

Accessible employment for all. Long-term stability.

StepUp Durham believes that when every individual and family thrives, so does our entire community. We also believe that employment is the first step to stability. For many, there are real barriers to gaining and retaining employment, and we seek to provide needed support to people navigating those significant challenges. There are few agencies in Durham working to help historically marginalized communities reach self-sustainability through employment. StepUp Durham fills that gap using a holistic and long-term approach.

Who We Serve

In Durham, North Carolina in 2021, an estimated 37,642 people were living in poverty; that is 14.2% of the city's overall population.* Many in these circumstances actively seek a more stable living situation, but face challenges such as criminal backgrounds, racial inequality, histories of drug abuse, domestic violence, and/or homelessness. To date, **51% of those we served were justice system -impacted** (with or without incarceration), **24% were in substance-use recovery**, **22% disclosed having mental health challenges**, and **51% were living in a shelter or transitional home**. Approximately **97% live below the poverty line**.

* According to WelfareInfo.Org, this is higher than the US average poverty rate of 12.8% in 2021.



StepUp Durham and NC Statistics*

*2021 NC statistics from NC Second Chance Alliance

1.6M	North Carolinians (one in five adults) have a criminal record	470	Participants came to StepUp Durham with a criminal record
40%	NC recidivism rate (individuals returning to incarceration within 3 years)	3.6%	StepUp Durham's all-time recidivism rate
\$35,252	Average annual cost to incarcerate one individual in NC	\$3,295	Cost of StepUp Durham employment training per participant

OUR PROGRAM CONTINUUM

TRANSITION RE-ENTRY | StepUp Durham partners with prisons and jails to provide job readiness training to currently incarcerated individuals preparing to return to the community.

STEP 1 - WORK

Our **Job Readiness Training** provides customized, individual and group work sessions to prepare participants for the job search. This rapid reemployment program's short-term goal is stable employment within 45 days.

Our **Build program** offers apprenticeships to help bridge the gap between training and permanent employment for those with a skills gap or stigma hindering them.

STEP 2 - GROW

After gaining employment, participants join a cohort and receive mentorship and training to provide skills for sustained employment and financial stability. StepUp Durham provides matched-savings incentives. Through continued relationship and community, participants receive support in the ongoing journey toward stability.

STEP 3 - THRIVE

Our **Alumni program** helps long-time participants deepen and expand their personal and professional development, social capital, and community involvement through a selective, one-year program.

The **Elevate program** connects residents to continuing education, providing financial and logistical assistance in obtaining short-term certifications that prepare graduates for high-demand occupations.



How We Serve

Our Future

StepUp Durham's budget has grown from \$300,000 to \$900,000 since 2015. Our plans to increase our impact even further include these additional needs:

Social Enterprise | \$25,000 to build in-house workforce development opportunities that also generate non-traditional revenue for the organization. Early seed money will fund business plan development and proof of concept.

Increased breadth of holistic services | \$30,000 to help our participants increase their ability to retain employment with emergency resources and strong partnerships in mental health, transportation, housing, and childcare.

Restructuring and expanding our space | \$50,000 to support expansion into 3,000 square feet in ReCity, enabling increased programming, administrative, storage, and technology capacity.

Deepening support on the employment journey | \$75,000 to expand apprenticeships and continuing education opportunities toward the aim of living-wage employment for all our participants.



EXCEL | DURHAM'S GUARANTEED INCOME PILOT

StepUp Durham and the City of Durham partnered to participate in a national guaranteed income pilot, providing no strings attached, direct cash payments to 109 formerly incarcerated individuals. This is StepUp Durham's foray into advocacy, allowing us to take part in the national conversation around creating a federal policy so that all Americans can have an income floor.

Read and watch more stories of impact.



Alicia, Step 1, Step 2 graduate

Alicia's extensive employment search paid off quickly after completing StepUp Durham's employment training. Within weeks of graduating, she landed a position at the Washington Duke Inn & Golf Club. Alicia has been employed at Duke University since 2016, and after two promotions now serves as a Sterile Processing Team Lead at Duke University Medical Center, helping the Operating Room run smoothly.

"StepUp Durham prepared me to always do company research before I met with an employer and to ask research-based questions in the interview."

Your Impact

HIRE

Whether offering an apprenticeship, temporary, contract, or permanent, full-time employment, potential employers can access pre-screened candidates who are employment-ready, prepared to engage in the interview process, and receive StepUp Durham's continued support after they are hired.



VOLUNTEER

Our organization thrives when volunteers engage with participants in a variety of ways: create resumes, conduct mock interviews, facilitate trainings, or be a co-partner or mentor in relationship with participants. Bring your interests and expertise, and we will help you find a way to plug in.



GIVE

We could not do this work without our financial supporters. Individuals, faith-based organizations, foundations, and businesses play an essential role in helping us serve our participants and community. Please consider becoming a donor today.



To learn more, visit StepUpDurham.org
For more information, contact Syretta Hill, Executive Director,
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To make a donation, visit [Donate](#)