

FY2018
Second Chance Act
Adult Reentry and Employment
Strategic Planning Program
Grantee Orientation

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Speakers

BUREAU OF JUSTICE ASSISTANCE

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THE COUNCIL OF STATE GOVERNMENTS (CSG) JUSTICE CENTER

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Overview

- 1. Welcome and Congratulations**
- 2. Grant Goals and Mandatory Requirements**
- 3. The Role of the NRRC TA Provider**
- 4. Questions and Answers**

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FY18 SCA Adult Reentry and Employment Strategic (ARES) Planning Grantees

11 Grantees

Grants funded by SCA and administered by BJA

Connecticut

Delaware

Florida

Iowa

Louisiana

Minnesota

Nevada

Texas

Vermont

Wisconsin

Navajo Nation (Arizona, Colorado, New Mexico, Utah)

Congratulations!

U.S. Department of Justice

Bureau of Justice Assistance (BJA)

Mission: To provide leadership and services in grant administration and criminal justice policy development to support local, state, and tribal justice strategies to achieve safer communities.

About the Second Chance Act

Supports state, local, and tribal governments and nonprofit organizations in their work to reduce recidivism and improve outcomes for people returning from incarceration. **The Second Chance Act has supported over \$300 million in reentry investments across the country.**



www.bja.gov

The Council of State Governments (CSG) Justice Center

Mission: The CSG Justice Center provides practical, nonpartisan, research-driven strategies and tools to increase public safety and strengthen communities.



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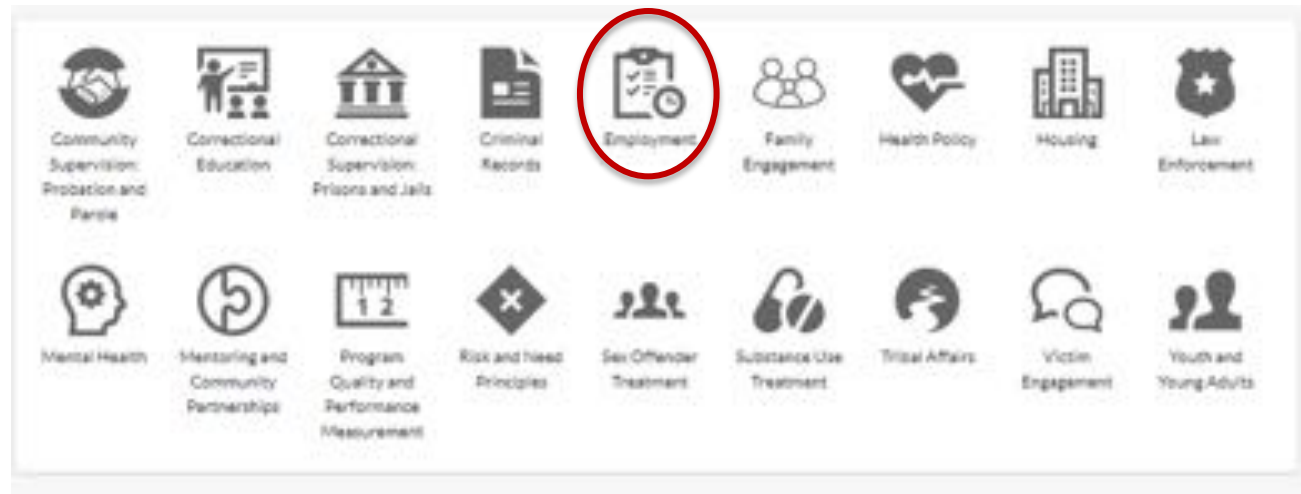
Justice Center

THE COUNCIL OF STATE GOVERNMENTS

www.csgjusticecenter.org

The National Reentry Resource Center (NRRC)

Funded and administered by the U.S. Department of Justice's Bureau of Justice Assistance, the NRRC is the nation's primary source of information and guidance in reentry.



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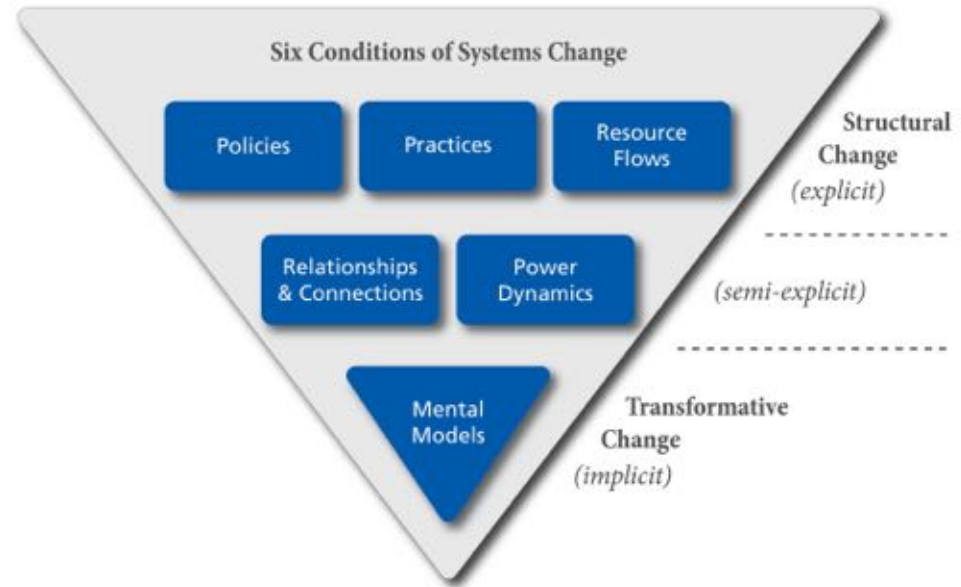
Goal of the ARES planning grant

To fund the development of **strategic plans** that are comprehensive, collaborative, and **multisystemic** in their approach to **increase public safety by reducing recidivism and increasing economic mobility** for people returning to the community from incarceration.

Reentry planning through systems alignment

This is not a typical approach for correctional systems and should not be considered as another “project” or “program.”

The Adult Reentry and Employment Strategic (ARES) Planning grant requires the engagement of cross-disciplinary state, local, and tribal executive leadership and stakeholders in planning a systems-wide coordinated approach.



Source: John Kania, Mark Kramer, and Peter Senge (2018). "The Water of System Change".

How do we reduce recidivism and increase economic mobility for people returning to communities from incarceration?

Build skills

- Assess risk, need, and job readiness
- Target services accordingly
- Train in high-growth industries and provide recognized, stackable credentials

Engage employers

- Meet with employers by sector to discuss hiring needs
- Establish an advisory council

Reduce policy barriers

- Know fair hiring policies
- Learn about collateral consequences and record clearance policies

Mandatory grant requirements

1. Establish a cross-disciplinary, executive-level steering committee
2. Establish a cross-disciplinary working group
3. Create an industry advisory group of employers
4. Complete a comprehensive process analysis and systems mapping
5. Develop a strategic plan for addressing system gaps and integrating the best practices from the corrections and workforce development fields

Steering committee

State leaders from executive and legislative branches, high-level correctional and workforce administrators, and local elected officials

Working group

Key leaders from correctional institutions, community supervision agencies, and community-based reentry services and workforce development agencies

**Allocate
resources to
reduce recidivism
and barriers to
career pathways**

Working group

Key leaders from corrections institutions, community supervision agencies, and community-based reentry service and workforce development agencies

Advisory group

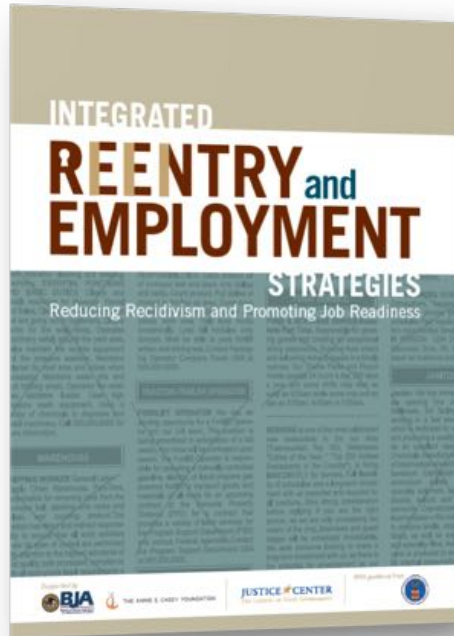
Human resources and hiring managers from growth industries in the region

**Build skills to
meet the needs
of employers**

Engaging stakeholders in planning a multisystemic approach



Skills Building: The *Integrated Reentry and Employment Strategies (IRES)* Framework released in 2013



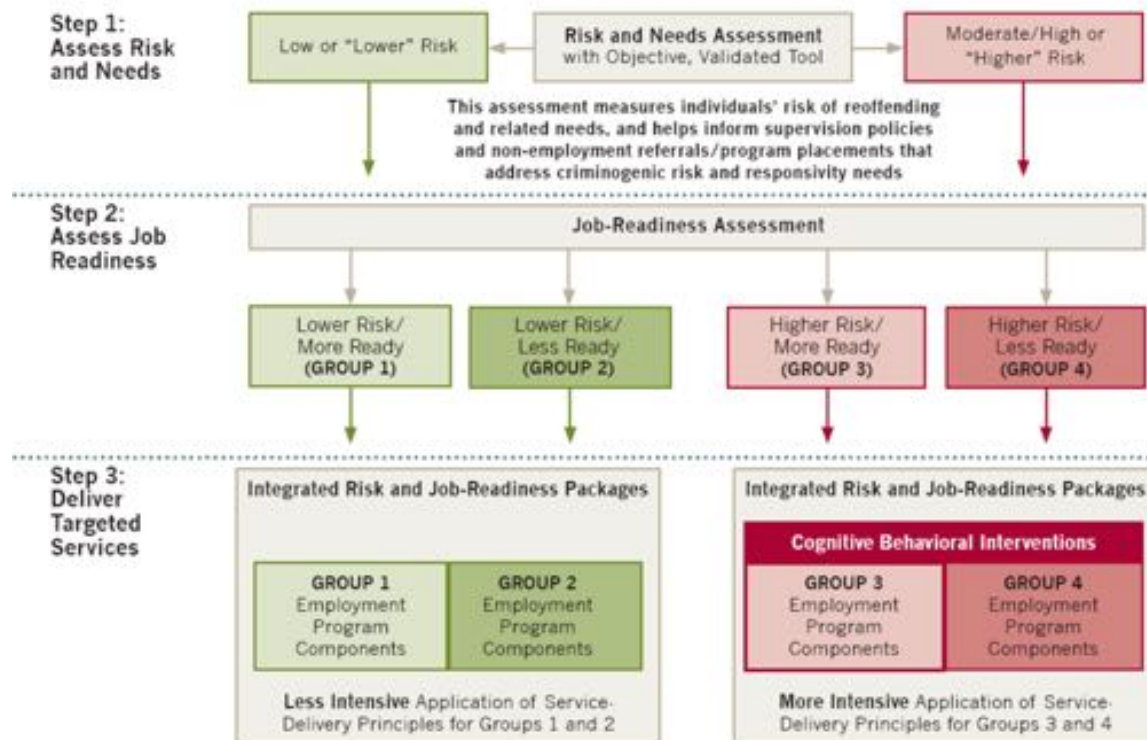
- Developed by a team of experts, supported by the U.S. Department of Justice and the Annie E. Casey Foundation, and with guidance from the U.S. Department of Labor.
- Purpose: Bridge and integrate best practices from the **corrections, reentry, and workforce development** fields to improve recidivism and job readiness.

The Resource Allocation and Service Matching Tool is heavily based on RNR principles


Risk Principle-*WHO* to target

Needs Principle- *WHAT* to target

Responsivity Principle-*HOW* to best target



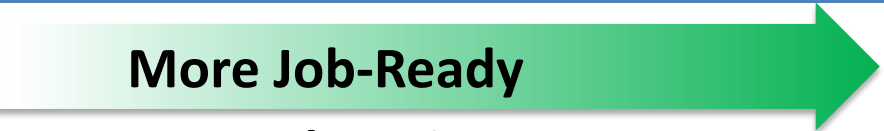
Employment program components to improve work outcomes (*What to do*)



Less Job-Ready

Goal 1 Primary Focus: Promoting Job Readiness

- Education and training
- Soft/cognitive-skill development
- Transitional job placements
- Non-skill-related interventions



More Job-Ready

Goal 2 Primary Focus: Finding & Retaining Employment

- Non-transitional subsidized employment (e.g., on-the-job training, paid work experience)
- Unsubsidized employment
- Job development and coaching
- Retention and advancement services (*includes continued education and training*)
- Financial work incentives

Employment service-delivery principles to reduce recidivism (*How to do it*)

	Higher Risk	Lower Risk
Engagement	Intensive case management and cognitive-behavioral interventions	Avoid intensive case management
Timing	Connect to services before or immediately upon release	Connect to services upon release
Incentives	Enhance motivation through recognition and incentives	External motivation is less critical
Coordination	Work closely with supervision agents and reentry service providers	Less intensive community supervision
Structured Time	Structure time in pro-social environment	Avoid disrupting existing pro-social ties

Comprehensive process analysis and systems mapping

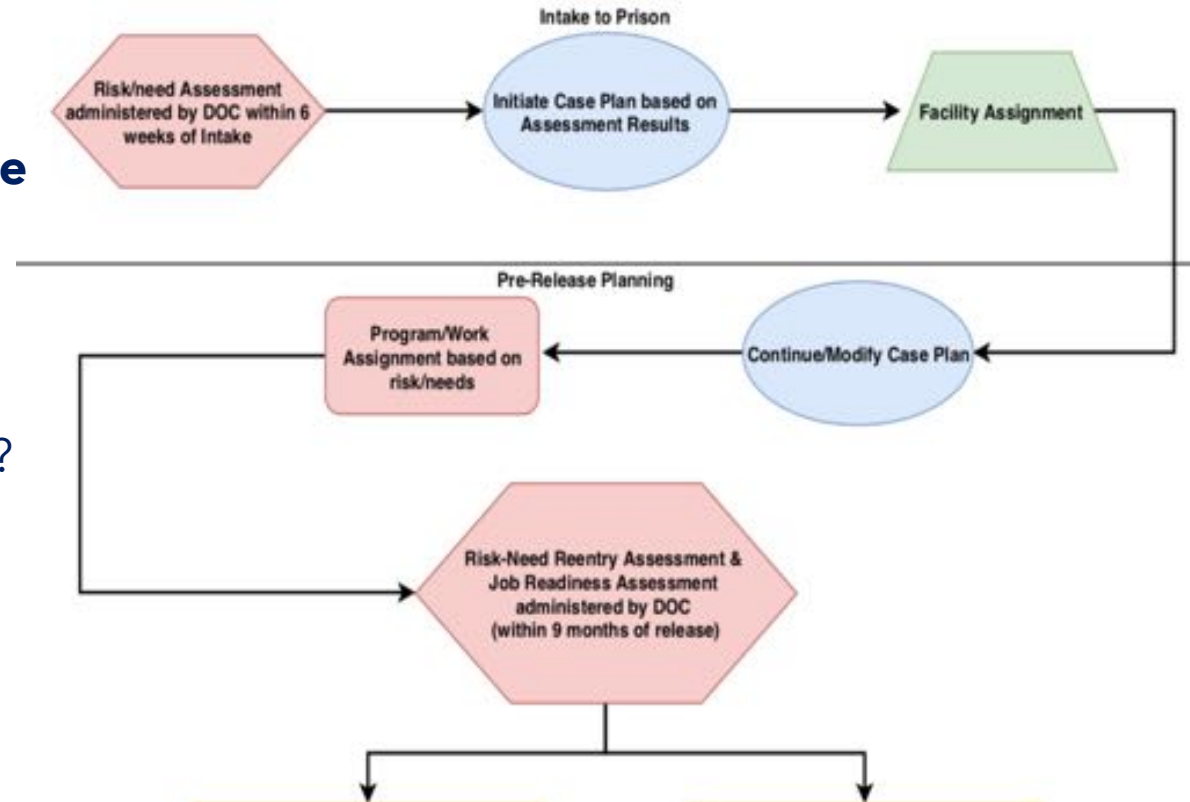
These exercises will help you to:

- Strategically map the process for connecting people to the reentry- and employment-related interventions provided before and after release
- Assess information collection and sharing capabilities across staff and organizations involved
- Identify gaps/needs in your system

Process analysis and systems mapping

Intake to Prison & Pre-Release Planning

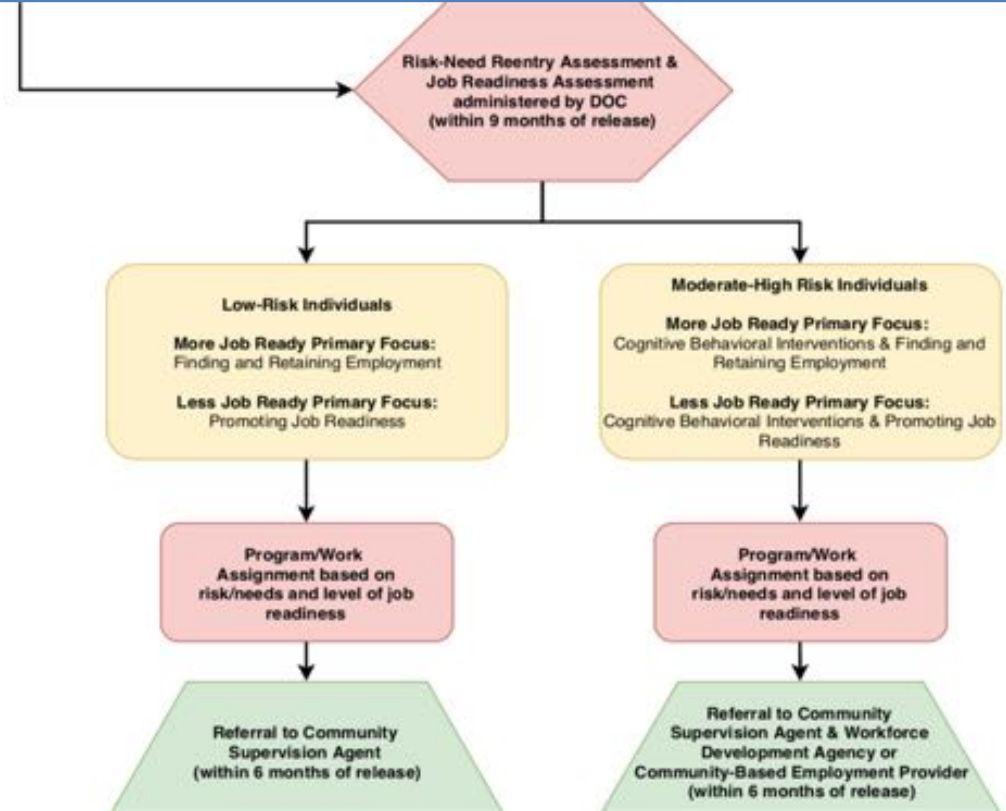
- What happens?
- Who is involved?
- What assessments are used?
When? How are the results used?



Process analysis and systems mapping cont'd

Pre-Release Planning Cont.

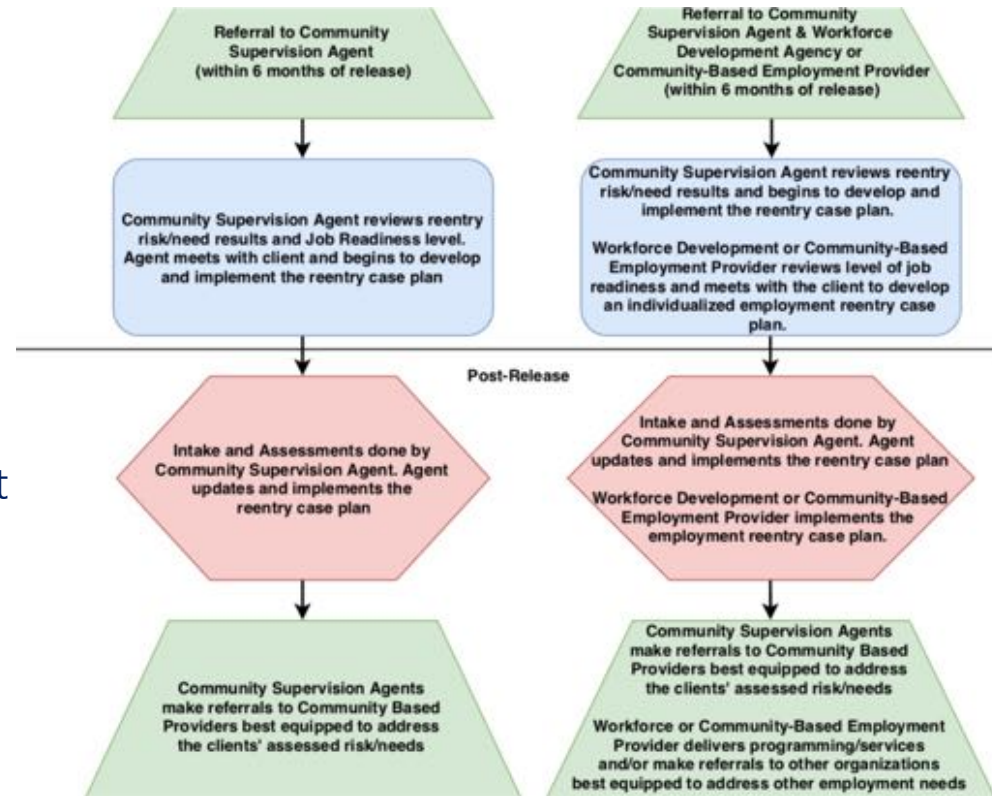
- What programs/services are offered before release?
- What is the difference in the type of services provided based on criminogenic risk/need and level of job readiness?



Process analysis and systems mapping cont'd

Pre-Release Planning Cont.

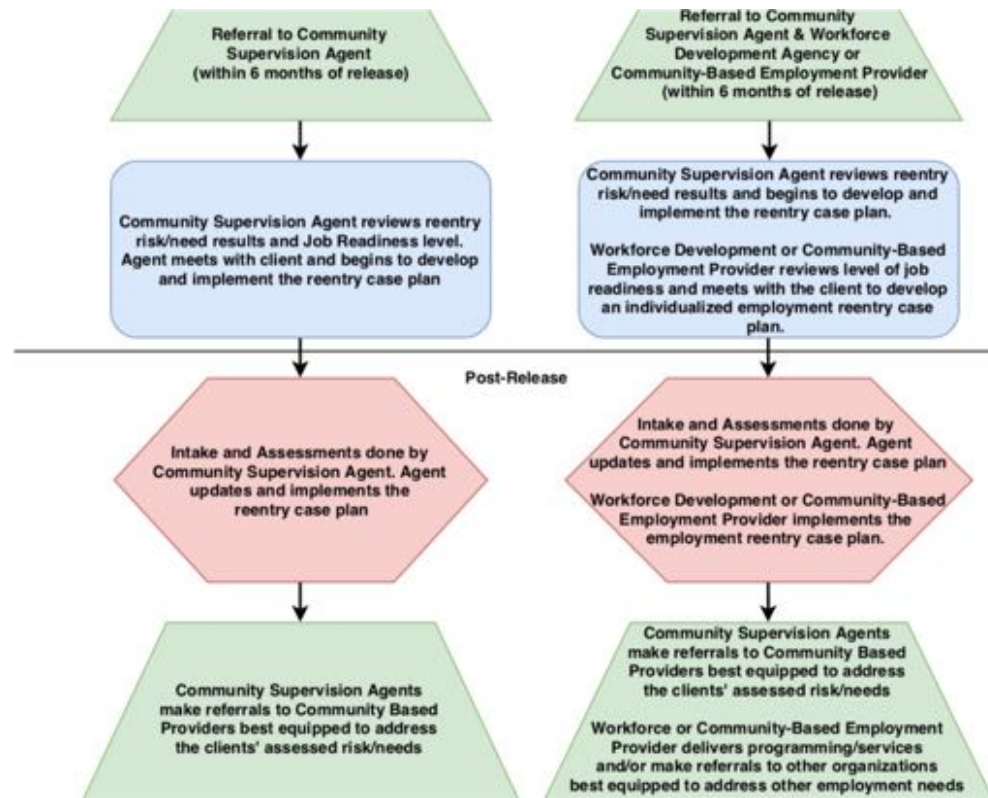
- How is information shared through referrals?
- Do organizations make contact before release to establish rapport and begin case planning?
- What is the difference in engagement levels before release based on criminogenic risk/needs and level of job readiness?



Process analysis and systems mapping cont'd

Post-Release Planning

- Is there an intake and assessment process done post-release?
- Do organizations and staff involved share information or collaboratively work together?
- How are external referrals to programs/services made? What information is shared?



Deliverable: Strategic plan

The strategic plan addresses gaps in services or systems based on the results of the three working groups, and the comprehensive process analysis and systems mapping exercises guided by your planning guide.

- Improve existing program quality and develop new job training and education interventions that align with employers needs (e.g., provide industry-recognized stackable credentials)
- Ensure service contracts reflect evidence-based principles and promising practices (e.g., cognitive behavioral interventions, work-based learning opportunities)

Deliverable: Strategic plan cont'd

- Support coordinated transitional and release planning that is informed by the results of assessments/screenings, and includes formal partnerships and information sharing agreements
- Identify and address policy and/or programmatic barriers to accessing career pathways
- Include process and outcome evaluation efforts
- Describe how efforts could be replicated or brought to scale if demonstrated to be effective



Budget

Grantees should **NOT** obligate, or expend any funds until your budget has been approved by BJA.

Representatives at BJA will contact the financial point of contact listed in your proposal when the budget has been approved. Once budget has been approved, please inform your TA provider.

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The role of the NRRC TA provider

NRRC's technical assistance providers (TA providers) will work closely with you throughout the planning process of your SCA grant.

Technical assistance will be tailored to each grantee and will reflect each jurisdiction's unique characteristics and resources. NRRC staff will work closely with each grantee to ensure the applicability and relevance of the assistance.

TA support will be provided through:

- Monthly office hours
- Site visits
- Trainings
- Distance-learning opportunities



The role of the NRRC TA provider cont'd



Connect you to subject matter experts



Recommend publications and online resources



Host peer learning communities

The role of the NRRC TA provider cont'd



Share evidence-based practices and promising strategies to overcome implementation barriers.



Promote innovative work being done by other SCA grantees.



Work closely with BJA to promote grant management and reporting requirements.

Expectations for ARES grantees

- ✓ **Meet** your grant objectives
- ✓ **Complete** your Planning Guide
- ✓ **Use validated risk and needs assessment** instruments and job readiness assessments or screening as well as the most appropriate evidence-based practices to serve your target populations
- ✓ **Track your progress**
- ✓ **Communicate regularly** with your TA provider and seek help when needed

ARES grantee contacts

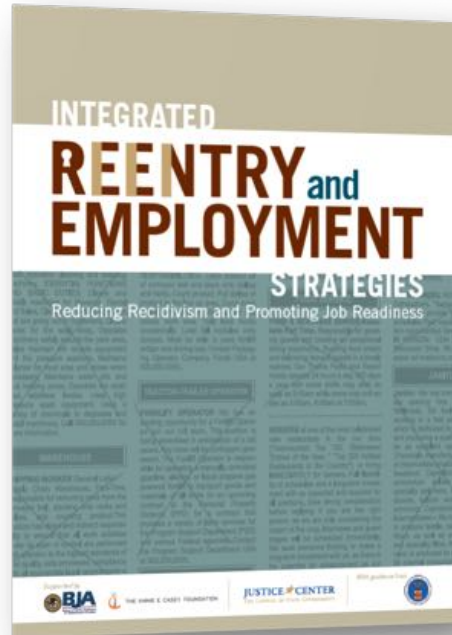
Grantee	TA Provider
Connecticut	Erica
Delaware	Greg
Florida	Greg and Erica
Iowa	Sherri
Louisiana	Erica
Minnesota	Erica

Grantee	TA Provider
Navajo Nation	Greg
Nevada	Sherri
Texas	Greg
Vermont	Sherri
Wisconsin	Greg

BJA State Policy Advisor: Zafra Stork
Zafra.Stork@usdoj.gov

Resources for ARES grantees

Building skills by applying the IRES framework on a programmatic and systems level



Resources for ARES grantees cont'd

Cultivating employer leadership to increase access to livable wage

STRATEGIES TO ENGAGE EMPLOYERS IN CONVERSATIONS ABOUT HIRING APPLICANTS WITH CRIMINAL RECORDS

Only one in three adults in the U.S. has a criminal record that can appear on a routine background check for employment. Furthermore, in a recent survey, more than six out of ten employers reported that about 50 percent of the nonworking men of prime working age.¹ Studies have shown that the existence of a criminal record reduces the likelihood of an employer calling an applicant back by 50 percent on average, rising to 60 percent for Black male job candidates.² These statistics demonstrate both the involvement with the criminal justice system is a fairly common experience in the U.S. and that a criminal record impacts employment opportunities.

With the national unemployment rate dipping below 5 percent, employers cannot afford to overlook millions of qualified workers.³ The economy loses \$78 to \$79 billion per year to gross domestic output due to the number of people with criminal records that are unemployed or underemployed.⁴

Many employers have expressed a desire to provide fair access to job opportunities for this population but are unsure how to do so while still addressing safety and liability concerns, such as employee hiring. To bridge this gap, a wide range of organizations and agencies—including public and private foundations, state service providers, and educational and vocational training programs—work to provide support to people with criminal records who are seeking employment. This support often takes organizational suggestions on how they can engage employers in conversations about hiring people with criminal records, which will help improve the employment outcomes of the people they serve.

Top One: On Your Research

Before reaching out to employers, learn about their industry's employment practices and the barriers that people with criminal records may face when trying to enter or advance in those industries. Research the local, state, and federal hiring policies that regulate when or how hiring process employers can require a criminal record. It is also important to understand specific employer hiring needs; they will be more receptive if you can frame the discussion around their company's need for qualified workers.

1. Identify the industries in your region that are expected to grow. This will help you target your efforts on employers with the largest number of job openings, as well as the sectors that are expected to have the most job openings in the future.⁵

2. Learn about the career paths available in certain fields, including the education and training requirements a person would need to meet in order to advance in a specific career.⁶



October 2015

The Consideration of Criminal Records in Hiring Decisions

Since 2010, the U.S. economy has experienced positive sector job growth, a rise that has led to 6.4 percent, and steady growth in the country's gross domestic product. There are still underlying weaknesses, however, as evidenced by the historically low employment rate of prime-age people and the continued high number of workers unemployed for longer than six months.¹ Unemployment is even more persistent for people with criminal records.

The more than 60,000 people receiving reentry services from the Department of Justice each year in the U.S. face significant challenges.² Numerous studies find that people require a combination of family support, community resources, and economic opportunity to step out of the criminal justice system.³ Access to employment is a critical component of this path of support, as a steady job provides financial resources and social connections that build investment.

As the field develops more knowledge about what works to reduce recidivism and promote job readiness, the National Reentry Resource Center, a partner of the National Center for Corrections, is working to lead the National Employment Law Project to provide local-based education, training, and resources to policymakers also with to implement effective legislation and policies.

A Look at the Numbers

- More than 10 percent of people entering prisons and jails are barred by the results from their criminal records.
- For the national population with mental illness, that rate of getting arrested and jailed is not higher than 20 percent.
- One in 10 people incarcerated in state prisons reported prior military service.⁴
- 64 percent of inmates in the nation's state and federal prisons and jails do not have a high school diploma or equivalent, compared to 35% of the general population age 25 or older.⁵

What Are Fair-Chance Hiring Policies?

It is estimated that one in three adults in the U.S. have some type of criminal record that may appear on a routine background check for employment.⁶ Furthermore, in one study survey, one with criminal records accounted for about 54 percent of nonworking men of prime working age.⁷ Studies have shown that the existence of a criminal record reduces job callbacks by 50 percent on average, with an equal to 60 percent for Black male job candidates.⁸ These statistics demonstrate both that individuals with the criminal record system is a fairly common experience in the U.S. and that a criminal record impacts employment opportunities.

A broad menu of reforms, which some locations have adopted "fair-chance" laws, encourages "beyond the box" policies and builds off the best practices identified in the U.S. Equal Opportunity Commission (EEOC) guidelines on the use of arrest and conviction records in employment decisions.⁹ EEOC recommendations that have been incorporated into fair-chance laws include, for example:

- Prohibiting certain criminal record information from consideration, such as arrests that have not led to convictions.
- Considering only specific job-related convictions (e.g., hiring and).
- Providing job applicants an opportunity to explain their criminal record.

Policy reforms aimed at the consideration of records in hiring decisions can be further strengthened through simple measures like the conviction waiver. Even the job application is more robust: various. The scope of the reforms also varies as to the level of government, the legal jurisdiction used, and the type of employer involved.¹⁰

As of October 2015, 39 states representing nearly every region of the country have adopted policies to change conviction history inquiries. California, Colorado, Connecticut, Delaware, Georgia, Hawaii, Illinois, Maryland, Massachusetts, Minnesota, Nebraska, New Jersey, New Mexico, New York, Ohio, Oregon, Rhode Island, Vermont, and Virginia. Each of these states have

Hiring People with Criminal Records: A Toolkit for Engaging Employers and the Business Community

Planning an Employer Engagement Event	+
Creating an Invitation	+
Developing an Agenda	+
Employer Panel Questions	+
Talking Points	+
Additional Resources	+
Employer Surveys	+
Media Outreach and Coverage	+
Next Steps	+

www.csqjusticecenter.org/nrrc/hosting-an-employer-engagement-event/

Identifying policies that may hinder access to career pathways



www.niccc.csgjusticecenter.org/

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Questions and contact information

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