# Branches to Chances: A Return to Work Program

Mackenzie Fochs

Education and Outreach Manager

The Delaware Center for Horticulture





## 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.

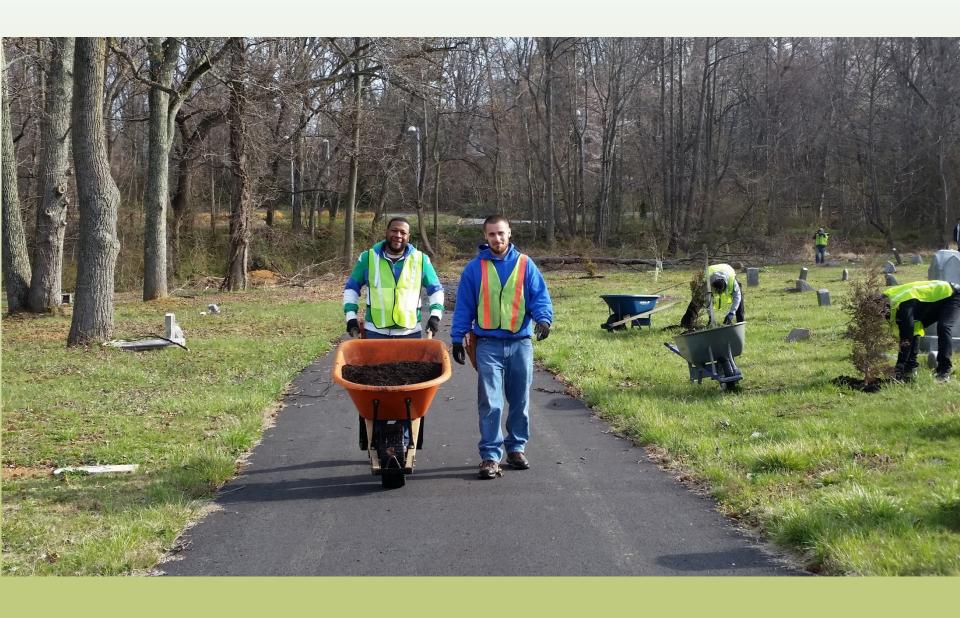
#### Measures of Success

 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 fieldbased 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

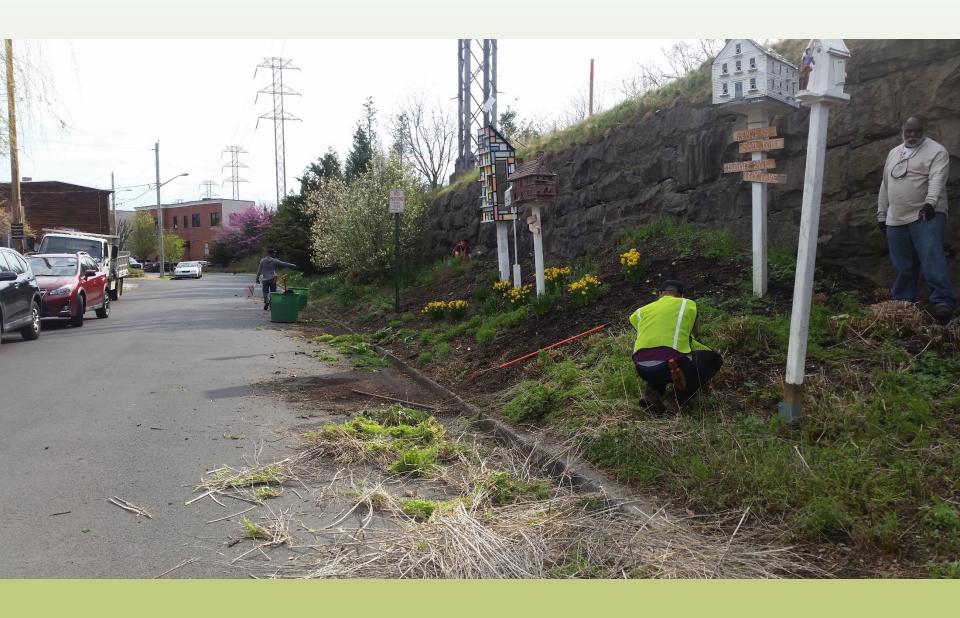












## Partnerships

- 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 fieldbased 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
- 1st Year Trainees: February 19
- Externship: April 30-May 9
- Graduation: May 11

## Thank you!

Mackenzie Fochs

Education and Outreach Manager

mfochs@thedch.org

302-658-6262 ext. 117

Robert Harris

Public Landscapes Crew Supervisor

rharris@thedch.org

302-658-6262 ext. 108

