

## PATHWAY HOME 3

### Overview

On June 29, 2022, the Department of Labor awarded 18 organizations grants totaling \$50,643,113 for the Pathway Home 3 grant program.

The intent of this grant program is to provide reentry programming to eligible, incarcerated individuals prior to release from state correctional facilities or county or local jails and to continue comprehensive services after release. By providing reentry services to participants while they are still incarcerated and post-release from incarceration, these projects are designed to eliminate the time gap between release from prison and enrollment into a reentry program leading to employment.

Pre-release services will assist inmates, who enter the program within 20 to 270 days from their scheduled release date, to prepare for returning to their communities. Pre-release services must include job preparation, developing individual development plans (IDPs) that identify assistance needed for employment, career exploration and planning, counseling, assistance obtaining state identification required for employment, and assistance with linking incarcerated participants to the social services required to help them transition back to their communities. Pre-release occupational training is highly encouraged. Post-release activities must include skill-building services, such as apprenticeships and occupational training in in-demand industries that lead to industry-recognized credentials.

Pre-release and post-release service delivery are more challenging due to COVID-19 pandemic related restrictions and concerns. Yet, service delivery in both contexts remains important to the overall success of the enrolled participants, as well as the reentry and workforce systems. These grants provide opportunities for organizations focused on employment and training, corrections, and community supervision to collaborate, and to develop or improve strategies to remove barriers to employment, including ongoing COVID-19-related challenges. By teaching participants foundational skills such as job readiness, employability, and job search strategies, in addition to providing apprenticeships and occupational training leading to industry-recognized credentials, the grants can provide access to employment and reduce the likelihood of recidivism.

### Award Summary

- \$50,643,113 in Pathway Home 3 funds awarded
- Awards range from \$998,343 to \$4 million
- 18 organizations were awarded
- Period of Performance: 42 months (July 1, 2022, to December 31, 2025)

The grant awardees and project summaries are listed on the following pages.

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## PATHWAY HOME 3

Career Resources, Inc.  
Bridgeport, CT

<b>Award Amount:</b>	\$3,984,655
<b>Applicant Type:</b>	Direct
<b>Participant Enrollment Goal:</b>	400
<b>Mandatory Partner(s):</b>	Carl Robinson CI Cheshire CI Corrigan CI Garner CI MacDougall-Walker CI York CI
<b>Target Area(s):</b>	Bridgeport, Waterbury, New Haven, Hartford, New Britain, New London, and Willimantic

**Project Summary:** Pathway Home-CT will provide participants with pre-release services that include job preparation, developing individual development plans (IDPs) including identifying barriers to employment, career exploration and planning, counseling, and assistance with linking returning citizens to the social services required to help them transition back to their communities. Post-release services will include occupational training and placement services provided via the statewide network of American Job Centers and continued case management services. Participants will maintain the same caseworker pre- and post-release, which was suggested as a “Best practice” in the Linking Employment Activities Pre-Release (LEAP) Implementation Study. The trainings and services provided will assist participants with embarking on career paths that prepare them to advance and succeed in long-term employment. Pathway Home-CT will employ evidence-based and evidence informed programming (EBP) throughout all phases of service delivery. These services will build on the successful interventions documented in the LEAP implementation study, which provided pre-release services through jail-based American Job Centers and linked participants to post-release services, and on Career Resources Inc.’s (CRI) experience coordinating pre-release services with the workforce development boards across the state as the employment coordinator of the Adult Re-entry and Employment Planning Grant Program (ARES) since January 2021.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$6,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 18.6% recidivism.

## PATHWAY HOME 3

Center for Community Alternatives  
Syracuse, NY

**Award Amount:** \$999,987

**Applicant Type:** Direct

**Participant Enrollment Goal:** 100

**Mandatory Partner(s):** Onondaga County Correctional Facility

**Target Area(s):** Syracuse, New York

**Project Summary:** The Center for Community Alternatives (CCA) is requesting \$999,987 over the 42-month grant period. CCA's Pathway Home Program will serve 100 men and women aged 18 or older who have been convicted and are incarcerated in the Onondaga County Correctional Facility (OCCF) with scheduled release dates within 20 to 180 days of enrollment in the project and planning to return to the City of Syracuse/ Onondaga County, New York. The per participant cost is approximately \$9,999. OCCF is the local jail and is located at 6660 East Seneca Turnpike, Janesville, NY 13078 in Onondaga County, New York.

Syracuse has 55 contiguous census tracts including 14 Qualified Opportunity Zones. Syracuse is identified by the U.S. Census Bureau as an Urbanized Area (UA,) 86302, and has a population of approximately 144,000. Syracuse is also a community with both high poverty and high crime rates, generally in overlapping census tracts. Syracuse is also the economic and educational hub of Central New York. A region with over 1 million residents. Central New York and Syracuse metropolitan area employers report difficulty finding and hiring qualified workers.

CCA has a long-standing relationship with the Onondaga County Correctional Facility and currently provides programming in the facility. The approaches and methods proposed for the project are drawn from evidence-based and promising practices, as well as, additional components needed to address the unique characteristics of this population. CCA's proposed Pathway Home Program will provide employment, training, evidence-based interventions and services resulting in successful employment, training, and education outcomes, as well as reduced recidivism for the target population. Services will be provided pre-release and post-release and are designed to provide a seamless transition from jail to the community.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$5,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and the recidivism rate is less than 21%.

## PATHWAY HOME 3

Delaware County Workforce Development Board  
Upper Darby, PA

**Award Amount:** \$1,499,999  
**Applicant Type** Direct  
**Participant Enrollment Goal:** 150

**Mandatory Partner(s):** George W. Hill Correctional Facility

**Target Area(s):** Delaware County, which includes both rural and urban towns.

**Project Summary:** The Delaware County Workforce Development Board and EDSI will serve 150 participants over two years, connecting them to occupational skills that will result in gainful employment, as well as fill the needs of local employers. This will include both men and women who are within 20 and 180 days of release and who intend to reside in Delaware County upon release. All participants will be legally eligible for work in the United States, and all men will be registered for the Selective Service. All participants will receive soft skills job training, career pathway exploration, and case management services that will extend beyond release to the PA CareerLink® WIOA program. Additionally, participants will be encouraged to explore/enroll in the GED program or an Occupational Skills Training (OST) program that can be started while incarcerated with participation facilitated through a work release agreement. With skills training combined with education, employability, skills assistance, and support to overcome barriers to employment, this programming will have a significant effect on both the local labor market and the lives of our neighbors in Delaware County.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$5,000 median earnings 2nd quarter after exit; 65% credential attainment; 70% measurable skill gains; and the recidivism rate is less than 13%.

## PATHWAY HOME 3

Fedcap, Inc.  
New York, NY

**Award Amount:** \$3,999,999  
**Applicant Type:** Direct  
**Participant Enrollment Goal:** 400

**Mandatory Partner(s):** Rikers Island Correctional  
Facilities

**Target Area(s):** The communities of: Brownsville, Bushwick,  
Canarsie, Cypress Hill, Flatbush, Fordham,  
Gravesend, Gun Hill, Harlem, Jamaica,  
Morrisania, Morris Heights, Mott Haven, Mt.  
Eden, New Lots, Rochdale, South Bronx, and  
Tremont

**Project Summary:** Fedcap will implement the evidence-based sectoral career pathway employment and training model (includes apprenticeship) and proposes integrating it with three evidence-based and informed models: 1) the Alliance for Quality Career Pathways Framework (AQCP)<sup>1</sup>, providing a model for developing a career pathways program; 2) Integrated Risk and Employment Strategies (IRES) approach, developing an Individual Development Plan based on an assessment of participants along two dimensions, criminogenic risk/needs, and workforce readiness; and 3) the Sectoral Based Employment (SBE) and Apprenticeship Model, which develops industry specific training programs preparing unemployed and under-skilled workers for skilled positions and connects them with employers to fill such vacancies. Consistent with the IRES model, Fedcap will implement intensive case management, employment, and career services pre-and post-release to ensure participant success. Fedcap has convened 17 partners, including RICF city facility, Workforce 1, performance measurement contractor, AMTC, CAEL (union), Power 52 and Wildcat (employers), Apex Technical School, and numerous support service providers to assist in attaining the project's proposed outcomes (See LOC for a full list of partners).

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$6,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 24% recidivism rate.

## PATHWAY HOME 3

Foundation for an Independent Tomorrow

Las Vegas, NV

**Award Amount:** \$2,499,999

**Applicant Type:** Direct

**Participant Enrollment Goal:** 250

**Mandatory Partner(s):**

Nevada Department of Corrections, North Las Vegas City Jail Corrections Center Las Vegas Detention Center, Clark County Detention Center, Florence McClure Women's Correctional Center, Southern Desert Correctional Center

**Target Area(s):**

Las Vegas; North Las Vegas and unincorporated portions of Clark County

**Project Summary:** The pre-release program begins when incarcerated individuals are identified for inclusion in the program by the Classification Team at each correction facility. These individuals are assigned to the Foundation for an Independent Tomorrow (FIT) program and begin the pre-release activities with an orientation. At that point, they are matched with a Case Manager who they will work one-on-one with throughout their program. Pre-release, FIT's 5-week curriculum, is implemented through case management. It starts with job readiness instruction, covers basic assessments and job sector analysis, personal finance, life skills, education, release, and re-integration, as well as stress management exercises. The 5-week program concludes with an all-day session identifying support partners to offer post-release services, post-release planning, and appointment making. These activities are offered at the respective prison facilities each Tuesday and Wednesday from 9am-noon. The 72-hours of transition immediately following the release is very tightly managed one-on-one Case Manager to client. At this time, the services that will be immediately needed upon release are provided to the client. These services include assistance with food, housing, transportation, hygiene, and support services.

Clients then enter the post-release portion of the program. With the case manager, the client will finish articulating their Individual Development Plan, begin to go to school at a third party accredited secondary education institution, and graduate. They will achieve industry recognized certifications. Next, they are helped with resume writing and job search. Case Managers follow up with their client one year after employment.

The **proposed outcomes** are: 75% employment rate 2nd quarter after exit; 70% employment rate 4th quarter after exit; \$7,400 median earnings 2nd quarter after exit; 70% credential attainment; 70% measurable skill gains; and less than 7% recidivism.

## PATHWAY HOME 3

Hampton Roads Community Action Program Inc.  
Newport News, VA

**Award Amount:** \$3,999,633  
**Applicant Type** Direct  
**Participant Enrollment Goal:** 466

**Mandatory Partner(s):** Middle Peninsula Regional Community Center (MPRSC), Saluda, Virginia

**Target Area(s):** Essex County, Middlesex County, Mathews County, King and Queen County and King William County

**Project Summary:** The project scope includes the roles and responsibilities of our core workforce: Executive Director, Case Manager, Education Specialist, Leadership Specialist, and Employment Specialist and Mentor. We ensure pre-and post-release success by combining organization and private partnerships with essential services to offer a “whole person concept” program. This program delivers the entire life cycle to encompass the necessary skills through education, soft skills, financial literacy, the importance of community service and volunteering, certifications, and continuing education post-release. We deliver leadership building that unites the participants with employers for independent study, apprenticeships, and gainful employment. Our program is modular and scalable to grow with the MPRSC needs at a timeline that makes sense. Our program is budget conscious and utilizes existing assets. Our program is an effective long-term tool that can be an asset across the entire enterprise, with all partner interactions. The in-process goals are to provide counseling, education, training, essential services like post-release food, clothing, housing, and transportation which provides access to higher education and employment opportunities. The long-term goal is to create a complete work force development, whole person concept one stop, as well as the opportunity to provide temporary housing so every participant has the best opportunity for success.

The **proposed outcomes** are: 75% employment rate 2nd quarter after exit; 70% employment rate 4th quarter after exit; \$6,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and the recidivism rate is less than 23%.

## PATHWAY HOME 3

Harbor Inc.  
Toledo, OH

<b>Award Amount:</b>	\$3,999,999
<b>Applicant Type</b>	Direct
<b>Participant Enrollment Goal:</b>	400 young adults
<b>Mandatory Partner(s):</b>	Corrections Center of Northwest Ohio (CCNO)
<b>Target Area(s):</b>	Lucas (urban); Defiance (rural); Fulton (rural); Henry (rural); Williams (rural)

**Project Summary:** The CareerPath program will provide career counseling, employment services, job training, educational opportunities, case management services, and reentry services to at least 400 inmates incarcerated at the Corrections Center of Northwest Ohio (CCNO). CCNO is a corrections center located in Stryker, Ohio serving a five (5) county area in northwest Ohio. CCNO is the first regional corrections center of its type in the United States, and the first regional jail to be built in the State of Ohio.

This project will target a minimum of 400 inmates from CCNO over the project implementation period. The project will engage local businesses, Ohio Means Jobs Centers, social service agencies, mental health providers, substance abuse treatment programs, housing programs, and reentry providers to provide a wide array of services and supports to individuals reentering their communities. A virtual platform will be used to support engagement of partners and community agencies, and enhance reentry services by connecting inmates with community resources through virtual meetings. Harbor is an experienced mental health and substance abuse treatment provider, and an innovative leader in the use of technology and telehealth services. Harbor is experienced in providing employment services and knowledgeable in supporting individuals living in poverty, individuals with disabilities, and individuals who have criminal records and other barriers to overcome in their career planning and job search. Harbor has established relationships with the community resources that support successful reentry.

The **proposed outcomes** are: 70% employment rate 2nd quarter after exit; 60% employment rate 4th quarter after exit; \$5,000 median earnings 2nd quarter after exit; 65% credential attainment; 70% measurable skill gains; and the recidivism rate is less than 15%.

## PATHWAY HOME 3

Little Rock Workforce Development Board  
Little Rock, AR

<b>Award Amount:</b>	\$ 1,999,999
<b>Applicant Type:</b>	Direct
<b>Participant Enrollment Goal:</b>	200
<b>Mandatory Partner(s):</b>	Pulaski County Regional Detention Facility
<b>Target Area(s):</b>	Cities of: Little Rock, North Little Rock, Jacksonville, Arkansas

**Program Summary:** Rock City Reentry—Pathway Home Project, an innovative, collaborative service model that incorporates evidence-based case management, employment, and training practices to assist participants in pre-release planning and their post-release transition into the community. The Little Rock Workforce Development Board (LRWDB) has operated a successful reentry program, Rock City Reentry, over the past five years, serving more than 380 participants. A grant through the Employment and Training Administration (ETA) will build the capacity of our Reentry Team to expand services to the most vulnerable through early intervention. We will deepen our relationship with the Pulaski County Regional Detention Facility to enroll participants pre-release. Using evidence-based practices, our case management team will enroll 200 individual’s pre-release and develop comprehensive Individual Development Plans to address barriers to employment and connect participants to in-demand occupational training, work experience and apprenticeship opportunities. We have developed close partnerships with training providers in the fields of Culinary Arts, Professional Commercial Driving, Construction, Registered Apprenticeships, Advanced Manufacturing, and Retail. Our team will deliver job readiness training, occupational training, case management, legal advocacy, mental health counseling and referrals pre-release. After release, participants will continue with their case manager to receive comprehensive wrap-around services: community-based mental health and substance abuse counseling, legal assistance, parenting workshops, adult education, benefits navigation, financial empowerment, industry recognized training, and employment placement in high-paying jobs. Participants will continue to receive 12 months of follow-up services after employment to support their success long-term. The highly equipped Rock City Reentry Pathway Home Staff will engage area employers, criminal justice stakeholders, and leverage resources to provide the highest quality of services to participants.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$5,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 16% recidivism.

## PATHWAY HOME 3

Michigan Department of Labor & Economic Opportunity  
Workforce Development

<b>Award Amount:</b>	\$2,444,599
<b>Applicant Type:</b>	Direct
<b>Participant Enrollment Goal:</b>	250
<b>Mandatory Partner(s):</b>	Michigan Department of Corrections
<b>Target Area(s):</b>	All 83 counties of the state of Michigan

**Project Summary:** MIVIP proposes to provide incarcerated veterans with “VIP” in-reach services that help them to find value in their military training and give them hope for civilian life. Despite their incarceration, veterans bring skills that make them valuable, highly productive employees when given the appropriate support. The MIVIP will provide that support. The MIVIP treatment starts with conducting in-reach training utilizing LEO-WD’s proven Veterans’ Employment Services (VES) program and incorporating pre-enrollment in the state’s American Job Center case management and reporting software.

LEO-WD’s VES program is a three-day workshop that teaches incarcerated veterans basic employment skills such as how to draft a resume and interview skills. In addition, it provides guidance on how to identify the skills gained in military service and what type of employment they would find satisfying. Incorporating AJC services into the in-reach activities removes a barrier to success and facilitates better outcomes. The scope of this project is expected to increase the state’s current capacity by an additional 250 participants. The Pathway Home 3 Grant will allow us to hire five additional staff, increasing the number of facilities staffs can serve from two to seven. In addition to expanding the scope and frequency of services, the MIVIP will promote and foster partnerships between employers, AJCs, and community- and faith-based service organizations to open new opportunities to justice-involved citizens.

State-level oversight of the program will ensure Diversity, Equity, and Inclusion strategies are utilized and facilitate a cohesive response and long-term support. During this program, LEO-WD will develop a sustainability plan including the identification of additional funding sources and volunteer organizations to sustain, and potentially lead, program services beyond the grant performance period.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$5,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 13% recidivism.

## PATHWAY HOME 3

Mid-Atlantic States Career and Education Center  
Pennsville, NJ

**Award Amount:** \$ 2,810,488  
**Applicant Type:** Direct  
**Participant Enrollment Goal:** 400

**Mandatory Partner(s):** Salem County Correctional

**Target Area(s):** Cumberland, Gloucester, and Salem Counties

**Project Summary:** The Mid-Atlantic States Career and Education Center (MASCEC) provides services throughout South Jersey, with the program outlined in the following proposal addressing the needs of the Salem County Correctional Facility (SCCF), a county jail located in Woodstown and Salem County. This 377-bed facility serves the incarcerated population of Salem, Cumberland, and Gloucester Counties, with an average daily census of approximately 360 persons. The three-county area is home to numerous State and Federal designations of need. Cumberland County is home to five Federal Opportunity Zone census tracts, Gloucester County to four, and Salem County to two.

The proposed project will have a three-month planning process, 27 months of in-facility and out-of-facility education, and 12 months of follow-up for each client. The pre-release program will offer eight weeks of job-skills development, career exploration, resume writing, basic skill development, interview skills practice and development, professionalism in the workplace skill development, as well as developing positive work behaviors. Further, job certificates will be offered in solar construction, construction, forklift training, medical certifications, and food safety. A GED program will be offered. Participants will have access to substance abuse and mental health services, identification and other legal services, food assistance, and transportation services.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$5,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 22.8% recidivism.

## PATHWAY HOME 3

Mother Lode Job Training  
Sonora, CA

<b>Award Amount:</b>	\$998,343
<b>Applicant Type:</b>	Direct
<b>Participant Enrollment Goal:</b>	100
<b>Mandatory Partner(s):</b>	Mariposa County Jail Tuolumne County Jail Calaveras County Jail Amador County Jail
<b>Target Area(s):</b>	Tuolumne County, Amador County, Mariposa County, and Calaveras County

**Project Summary:** Mother Lode’s Pathway Home project will reduce our participant reincarceration rate to 40% (10% below the State’s average) in our local area by streamlining wrap around reentry services and providing them to eligible participants (within 20-270 days of release) via pre-release America’s Job Centers of California (AJCCs) in jails and continuing through post-release AJCC’s within our four-county region. The region is referred to as “The Mother Lode” and includes Tuolumne County (rural), Amador County (rural), Mariposa County (rural), and Calaveras County (rural). The same case manager will be involved with the case management of participants throughout the entirety of the project, including but not limited to developing individual development plans, completing an intensive work readiness program, accessing training or work-based learning programs, all ensuring upward mobility to high quality, in-demand jobs in our priority industry sectors. Utilizing P2Ejobs.com (a “safe-listed” MIS system used pre-release, vetted by the Prison system, and transferring data to the State MIS system) and other data sharing platforms to streamline services, allows for a seamless handoff to key partners with no momentum lost by participants. By implementing P2Ejobs.com in the jails and providing partners with a CalJOBS login, MLJT will provide pre-release services with real-time data sharing, resulting in reduction of duplicative efforts by various agencies. Efficiencies will be gained, freeing up time to serve the participants while still achieving metrics for data-driven performance.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$6,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 16% recidivism.

## PATHWAY HOME 3

National Urban League  
New York

**Award Amount:** \$4,000,000  
**Applicant Type:** Intermediary  
**Participant Enrollment Goal:** 500

**Mandatory Partner(s):**

Travis County Sheriff's Office (County)  
Muscogee County Sheriff's Office (County)  
Plaquemines Parish Sheriff's Office (County)  
Philadelphia County Criminal Justice Advisory Board (State)  
Judge Sawyer-Philadelphia Department of Prisons (State)

**Target Area(s):**

Austin Area UL: Austin (urban), Roundrock County (urban), Bastrop (urban), San Antonio (urban), UL of Louisiana: New Orleans (urban) Baton Rouge (urban), Terrebonne (urban) UL of Greater Columbus (GA), Columbus (urban), Muscogee (urban), UL of Philadelphia: Philadelphia (urban)

**Project Summary:** National Urban League's (NUL) Urban Pathways Home Program (UPHP) provides pre-release and post-release services that prepare inmates to enter the workforce and to facilitate successful transition back into their communities. For returning citizens with barriers to employment retention, UPHP incorporates a combination of interventions including comprehensive case management, educational and occupational training, job preparation and placement services, financial acumen, and incentives. UPHP builds on pre-existing successful reentry workforce programs at UL affiliates and on NUL's previous successful reentry workforce programs, including Training to Work and Face Forward. The program leverages existing resources, partnerships, and expertise both at the intermediary level and within our Affiliate network. Through programmatic modules including job readiness, NUL's proprietary Cognitive Behavioral Therapy (CBT)/trauma informed counseling services, continuous Individual Development Plan (IDP) development, needs assessments, ongoing comprehensive case management and other support services that continue during post release. The UPHP is designed to eliminate the time gap between release from prison and enrollment into UL affiliates' local programs that will lead to employment with already established employer partners.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$5,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and the recidivism rate for the sub-grantee in Georgia and Louisiana is less than 15%, for Texas it is less than 14%, and for Pennsylvania it is less than 13%.

## PATHWAY HOME 3

Pacific Mountain Workforce Development Council  
Tumwater, WA

<b>Award Amount:</b>	\$1,499,99
<b>Applicant Type</b>	Direct
<b>Participant Enrollment Goal:</b>	150
<b>Mandatory Partner(s):</b>	Thurston County Accountability and Restitution Center; Lewis County Jail
<b>Target Area(s):</b>	Thurston County and Lewis County

**Project Summary:** The Pacific Mountain Workforce Development Council (PacMtn) is a nonprofit organization that is the recognized authority of the regional workforce development system. PacMtn serves five Washington counties: Grays Harbor, Lewis, Mason, Pacific, and Thurston. Within our target area, Thurston and Lewis counties, PacMtn is committed to reducing recidivism and supporting successful reentry into the workforce following incarceration by developing qualified and prepared job seekers and improving the likelihood that an employer will engage justice impacted individuals.

The Pathways Home 3 project will increase existing pre-release services in Thurston County and expand services into Lewis County and connect to the WorkSource system pre-and post-release. These pre-and post-release services will address basic skills deficiency and job readiness and allow for National Career Readiness Credential gain. Through a partnership with Waterversity, the program has a connection to industry training. Comprehensive case management will run through the first year of employment post-release. The case manager will develop a labor market-informed Individual Development Plan that leads to post-release employment. The case manager will connect the client to barrier remediation for support services, and post-release the client will be connected to the WorkSource system.

Additional skills-based training and job search activities will be available to justice-involved individuals in the Pathways Home 3 program. They will be connected to employment opportunities of partner employers such as Belco, Sierra Pacific Industries, and Olympia Master Builders. PacMtn and other Pathways partners recognize that justice-involved individuals are disproportionately vulnerable to poverty and need additional support services to be successful. The job seekers invested in Pathways will ultimately be less likely to live in poverty, less likely to return to jail, and more likely to contribute to the economic success of the PacMtn region.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$6,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and the recidivism rate is less than 20%.

## PATHWAY HOME 3

RIDGE Project Inc.  
McClure, OH

<b>Award Amount:</b>	\$4,000,000
<b>Applicant Type:</b>	Direct
<b>Participant Enrollment Goal:</b>	400 program participants
<b>Mandatory Partner(s):</b>	Ohio Department of Rehabilitation and Correction (ODRC)- Allen Oakwood Correctional, Mansfield Camp, Marion Correctional, and Richland Correctional, as well as WORTH center and Franklin County CBCFS The urban Counties in Ohio of Allen, Franklin, and Richland; and the rural Counties in Ohio of Auglaize, Hancock, Hardin, Henry, Mercer, Paulding, Putnam, Shelby, and Van Wert.
<b>Target Area(s):</b>	

**Project Summary:** This project will serve 400 individuals incarcerated, in any of the four Ohio Department of Rehabilitation and Correction (ODRC) prisons and CBCFs in Northwest and North Central Ohio, who are within 20 to 270 days of release and returning home to the counties. After participants are recruited and enrolled, they will take the TYRO Leadership program, which incorporates numerous evidence-based reentry practices. Next, participants will complete an Individual Development Plan (IDP) that identifies their goals, strengths, reentry and employment barriers, action steps to help them achieve their goals, overcome barriers, assistance needed from their RIDGE Case Manager or other organizations (e.g., legal, housing, mental health, substance abuse, etc.). When needed, their RIDGE Case Manager will refer them to Ohio Means Jobs for career interest and/or aptitude assessments.

Pre-release and Post-release services will begin at enrollment and continue throughout participation in the program, including the follow-up period. RIDGE Case Managers will serve as advocates for participants, guide them in developing their IDP; link them to training, employment, education, legal and other services needed to successfully achieve their goals, become self-sufficient, and live crime-free lives; and encourage and inspire them to persist in the face of adversity. We will connect participants to a variety of apprenticeship opportunities with our premiere, experienced partners; assist other participants in obtaining credentials that will give them a competitive advantage.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$5,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and the recidivism rate is less than 15%.

## PATHWAY HOME 3

Televerde Foundation

Phoenix, AZ

**Award Amount:** \$2,998,101

**Applicant Type:** Direct

**Participant Enrollment Goal:** 300

**Mandatory Partner(s):**

Indiana Women’s Prison  
Madison Correctional Facility  
Rockville Correctional Facility

**Target Area(s):**

Madison/Jefferson County  
Rockville/Parke County  
Indianapolis/Marion County

**Project Summary:** An independent evaluation by Arizona State University’s Seidman Research Institute found that between 2011 and 2018 Televerde’s workforce development programs, the success of which led to the creation of the Televerde Foundation, helped more than 3,000 women attain employment, earnings, and education at significantly higher rates. The same report listed a 5.4% recidivism rate for Televerde participants, significantly lower than the current rate reported for Indiana women.

The Televerde Foundation currently offers the PATHS Reentry program in several correctional facilities and seeks to expand the program in Indiana’s prisons for women. Televerde will provide pre-and-post-release education, training, and support to 300 women incarcerated in Indiana state correctional facilities (4 cohorts of 25 at each facility). The women engage in three programs: Career PATHS teaches business fundamentals, communication and professional skills training, and certification for careers in Customer Service, Sales Development/Inside Sales, and IT Support/Cloud Computing (6 months, pre-release, simultaneous to PATHS Reentry). PATHS Reentry provides one-on-one and group support with additional personal and professional development skills-building to build strategies and tools that will enable greater likelihood of success during post-release transition (6 months, pre-release). PATHS 2 Success provides ongoing training, education, mentoring, scholarships, and resources to support a successful transition and to advance their career (12 months, post-release).

The **proposed outcomes** are: 80% employment rate 2nd quarter after exit; 90% employment rate 4th quarter after exit; \$35,000 median earnings 2nd quarter after exit; 85% credential attainment; 90% measurable skill gains; and less than 10% recidivism.

## PATHWAY HOME 3

Total Action Against Poverty in Roanoke Valley Inc.

Roanoke, VA

<b>Award Amount:</b>	\$2,999,999
<b>Applicant Type</b>	Direct
<b>Participant Enrollment Goal:</b>	300
<b>Mandatory Partner(s):</b>	Roanoke Local City Jail
<b>Target Area(s):</b>	Roanoke City.

**Project Summary:** Total Action for Progress (TAP) proposes to develop and operate a Pathway Home 3 program in partnership with the Roanoke City Jail in southwest Virginia. Roanoke City is an urban area with a 2020 population of 100,0111 that is the hub of a larger Metropolitan Statistical Area with a population of 315,251.

The purpose of this program is to provide eligible, incarcerated individuals in the Roanoke City Jail with workforce services prior to release and to continue services after release by transitioning the participants into reentry programs in the communities to which they will return. The approach is job-driven and builds connections to local employers that will enable returning citizens to secure employment, while advancing equity for individuals facing significant barriers to labor market reentry, including incarcerated women and communities of color. The project will ensure that returning citizens are prepared to meet the needs of their local labor markets with the skills valued by employers.

Pre-release wrap-around services will be provided by the participant's primary mentor in a combination of group and individual sessions. Participants' assessments and IDP requirements will determine their service needs. These pre-release services include all of the following employment and career services: job preparation/readiness, comprehensive case management, developing IDPs using state and local labor market information (LMI) that identify barriers to employment, needs assessment, career exploration and planning, assistance with obtaining state identification, legal assistance (e.g., modification of child support orders, expungement proceedings, securing participant licenses, child custody assistance, and protective and restraining order assistance), trauma-informed care, mental health and academic counseling, and referrals to the legal and social services required to help them transition back to their communities. Whenever possible, we will begin the classroom portions of select occupational trainings in this pre-release period.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$6,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and the recidivism rate is less than 23.9%.

## PATHWAY HOME 3

### Workforce Connection of Central New Mexico Albuquerque, NM

<b>Award Amount:</b>	\$1,999,999
<b>Participant Enrollment Goal:</b>	200
<b>Mandatory Partner(s):</b>	Metropolitan Detention Center
<b>Target Area(s):</b>	Bernalillo, Sandoval, Torrance, and Valencia counties, as well as rural mountain areas, unincorporated land grant areas, and Native American/Pueblo lands

**Project Summary:** The Workforce Connection of Central New Mexico (WCCNM) and its community partners are poised to build upon a variety of innovative programming that serves to reduce recidivism and increase post-release success among recently released inmates in the county jail via its Collaborative Haven for Achievements, Nurturing, Careers, Employability, and Success (CHANCES) initiative. WCCNM will partner with Metropolitan Detention Center (MDC), a county jail, to serve individuals being released from MDC with employment, education, and training services as well as additional re-entry supports. New Mexico, and MDC specifically, experience above-average recidivism rates, and MDC's population has become higher-need over time. COVID-19 has impacted the transitional services available to inmates, and post-release services in the community are fragmented.

CHANCES will serve individuals being released from MDC who will reside upon release in the Albuquerque Metropolitan Statistical Area (MSA), which includes Bernalillo, Sandoval, Torrance, and Valencia counties. The MSA includes two of New Mexico's largest cities, Albuquerque, and Rio Rancho, as well as rural mountain areas, unincorporated land grant areas, and Native American/Pueblo lands. Additional partners include Gordon Bernell Community School and Goodwill Industries of New Mexico. WCCNM will also utilize its 30+ member workforce development partner network to support CHANCES participants. MDC and CDS will provide pre-release services including career exploration and development of Individualized Education Plans (IEPs). MDC's Resource Re-entry Center will assist with initial post-release transitions, and CHANCES participants will have uninterrupted case management, job development, and training services post-release. CHANCES will also provide funding directly to participants in the form of: 1) cash incentives tied to achievement of training activities and work experiences; 2) stipends to individuals enrolled in training, for wage replacement, and 3) emergency assistance for housing, substance abuse treatment, and mental health services. CHANCES will leverage the WCCNM partner network for additional funding and participant supports.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$5,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than the State's recidivism.

## PATHWAY HOME 3

Workforce Services State of Wyoming  
Cheyenne, WY

<b>Award Amount:</b>	\$3,907,315
<b>Applicant Type</b>	Direct
<b>Participant Enrollment Goal:</b>	400
<b>Mandatory Partner(s):</b>	Wyoming Department of Corrections (WDOC)
<b>Target Area(s):</b>	Campbell County, Laramie County and Natrona County

**Project Summary:** The goal of the Career Compass Program is to reduce the amount of time an offender is unemployed following their release and improve and expand the effectiveness of services by adding an evidence-based prerelease program to provide career development services, to build partnerships with employers and apprenticeships, and streamline the transitional services from inside prison through the first year after incarceration. Through the Career Compass Program, DWS is breaking the cycle of recidivism by linking participants to the workforce system early, while still incarcerated, and then immediately upon reentry into the community.

The Pathway Home 3 grant, will strengthen the service delivery of the Career Compass Program by developing pre-release services in collaboration with WDOC and DWS. The prerelease services will include one-on-one case management, and basic career services. This opportunity will target participants nine months prior to release. The program will have a program manager, four transition case managers, and a fiscal position. The four transition case managers will collaborate with the WDOC reentry team to identify and enroll participants into the program. After release, the four transition case managers will continue to ensure the participants meet their employment goals and will follow up with the participants for up to 12-months. DWS and WDOC will expand relationships with community partners and employers to provide a seamless transition from incarceration to gainful employment, provide businesses with a better workforce by connecting participant with occupational training leading to industry recognized credentials.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$6,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and the recidivism rate must meet the PH 3 goal of less than the recidivism rate for the state of Wyoming.