



Change Happens and Endures Through Work





Thank you for your interest in young men ready for their first work experience.

Roca Baltimore seeks a strong relationship with tenants of Tradepoint Atlantic as an ongoing source of employees.

Here is how we work – supporting our young men AND the fine employers willing to give them a chance.

1-Minute Case Study

<https://baltimore.cbslocal.com/video/5498869-roca-program-offers-baltimores-young-men-with-tough-pasts-build-better-futures-jobs/>



Let us know if you'd like to speak to Lenzie Johnson for his perspectives on Roca young men, their behavior and their productivity.

Roca and Your Company

Information for Collaboration

- Understanding the Roca Intervention Model
- The Value of Stage-Based Programming
- Your Connection to the Roca Mission
- Proposal: Basic Work Slot
- Considerations Employing Roca's Young Men

Roca Intervention Model:

Designed for young men at high risk for violence who are not yet ready, willing or able to change.

1. Relentless Outreach
2. Transformational Relationships
3. Stage-Based Programming
4. Engaged Institutions
5. Performance-Based Management

Stage-Based Programming

4 years of engagement, preparation & support

First two years, focus on intensive behavior change—

- Relentless Outreach and Engagement
- Transformational Relationships
- Intensive CBT work (designed specifically for our young men)
- Transitional Employment for behavior practice-Basic Work Crew (**practice behavior and disciplines**)

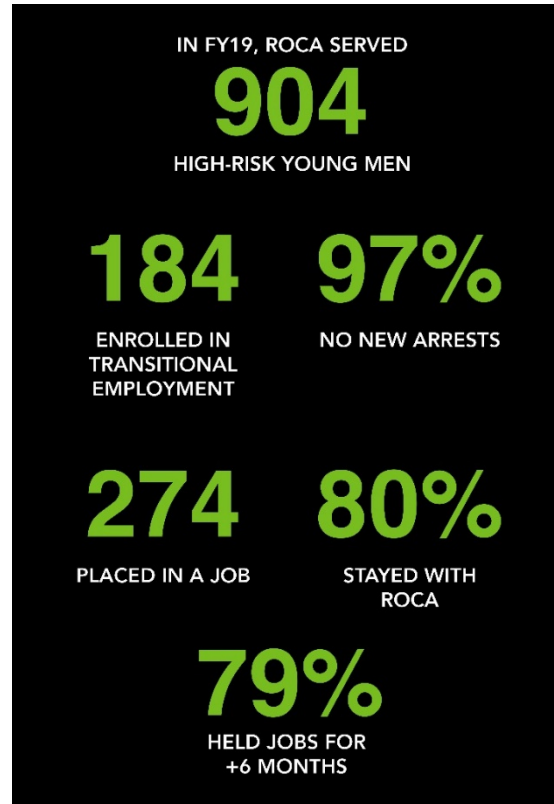
When behavior and work disciplines are consistent, phase two “bridge” begins.

Next two years, focus on leading stable lives and holding jobs—

- Employment via Basic Work Slot (**You are here**)
- Sustained Roca Relationships
- Continued CBT reinforcement
- Employee and Employer Support

Roca Mission:

Measurable change for our young men and our city



This is an example of one year's results in Massachusetts, where Roca has operated for 33 years.

Change is possible in Baltimore!

Is this mission meaningful to your company?

Proposal

Basic Work Slot

- A Work Slot is structured as a 40-day opportunity for a young person to work for and prove themselves to an outside employer.
- Hours are usually 32 hours per week Monday to Thursday or 18 hours per week Thursday-Saturday night.
- To reduce the paperwork involved in a work slot, most employers choose to pay Roca and have Roca pay the employee, rather than write checks directly.
- At the end of the 40 days, if all goes well, the employer can choose to offer the participant a full time, on-going position. If not, it is still a valuable “bridge” experience for our young person.

Considerations:

What you must know about our young men

Some of the Roca participants hired into the basic slot will not complete their 40 days.

Roca participants have particular needs:

- very consistent hours,
- mature coworkers who will and can guide them, and
- a more extensive onboarding processes—expectations that may be obvious to most employees may not be obvious to Roca participants.

You are giving a young person a potentially life changing and even life-saving opportunity.

Considerations:

How Roca supports your compassion

For a business that is committed to working with the most at-risk young people, Roca serves as a support system for both the employer and employee.

- We can check in with the young person's supervisor on a weekly basis to help address and resolve any issues
- We continue to support the young person through CBT work. On a practical level, we also help the young person with everything from making sure they are on time to work to dealing with work related conflicts.
- You receive a cell phone number for your Roca employee's assigned youth worker for all work-hour access.

Your Roca Baltimore Contacts:



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Thank you to the tenant companies of



From the entire Roca Baltimore Team

