**Inputs**

- Funding
- Staff and Volunteers
- Care Coordination and Management Tools
- Target Population (Trainees, Community Clients, Youth, etc.)
- Partnerships (Program Delivery, External Referrals, Job Placement, Medical, etc.)
- Staff Skills and Capacity
- Data System and Monitoring Tools

**Activities**

**HEAL**
We provide wraparound service so participants feel safe and welcome and have the necessary resources to inhabit their authentic selves and become whole.
- Case Management/Navigation
- Mental Health/Substance Abuse
- Education
- Youth Programming
- Tattoo Removal
- Legal

**INVEST**
We help build skillsets and provide opportunities so participants may rebuild their lives.
- Social Enterprise
- Workforce Development
- Education

**STAND**
We amplify the voices and stories of the demonized to shape communities centered in kinship.
- Global Homeboy Network
- Government Relations and Issue Advocacy
- External Affairs
- Community Outreach

**.interpolate**

**Short-Term Goals**

**Optimal Health**
- Reduction in trauma/stress/depression
- Eliminate/reduce substance abuse
- Age-appropriate life skill attainment

**Barrier Removal**
- Tattoo removal
- Housing and physical safety
- Satisfy court mandates
- Obtain GED, HS diploma, etc.
- Obtain basic documents

**Job Skill Attainment**
- Participants develop transferable job skills and/or industry certifications

**Job Attainment**
- Plan for permanent employment and career advancement

**Partnerships and Investments**
- Expand economic and social development for participants
- Maximize sales and visitor experience
- Increase in peer orgs’ adaptation of HBI philosophy and practice
- Influence local policy decision-making
- Improve professional development and capacity

**Long-Term Goals**

**Individual and Family Stability**
- Advocate and support self and others
- Productive coping and executive functioning
- Family reunification
- Healthy relationships

**Reduced Recidivism**
- Do not return to gang/crime involvement

**Community Attachment**
- Safer communities
- Kinship and healthy community connections
- Support system

**Economic Stability**
- Permanent employment w/ upward mobility
- Stable housing

**Organization Growth**
- HBI model identified as evidence-based practice in the field
- Local and global systems change
- Capacity to meet demand for services
- Enterprises create more jobs

18-Month Trainee Model Activities

- **Phase 1:** Reception/Orientation – Trainees are introduced to Homeboy’s therapeutic community. Individual Service Plan, Education Plan and Employment Development Plan are created, and trainees are referred to services as needed.

- **Phase 2:** Healing, Relationship Building and Career Exploration – Trainees engage with Homeboy services to address their needs and begin re-identifying the self through work, peers, family and community.

- **Phase 2.5:** Building Skills in the Context of Work – Trainees are placed in a Social Enterprise for full-time work experience.

- **Phase 3:** Transition and Reintegration – Trainees use skills gained throughout the program to seek career paths that allow them to plan for the future.