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

November 8, 2018
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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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)
**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
Mission: The CSG Justice Center provides practical, nonpartisan, research-driven strategies and tools to increase public safety and strengthen communities.
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.

www.NationalReentryResourceCenter.org
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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.
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: National Reentry Resource Center
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
Allocate resources to reduce recidivism and barriers to career pathways

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
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

- Cross-disciplinary Steering Committee
- Mitigate policy barriers to career pathways and align resources

Strategic Plan

- Increase employers’ access to hiring talented workers – skills building
- Cross-disciplinary working group
- Cultivate employer leadership to increase access to livable-wage careers

Advisory Group of Employers

- 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)*

**Goal 1 Primary Focus: Promoting Job Readiness**
- Education and training
- Soft/cognitive-skill development
- Transitional job placements
- Non-skill-related interventions

**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)*

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

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

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<th>TA Provider</th>
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<td>Connecticut</td>
<td>Erica</td>
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<td>Delaware</td>
<td>Greg</td>
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<td>Florida</td>
<td>Greg and Erica</td>
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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

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

www.csgjusticecenter.org/nrrc/hosting-an-employer-engagement-event/
Resources for ARES grantees cont’d

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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www.csgjusticecenter.org/subscribe

For more information, contact info@nationalreentryresourcecenter.org

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