



Ready to Achieve Mentoring Program Memorandum of Understanding

This document serves as a Memorandum of Understanding (MOU) between _____ and Peckham, Inc. The effective dates of this document are October 1, _____ through September 30, _____. During this one-year period, the following conditions for a cooperative work relationship are presumed to be in place:

1. Peckham, Inc., a nonprofit community rehabilitation organization, is a unique business and human services agency that values quality, diversity and performance. Our mission is to provide a wide range of opportunities to maximize human potential for persons striving for independence and self-sufficiency. We embrace collaboration, effective resource management and innovative approaches to achieve world-class excellence.
2. Peckham, Inc has been selected as a participant in the Ready to Achieve Mentoring Program (RAMP). RAMP is funded by the US Department of Justice and is designed to demonstrate how an evidence-based transition program model can be utilized as an effective career-focused mentoring strategy. The Ready to Achieve Mentoring Program is being managed by the Institute for Educational Leadership on behalf of the US Department of Justice.
3. The US Department of Labor has provided funding for three years (October 1, 2009 through September 30, 2010) for the program participants, including [Site name], to specifically recruit youth with disabilities who are at-risk or are currently involved in the juvenile justice system. The RAMP project defines “at-risk” youth as those people who fit into several over-represented categories in the justice system, including youth with disabilities, low reading or math skills, repeated schools absences, and/or discipline incidents. The RAMP project defines “court-involved” youth as *both* those people who are formerly incarcerated as *well as* those who were arrested but placed on probation, a suspended sentence or otherwise not charged and convicted of their crime.
4. The funding provided by the US Department of Justice to participating Ready to Achieve Mentoring program sites is to be used to provide the at-risk youth with high tech career-focused mentoring in group, peer, and one-on-one settings.
5. Peckham Inc. will provide the participating young people with mentoring via weekly career-focused group meetings, as well as a one-on-one relationship with a mentor. An individualized mentoring plan will be created for each youth and updated quarterly. Participants will work on weekly goals and engage in high tech career-related activities and exploration during the weekly meetings
6. As part of the RAMP program model, Peckham Inc. will enter into formalized relationships with specific sources for recruitment of youth with disabilities at-risk of court-involvement including educational institutions, youth programs, law enforcement agencies, juvenile courts and Public Defenders, probation and parole departments.



7. As part of the RAMP program model, Peckham Inc. will enter into formalized relationships with local businesses, municipal agencies and companies with local and regional offices and warehouses as potential sources for post-RAMP employment of youth with disabilities. During the program, these partners would be potential resources for high tech and high growth career exploration activities, such as guest speakers, mock interview conductors, mentors, high tech project advisors, industry-related standards, training materials, site visits, internships, and job shadowing.
8. As part of the RAMP program model, Peckham Inc. and its recruitment and post-RAMP employment partners will participate in tracking the young people for at least a year (through September 30, 2011) after their separation from Peckham, Inc. The tracking effort will be led by Peckham, Inc, but recruitment and employment partners service critical roles in helping Peckham, Inc. find and report on youth progress. The data gathered as a result of this tracking effort will be used to determine the employment and recidivism rates of RAMP participants. The recidivism and employment rates of the RAMP youth will be compared with local and regional recidivism and employment rates to prove the hypothesis that young people engaged in the RAMP program have a higher employment and lower recidivism rate than their peers who are not engaged in career-focused mentoring programs.

_____ hereby agrees to provide the following employment-related services as a partner to the Peckham, Inc. in the Ready to Achieve Mentoring Program:

- A. _____ agrees, as staffing and resources allow, to provide Peckham, Inc. with high tech and high growth career exploration support, including but not limited to: referring potential mentors, guest speakers, mock interviewers, high tech project advisors, and other caring adults; provide industry standards, training materials, and hiring requirements; and hosting worksite tours, job shadowing days, and internships.
- B. _____ agrees to make Peckham, Inc. aware of any and all entry-level employment opportunities it has available and which might be suitable for RAMP participants.
- C. _____ agrees to interview Peckham, Inc. young people who meet minimum qualifications for the employment opportunities posted and available by [Agency/business name].
- D. _____ agrees to hire RAMP participants to the extent that (a) the young people meet/satisfy all employment requirements; (b) there are jobs that are open and in need of being filled by people such as the RAMP participants; and (c) RAMP young people are as qualified or more qualified as other applicants for the open positions.
- E. _____ agrees to pay RAMP participants at the same rate as any other qualified worker who would be hired for the same or similar position. [Agency/business name] agrees to provide RAMP participants with benefits and other employments incidentals at the same rate and scale as any other qualified worker who would be hired for the same or similar position. In other words, [Agency/business name] agrees that it will not discriminate against RAMP participants by paying them less, providing them with fewer or no benefits or in any other way reducing their compensation as a result of their disability/RAMP participant status.



This Memorandum of Understanding **is not intended to obligate** _____ beyond the parameters contemplated by this MOU or the requirements of the Ready to Achieve Mentoring Program. This MOU is not a contract for services between [Agency/business name] and Peckham, Inc. This MOU is not a promise for payment between [Agency/business name] and Peckham, Inc. This MOU is not a guarantee of employment by [Agency/business name] for Peckham, Inc. RAMP-enrolled youth.

_____ agrees to:

- Use its best efforts to support the mission of the Ready to Achieve Mentoring Program;
- Support Peckham, Inc. in its implementation of the Ready to Achieve Mentoring Program; and
- Abide by the terms and spirit of this Memorandum of Understanding, specifically in terms of looking for and offering opportunities for employment and/or career exploration for RAMP young people.

This Memorandum of Understanding is hereby entered into by the authorized representatives of both the Peckham, Inc. and [Agency/business name] as written below:

Agency/business name: _____

Printed name of agency/business authorized representative and title:

Signature of agency/business authorized representative: _____

Date: _____

Signature of site lead representative: _____

Date: _____

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