



**CITY COUNCIL EXECUTIVE COMMITTEE MEETING  
CITY COUNCIL CHAMBERS, THIRD FLOOR, CITY HALL,  
#1 CITY HALL PLACE, PUEBLO, COLORADO 81003.**

**MONDAY, JANUARY 12, 2026  
5:30 PM**

***Individuals Requiring Special Accommodations Should Notify the City's ADA Coordinator at (719) 553-2295 by Noon on the Friday Preceding the Meeting.***

***Executive Committee meetings are special meetings of the City Council and are informal Council meetings for the purpose of receiving information and discussion among Council Members; no official action is taken at such meetings. The public is invited to attend, but public comment is generally not received unless otherwise noted.***

**Agenda**

**CALL TO ORDER**

**PRESENTATIONS**

- |                                                                   |         |
|-------------------------------------------------------------------|---------|
| <b>A. CITY UPDATE</b>                                             | 5:30 PM |
| Brian McCain, Chief of Staff                                      |         |
| 5 minute presentation                                             |         |
| <b>B. CENTER FOR EMPLOYMENT OPPORTUNITIES</b>                     | 5:35 PM |
| Eric Abraham - Program Manager - COS                              |         |
| Casey Pheiffer - Vice President - Policy and Business Development |         |
| 15 minute presentation                                            |         |
| <b>C. SKY CORRAL</b>                                              | 6:00 PM |
| Andrew Hayes, Public Works Director                               |         |
| 15 minute presentation                                            |         |
| <b>D. BUILDING BACK BESSEMER</b>                                  | 6:25 PM |
| Heather Graham, Mayor                                             |         |
| 15 minute presentation                                            |         |

**ADJOURNMENT**



Center for  
Employment  
Opportunities

# Center For Employment Opportunities

## Pueblo City Council Presentation

Jan. 12, 2026

# Who We Are

## OUR GOAL

Center for Employment Opportunities (CEO) is an employment social enterprise that supports formerly incarcerated jobseekers. Our mission is to provide immediate, effective, and comprehensive employment services exclusively to people recently released from incarceration.

**We believe that everyone, regardless of their past, deserves the chance to shape a stronger future for themselves, their family, and their communities.**

Since opening our doors in 2017, we have **served over 2,100 formerly incarcerated Coloradans** through our offices in Denver and Colorado Springs. Our evidence-based services contribute to **increased public safety and decreased interactions with the carceral system.**

# CEO's Program Model

CEO's evidence-based program model helps participants regain the skills and confidence needed for successful transitions into the workforce



# Unique Services & Partnerships

**Paid work experience and training is a unique part of CEO's model that addresses the specific needs of formerly incarcerated jobseekers**

## Participant Benefits

- financial stability
- immediate work
- feedback on work
- wrap around services
- advanced training

## Community Benefits

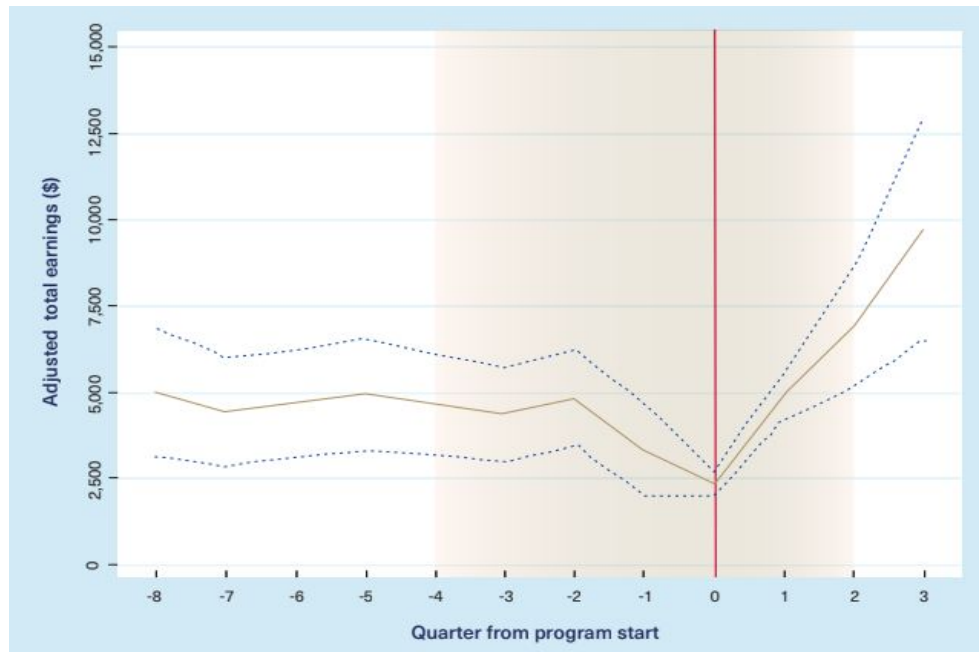
- adaptable, reliable workforce
- meet immediate labor needs
- fair chance hiring
- cultivate new talent



**CEO partners with public and private entities for on-the-job training including state Departments of Transportation, City departments of Parks & Rec, and more.**

# Need & Impact

- About 31,000 Colorado residents are behind bars and **over 80,000 are under community supervision.**
- Pueblo is among the smaller cities in Colorado with high **imprisonment rates at 612 per 100,000 city residents.**
- Pueblo is among the 10 counties that houses **88% of the statewide prison population**



**A recent evaluation on our Colorado programs found individuals experience an average increase in earnings of nearly 49% after CEO and those deemed “hardest to employ” experience nearly an 8x increase in earnings.**



# CEO Pueblo

We are very excited to expand our services to Pueblo in 2025 and look forward to working with the community to meet local workforce needs and support formerly incarcerated residents during their reentry.



Public  
Leaders



Participant  
Referrals



Transitional  
Jobs



Support  
Services



In-Demand  
Training



Employment



# CEO Pueblo City Outcomes: Pilot Result



**Participants Served  
Since Launch: 17**



**Transitional Work  
Crews:** maintenance  
and beautification  
services.

- **43 bags of trash  
collected daily**
- **2,411 bags of trash  
collected**



**Average Wage at  
Job Placement for  
FY25: 14.81**

## Our Partners

We work very closely with **DPS&C** and local probation and parole offices. Other partners include: Covenant House, Catholic Charities, First 72+, Mission Rebirth, Ozanam Inn, Keep it Real Ministries, Innocence Project, Salvation Army, and Volunteers of America.

## Continued Investment

Moving forward CEO requests a **renewal of our contract with the City of Pueblo** to continue serving participants, and delivering maintenance services in the community.

# Ember's Story

*“CEO has been a consistent resource for me since I left the prison system. My weekly job coaches have helped guide me through the struggles of finding a job, interviewing, and resume writing. They have given me the resources needed to survive with a temporary job that lead to more permanent employment. I feel like my journey has been easier since leaving prison due to the assistance provided by CEO. I would be worse off than I am right now and they’ve helped me stay on my feet and on track.”*





Center for  
Employment  
Opportunities

# THANK YOU!

We are happy to answer any questions.

**Eric Abraham, Colorado Springs Program Manager**

eabraham@ceoworks.org • 719-659-1133

**Casey Pheiffer, Vice President, Policy and Bus Dev**

cpheiffer@ceoworks.org

# CEO COLORADO

The Center for Employment Opportunities (CEO) is a nonprofit social enterprise dedicated to providing comprehensive workforce development services to individuals returning home from incarceration. **CEO launched its first office in 2017 and now serves participants in Pueblo, Colorado Springs & Denver.**

## CEO's Evidence-Based Program Model:

CEO's program model has been evaluated to increase both public safety and employment outcomes, with findings showing a **22% reduction in recidivism and 48% increase in employment after 3 years** when measured to the comparison group.



### Job Readiness Training

Through paid job orientation, CEO prepares individuals to enter the workforce.



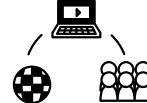
### Transitional Employment

Individuals who are employed through CEO get paid daily.



### Job Coaching & Job Placement

Through 1:1 job readiness support, CEO guides individuals to full-time jobs.



### Advanced Training & Certificates

CEO pays for advanced training in IT, construction, and transportation.



### Retention Services

CEO provides ongoing support to ensure participant success in their full time job.

## Our Impact:

### Colorado Springs

**150**

formerly incarcerated individuals served last fiscal year

**95**

job placements following work experience at CEO

**17.88**

current average wage at placement

**16**

individuals obtained CDL since advanced training focus began

*Data from November 2025*

### Pueblo Pilot

**17**

formerly incarcerated individuals served since crew began.

**43**

Bags of trash collected daily on average from Pueblo's community spaces.

**2,411**

Bags of trash collected total in addition to car parts, furniture, and debris

**\$14.81**

transitional job wage

CEO aims to offer Pueblo a triple-bottom line: support for individuals returning home; City-wide beautification and maintenance; and workforce development.

### Referral Partners



### Transitional Crew Partners



### Resource + Service Partners

