

*Pathway Home*  
**Grant Project Descriptions**  
**(Information compiled from each applicant abstract)**

**American Indian OIC**

**Project Title:** Sage Transitions

**Number of Participants to be Served:** 420

**Award Amount:** \$3,220,570

**Area to be Served:** Two contiguous urban Opportunity Zones, encompassing 13 census tracts will be targeted for service primarily in North and South Minneapolis.

**Summary of Project:** AIOIC and EMERGE are both partnering on the Pathway Home project and both serve participants from Opportunity Zones. Sage Transitions will serve 420 participants that are anticipated to primarily return to Opportunity Zones in North and South Minneapolis. AIOIC will use \$1,497,722 to serve 200 participants and EMERGE will use \$1,560,249 to serve 220 participants. Legal services will be provided to approximately 294 participants through the Mitchell-Hamline legal clinic.

Core to the success of Sage Transitions is partnership with the Minnesota Department of Corrections. MN DOC is the state's corrections system and oversees 13 adult and juvenile correctional facilities and numerous contracted halfway houses. Major components of Sage Transitions are pre and post-release case management, training in in-demand occupations, work readiness, transitional employment, job search support, and retention and follow-up services.

Additional partners include: Mitchell-Hamline legal clinic- legal services; Takoda Institute- career training, Heavy Metal Truck Training School- CDL training; EMERGE Enterprises- transitional employment; Native American Community Clinic, White Earth Nation, and MN Indian Women's Resource Center social services including mental and chemical health; and three halfway house providers.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility or local jail.

## **Colorado Department of Labor and Employment**

**Project Title:** Colorado Pathway Home

**Number of Participants to be Served:** 350

**Award Amount:** \$3,998,578

**Area to be Served:** Denver Metropolitan Area (urban), and Pikes Peak Workforce Area (urban)

**Summary of Project:** The Colorado Pathway Home program will provide pre and post-release employment and training services to 350 men and women housed in: Bent, Crowley, Sterling, Fremont, Cannon Minimum Security Centers; and Denver Women's Correctional Facilities. Services will also be provided in the Denver, Arapahoe, and El Paso County Jails, for inmates who are likely to relocate to the 5-county Denver Metropolitan Area and the El Paso/Teller County areas upon release. The local workforce areas will use a Workforce Navigator model to build a scalable and collaborative program that provides eligible, justice-involved men and women with workforce support services tailored to their needs. As a mandatory partner for this project, DOC will also leverage their partnership with CoreCivic to test the model in the state's two private prisons. A side by side evaluation of outcomes between prisons and jails will dramatically inform policy making at both the state and local level. DOC will develop eligibility criteria based on mutually agreed-upon qualifications such as offenses that would prevent a participant from working in in-demand occupations.

The DOC is currently adopting the Prison Normalization model. The focus of that Model is to deinstitutionalize the prison environment while maintaining the safety of staff and the men and women incarcerated. The DOC will partner with Mental Health Colorado (MHC) through their role as the local affiliate of Mental Health America (MHA). MHC/MHA will provide a multi-day customized peer support training for up to 30 women and men who are incarcerated in DOC facilities in the Denver area. They will provide an additional train-the-trainer module to a subset of the trained peer support specialists and Colorado Works peer support. Skillful, a Markle Initiative, will train DOC and Workforce teams in their Career Coaching to further support career pathway development and a different perspective for participants. The local workforce areas will hire Workforce Navigators who will deliver pre-release and post-release services in group and individual settings, virtually (and in-person), deliver and interpret assessments, and help develop career pathways and Individual Development Plans (IDPs) to guide the participants on their new course.

Additional Partners include: Remerg, a leader of community organizations supporting re-entry; The Colorado Department of Human Services joins the Center for Employment Opportunities; Clay Dean Electric, and the National Restaurant Association Educational Foundation in supporting this initiative.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility or local jail.

## **County of Ventura Human Services Agency**

**Project Title:** Ventura County Bridges 2 Work (B2W)

**Number of Participants to be Served:** 300

**Award Amount:** \$2,880,904

**Area to be Served:** Ventura County (urban). With a population of over 850,000, Ventura County is the 11th most populous county in the State of California. Ventura County's poverty rate is 10.3%. It is estimated that there are close to 76,000 actively justice-involved individuals in Ventura County, accounting for 9% of the County's total population

**Summary of Project:** The Workforce Development Board of Ventura County (WDBVC) will implement a Pre-Release Specialized Job Center at the Todd Road Jail to serve 300 inmates. The Ventura County Bridges 2 Work (B2W) project will place Employment Specialists at the Todd Road Jail whose focus will be on inmates who are less than 180 days away from release. Working as a team with the mandatory partner, Ventura County Sheriff's Department Todd Road Jail staff, the Employment Specialists will provide career services including: skills assessments, resume preparation, interview training, access to job boards and job placement services, and connections to skills training.

Once participants are released from incarceration, they will relate to the local American Job Center (AJC) locations, where training, job placement, follow-up services and referral coordination will be provided. Regarding measuring B2W output and outcomes, a defined series of process and outcome measures have been outlined. Among the factors will be: job placement, job retention, wage level, skills training, mentoring and job placement retention. Additionally, as the target population for this project is deemed high-risk, connection to other services, including clinical and medical services, support groups and mentors is critical to B2W. Overall, the strategy is that increased job placement and long-term job retention will decrease the recidivism rate within this population.

Mandatory partner: Ventura County Sheriff's Department Todd Road Jail.

Additional partners include: County of Ventura Human Services Agency Adult Family Services: Lead in Case Management and Employer Connection. State of California Employment Development Department: Employer recruitments and workshops. County of Ventura Probation: Coordinating supervision with staff. Ventura County Reentry Council: Linkage of Ventura County public, community and faith-based agencies functioning together to provide services to justice-involved individuals.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility or local jail.

## **Family Resource Center South Atlantic**

**Project Title:** New Start Program

**Number of Participants to be Served:** 300

**Award Amount:** \$2,572,242

**Area to be Served:** City of Louisburg (Franklin), Towns of Enfield and Weldon (Halifax) and City of Henderson (Vance) All areas are rural.

**Summary of Project:** New Start will be partnering with the Warren Correctional Institution (State Facility) with a goal to reduce recidivism by 20% among target participants by providing necessary service and supports identified by an Individual Development Plan. New Start will plan and implement comprehensive transitional employment and reentry services that includes criminogenic intake and assessment, individual development plan, employment and job readiness skills training, work-based learning, cognitive behavior interventions, case management, peer-to-peer support and mentoring, and follow-up, monitoring and maintenance activities. Services are offered to program participants pre- and post-release. An individualized development plan is developed to identify a career path for the program participants and to guide employment decisions. Prior to release, a comprehensive assessment is conducted to assess the needs of the program participant and assist in the selection and placement in post-secondary and occupational career training programs. Program participant will be linked to specialized supportive services and other resources prior to release. The staffing pattern will consist of a program director, three case managers, two employment outreach coordinators, a peer mentoring support coordinator and a continuous quality improvement program assistant.

**Outcome Deliverables:** (1) 100% of eligible participants will be enrolled by the end of the program operation period; (2) 100% of eligible participants will have an Individual Development Plan; (3) At least 75 % of participants will receive or be referred to partner agencies for supportive services; (4) At least 75% of eligible participants will receive employment services; (5) At least 60% of eligible participants will participate in apprenticeships and occupational training for in-demand industries that lead to industry-recognized credentials; (6) At least 75% of participants will receive industry recognized certifications; (7) At least 80% of pre-release participants will be linked directly to employers and external service providers before exit; (8) At least 75% of participants will successfully complete the program; (9) At least 80% of participants will not be re-arrested or re-incarcerated within 12 months of their release from the correctional facility; and (10) At least 60% of participants will meet the WIOA primary indicators of performance quarterly.

Additional partners include: New Connections, MGM Products, Clean Energy, Kerr-Tar Workforce Development Board, and Correctional Enterprise.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility.

## **Goodwill Industries of Southeastern Louisiana, Inc.**

**Project Title:** Goodwill Re-Integration Program (GRIP)

**Number of Participants to be Served:** 520

**Award Amount:** \$3,999,989

**Area to be Served:** Rural counties: Assumption, East Feliciana, Plaquemines, St. Charles, St. Helena, St. James, St. John the Baptist, Tangipahoa, and Washington. Urban counties: East Baton Rouge, Jefferson, Lafourche, Livingston, Orleans, St. Bernard, Terrebonne, and West Baton Rouge.

**Summary of Project:** The GRIP model replicates promising practices found in MCORP regarding case management, and supports the Re-Entry Policy Council's policies regarding employment and self-sufficiency. GRIP accomplishes this through the implementation of its four program components (intake and enrollment, support and stabilization, education and training, and employment and advancement). Its design is based on a "holistic" approach with the understanding that stabilizing the participant, providing training and education opportunities, job placement and coaching reduces the probability of engaging in crime due to the inability to earn an income, reduced free time and exposure to conventional norms within the workplace.

Goodwill has been a key partner with state and local efforts to innovate highly successful pre- and post-release strategies for its exceptionally high-need and high volume prison population. The GRIP program is designed to disrupt justice involvement among the adults it serves by providing rewarding and engaging alternatives leading to employment, career advancement and reduced risk of recidivism. Goodwill will reduce recidivism to 10%.

Mandatory partners (all are state-run facilities): Southeast Region Regional Re-Entry Center; Southeast Central Region Regional Re-Entry Center, Capital Region Regional Re-Entry Center, The Louisiana State Penitentiary

Additional partners: 65 community based and 112 faith-based organizations, including the Louisiana Council on Resources, Southeastern Louisiana Legal Services, and the Justice Accountability Service.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility.

## **GRID Alternatives**

**Project Title:** Central Valley Pathway Home

**Number of Participants to be Served:** 100

**Award Amount:** \$2,851,951

**Area to be Served:** The proposed project will serve the Central San Joaquin Valley, comprised of Merced County, Madera County, Fresno County, and Kings County.

**Summary of Project:** GRID Alternatives has partnered with Madera County Department of Corrections, Madera County Workforce Investment Corporation, and Fresno Regional Workforce Investment Board to offer the Central Valley Pathway Home program to address the issues that individuals will confront pre-release and as they return to their communities, by offering technical skills, job training and job search skills, career planning, and life skills training. Providing technical training and workforce career services create foundational skills for inmates to stand on when released. Learning skills to identify career pathways and navigating the job interview process, inmates grow a sense of self and confidence to envision becoming productive law-abiding members of society. Post release participants will continue their training with GRID Alternatives as trainees in Solar Installation Basics Training 200 program, growing skills to become entry level solar installers. They will continue working with case managers/employment specialists in their county of residence for career and job placement support services. Developing technical skills pre and post reentry, reentering citizens will have a 2<sup>nd</sup> chance at employment in the solar and construction related industries which are felon friendly with employers who believe in fair chance hiring.

The objective is to create successful pathway to employment through assessments and training for 100 reentry individuals over twenty four months by offering prerelease classes to incarcerated individuals at Madera County Jail focusing on hands-on introduction to solar training, workforce skills, and career exploration, and post release structured hands-on entry level solar installation training, case management and job placement services.

**Mandatory Partner:** Madera County Department of Corrections

**Additional partners include:** Madera County Regional WDB; and Fresno County Regional Workforce Development Investment Board.

**Target Population:** Adults, at the time of enrollment, residing in a local jail.

## **Knoxville Leadership Foundation (KLF)**

**Project Title:** KnoxWorx Pathway Home

**Number of Participants to be Served:** 300

**Award Amount:** \$2,770,428

**Area to be Served:** Knoxville and Knox County, TN (urban)

**Summary of Project:** KLF currently operates the holistic KNOXWORX workforce development program that combines job skill training with the full range of programs and services needed to increase employability and personal well-being. In partnership with the detention facility (DF), KLF proposes to connect its pre-release workforce development programs in place at the DF to a new component to offer internal on-the-job-training for in-demand industries that can be seamlessly continued to KNOXWORX when inmates are released. Skill development will be offered for four in-demand industries: construction, health services, advanced manufacturing, and hospitality and culinary.

Each inmate will work with his/her *K-PATH* case manager to develop an individual development plan that defines achievable skill development goals to be accomplished during the program. Program-wide goals focus on attaining credentials, entering the workforce, and lowering recidivism. *K-PATH* is designed to lead to credential attainment and subsidized or unsubsidized job placements for all program participants. Credentials can include pre-internships, internships, and industry-recognized certifications as well as passing exams to earn high school equivalency degrees. Participants also will complete employability and soft skill curricula designed to address criminogenic needs and the risk factors associated with recidivism, such as anger management.

Mandatory partner: Knox County jail the Roger Wilson Detention Facility (local).

Additional partners include: *K-PATH* includes 42 partners, most of whom now offer their programs through video conferencing due to COVID-19 social distancing protocols. The American Job Center (AJC) will participate through the East Tennessee Human Resource Agency, the fiscal and administrative agency of Workforce Innovation and Opportunity Act Title I funds for the AJC service delivery network. Other partners include the University of Tennessee, Pellissippi State Community College, the Tennessee College of Applied Technology, and 25 employer partners who have committed to provide work placements when skill training is completed. *K-PATH* includes 14 service partners that will provide a range of services including legal support, behavioral health counseling, health care, transportation, shelter, and other services during the pre- and post-release program and the follow-up period of the grant.

**Target Population:** Adults, at the time of enrollment, residing in a local jail.

**Midwest Urban Strategies, Inc.**

**Project Title:** Reentry Network

**Number of Participants to be Served:** 300

**Award Amount:** \$3,504,541

**Area to be Served:** Wichita (KS), Kansas City (MO), and Pittsburgh (PA). Urban

**Summary of Project:** Midwest Urban Strategies (MUS) is a consortium of urban workforce development boards (WDB) working to enhance the services and strategies of the public workforce system to improve outcomes for job seekers and employers. Three of MUS' members are participating in the Reentry Network: Partner4Work (Pittsburgh, PA), Full Employment Council (Kansas City, MO), and Workforce Alliance of South Central Kansas (Wichita, KS).

This grant will bring the corrections system formally together with the workforce system to coordinate resources and connect incarcerated individuals with services and supports pre-release. Participants will be assessed pre-release and an individual plan will be developed to act as a blueprint for the types of supportive and training services the individual will be connected to help them successfully reintegrate. This plan will be reviewed prior to release and revisited every month between the case manager and the participant. Individuals will benefit from vocational and occupational training in driver industries with a focus on each region's high priority occupations. Participants exiting the facility without employment will be offered a weekly stipend to assist their financial stability while completing necessary training and credentialing programs. And, eligible participants will be co-enrolled in WIOA Title 1, SNAP E&T and other relevant programs that provide additional resources to cover the costs of programming. All participants will have access to the network of American Job Centers to assist with job search and work readiness. MUS will coordinate the Reentry Network, providing oversight, guidance and technical assistance to WDB's in the implementation of programs and integration of resources to fully perform and expend. Through monthly one-on-one virtual meetings, MUS will hold each WDB accountable to accomplish the deliverables and benchmarks and will strategize with them to implement changes and improvements. This is the role that MUS performs as an industry intermediary. By developing program responses that demonstrate proof of concept, MUS can replicate what works in other similar member markets, and then once fully proven, scale the program for integration into the public workforce system. This ensures that programs that evidence best practices are sustained beyond any grant funded project.

**Mandatory partner:** The mandatory partner in the Wichita (KS) MSA is the Kansas Department of Corrections, including Wichita Work Release Facility (Primary), Sedgwick County Corrections, Sedgwick County Jail, and Eldorado Correctional Facility, all state correctional facilities. In Kansas City (MO) the mandatory partner is the Missouri Department of Corrections, operator of the Kansas City Release Center in Jackson County, MO and the Jackson County Detention Center. The mandatory partner in Pittsburgh (PA) is Allegheny County Jail, a local jail.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility or local jail.



## **(Ohio) Area 7 Workforce Development Board**

**Project Title:** Transition from Jail to Community (TJC) – Pathway Home

**Number of Participants to be Served:** 400

**Award Amount:** \$4,000,000

**Area to be Served:** Miami, Sandusky, Highland, Lawrence (rural); and Montgomery (urban) counties.

**Summary of Project:** Area 7 Workforce Development Board, in collaboration with County Reentry Councils proposes a comprehensive “*Jail to Community Continuum*” reintegration initiative for 400 inmates. The initiative is win/win/win. The program fills the offender reentry gaps through community collaboration, assists business skill shortages, leads the offender to economic security, and ultimately positively impacts the communities’ safety.

Vocational, basic skills, and risk/needs/barrier assessments will be completed for each eligible inmate in order to determine their needs and appropriateness for the program. Based on these findings, offenders and staff will create an Individual Development Transition Plan which will track goals and offender achievement. Supportive services will be available either internally or through the many community partner services. Trainings and services include Financial Literacy, Computer Training, GED Preparation and Testing, Industry Recognized Credentials, Getting Ahead in a Just Getting by World, Wrap Around, Mental Health and Substance Abuse Treatment, Anger Management, Identification Reinstatement, Child Support Negotiation, Job Search, LMI, Soft Skills, Work Ethic, and Job Placement and Retention.

Portfolios will be used as a meaningful collection of the participants’ work exemplifying their interests, range of skills, attitudes and development over a period of time.

Mandatory partner: Sandusky County Jail, Miami County Jail, Montgomery County Jail, Highland County Jail, and Lawrence County Jail.

Additional partners: local Departments of Job and Family Services, American Job Centers, Community Action Agencies, United Ways, Goodwill, County and City Government, Career Technical Centers and Community Colleges, Family and Children First Councils, Faith and Community-based Organizations, Mental Health and Recovery Boards, Judges and Law Enforcement, Homeless Shelters, Food Banks, and many employers. In addition, the State of Ohio, Department of Job and Family Services has joined the partnership to provide valuable data sharing and access to OhioMeansJobs job seeker and employer matching system.

**Target Population:** Adults, at the time of enrollment, residing in a local jail.

## **Ohio Department of Job and Family Services**

**Project Title:** Ohio Pathways Home Project

**Number of Participants to be Served:** 540

**Award Amount:** \$4,000,000

**Area to be Served:** Cuyahoga (Cleveland area), Franklin (Columbus area), Hamilton (Cincinnati area), Montgomery (Dayton area), and Summit (Akron area). Also, two rural counties near participating correctional facilities: Belmont and Marion.

**Summary of Project:** Using evidence-based research, the Ohio Pathway Home project intends to work with state correctional institutions both pre- and post-release to ensure continuity of services for individuals who are within six months of release. Six Reentry Navigators will be responsible for different regions of the state and will work directly with the individuals prior to being released and thereafter to assist them with attaining the services needed for their individual development plans in conjunction with their risk assessment evaluations. The Reentry Navigators will establish relationships with service providers, businesses, treatment centers, correctional institution staff, and other partners to ensure a coordinated transition from incarceration to public life for returning citizens. The Navigators will be headquartered and operating from select OhioMeansJobs Centers in the local areas noted above.

Mandatory partner: Ohio Department of Rehabilitation and Correction (8 correctional facilities).  
Ohio Department of Youth Services (3 correctional facilities)

Additional partners: National Restaurant Association Educational Foundation; Ohio Restaurant Association Education Foundation & Ohio ProStart; and OhioMeansJobs Centers in Ohio Local Workforce Development Areas 2, 3, 7, 11, 13, and 16.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility.

**OIC of South Florida, Inc.**

**Project Title:** OIC Pathway Home Reentry Project

**Number of Participants to be Served:** 500

**Award Amount:** \$4,000,000

**Area to be Served:** For this project, OIC selected two urban high poverty and crime communities: 1) Broward County, FL; and 2) Miami-Dade County, FL.

**Summary of Project:** OIC will implement the evidence-based sectoral career pathway employment and training model (includes apprenticeship) and propose to integrate it with two evidence-based and informed models 1) the Alliance for Quality Career Pathways Framework (AQCP), which provides a model for developing a career pathways program; 2) Integrated Risk and Employment Strategies (IRES) approach, which develops an individual development plan based on an assessment of participants along two dimensions, criminogenic risk/needs and workforce readiness; and 3) Sectoral Based Employment (SBE) and Apprenticeship Model, which is the development of industry-specific training programs that prepare unemployed and under-skilled workers for skilled positions and connect them with employers seeking to fill such vacancies.

Mandatory partner: Florida Department of Corrections.

Other partners: OIC has convened 32 partners, including: employers, workforce boards, education, training and apprenticeship providers, a performance measurement contractor and support service providers to assist in attaining the project's proposed outcomes.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility.

## **Opportunities Industrialization Centers of America, Inc. (OICA)**

**Project Title:** OICA Pathway Home Reentry Program

**Number of Participants to be Served:** 450

**Award Amount:** \$4,000,000

**Area to be Served:** Philadelphia, PA; Harrisburg, PA; and Norristown, PA.

**Summary of Project:** The OICA Pathway Home Reentry Program is led by OIC of America (OICA), a parent organization that oversees a nationwide affiliate network spanning 22 states. Within Pennsylvania, OICA manages a regional collaborative of three affiliates focused on reentry work in the eastern part of the state. The collaborative will implement a model based on the Linking Employment Activities Pre-Release (LEAP) pilot program previously funded by the US DOL. LEAP provided pre-release services through jail-based American Job Centers and linked participants to post-release services, showing potential for breaking the cycle of recidivism by linking participants to the workforce system early, while still incarcerated and then immediately upon community reentry.

The program design adds the evidence-based sectoral employment and training model that was tested by Public/Private Ventures in an impact evaluation study and integrates two evidence-informed frameworks: 1) the Alliance for Quality Career Pathways Framework (AQCP), which provides a model for developing a career pathways program, and the 2) Integrated Risk and Employment Strategies (IRES) approach, which develops an individual care/development plan based on assessment of participants along two dimensions: criminogenic risk/needs and workforce readiness. We believe this comprehensive model of utilizing workforce and criminal justice research and promising practices will lead to the twin objectives of fostering sustained employment for individuals while promoting community safety through a reduction in recidivism.

Mandatory partners: (state) SCI Phoenix, SCI Camp Hill, and SCI Chester; and (local) Dauphin County Prison.

Additional partners: Jenkintown Building Services, Inc.; Reading Terminal Market; Rebuild Philadelphia; Community College of Philadelphia; Energy Coordinating Agency; Confident Career Women; The Defender Association of Philadelphia's Adult Social Services Unit; Philadelphia Lawyers for Social Equity; Living Strong Consulting; Family Services of Montgomery County; Philadelphia Works; UESF; Hope Station; Capitol Pavilion; Shining Light Thrift Shop; and Your Way Home Montgomery County.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility or local jail.

## **Schenectady Community Action Program (SCAP)**

**Project Title:** SCAP Pathway Home Reentry Program

**Number of Participants to be Served:** 100

**Award Amount:** \$849,892

**Area to be Served:** The City of Schenectady, Towns of Duanesburg, Glenville, Niskayuna, Princetown and Rotterdam; and Villages of Delanson and Scotia.

**Summary of Project:** SCAP's project model infuses a combination of service methods and evidence-based practices to achieve outcomes, including: coordinated participant identification; individualized planning and intensive, therapeutic case management, counseling and employment support; comprehensive resource navigation; work readiness training and related supports; legal support; mentoring; and a Career Pathway approach to occupational training and employment. SCAP's theory of change is: A unified methodology incorporating the expertise of multiple partners to deliver tailored supports will result in achievement of positive outcomes for this hard to serve population.

Specific work plan components include: Outreach, Intake & Enrollment; Intensive Case Management & Resource Navigation; Career Readiness; Occupational Training; Legal Assistance; Unsubsidized Employment, Apprenticeship and Post-Secondary Education; Mentoring; Program Coordination & Case Conferencing; and Evaluation.

Mandatory partner: (local jail) Schenectady County Correctional Facility/Schenectady County Sheriff's Office.

Additional partners: Center for Community Justice; Bridges of Greater New York, Hudson Valley Community College; SUNY Schenectady; AlbanyCanCode; Legal Aid Society of Northeastern New York, Schenectady County District Attorney; Schenectady Police and Ellis Medicine.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility or local jail.

## **SE Minnesota dba Workforce Development, Inc. (WDI)**

**Project Title:** Pathway to a Fresh Start and Employment Success

**Number of Participants to be Served:** 240

**Award Amount:** \$1,594,300

**Area to be Served:** The following counties: Dodge, Fillmore, Freeborn, Goodhue, Houston, Mower, Olmsted, Rice, Steele, and Wabasha.

**Summary of Project:** The goals of the Pathway to a Fresh Start and Employment Success program are to significantly reduce the recidivism rate of individuals released from Minnesota State Correctional facilities, Steele County Corrections, and Dodge, Fillmore, and Olmsted County Corrections (DFO) and insure participants in the program are able to attain employment which provides an income that places the individual and their dependents above the poverty guidelines. WDI's Pathway to a Fresh Start and Employment Success program will use a Co-Case Management Model which fosters a partnership between each WDI office in Southeast Minnesota and the local correctional agency in that county. The other major partners in the proposal include local service providers in all ten counties regarding assistance with housing, substance abuse, childcare, mental health, and more. The ten counties served by WDI and this grant include: Dodge, Fillmore, Freeborn, Goodhue, Houston, Mower, Olmsted, Rice, Steele, and Wabasha. Southeast Minnesota is very diverse, and these counties represent both rural and urban areas, with the majority of the region being more rural.

The Pathway to a Fresh Start and Employment Success program will establish a continuum of care that begins during the individuals' pre-release phase within the state corrections facility and/or the county facilities. Two positions within WDI, entitled Reentry Navigators, will be created specifically for this program. The Reentry Navigators will identify barriers and challenges participants face and provide career planning, skill development, cognitive behavioral assessments and therapy as well as referrals to resources needed to ensure a successful reintegration into society and to achieve the goal of sustained employment.

Mandatory partner: Minnesota Department of Corrections

Additional partners include: 14 local employers, community-based organizations, education and training providers and adult basic education entities.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility or local jail.

## **South Central Tennessee Workforce Alliance**

**Project Title:** South Central TN Workforce Alliance Pathway Home Project

**Number of Participants to be Served:** 150

**Award Amount:** \$1,630,417

**Area to be Served:** The 22nd Judicial District is located in Southern Middle Tennessee and covers four counties, two of which are determined to be opportunity zones in economically distressed communities. Maury County Sheriff's Department, Wayne County Sheriff's Office, Giles County Sheriff's Department and the Lawrence County Sheriff's Department (all local county government).

**Summary of Project:** In an effort to establish workforce centers inside facilities and to replicate best practices from the Maury County program to the remainder of the judicial district. The purpose of this endeavor will be to increase higher quality employment opportunities, lower the recidivism rate in the 22nd district as well as limit violations of parole and probations and increase public safety. The 150 individuals who will be served in this project will be chosen for services based on their desire to participate, their projected release date and the results of their risk and needs assessment. The Static Risk Offender Needs Guide-Revised (STRONG-R), an empirically validated risk assessment that is interfaced with the Tennessee Department of Corrections management system, will be used to identify those inmates who are in the target population, assess their risk level and recommend an intervention strategy to help eliminate barriers. This instrument takes into consideration mental health issues as well as static and dynamic factors. The major area of focus for the workforce centers will be to help the inmate identify employment strengths and goals and to develop a plan that will eliminate barriers to their success. Wrap around services will include mental health, education both high school and post-secondary, recovery, parenting and financial management. Staff are highly trained with a wide scope of expertise ranging from employment services, case management, Adult Education, post-secondary instruction to mental health professionals. Corrections specific training will be ongoing.

**Mandatory Partners:** 4 county jails in the 22nd Judicial District of Tennessee. All rural areas in Southern Middle Tennessee. 1) Maury County Sheriff's Department 2) Wayne County Sheriff's Office 3) Giles County Sheriff's Department 4) Lawrence County Sheriff's Department

**Additional Partners:** Centerstone Mental Health; Camelot Mental Health; District Attorney General Brent Cooper; Wayne County Joint Economic and community Development Board; Columbia Coatings; Maury County Chamber and Economic Alliance; Southern Middle Tennessee Adult Education; Maury County Prevention Coalition; Vocational Rehabilitation; Lee Company; and Circuit Court Judge Chris Sockwell.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility or local jail.

## **Tampa Bay Academy of Hope**

**Project Title:** JOBS Pathway Home Program

**Number of Participants to be Served:** 500

**Award Amount:** \$4,000,000

**Area to be Served:** Hillsborough County, FL- urban; Polk County, FL - urban & rural; Pasco County, FL – rural.

**Summary of Project:** Tampa Bay Academy of Hope will work together with the Florida Department of Corrections to serve Hillsborough, Pasco, and Polk Counties in Florida in developing and implementing the program to assist returning citizens transitioning back into the community by obtaining industry recognized credentials leading to sustainable employment.

TBAH with the help of Career Source identified demand employment sectors in the community and created vocational training strategies for men and women returning to identified communities to improve workforce outcomes. In addition to vocational skills training, participants will receive pre-release service consisting of job preparation, development of individual development plans (IDPs) including identifying barriers to employment, career exploration and planning, counseling, and assistance with linking inmates to the social services required to help them transition back to their communities. Upon release returning citizens will receive continued post-release services consisting of skill-building services, including apprenticeships and occupational training in in-demand industries that lead to industry-recognized credentials. TBAH employer connections will inform specific program curricula and ensure relevance to the needs of local businesses and jobs. By teaching returning citizens foundational skills, such as job readiness, employability, and job search strategies, in addition to providing apprenticeships and occupational training leading to industry-recognized credentials, TBHA will provide access to employment and reduce the likelihood of reoffending. TBAH's quantifiable objectives are informed by the project design and will accomplish the program goal of increased employment outcomes. Program design includes: 1) Evidence-based and informed practices that ensure an effective provision of critical participant-level services; 2) community collaboration and proactive CPCs supporting local workforce development and participant career goal achievement; 3) Outreach and education to inform CPC and stakeholders about JOBS and the benefits of training/education and hiring reentering adults; 4) Data collection efforts to support the DOL national evaluation initiative, ongoing project monitoring, and quality improvement; and 5) Staff engaged with the community providing employment services, case management, mentoring, allowing participants to enter/advance along career pathways, attain employment/educational goals, engage in pro-social exposure activities and connect with additional supportive services (i.e., housing, legal aid, substance abuse).

Mandatory partner: Florida Department of Corrections - State Correctional Facility Central Florida Region.

Additional partners: Boilermakers Apprenticeship; Tampa Area Electrical JATC; Florida West Coast Carpenter; Masonry Apprenticeship; NuJak Construction; Tradeco Construction; Career Source of Tampa Bay; Career Source of Polk County; Office of Public Defender; DACCO; PAR; and Hillsborough Community College.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility.



## **The Dannon Project**

**Project Title:** ACER – A Chance for Everyone

**Number of Participants to be Served:** 400

**Award Amount:** \$4,000,000

**Area to be Served:** Birmingham (urban); Jefferson County (urban); Springville/St. Clair County (rural); Wetumpka (rural); Montgomery (urban); Thomasville (rural)

**Summary of Project:** The Dannon Project (TDP) will implement the ACER program, a pre-/post-release community reentry program targeted to incarcerated men and women (age 18 and older) who will return to Jefferson County/Birmingham, Alabama upon release. Implemented over a 42 month period, the program will provide pre-release, post-release and follow-up services with the goal of increasing employment among returning citizens and decreasing the state of Alabama's recidivism rate. Pre-release services will include enrollment, assessment, development of Individual Development Plans (IDPs), case management, and Ready-to-Work training. Post-release services will include ongoing case management, linkage to supportive services, educational attainment, vocational and job training, and job placement assistance. Follow-up will include continued case management, employment retention support, mentoring, and other skills training.

Mandatory partner: Jefferson County Jails (local); St. Clair Correctional Facility (state); Tutwiler Correctional Facility (state); Kilby Correctional Facility (state); L.I.F.E. Tech Transitional Facility (state facility);

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility or local jail.

## **Mental Health Association of Oregon dba Mental Health & Addiction Association of Oregon (MHAAO)**

**Project Title:** Pathway Home Peer Delivered Services Project

**Number of Participants to be Served:** 500 - 600

**Award Amount:** \$3,967,635

**Area to be Served:** Multnomah and Washington Counties are primarily urban with rural portions and Clackamas County is primarily rural.

**Summary of Project:** The Mental Health & Addiction Association of Oregon (MHAAO) proposes the peer-led Pathway Home project to provide peer support/recovery mentor and case management services to eligible incarcerated individuals in three Portland Metro county jails. The specific goals of the project are to increase employability of formerly incarcerated individuals post-release and decrease rates of recidivism. The Pathway Home program will be offered to eligible individuals, with preference given to veterans, in the last 180 to 20 days of incarceration before their scheduled release date. MHAAO will serve between 250 and 300 individuals per year. The case manager, the certified peer support specialist / certified recovery mentor (PSS/CRM), and the incarcerated individual will develop a working relationship and the PSS/CRM would provide mentoring and support before, during and after re-entry. Program services include comprehensive case management along with re-entry and recovery peer support with a focus on the creation of individual development plans (IDP) and employment tracking and referral. This service would continue for up to 18 months post-release or longer.

A key feature of the program would be MHAAO's state-approved peer support certification training (Peer Wellness Specialist) offered to Pathway Home participants post-release. Among the participants in MHAAO's peer program, we anticipate at least half will enroll and complete the Peer Wellness Specialist (PWS) training, gain their Certified Recovery Mentor certification and seek employment in the peer support specialist/recovery mentor field. Participants seeking non-peer service employment positions will be supported in exploring job opportunities in a field of their choosing.

**Mandatory partners:** Clackamas County Jail; Multnomah County Detention Center (MCDC) (max security), and/or Inverness Jail (medium security); and Washington County Jail.

**Additional partners:** Bridges to Change-Substance use disorder (SUD) and mental health services and housing provider; Iron Tribe-Recovery support and family housing provider; Anna Rockhill and Associates-Project Evaluators; Criminal Justice Commission- (CJC)-Recidivism rate tracking and reporting; Work Systems (I-Trac)- Employment status and wage data tracking and reporting; Metropolitan Public Defenders- (Community Law Department)-Legal services; Clackamas Workforce Partnerships-Brings employers and job seekers together

**Target Population:** Adults, at the time of enrollment, residing in a local jail.

## **Volunteers of America of Massachusetts, Inc. (VOAMA)**

**Project Title:** Essex County Re-entry Vocational Training Center Program

**Number of Participants to be Served:** 550

**Award Amount:** \$4,000,000

**Area to be Served:** Essex County, Massachusetts (urban)

**Summary of Project:** Volunteers of America Massachusetts in collaboration with program partner the Essex County Sheriff's Department proposes the *Essex County Re-entry Vocational Training Center Program* to serve 550 inmates of the Middleton Correctional Facility, Essex County Pre-Release and Re-entry Center, and the Women in Transition Pre-Release Facility through a program that will provide workforce services prior to release and continued services after release for participants returning to Essex County, Massachusetts. Program participation will improve participants' post-release employment and recidivism outcomes while meeting labor market demands in the communities where they return to live.

In addition to employment and training that will provide participants with skills needed to enter career-track employment, this project will provide comprehensive case management and wrap-around supportive services to ensure participants receive assistance with obtaining housing, assistance with meeting basic needs, legal services, substance abuse and mental health treatment, and other services needed to prevent recidivism through a comprehensive partner network.

Through the proposed program enrolled participants will have the opportunity to pursue four primary program options: C-Tech will offer multiple learning tracks to different certifications through six telecommunications technology courses; the Lawrence Training School will offer occupational training in Asbestos Supervisor Training and Hazardous Waste Operations and Emergency Response Training; Northern Essex Community College will offer the opportunity to enroll in credit, non-credit, or occupational training programs; and completion of the Hardscape Program will produce an industry-recognized credential.

**Mandatory Partner:** Essex County Massachusetts Sheriff's Department (local jail)

**Additional partners:** AutoZone, Behavioral Health Services VOAMA, City of Lynn Police Department, C-Tech, Essex District Attorneys Office, Lawrence Dream Network, Lawrence Police Department, Lawrence Training School, Mass Hire-Merrimack Valley Workforce Investment Board, Northeast Legal Aid, Northern Essex Community College, People Ready, Saba Realty, South Bay Community Services, Spectrum Health Services, UPS, and U.S. Congress members Edward J. Markey, Seth Moulton, and Elizabeth Warren.

**Target Population:** Adults, at the time of enrollment, residing in a local jail.

## **Workforce, Inc. dba RecycleForce**

**Project Title:** Pathway Home

**Number of Participants to be Served:** 400

**Award Amount:** \$4,000,000

**Area to be Served:** The urban area of Indianapolis (Marion County), Indiana, predominantly a high poverty, high crime area composed of 81 contiguous census tracts in the IndyEast Promise Zone and a federally designated Opportunity Zone.

**Summary of Project:** Prior to the unemployment crisis caused by the COVID-19 pandemic, unemployment in the target area of Marion County was more than 30%, 20% of residents age 25 and older did not possess a high school diploma or equivalency, nearly a quarter had no health insurance and half of those insured were under Medicaid. Personal crime risk for residents of the target area is nearly 3 times higher than the state of Indiana as a whole, and property crime risk is more than 2.5 times higher. The proposed project will identify inmates incarcerated in the Marion County jail (Indianapolis) who are interested in training for employment in specific high demand industries in the community, including logistics, recycling, manufacturing, hazardous material handling, and construction.

RecycleForce and its collaborative partner 1 Like Me will deliver pre-release employment and career services and employability skills training. Immediately upon release from jail, program participants will report to RecycleForce for employment in a transitional job with a flexible schedule to accommodate criminal justice oversight, the opportunity to earn portable and stackable certifications and credentials and high school equivalency, mentoring, individualized wraparound services, employability skills building, job placement assistance, and follow-up.

Mandatory partners: Marion County Sheriff's Office; Marion County Jail; and Marion County Jail II.

Additional partners: Over 25 additional partners.

**Target Population:** Adults, at the time of enrollment, residing in a state correctional facility or local jail.