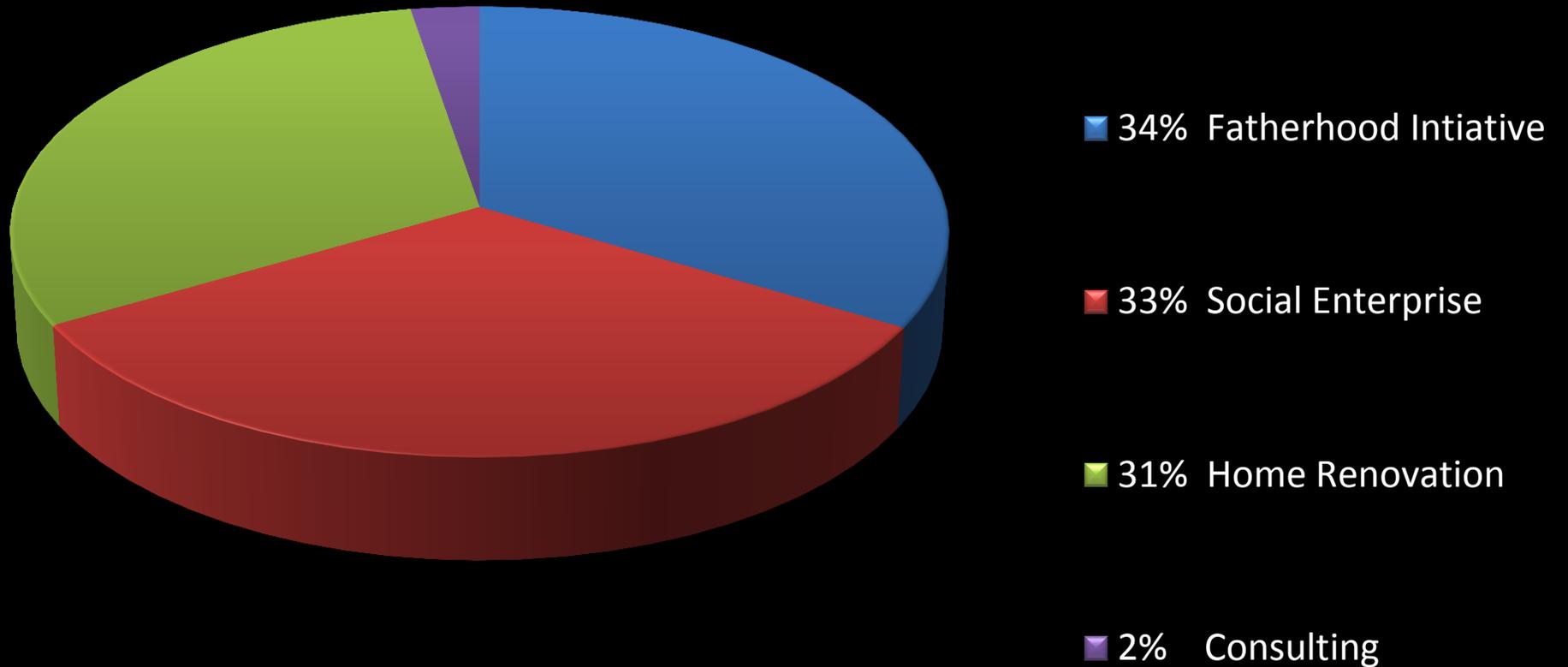
Source: <http://reentry.cuyahogacounty.us/>

Savings to Partners: labor cost/savings

Minimum: \$1,420.00 savings per participant per month

(\$9/hr x 37.5 hrs x 4 weeks = \$1420.00)

Current Revenue Streams



Our “Next Moves” – Strategic Approach

1. Build / Expand employer relationships
2. Continue to nurture current relationships with funders, collaborative partners and employers
3. Develop new relationships with new funding and collaborative partners (ie) state representatives, council members etc.
4. Put the needed skills in place for capacity building
5. Continue to demonstrate that we are good at what we do and get results

New Revenue Opportunity

Currently, CDPS Inc., receives 98% of it's annual operating budget by providing Workforce/Personal Development Training combined with Hands-On Skill Building to non-custodial fathers and restored citizens residing in Cuyahoga County.

Our new revenue opportunity will allow us to extend our training curriculums/ services to additional demographic populations such as ***females, young adults, veterans, and those individuals looking to re-enter the workforce or are in transition.***

Potential Revenue

CDPS Projected Revenue:

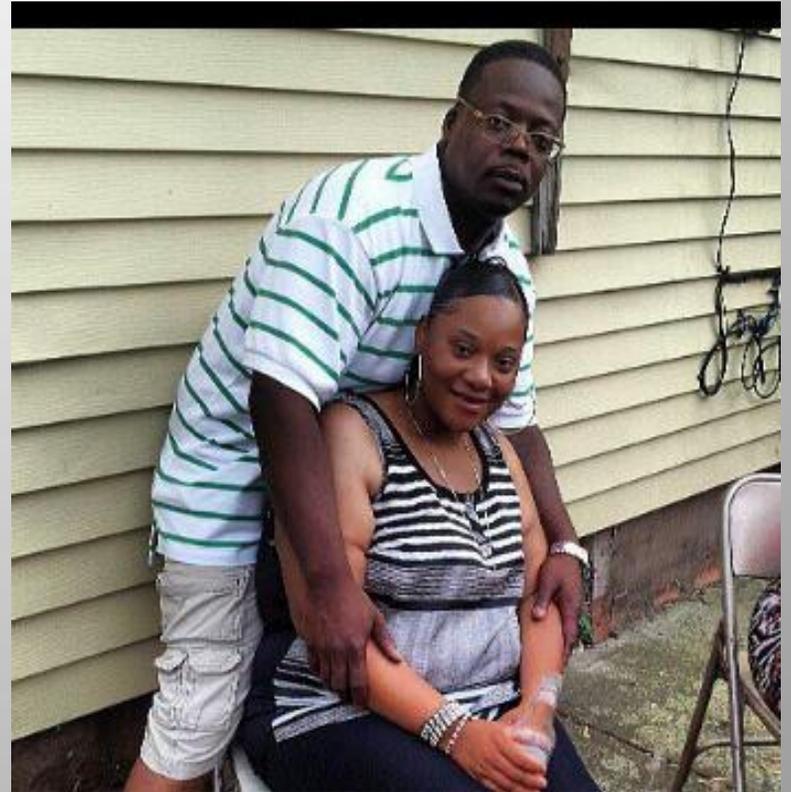
	2014	2015	2016	2017	2018
Female	364,800	364,800	364,800	364,800	364,800
Young Adult	-	-	25,000	50,000	75,000
Male (fathers)	105,000	105,000	105,000	105,000	105,000
Veterans	-	50,000	50,000	75,000	100,000
Social Enterprise	175,000	225,000	275,000	325,000	400,000
Home Renovation	120,000	180,000	240,000	240,000	240,000

Rationale for Selecting Projects

- **Potential \$** **\$365K**
 - Typical grant \$100K to \$400K
 - Size of Market is approximately 4725 Potentials (nearly \$14 mil available HHS and WFD)
 - Potential % = 2.5%
 - Prices set based on past contracts (Enrollments, Completions, Placements, Capacity etc.) \$2k to \$3k per person
- **Magnitude of Revenue** **5**
 - Significant change in revenue mix (doubles the revenue/ this IS big enough to matter)
- **Sustainability “Annuity”** **3**
 - Could potentially generate multi year funding stream based on outcomes and production
- **Mission Fit** **5**
 - Totally aligned with OUR mission ALONG WITH mission of HHS and County Workforce Development
- **Fit w/ Existing Skills** **3**
 - Project Management , bidding, relationship development, trades training, contract development , career and personal development training (some immediate needs in this area)
- **Ease of Execution** **4**
 - CDPS Inc, has the means and ability to implement this program immediately (must fulfill marketing and additional needs)
- **Economic Impact:** **5**
 - Community/Neighborhood revitalization, Reduction in Unemployment, Increased Tax Base, Decrease of tax dollars spent on recidivism, Increase in child support payments (refer to slide 4)

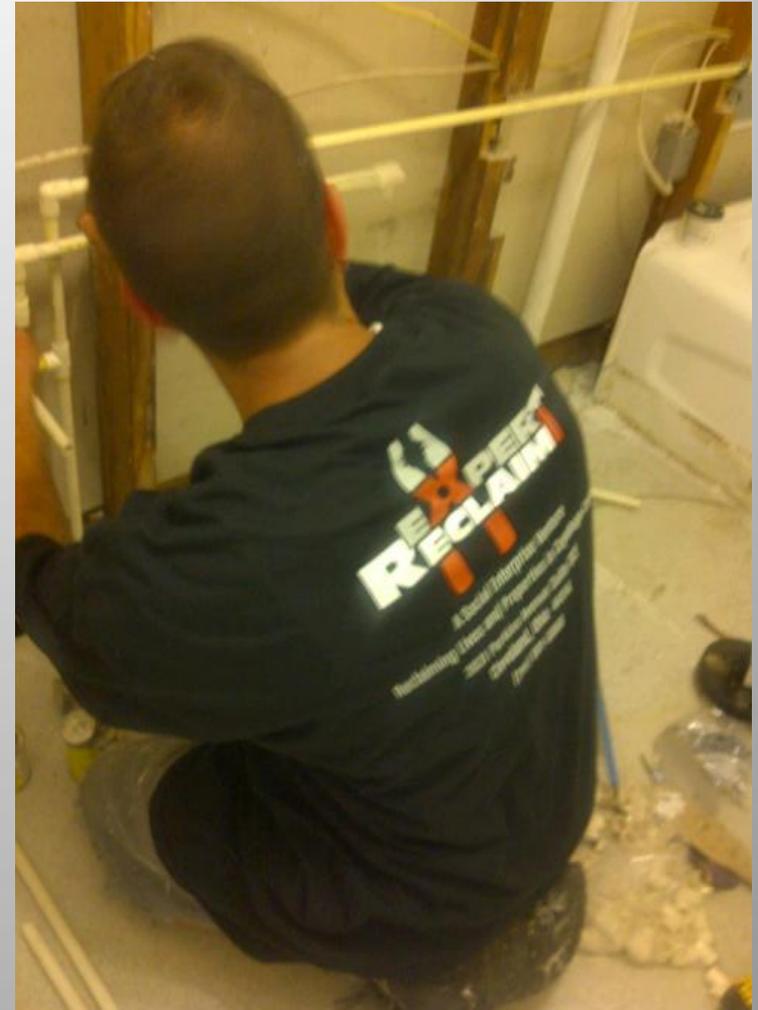
Spotlight on Success: Lawrence Taylor, Home Renovation Program

Lawrence Taylor, a 36 year old, engaged step-father of two, came to the Expert Reclaim Social Enterprise Program in March 2012, after serving more than 8 years in prison for drug trafficking. Still on parole, possessing a criminal record over 20 years in the making, attending GED classes, repairing damaged credit history and attempting to reinstate his driver's license, Lawrence made a promise to his family and friends that if he ever got a chance to "make it right" then that's exactly what he would do. Step by step Lawrence tackled his obstacles one by one. He completed his GED at Cuyahoga Community College, worked with Key Source regarding bankruptcy, received driving privileges from the BMV and Cleveland Municipal Court and has completed the in-class and on-the-job skills training with Expert Reclaim's Home Renovation Internship Program. After receiving excellent reviews from Lawrence's training supervisors, Maurice Stevens felt it was definitely the right time to connect Lawrence with HCI Inc. Construction Company. HCI Inc. has sponsored Lawrence's Infectious Control training and has hired him full time at the prevailing wage of \$37.47 per hour. Lawrence is extremely grateful and is planning to make construction his career. Lawrence's plan for successful reentry consists of "be content with what I have because I don't need much and separate the needs from the wants", "continue to talk with family and friends and maintain a positive attitude", "work with CDPS/ER to take the skills and start a career. Even if it doesn't work out still work with Mr. Stevens in hopes of finding the right choice for me". Lawrence is overcoming his obstacles and wants to be productive, we are excited and proud of his success.



Spotlight on Success: Biagio Conti, Vacant Property Management Program

Biagio Conti, a 33 year old, father of one, began the Expert Reclaim in March 2013. Biagio comes from a family of carpenters and possesses the passion and the skills for the construction trades, however, after repeat offenses *both criminal and civil*, Biagio could not obtain/maintain employment. Biagio stated that when he started the program he was convinced the problem was unemployment, after completing a few assessments with CDPS, Inc. and opening up in group discussions, Biagio realized the problem was NOT unemployment, it was too many unresolved/unaddressed barriers. Such as not having an individual employment plan, not knowing how to effectively communicate his skill sets, getting organized, and identifying each barrier and developing a short term and long term plan to overcome them. By not addressing any of his issues, Biagio was letting the unresolved barriers prevent him from success both personally and professionally. Once he was able to identify them, he then was able to ask questions and seek the proper assistance with confidence, clearing his mind, he could now focus on a successful career. Maurice challenged Biagio by placing him with one of our partner employers, Cleveland Housing Network, for the Vacant Property Management-On the Job Training Program. After only 4 weeks with CHN, Maurice received a call from CHN Management indicating they wanted to hire Biagio full time with benefits for CHN's Vacant Property Management Team. We were thrilled to support Biagio and assist with his transition. He continues to express his gratitude and feels confident in his success. He has entered into a child support & custody mediation agreement as well as a payment plan to cover his fines and court costs relating to unpaid traffic violations and is pursuing his driving privileges. Biagio shared with us, "now that I know what I need to do, and I'm doing it, when I get my license (driver's) back, I plan on starting my own business." Biagio Conti has been hired as a full-time Property Preservation Specialist with Cleveland Housing Network earning well over \$14.00 per hour and also has company health benefits.



Questions?





Thank you for listening!

Thank you for asking questions!

Thank you for taking action!

For more information about CDPS Inc., and our program opportunities call, click or visit:

216-881-5866

or

330-687-6129

(Maurice Stevens Direct Line)

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We look forward to hearing from you soon!