



PECKHAM



DEVELOP POTENTIAL. WORK WITH PURPOSE. DELIVER RESULTS.

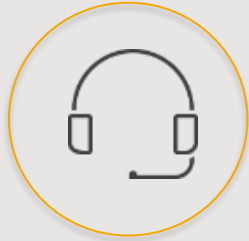
# ABILITY MEETS > OPPORTUNITY

AbilityOne

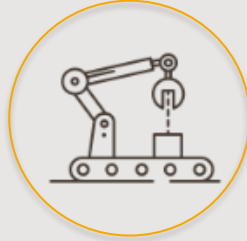
PROGRAM



# Peckham's Social Enterprises



**\$220.5M**  
**Contact Center  
Solutions**



**\$66.3**  
**Manufacturing**



**\$46.2M**  
**3PL & Fulfillment**



**\$9.6M**  
**Custodial  
Services**



**\$10.8M**  
**Human Services**

# America is Made Here

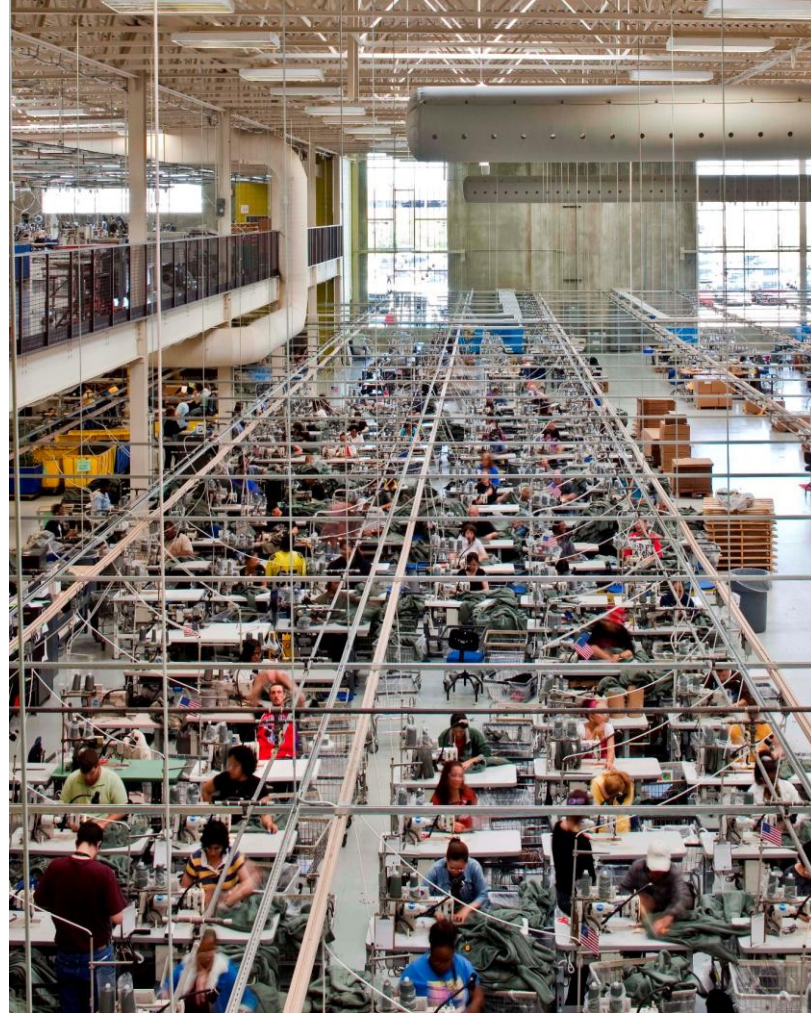
## Products We Make

- » Military Uniforms
- » Wet Weather
- » Cold Weather
- » Protective Clothing
- » Tactical Apparel and Equipment



# Manufacturing Overview

- › LEED-Silver certified manufacturing space with two production locations
  - › 225K Sq Ft. LEED Silver Certified Manufacturing Facility
  - › Centralized warehouse & spreading and cutting operations (Lansing)
- › Highly skilled workforce with DOL DOL-registered apprenticeship program
  - › 2K Sewing Machines Produce 1M+ products annually
- › Government (Department of Defense) and commercial contracts
- › 400+ Trained & Motivated Production Team Members



# Peckham Manufacturing in Genesee

\*45 team members in Flint & currently hiring

- » Team Member Jobs: Apparel Sewing, Quality Inspector, Maintenance, Apparel Trainer, Scanner/Packager, & Manufacturing Machine Operator.

\*46,000 sq. ft. Flint (production space)





## Peckham Success Statistics

**854** Achieved upward mobility  
*\*Within Peckham*

**670** Gained community employment  
*\*Outside of Peckham*

**\$104.8M** Provided in client wages

**7,566** Participants were served during the year through Peckham's 31 programs

Numbers from fiscal year 2023-2024



# Disability Statistics

- 44.1% Psychiatric/Emotional
- 29.7% Physical/Medical
- 8.5% Cognitive/Developmental
- 8.2% Autism Spectrum
- 2.7% Blind/Visually Impaired
- 2.1% Acquired Brain Injury
- 2.1% Learning Disability
- 1.9% Deaf or Hard of Hearing

Numbers from fiscal year 2023-2024



# Youth Services & ReEntry Success

SINCE 1987

# Creating Pathways since 1987

Employment is one of the strongest predictors of reduced recidivism.

A 2026 study published in the *Journal of Criminal Justice* found that participation in vocational training programs was linked to decreased recidivism (Giebler & Wagner, 2026, Vol. 103).



# Skill-Building > Punitive Approaches

An Office of Justice Programs study comparing juvenile diversion approaches found:

*youth receiving skill training had 10% lower recidivism compared to standard diversion* (Blechman et al., 2000)



# Research & Evidence Based

Research spanning more than **50 Studies**

Over nearly **4 Decades**

Consistently shows that workforce development and vocational training reduce recidivism and improve long-term outcomes for justice involved youth and adults .

(Davis et al., RAND Corporation, 2013)



# Workforce Development & Public Safety

Genesee County's own IGNITE initiative has demonstrated measurable success. A 2024 Harvard-led study found that one additional month of training reduced recidivism by **24%**, reinforcing the strong connection between education, workforce development, and public safety



# Peckham's Approach:

\*Evidence Based Layered Approach:

1. Mentoring
2. Trauma Informed Care
3. Industry Recognized Credentials
4. Strength-Based Approach
5. System of Care (connecting to community partners)
6. Evidence-Based Cognitive Behavior Skills-Employment (University of Cincinnati)



# The Greatest Impact

**Mentoring programs** that follow evidence-based practices demonstrated the GREATEST reductions in recidivism (Duriez et al., OJJDP, 2017)

\*Recidivism rates are 1/3 lower than compared to court involved youth without mentoring (OJJDP, 2021)

\*Over 50 evidence & research-based studies across the USA indicate mentoring as one of the most effective juvenile intervention strategies (Office of Juvenile Justice and Delinquency Prevention, U.S. Department of Justice)

\*Research shows that over 50% of justice involved or other high-risk youth report growing up without a consistent mentoring relationship



# 2024-2025 Program Outcomes



503 Youth Served



91% Obtained Vital Documents



84% Experienced Milestone Success

- 22 Give-Backs
- 12 Leadership Opportunities
- 13% Recidivism Rate (MI average 24%-30%)
- Average YLS 19
- Average ACE score 6



# Genesee County Impact



482 Youth  
Served  
(since 2019)



80%  
Earned an IRC  
(Trades, ServSafe,  
NRAEF, or other)



85%  
Entered a work  
experience

Final Year of Genesee County Contract (FY' 24-25)

Youth Career Academy Served: 41 Youth

Earned an IRC: 79% (30/38)

Helped 22 youth enter long-term employment >>>



# Reentry Success

*ROOTS, ROOTS SS, HOPES, GO Program*



# 801

Returning  
Citizens Served



# 320

74% of those looking for  
work, obtained it



# 16

New Drivers  
Licenses



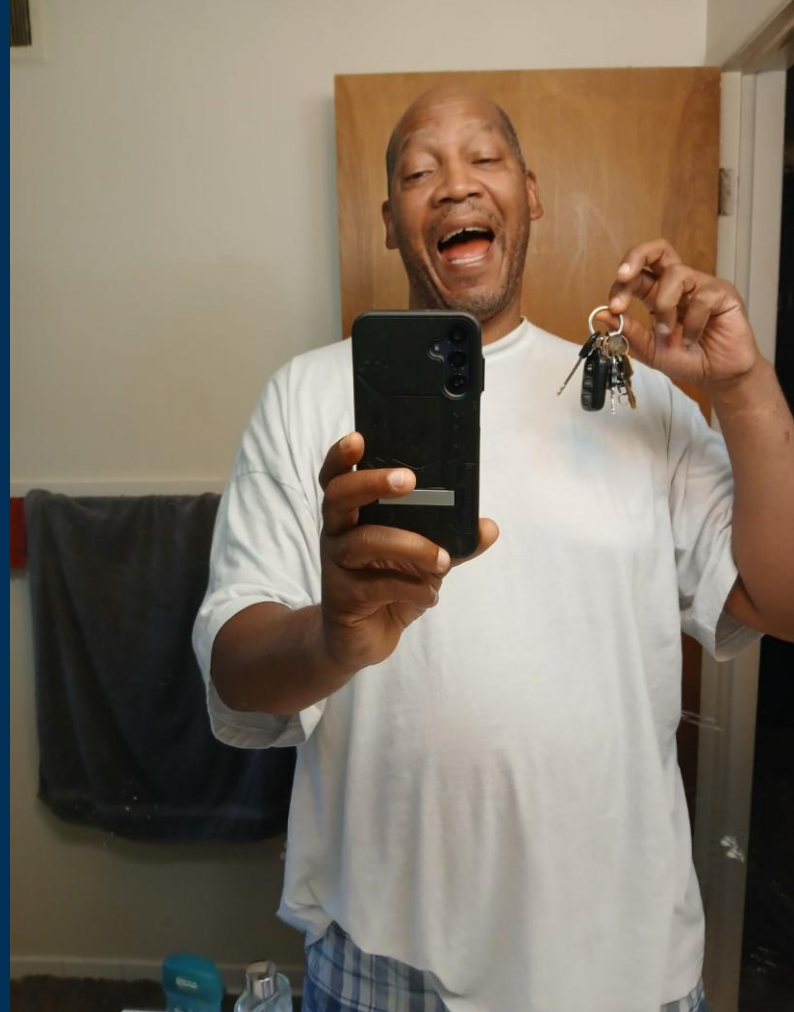
# 43

Obtained 1<sup>st</sup> Job  
ever



# 128

Bus Passes/Quarter



# G.O. Program

## *Growth Opportunities Program ('23-'26)*

2M Grant to support Genesee County youth 18-24 who have been impacted by violence.

\*Violence Interruption/Prevention (in partnership with WOW)

\*Employment Readiness & Career Pipeline Launch

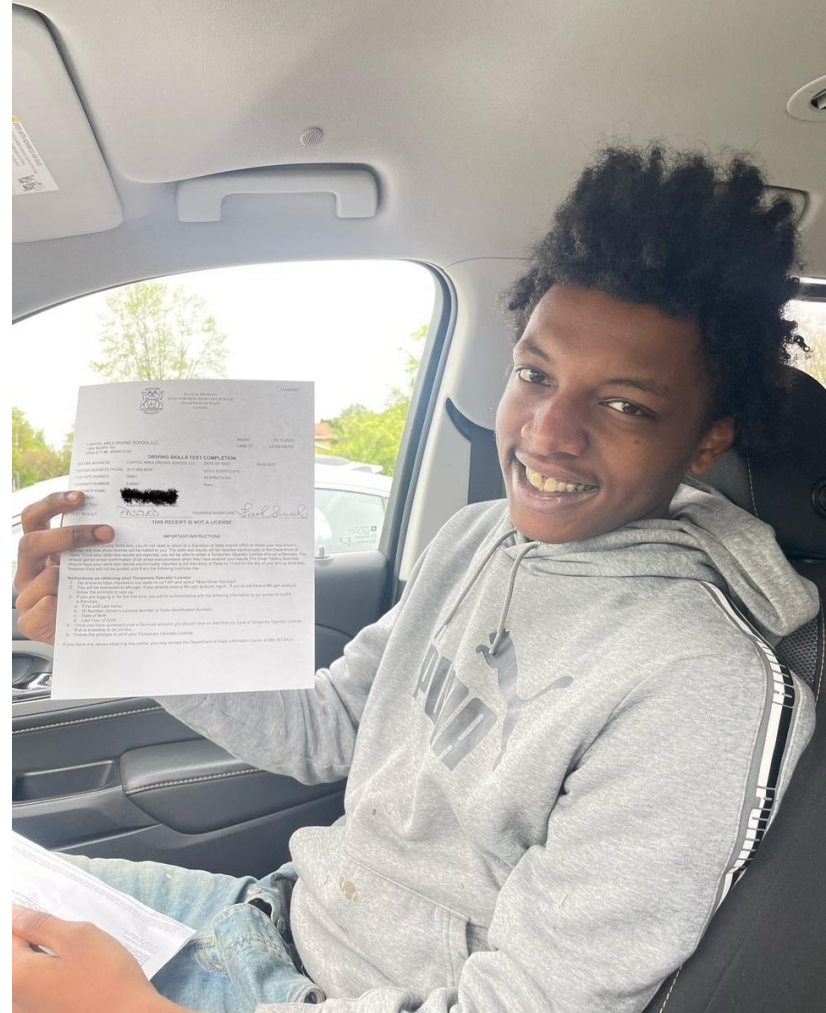
\*CBI-Employment Skills

\*Paid to Learn (remove the dilemma)



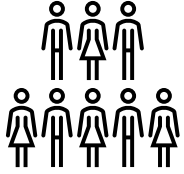
# G.O. Program Outcomes 2023-2026

- \*160 Young adults served (100% of goal)
- \*64% Retained education or vocational placement (goal is 60%)
- \*63% Credential Attainment (goal 50%)
- \*85% Measurable Skill Gain (goal 70%)
- \*4% re-offense for violent crime (goal 5%)
- \*3.3 Over-all Re-offense rate (goal less than 10%)



# G.O. 5 Program

## 2 Million Grant



160

18-24 yr olds



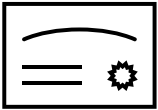
70%

Retention 90 days



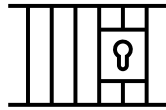
60%

Retention 1yr



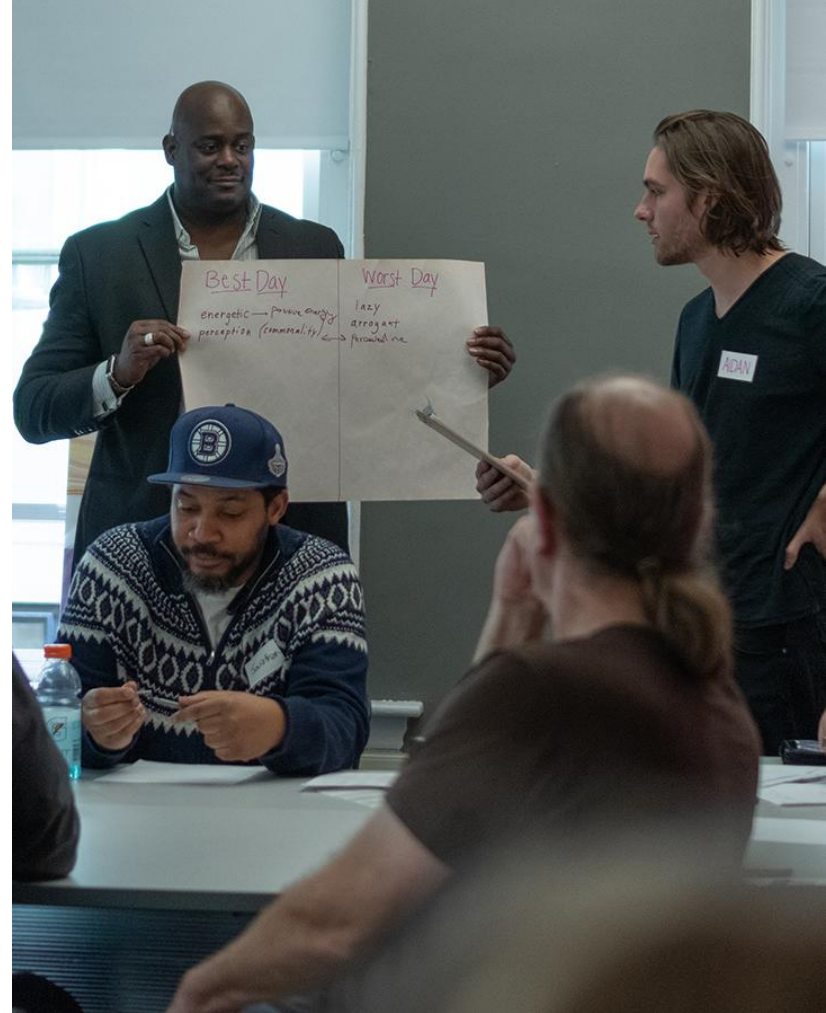
50%

Credential  
Attainment



<10%

Recidivism Rate



# HOPES Program

*Hospitality Opportunities for People (Re)Entering Society*



\$625,000

To Peckham from National  
Restaurant Association  
Education Foundation & DOL



70 Youth/2yr.



50% IRC



70% Placement



60%

Occupational Skills Training



1 in 3 adults get their first  
job in a restaurant



2<sup>nd</sup> largest small business in  
Genesee County is Food &  
Beverage

## In Ingham

In 2022, the HOPES program served 18-80 year olds out of MDOC Prisons or the Ingham County Correctional Facility. For the duration of that program;

- 50 total were enrolled
- 37 earned an Industry Recognized Credential
- 82% were placed into employment



# Mentor. Flint. Annual Goals

Performance Goals in Accordance with CS Mott Funding



## RECRUIT

- \*175 Youth (Impacted)
- \*20 Mentors



## MATCH

- \*Match 40 youth with a mentor



## GIVE-BACK

- \*Participate in monthly Give-Back events
- \*Quarterly Family engagement events



## TRAIN

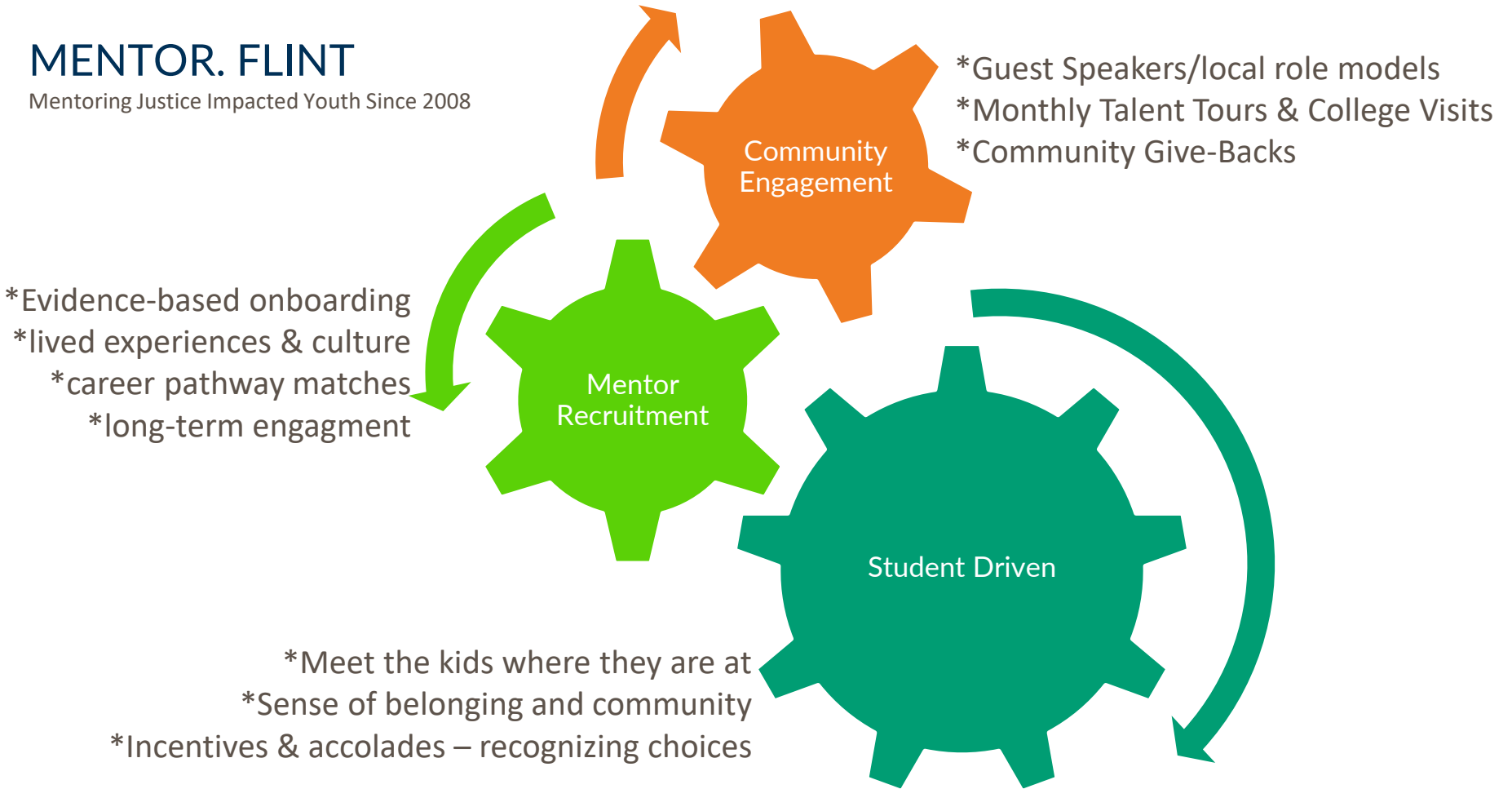
- \*Provide weekly learning opportunities for mentees
- \*Host monthly trainings for mentors



*\*formerly part of our YCA-G contracted services 2018-2025 with Juvenile Court*

# MENTOR. FLINT

Mentoring Justice Impacted Youth Since 2008





# Embers

\*Estimated 70% of justice impacted girls and 30% of justice impacted boys have experienced sexual abuse/trauma

\*90% of foster care youth have experienced one form of trauma

\*Systems impacted youth are 4x more likely to experience victimization

In 2016, Peckham collaborated with MSU Risk Assessment team, Ingham County Court Psychologist, and mental health experts to create EMBERS.

Embers now is offered in Ingham, Genesee, and Washtenaw counties.

# EMBERS

The mission of the Embers program is to provide healing, skills to navigate triggers, and hope to girls and young women who have been victims of sexual trauma or human trafficking through education, safety planning, support and empowerment.

\*Thank you to the Ruth Mott Foundation for funding & your unwavering support in Genesee County

\*Currently piloting boys program "Forge" at local Juvenile Justice Center



# EMBERS

## Program Components

Social Media Safety

Goal Setting

Healthy Relationships

Boundaries

Identifying Triggers and Body Responses

Journaling

What is human trafficking and red flags

Career Exploration

Guidance from someone with lived experience

Art Experiences

Self-Care Practices



## Genesee County Girls

\*Age 14-18

\*Referrals accepted by anyone  
18+

\*Costs Covered

## Class Options:

12 week + monthly after-glow  
SurviveHER Series

## Partners:

Genesee County Juvenile Court,  
Whaley's Children's Center,  
DHHS, Prism Project

# PARTNERS

**Employers:** Hurley Hospital, McLaren Hospital, Northgate, various restaurants, Chatman's Painting, Peckham, Flushing Farms, Walgreens, Fouch's Car Wash, Article One, YMCA, Hasselbring, Ken's Greenhouse, 1-800 Great Lakes Painting, Marriot Hotels, and over 50+ partners

**Referrals:** Michigan Rehab Services, Genesee County Judicial Court, Carriage-town Ministries, Parole & Probation departments, DHHS, Whaley's, local schools, Easter Seals, and faith-based community.

# Why Are We Here Today?!

## Community Reality

- Genesee County continues to experience significant violence & loss
- Behind every statistic is a person, a family, and a community impacted by trauma
- The need for coordinated, community-based response has never been greater

## Shared County Commitment

- Genesee County's mission calls for collaboration across systems and community partners
- Working together is essential to improving safety, opportunity, and long-term outcomes
- No single organization can meet these needs alone

## Why This Matters

- Programs only work when individuals are connected to them
- Awareness and referrals are essential to reaching those in need
- Continued funding and impact depend on utilization & engagement

# Questions?

For more information  
about Peckham's  
Youth Services, please  
scan this QR code:



youth services

# References

Blechman, E. A., Maurice, A., Buecker, B., & Helberg, C. (2000). *Can mentoring or skill training reduce recidivism? Observational study with propensity analysis*. *Prevention Science*, 1(3), 139–155.

Davis, L. M., et al. (2013). *Evaluating the Effectiveness of Correctional Education: A Meta-Analysis of Programs That Provide Education to Incarcerated Adults*. RAND Corporation/U.S. Department of Justice.

Duriez, S. A., Sullivan, C., Sullivan, C. J., Manchak, S. M., & Latessa, E. J. (2017). *Mentoring Best Practices Research: Effectiveness of Juvenile Mentoring Programs on Recidivism*. Office of Juvenile Justice and Delinquency Prevention.

Office of Juvenile Justice and Delinquency Prevention. (2021). *Overview of Youth Mentoring Research and Programs*. Bureau of Justice Statistics / OJJDP.