



## Additional Information

### **1. *Impact Potential and Potential to Scale - Once the driving positions are all filled, what can CHAMPION do?***

Since before the inception of the program in 2014, there have continued to be a demand for paratransit drivers due to the aging of baby boomers. We still have not exceeded the demand of even our three local paratransit employers. There are 11 other paratransit employers throughout the city with similar demand. Finally, since the Americans with Disability Act (which creates the employer demand for paratransit drivers) is federal, this subsector is national in scope. It is unlikely that we could possibly fill the demand for paratransit drivers particularly since we are focusing on creating supports for a tiered career pathway where our graduates would stay in paratransit for one-three years before getting the Class B license and moving on to the much larger sector of jobs requiring the Class B namely school buses, municipal buses and long-haul passenger services such as Greyhound. According to the Bureau of Labor Statistics the overall size of the sector is substantial (687,000 jobs) and projected to grow at a steady pace of 6% year.

<https://www.bls.gov/ooh/transportation-and-material-moving/bus-drivers.htm>.

It is safe to say that the labor market demand for our graduates is very strong and is projected to remain strong for decades into the future.

### **2. *How can this impact be expanded and what are the potential benefits for the broader community it serves?***

As our graduates get placed into their first job, paratransit driver, with a Class C they receive health insurance benefits which is likely to improve health outcomes not only for themselves but their families as well. <http://www.nationalacademies.org/hmd/Activities/HealthServices/InsuranceStatus.aspx>

They also earn vacation and sick time benefits allowing them to care for family members in crisis.

Finally, the flexible schedule of these jobs allow for single parents to work only when their children are in school or have quality child care. Unlike many occupations, these jobs enable our graduates to put their children

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first. Paratransit drivers serve people with mobility problems, therefore further benefiting the broader community.

The tiered career pathway leading to a Class B license and a dramatic increase in income will further benefit the families and the community. With this middle class income they will have more disposable income to patronize local businesses or make long-term investments such as home ownership that serve to stabilize the community as well.

**3. Impact measurement - Please provide more data and detail on how you measure your impact in financial wellbeing (not only numbers of money invested or raised, but what is its impact on your beneficiaries' financial wellbeing).**

The initial investment from foundations, government grants, and employers contribution is approximately: \$5,400/participant.

The initial benefit to the participant varies based on their incoming situation. To use the data from our most recent year of service, 56% of participants were employed in the previous year before coming to our program. They, on average, received a raise of \$1.70/hr. upon completion of the program or \$3,536 in the first year of employment. The other 44% of the participants had no employment in the previous year. They benefited with a new income of \$27,740/year upon graduation from our program.

After receiving this gain in income, participants would begin to save a portion of their income and invest \$900 of their own money matched with \$300 of grant funds to earn their Class B license and gain another 20% annual salary or \$5,548 more in the first year. Without additional investment, this benefit would rise each year that they work with a Class B until their annual income reaches \$60,000/year or more.

These calculations do not even include the value of health benefits, sick time, vacation, and union protections.

**4. Financial Sustainability - Please provide more details. It was not very clear how your model supports itself financially in a sustainable way. Also, could you specify how is the project currently being financially supported? You could provide a breakdown of the percentages coming from each source (example: x amount from donations, y amount from y activity, w amount from services, etc).**

Our workforce programs are supported with a diverse funding strategy that includes foundation, government grants, employer contribution and

participant investment. For over 13 years we have grown and developed an array of such programs using this funding model and have seen on average growth of 11% in support each year. We have demonstrated the capacity to steadily grow the support for such programs. The current funding mix for this program is approximately 35% Government, 57% Foundation, 5% Corporate, 3% Employer partners. This Unlocking Change proposal would result in an additional 10% of income coming from participants in the form of their own savings to investment back into themselves by paying for the Class B training for themselves with our matching funds. CHLDC would sustain the matched saving program by raising additional donations from banks as well as securing additional contributions from employers.