

# Branches to Chances: A Return to Work Program

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# The Delaware Center for Horticulture inspires individuals and communities through the power of plants.







Celebrating  
40 Years of  
Community  
Greening

Wisteria,  
DCH Main  
Entrance,  
2005



# Return to Work Programming







# Branches to Chances

- Delaware Criminal Justice Council Grant: 2016
- Goals:
  - Improve the curriculum and delivery of direct services by integrating the most successful elements of prior models.
  - Enroll more participants annually based on DCH capacity with a focus on quality, depth, and impact
  - Establish new partnerships to develop two new program tracks: Education and Entrepreneurship

# Measures of Success

- All participants will attend and complete the entire program.
- More than 50% of the graduates will be employed within the horticulture industry immediately upon program completion.
- Within one month of completion, at least 75% of the graduates will be employed regardless of industry.



# Measures of Success

- Within three months, at least 75% of graduates will still be employed.
- At least 75% of graduates will maintain six months of continuous employment.
- Survey and test to assess the knowledge gained through retention of both classroom and field-based learning and to gather program feedback from participants.

# Curriculum and Structure

- Program Co-Leads
  - Bob Harris, Public Landscapes Crew Supervisor
  - Myself
- 2017: 11 weeks (March 13-May 25)
- Classroom learning complemented by experiential opportunities
- 30-hour externship with employment partner



























# Partnerships

- 25 Businesses and Organizations
  - Recruitment
  - Interviewing
  - Instructors
  - Field Experiences
  - Externships and Job Opportunities







# Evaluation/Follow Up

- Improve the curriculum and delivery of direct services by integrating the most successful elements of prior models.– **Yes!**
- Enroll more participants annually based on DCH capacity with a focus on quality, depth, and impact– **Yes!**
- Establish new partnerships to develop two new program tracks: Education and Entrepreneurship  
– **It's coming!**



# Evaluation/Follow Up

- All participants will attend and complete the entire program. **Result: Hired 8, Graduated 6**
- More than 50% of the graduates will be employed within the horticulture industry immediately upon program completion. **Result: 100%**
- Within one month of completion, at least 75% of the graduates will be employed regardless of industry. **Result: 5/6 (83%)**

# Evaluation/Follow Up

- Within three months, at least 75% of graduates will still be employed. **Result: 5/6 (83%)**
- At least 75% of graduates will maintain six months of continuous employment. **Result: 4/6 (66%)**
- Survey and test to assess the knowledge gained through retention of both classroom and field-based learning and to gather program feedback from participants. **Result: Completed**



# Branches to Chances 2018

- Recruitment/Applications Accepted:  
December 11, 2017 - January 12, 2018
- Interviews: January 22 and 23
- 2<sup>nd</sup> Year Trainees: February 12
- 1<sup>st</sup> Year Trainees: February 19
- Externship: April 30-May 9
- Graduation: May 11

# Thank you!

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