

Evaluation of Oakland Unite

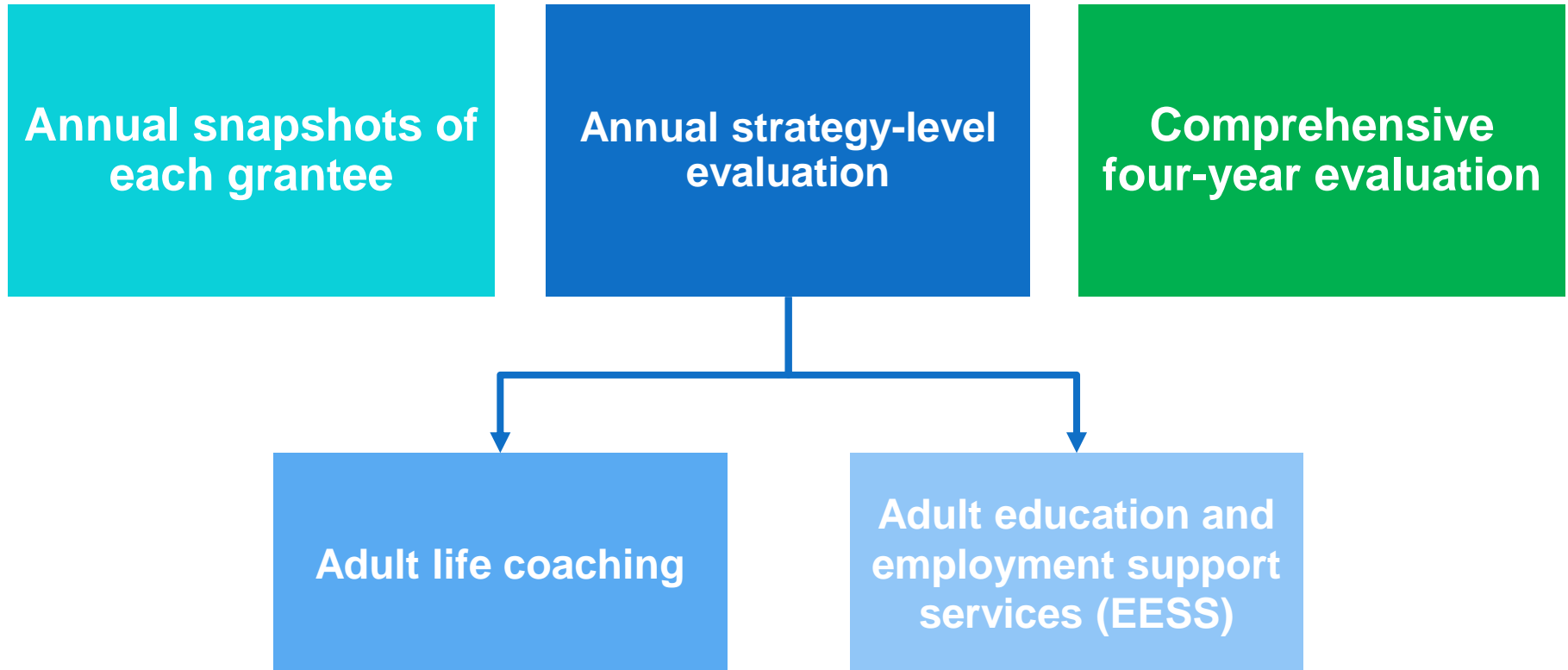
Preliminary findings from the Year 1 Strategy Report

**Public Safety and Services Oversight Commission
(SSOC) Meeting**

Oakland, CA

November 27, 2017

Evaluation of Oakland Unite



Strategy report: data sources



Interviews with
Oakland Unite
project officers



Grant
document
review

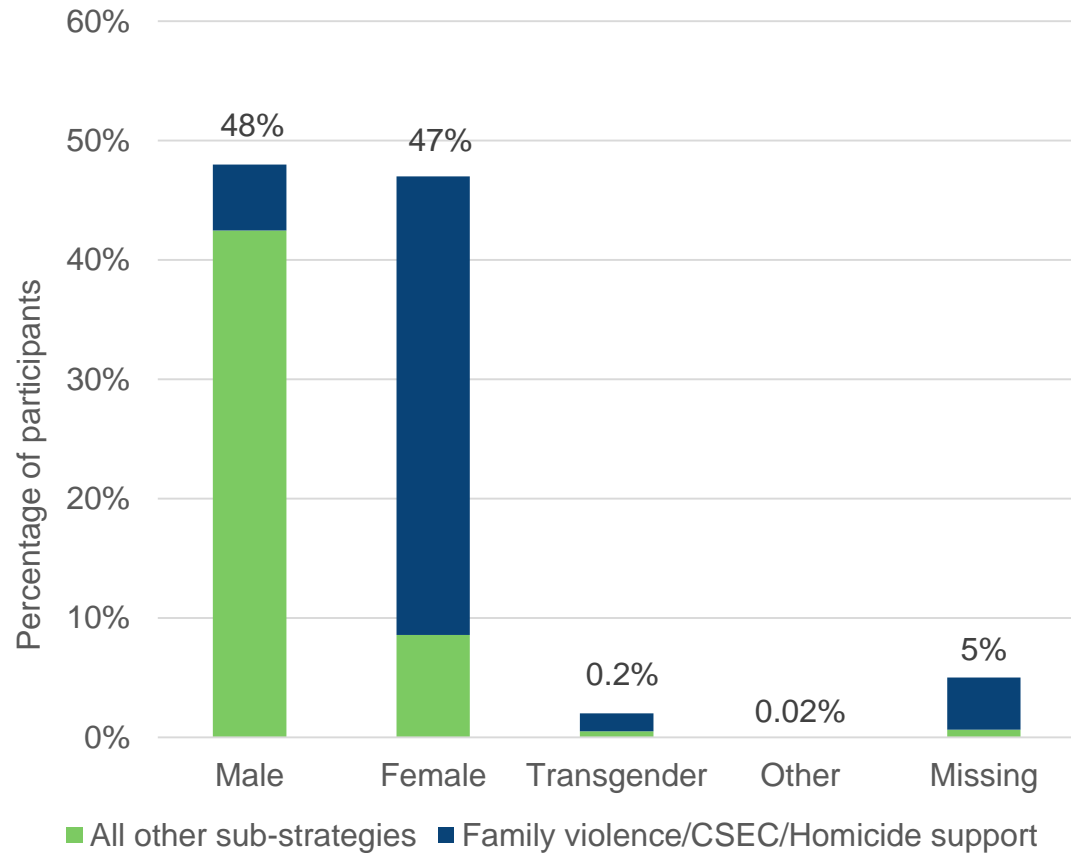
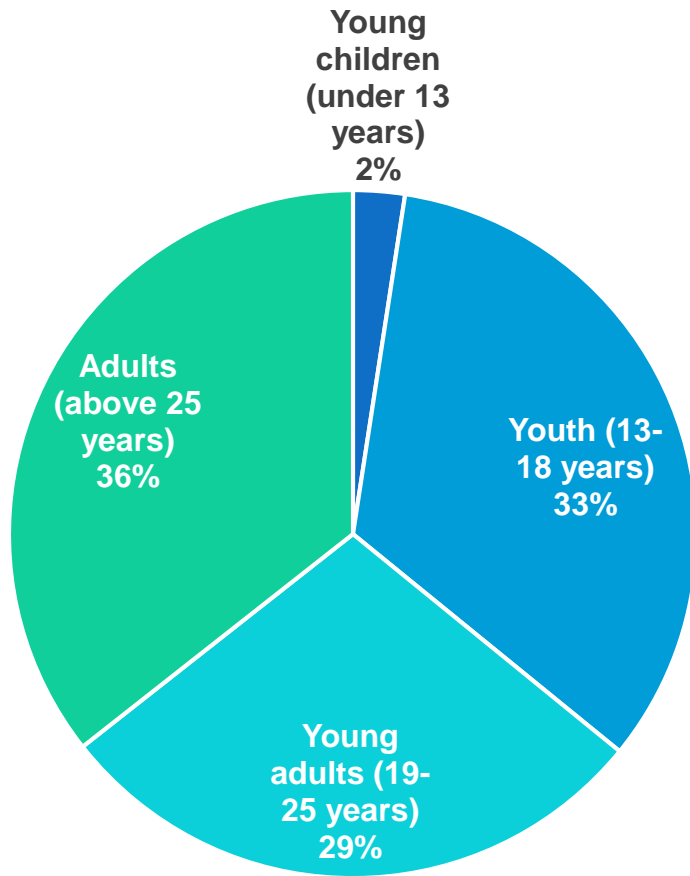


Site visits to
adult life
coaching and
EESS grantees



Oakland Unite's
Cityspan
records;
Oakland Police
Department
arrest records;
Oakland Unified
School District
enrollment
records

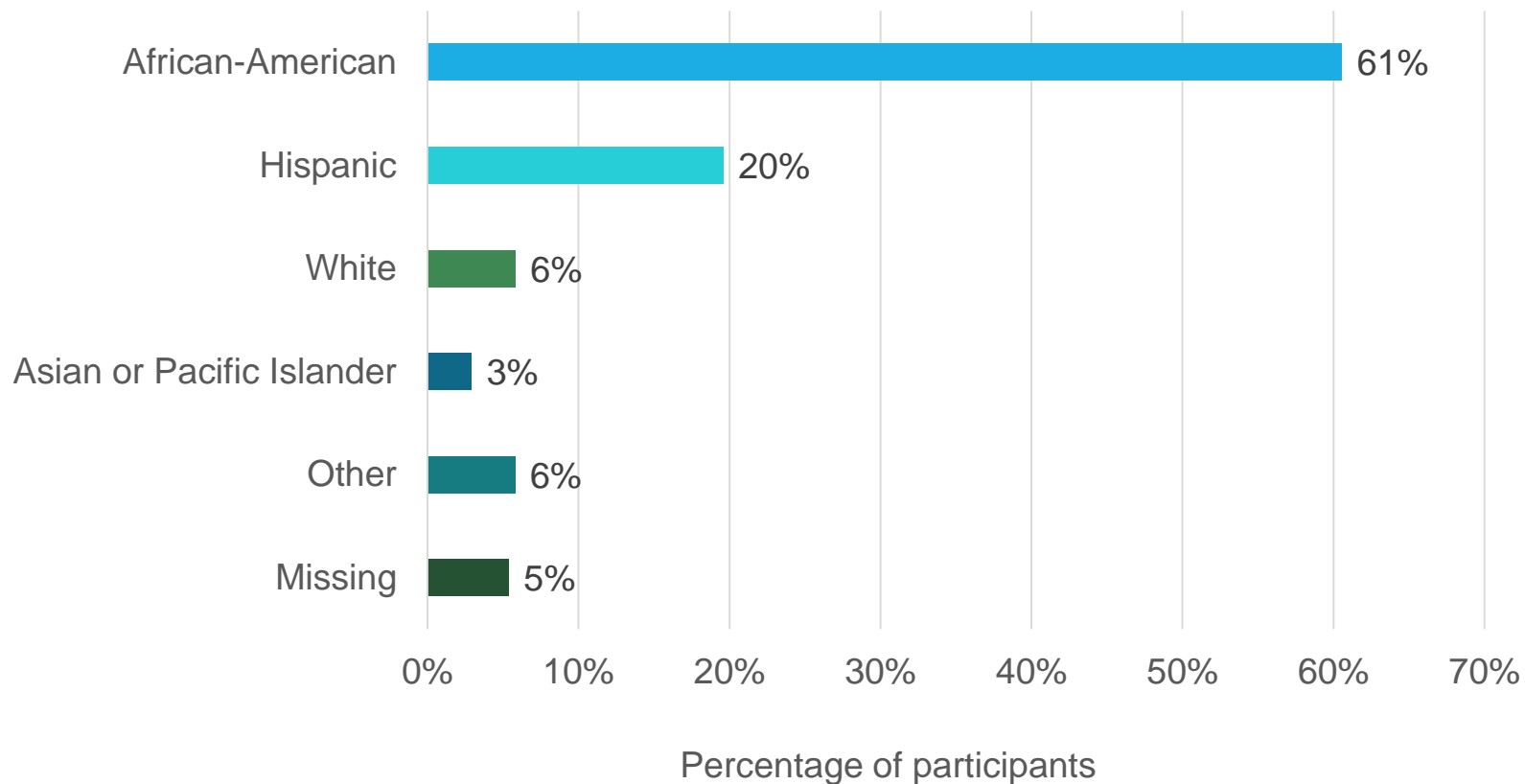
Who does Oakland Unite serve?



Source: Oakland Unite database.

Note: Date of birth information was available for 2,595 of the 2,620 individuals who consented to share their identifying information for evaluation. Information on gender was available for 4,879 participants and missing for 251.

Nearly two-thirds of participants are African-American



Source: Oakland Unite database.

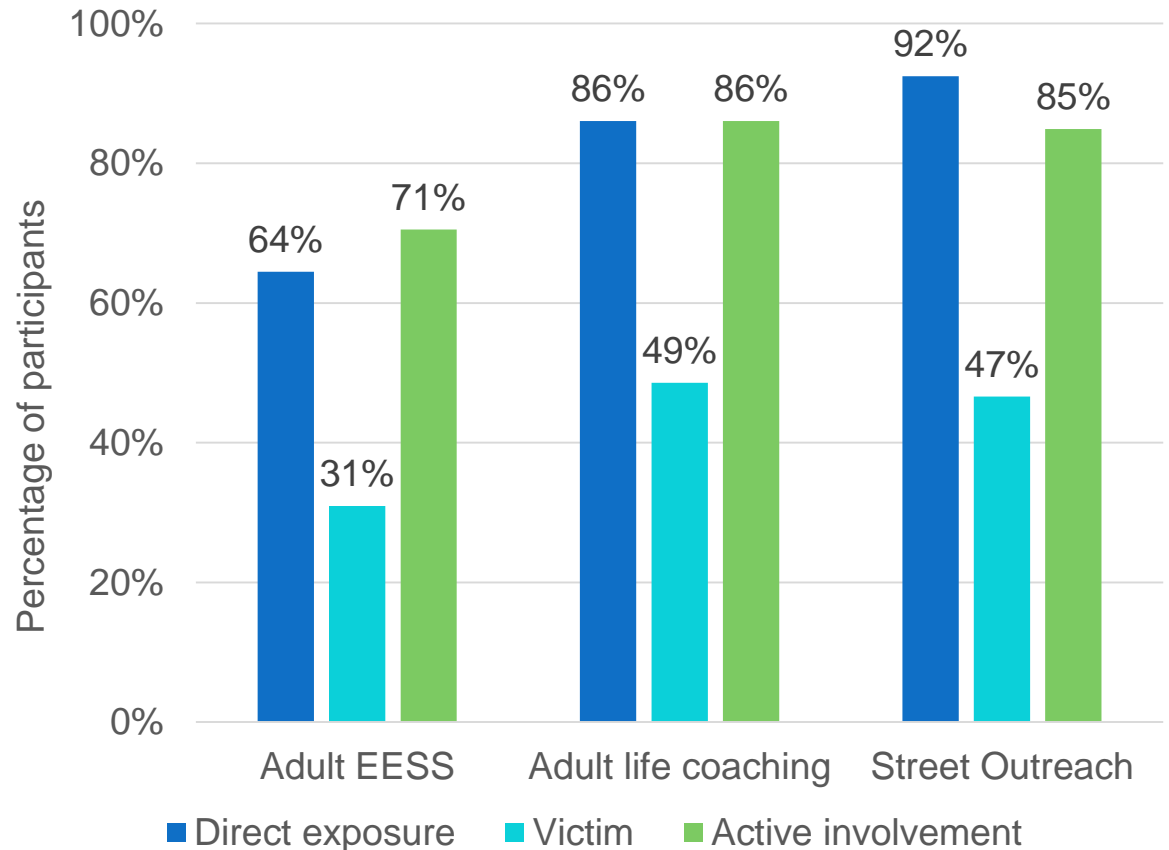
Note: Information on race and ethnicity was available for 4,580 individuals and missing for 277.

Are Oakland Unite participants high risk?

Nearly all participants report being at risk of:

- Direct exposure to violence,
- Violent victimization, or
- Active involvement in violence.

Many participants face multiple risk factors.



Source: Oakland Unite database.

Note: The percentages are based on 1,047 total adult EESS participants, 422 total adult life coaching participants, and 533 total street outreach participants.

Results for adult life coaching

Adult life coaching: select results

High-risk clients

Almost two-thirds of the participants had an arrest prior to enrollment, with 23 percent arrested for a violent offense and over one-third arrested for a gun offense.

The majority of participants (86 percent) report direct exposure to violence and nearly half report being victims of violence.

Service model

Staff's descriptions of their work were highly consistent with the life coaching model presented in the Oakland Unite trainings and best practices for intensive case management.

Trust

To build relationships, agencies often must overcome initial distrust among clients referred from law enforcement (such as Ceasefire).

Service intensity

Participants average 2.5 contacts per week and 39 hours of individual case management. Agencies reported service periods of 18 months to two years as ideal. The average participant receives services for 7 months.

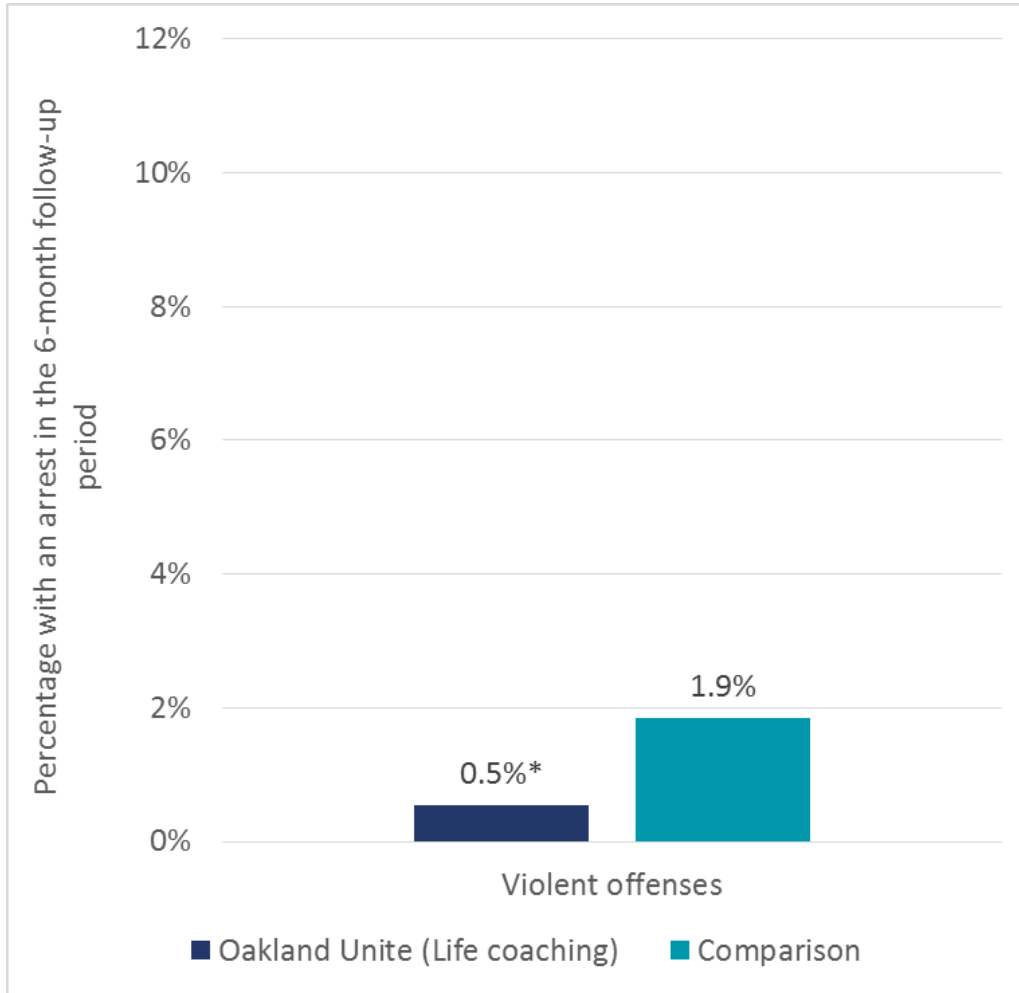
Incentives

Financial incentives are essential tools for engaging and supporting clients, but agencies report that they can also present challenges.

Staffing

Finding life coaches with both the requisite personal experience and professional training is difficult, but staff did not report high levels of staff turnover.

Life coaching decreases violent arrests



- Decrease in arrests for violent offenses
- No difference in overall arrests or gun arrests

Source: Oakland Unite, OPD, and OUSD administrative data.

Note: The total sample is 4,399, with 185 adult life coaching participants matched to 4,214 comparison group members. To be included in this analysis, participants needed to have at least 10 service hours between January 1, 2016 and October 31, 2016, and have consented to share their data for evaluation. The adult life coaching consent rate was 86 percent.

*Impact is statistically significant at the 10 percent level.

Results for adult EESS

Adult EESS: select results

High-risk clients

Thirty-nine percent of participants had an arrest before enrolling, 16 percent were arrested for a violent offense, and 19 percent were arrested for a gun offense. Two-thirds of clients report direct exposure to violence and over 30 percent report being victims of violence.

Challenges

All agencies provide structured supports to participants to address the largest challenges to employment stability—housing and personal barriers such as anger management.

Services

All agencies provide job readiness, transitional employment, and job placement services, although service delivery, dosage, and length vary.

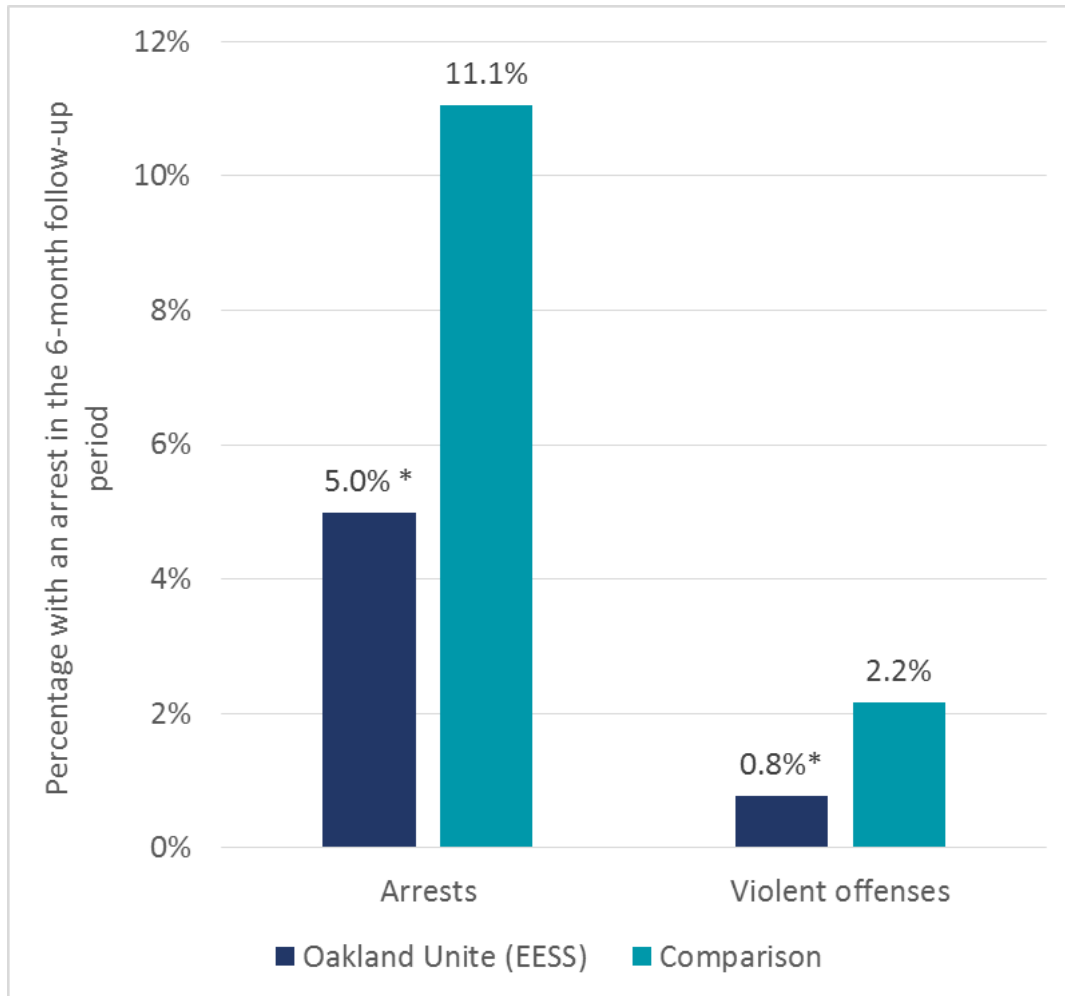
Client engagement

Income payments are critical for engagement, but participant engagement remains challenging, particularly if employment opportunities do not match client interests.

Staffing

Agencies value hiring staff with similar backgrounds and experiences as participants, but find this challenging.

EESS decreases all arrests and violent arrests



- Decrease in overall arrests
- Decrease in arrests for violent offenses
- No difference in gun arrest rates

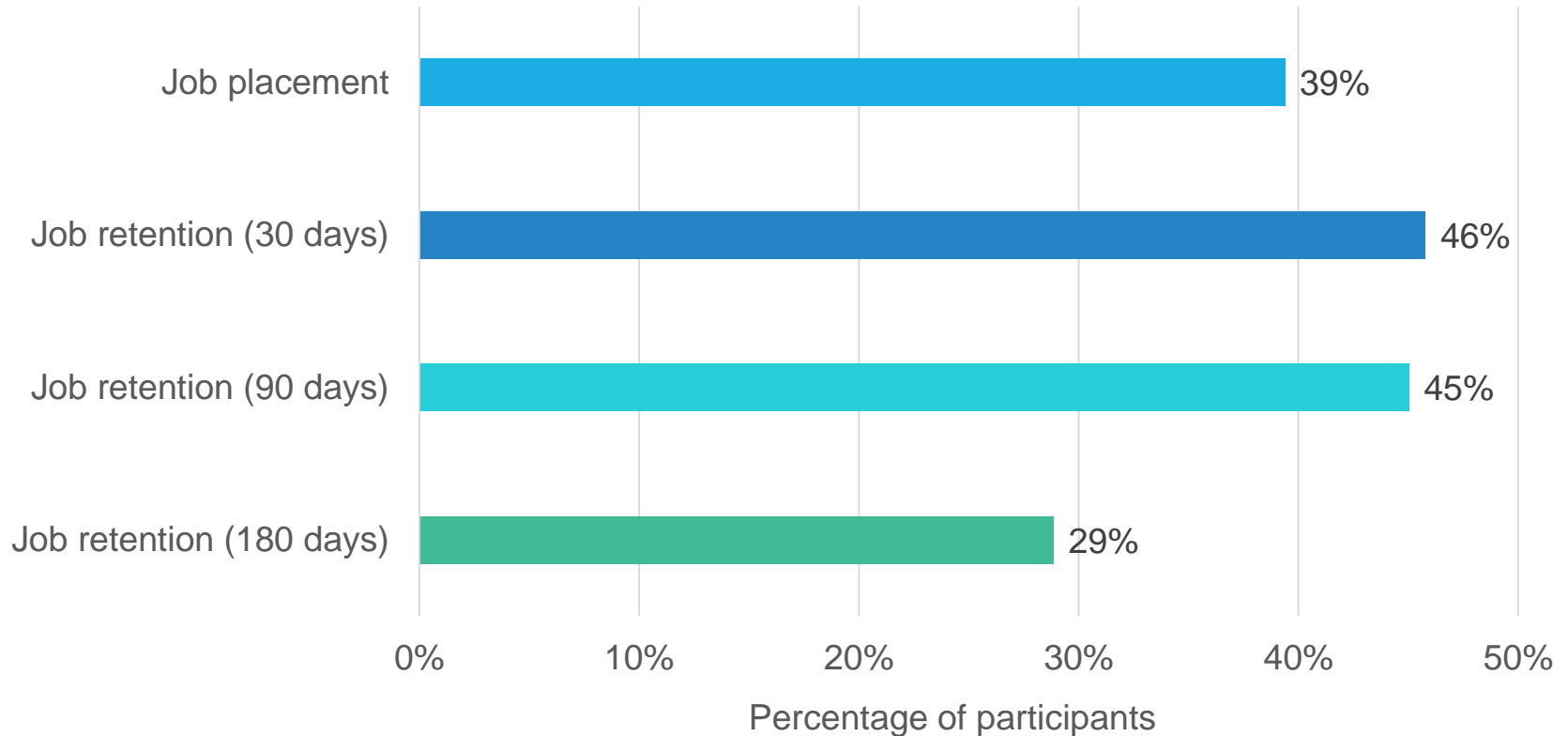
Source: Oakland Unite, OPD, and OUSD administrative data.

Note: The total sample is 10,197, with 522 adult EESS participants matched to 9,675 comparison group members. To be included in this analysis, participants needed to have at least 10 hours of nonwork services or 40 work hours between January 1, 2016 and October 31, 2016, and have consented to share their data for evaluation. The adult EESS consent rate was 98 percent.

*Impact is statistically significant at the 10 percent level.

***Impact is statistically significant at the 1 percent level.

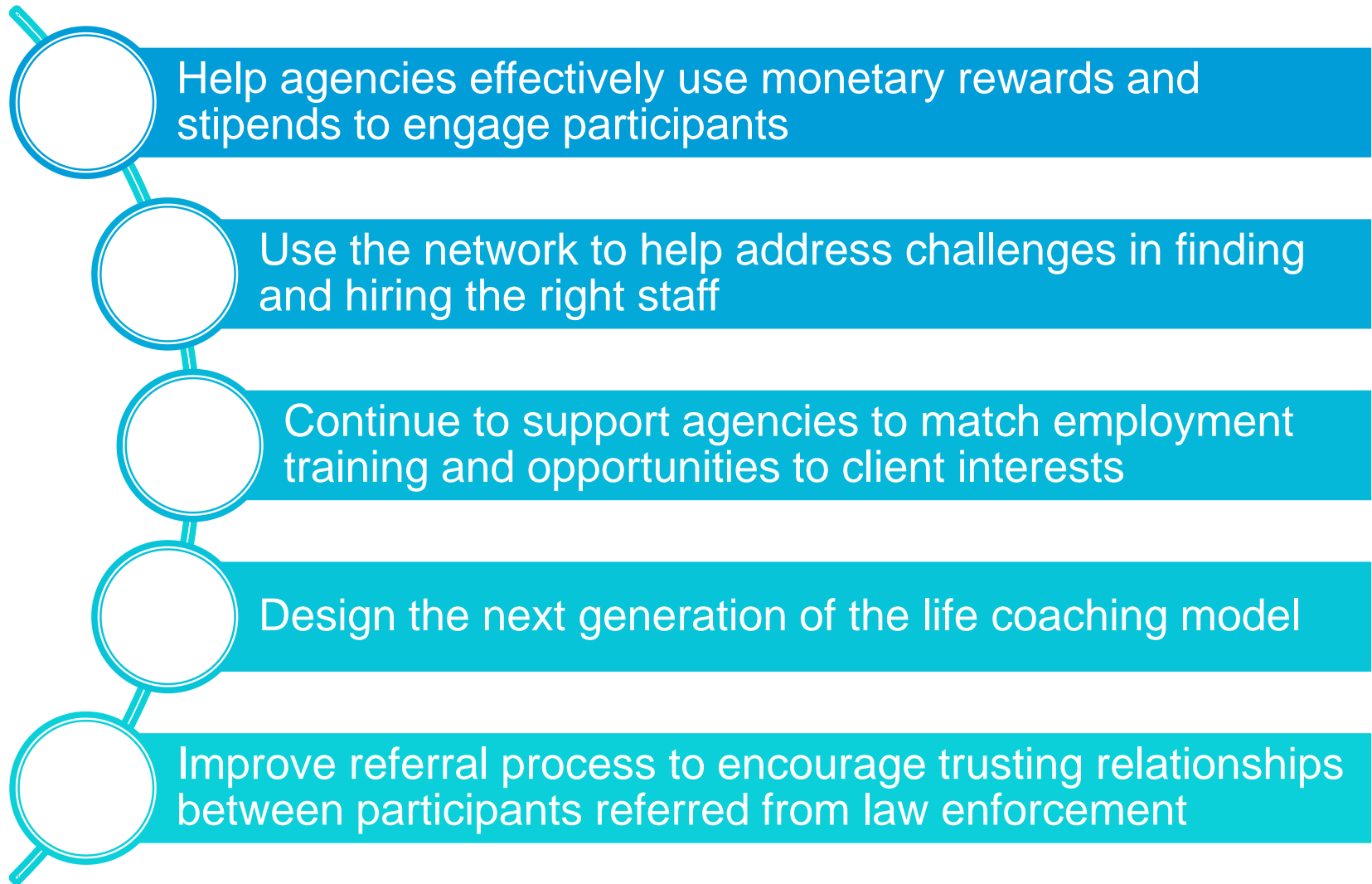
Almost 40 percent of adult EESS participants are placed in jobs following participation



Source: Oakland Unite administrative data.

Note: The job placement rate is based on the total of 1,021 adult EESS participants from January 1, 2016 to June 30, 2017. Retention rates are based on the 402 participants with a recorded job placement.

Considerations for the future of Oakland Unite

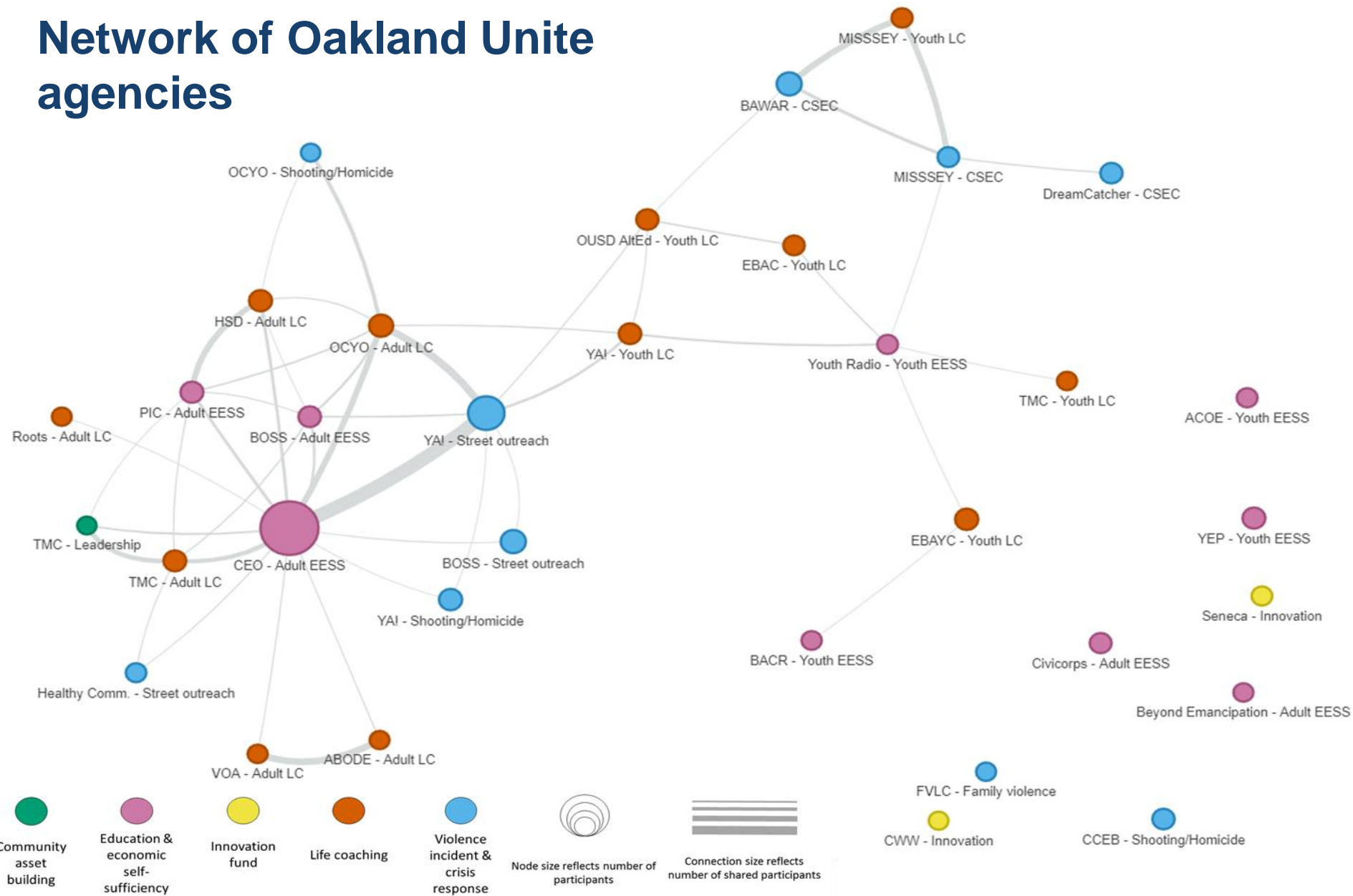


Questions? Suggestions?

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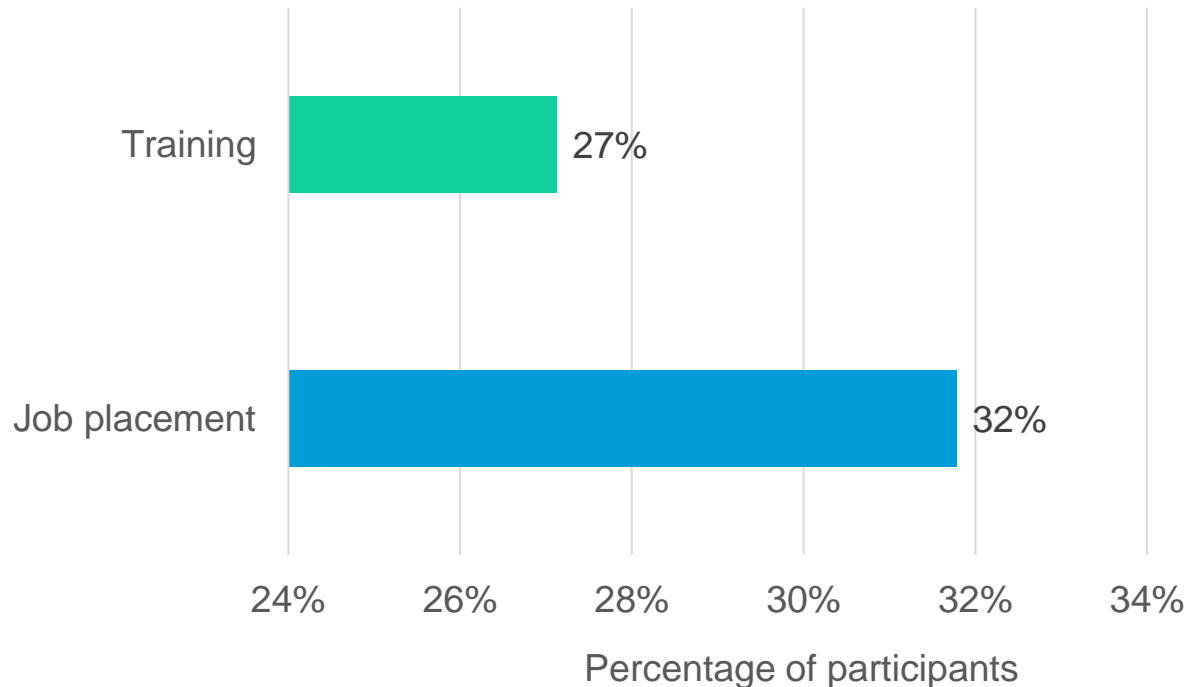
Extra slides

Network of Oakland Unite agencies



Notes: The network analysis is based on consenting clients who received services between January 1, 2016, and June 30, 2017. Two agencies are included in the graphic that no longer receive Oakland Unite funding – VOA and Healthy Communities. YEP (youth EESS) may be connected to other agencies, but is not included in the network analysis because of missing data.

One-third of adult life coaching participants are placed in jobs following participation



Source: Oakland Unite administrative data.

Note: These rates are based on the total of 387 adult life coaching participants from January 1, 2016 to June 30, 2017

Areas for future research

Investigate why participants access multiple agencies and/or multiple strategies

Identify the adult EESS model that is most effective

Evaluate cost-effectiveness by strategy

Measure longer-term impacts on multiple outcomes

Measure appropriately the risk of violence exposure, victimization, and involvement