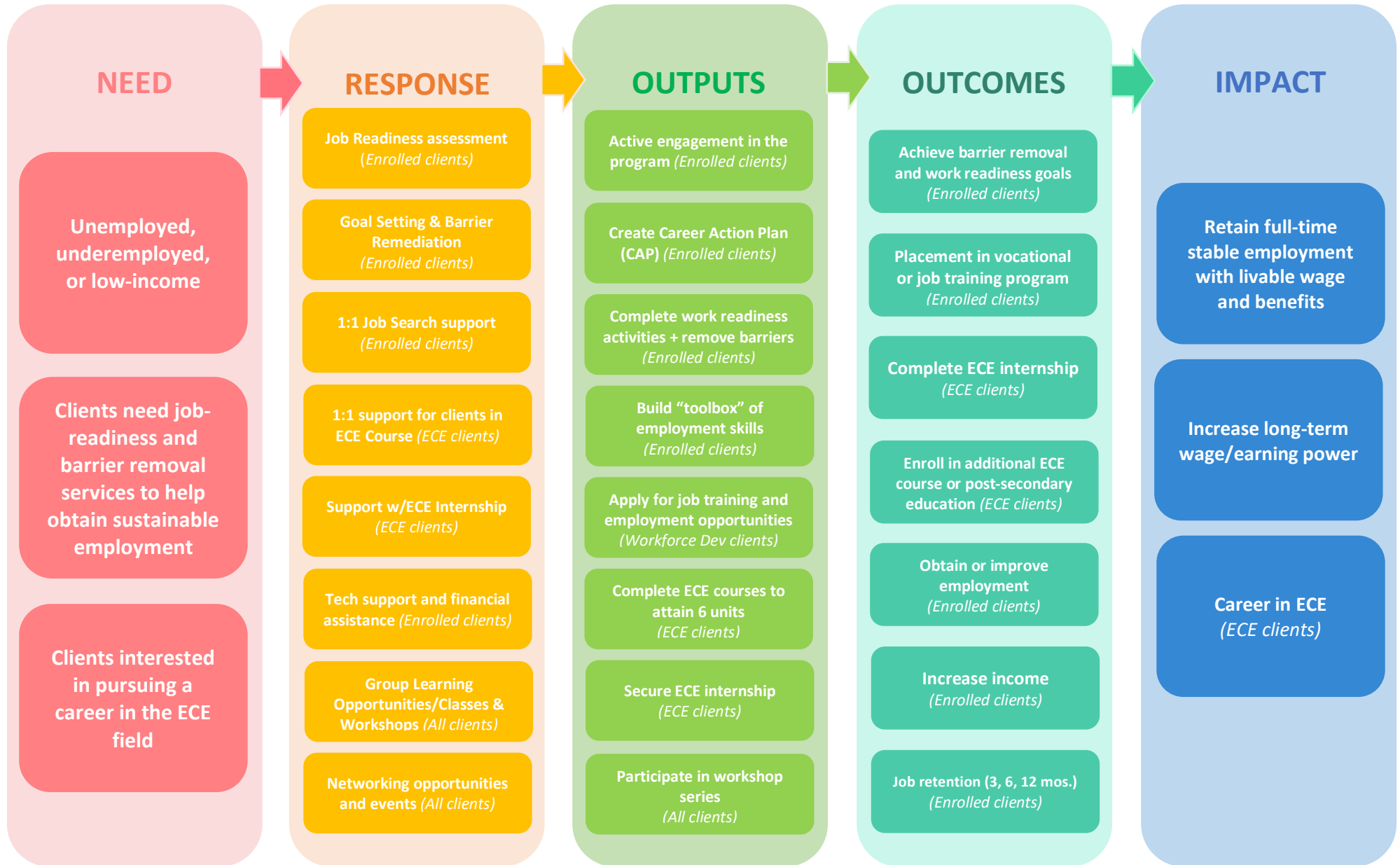


C-Work PROGRAM MODEL: FY26

CWORK provides individualized support with job readiness, barrier removal, skill building, job placement, and other resources to help families navigate the workforce and education systems and ultimately obtain and retain sustainable full-time employment and earn a livable wage. C-Work also offers a Early Childhood Education Career Pathway program including college credit and paid work experience.



NEED

Who does C-Work serve?

ALL:

- Unemployed, underemployed, low-income, and/or experiencing homelessness
- Parents/guardians 18+ with a minor child or children
- Have right to work documentation or able to attain right-to-work documentation within 3 months of program entry (Workforce Dev) or by internship start (ECE)
- Stably housed enough to participate in job search or training
- English or Spanish proficiency

Workforce Development:

- San Francisco resident
- Committed to attaining a job in the near future

ECE:

- Committed to working in the Early Childhood Education field
- Not participated in previous vocational training through Compass within the last 3 years
- Able to pass a background check for employment in ECE
- Already or willing to get vaccinated

Workshops: Open to all Compass clients.

PROGRAM COMPONENTS

What services are provided by C-Work?

Fundamentals of Job Search Workshop Series: Group workshop series focused on job readiness, also serves as an introduction to the C-Work program for prospective clients. Clients must attend two workshops to be eligible for enrollment.

- Workshop series include: Identifying Your Job Goal, Making Your Plan, Resume Basics, Interviewing, Networking (planned for 2026)

General Workforce Development Pathway: Supports clients with job-readiness and barrier removal services, navigating workforce and education systems

Goal Setting & Barrier Remediation

- Job readiness assessment and review of client's employment needs and barriers
- Digital literacy assessment and referrals to tech workshops/resources as appropriate
- Support drafting a Career Action Plan (CAP) w/concrete employment goals
- Referrals to partners as needed for barrier removal
- Support with enrollment in vocational/occupation-specific training (if applicable)

1:1 Job Search Support

- Weekly 1:1 sessions with Employment Specialist
- Ongoing barrier remediation and support meeting employment goals
- Support connecting with good fit job opportunities
- Support with job applications or other workforce or education processes
- Support to achieve job readiness standards (e.g. resume, digital literacy, childcare, etc.)

Networking opportunities and events

- Opportunities to connect with prospective employers, community partners, etc.

Add. employment and education-related support and resources

- Tech support related to using email services, job sites, etc.
- Monetary assistance for transportation to/from interviews
- Monetary assistance for certification, license fees, etc. if required for job
- Support for clothing, books, laptops, etc.

Early Childhood Education (ECE) Pathway: Supports clients pursuing education and employment in the Early Childhood Education (ECE) sector

Support for clients participating in ECE courses

- Weekly individualized case management
- Ongoing barrier remediation, support meeting employment goals and job search
- Support with enrollment in two 16-week, 3-credit ECE courses
- Monthly stipend to clients while enrolled in classes
- Financial support for fees, books and transportation costs to help complete course

ECE Internship support

- Support preparing and securing 100-hr paid internship w/local childcare centers
- Financial support for wages during internship

How do we do it?

- Program Director, Training Coordinator (ECE), Job Placement Specialist (ECE), Employment Specialists (Workforce Development)
- Partnerships with employment and education agencies, inclu. with CCSF
- Referrals through Compass programs, community partners, word of mouth
- Access to CWORK services in English and Spanish

OUTPUTS & OUTCOMES

Short & Mid-Term: In program

Actively engage in program

- Participate in workshop series
- Participate in networking opportunity events
- Participate in weekly case management sessions

Career Action Plan (CAP) created including short and long-term education and employment goals

Barrier removal/remediation

- Client connects with internal and external referrals
- Remove at least one barrier to employment

Completion of core job readiness standards, incl:

- Digital literacy and access (computer/tablet, email, internet)
- Completed job application portfolio (resume, cover letter, interview skills, master job application)
- Plan in place for transportation and childcare
- Identification required for hire

Apply for job training and employment opportunities with the goal of obtaining or improving employment

Develop "toolbox" of employment and workplace skills, tools, and resources necessary to find and maintain employment

- Increased confidence in ability to apply and get hired for jobs and make informed employment-related decisions
- Increased comfort and proficiency with computers/technology
- Able to self-advocate, ask for help, support, and accommodations
- Increased interpersonal and professional skills
- Expanded social and professional networks

Attainment of 6 ECE units (ECE track)

Successfully complete ECE course (ECE track)

Secure internship with a local childcare center (ECE track)

Program Exit & 12-Months Post-Program

- Placement in vocational or job training program (Workforce Dev)
- Obtain or improve employment (childcare or related field for ECE)
- Successful completion of 100-hour ECE internship (ECE)
- Enrollment in additional ECE courses or post-secondary education (ECE)
- Increase income
- Maintain or improve employment for 3, 6, and 12 months after exit

LONG-TERM IMPACT

- Retain full-time stable employment with livable wage and benefits
- Increase long-term wage/earning power
- Career in ECE sector (ECE track)

Output	Indicator	Measurement Tool(s)	Compass Target	Grant Requirement? <i>* If different from Compass Target</i>
1. Clients actively engage in program	Clients participate in workshops, ECE and/or workforce development	Groups & Classes, Service Entries	117	CalCRG grant requirement
	Clients receive case management	Service Entries	27 clients	DEC grant requirement
	Weekly frequency		80% of enrolled clients	
2. Clients will create individualized career action plan	Action Plan/Goals created	Goal Tracker	90% of enrolled clients	
3. Client has completed core job readiness standards	Job readiness standards achieved	Job Readiness Assessment	80% of enrolled clients	*CalCRG grant requirement = 60 clients complete at least one
5. Client removes barriers to employment	Referrals to other Compass programs and partners	Referral Tracker Internal Referrals in CoDa	33 clients	CalCRG grant requirement
	At least one goal completed at exit	Goal Tracker	80% of enrolled clients	
4. Clients attend workshops and networking opportunity events	Opportunity spotlights	Groups & Classes	8	CalCRG grant requirement *DEC requirement = 1 per semester
	Employment workshops		N/A	
	Workshop attendance		80% of enrolled clients attend full series	

5. Client successfully completes ECE course	Completion of two 3-credit ECE courses	ECE Course Tracker	80% of clients complete 2 courses	*DEC grant requirement = 27 clients enrolled in course
6. Client completes 100 hours of ECE internship	Completion of 100-hour internship	Internship Tracker	90% of clients successfully complete internship	*DEC grant requirement = 20/20 clients complete internship (100%)
7. Client has a positive experience working with C-Work	Client self-report of experience	SurveyMonkey	40% of clients respond to exit survey	*CalCRG grant requirement = 13 clients respond to survey
			90% of clients agree that C-Work respects identity and cultural background	
			70% of clients rate their experience VERY GOOD or EXCELLENT	*DEC grant requirement = 50 clients are Satisfied or Very Satisfied

Outcome	Indicator	Measurement Tool(s)	Compass Target	Grant Requirement? <i>* If different from Compass Target</i>
8. Client placed in vocational or job training program	Job training/vocational placements	Workforce Tracker	N/A	
9. Client obtains or improves employment	Employment placements	Workforce Tracker	65% of enrolled clients	*CalCRG grant requirement = 25 clients
10. Client improves income	Increase in income from baseline to exit	Income tracker	65% of enrolled clients	
11. Client builds career in ECE field <i>(ECE only)</i>	Completion of additional ECE courses	ECE Tracker	N/A	*DEC grant requirement = 3 clients
	Employment placements	Workforce Tracker	40% of enrolled clients	*DEC grant requirement = 11
15. Client maintains employment	Employment status post-exit	Workforce Tracker	75% of clients maintain for 3 months	
			65% of clients maintain for 6 months	
			55% of clients maintain for 12 months	