

PATHWAY HOME 4

Overview

On June 30, 2023, the Department of Labor awarded 17 organizations grants totaling \$49,588,075.48 for the Pathway Home 4 grant program.

The purpose of this program is to provide eligible incarcerated individuals in men's and women's state correctional facilities or local or county jails with workforce services prior to release and to continue comprehensive services after release by transitioning the participants into reentry programs in the communities to which they will return. 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. These grants are job-driven and build 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.

Due to the complex nature of this grant program, PH4 grantees are required to employ one full-time staff person with 100% of their time dedicated to the grant as the program manager/director of the project.

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 is 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 COVID-19-related challenges where applicable. 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

- \$48,588,075.48 in Pathway Home 4 funds awarded
- Awards range from \$999,999 to \$4 million
- 17 organizations awarded
- Period of Performance: 42 months (July 1, 2023, to December 31, 2026)

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

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Alabama Department of Commerce
Montgomery, AL

Award Amount: \$1,500,000
Applicant Type: Direct
Participant Enrollment Goal: 150

Mandatory Partners: Elmore Men’s Correctional Facility
Staton Men’s Correctional Facility
Julia Tutwiler Women’s Correctional Facility

Target Area: Dallas, Elmore, Jefferson, Lowndes,
and Montgomery counties

Project Summary: will serve five counties and enroll 150 adult men and women into the Pathway Home 4 Alabama’s Returning Citizens (PARC) program. The PARC project will connect inmates to work readiness training, occupational training, pre-/post-release case management, support services, and assistance in securing a job after release. This initiative is strengthened by a partnership with the Alabama Department of Corrections (ADOC) and Ingram State Technical College (ISTC), the nation’s only correctional education provider housed on prison grounds. Through this partnership with ISTC, participants will receive nationally certified work readiness instruction, industry-informed occupational skills training, and case management. The project will offer participants occupational skills training in one of the state’s top five high-demand, high-paying industries, which are manufacturing, agriculture/construction, healthcare, information technology, and transportation/distribution/logistics.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; median earnings goal for 2nd quarter after exit is \$6,000 for grantees in service areas with a minimum wage is \$10 per hour or more or \$5,000 for grantees in service areas with a minimum wage is \$9.99 per hour or less; 60% credential attainment; 65% measurable skill gains; and less than 29.2% recidivism.

Ambassadors For Christ Youth Ministries, Inc.
Pine Bluff, Arkansas

Award Amount: \$4,000,000
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: Arkansas Department of Corrections: Pine Bluff Unit; Barbara Ester Unit; Tucker Unit; Cummins Unit; Randall L. Williams Unit Hawkins Unit; Wrightsville Unit

Target Area: Pine Bluff (Jefferson County); Star City (Lincoln County), and Wrightsville (Pulaski County), Arkansas

Project Summary: The Ambassadors For Christ Youth Ministries, Inc. (AFC) program will provide pre- and post-release workforce and reentry programming to a minimum of 400 incarcerated men and women aged 18 and over.

The primary goals of the grant are employment/education placement, credential attainment, and employment retention rate. To meet these goals, AFC has designed the following strategic plan. Employment/education placement – AFC will provide pre-release activities such as job preparation, developing IDPs that identify barriers to employment, career exploration and planning, experience and skill matching, counseling, and assistance with obtaining state identification required for employment. Post-release activities to support program participants will include coordinating job fairs, career expositions, and hiring events for unemployed and underemployed program participants. The program will actively partner with employers that adopt fair chance hiring policies, which remove employment barriers for people with criminal backgrounds and provide internal support to the program participants. To assist program participants with credential attainment, AFC will partner with local colleges to offer postsecondary education and training programs to AFC-PH4 program participants. AFC will provide additional training and educational opportunities for program participants through workforce development and other educational partners.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; at least \$6,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 50% recidivism.

Broward College
Fort Lauderdale, Florida

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

Mandatory Partners: Florida Department of Correction's Hollywood Community Release Center

Target Area: Broward County, Florida

Project Summary:

Broward College Correction to College project will provide reentry services to 150 all-female participants throughout the project period beginning while the participant is still incarcerated and continue post-release and follow-up.

The Correction to College project will serve at least 100 inmates who will complete the appropriate Broward College applications (non-credit and credit program), register with EmployFlorida for co-enrollment and access to pre- and/or post-release universal services during the project's period of performance. Individuals who do not have a high school diploma or postsecondary degree will receive intensive services at Hollywood Community Release Center where they will have the opportunity to participate in non-credit programs preparing them to sit for and pass industry-recognized certification exams once released and matriculate to credit towards a technical certificate or degree.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; at least \$6,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and a recidivism rate lower than 25.4% (state average).

Award Amount: \$1,218,757
Applicant Type: Direct
Participant Enrollment Goal: 150

Mandatory Partners: Orleans Justice Center

Target Area: New Orleans, LA

Project Summary: The greater New Orleans region has a unique opportunity to grow strong career pathways that offer sustainable wages, lower the high rates of recidivism, and connect local resources to incarcerated men and women that are needed in the sunset of their prison term. Reimagine Establishing Strategies to Offer Re-entry Employment (RESTORE) is a new reentry initiative developed by the Mayor’s Office of Workforce Development. RESTORE works with 150 men and woman during their sunset time which is 20-270 days before release. United States Veterans who have been convicted of a felony will receive priority.

RESTORE offers an economic and workforce opportunity that can help remedy recidivism while a person is still incarcerated. RESTORE uses an integrated approach by providing a pipeline to demand-driven workforce prospects. This presents a viable solution to reducing the leading poverty rates and can lower incarceration rates in the target communities. Up to ten out of the 150 participants served may have been convicted of a violent crime or sexual offense.

RESTORE is an all-inclusive, client-focused program developed to remove barriers and provide a pathway for incarcerated people to return to the workforce by providing services and support needed through partnerships. The program addresses three challenges that have increasingly limited progress in New Orleans regarding (1) Re-entry programs for individuals in detention that are at the sunset of their terms; (2) Incarceration and recidivism rates and its relation to racial inequality, and (3) COVID-19’s stressors on society, which lowered confidence and increased uncertainty during the pandemic. All participants are vetted from inmates housed at the Orleans Justice Center (OJC) who have demonstrated readiness through a series of orientations, trainings, and evaluations. RESTORE’s relationship with nationally certified training programs, the state’s apprenticeship system, and the community college are utilized to move participants towards industry-based certifications, journeyman level apprenticeships and specific skills certifications.

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.

Connections to Success, Inc.
St. Charles, MO

Award Amount: \$2,999,998.48
Applicant Type: Direct
Participant Enrollment Goal: 300

Mandatory Partners: Missouri Department of Corrections (MO DOC);
Algoa Correctional Center, Bowling Green Correctional
Center, Chillicothe Correctional Center, Farmington
Correctional Center, Missouri Eastern Correctional Center,
Western Missouri Correctional Center, Tipton Correctional
Center, Western reception & Diagnostic Correctional
Center

Target Area: Cole, Pike, Livingston, St. Francois, Franklin, St. Louis, St.
Charles, Columbia, Boone, Clinton, DeKalb, Caldwell,
Moniteau, and Saint Joseph counties

Project Summary: Show Me Success is a collaboration among Connections to Success (CtS) and MO DOC, job training partners, 8 employers, and community services in Kansas City, Columbia/Boone County, and the St. Louis metro area (including St. Louis City and County and St. Charles County). Under the authority of the MO DOC, 7 state correctional facilities will be partners in recruiting, screening, and enrolling participants, and in providing facilities and accommodations for CtS’s PPD training, ongoing case management, and occupational training in Customer Service and will provide a range of transitional services to 300 participants. Eligible participants will be men and women, ages 18 and over, at the facilities who will be released to high-poverty communities. Those who have a prior violent offense or are assessed by the DOC as high-risk for violent offenses (as defined in the ORAS, the Ohio Risk Assessment System¹⁰) will be eligible to participate with higher levels of support from case managers (LTCs and PSS) as compared to those with lower levels of risk. Results from the ORAS and participants’ strengths and interests will inform the creation of IDPs with goals for training and employment (and other areas of participants’ lives). CtS will conduct informal interviews for participants ready for change and eager to participate in training and employment in our identified high-need sectors (Transportation, Construction, Manufacturing, and Customer Service), although we won’t turn away those with other appropriate interests in “good jobs” (as defined by four or more of the Good Jobs Principles).

The **proposed outcomes** are: 70% employment rate 2nd quarter after exit; 65% employment rate 4th quarter after exit; \$7,200 or higher (MO’s minimum wage is \$12/hr.) median earnings 2nd quarter after exit; 70% credential attainment; 65% measurable skill gains; and a recidivism rate of 20% or less.

Detroit Employment Solutions
Detroit, MI

Award Amount: \$4,000,000
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: The Wayne County Sheriff's Office

Target Area(s) Detroit City and Wayne County, MI.

Project Summary: The Detroit Employment Solutions Corporation (DESC), in partnership with Southeast Michigan Community Alliance (SEMCA) and the Wayne County Sheriff's Office, are implementing the Wayne County, Michigan Pathway Home 4 Program serving residents of Wayne County, Michigan, an urban area including the city of Detroit. This program is designed to forge pathways for a better quality of life for incarcerated individuals returning to Wayne County and Detroit communities by addressing significant barriers to reentry and providing high-quality training and employment opportunities in high-demand sectors (construction, transportation and logistics, manufacturing, information technology, and healthcare), earning a median income of \$6,000 or greater in the 2nd quarter after exit. SERCO, an American Job Center (AJC) provider procured by DESC and a subsidiary of SER Metro-Detroit, will provide direct pre- and post-release workforce and reentry services on behalf of DESC and SEMCA. This \$4 million program will serve 400 inmates of the new Wayne County Criminal Justice Center.

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 23% recidivism (MI measures over a 3-year period).

EMERGE
Minneapolis, MN

Award Amount: \$2,975,000
Applicant Type: Direct
Participant Enrollment Goal: 300

Mandatory Partners: New Orleans Justice Center

Target Area: Hennepin, Ramsey, Anoka, Carver, Scott, Dakota, and Washington counties.

Project Summary: EMERGE Community Development, a community-based nonprofit serving Minnesota’s Twin Cities metropolitan region launched its paid career training, transitional employment, and long-term case management services program to support persons returning home from Minnesota state prisons and county jails to urban areas in the seven-county metropolitan area. Each year, EMERGE helps thousands of people access jobs, financial coaching, and career services along pathways to brighter futures. In partnership with committed industry, correctional, and educational partners – EMERGE’s ProPEL: Paid Employment & Learning serves 300 incarcerated persons with integrated case management and ‘Earn & Learn’ programming that bridges critical gaps in the reintegration of persons transitioning from Minnesota’s incarceration settings. ProPEL training stipends provide a lump sum payment for accrued training hours, motivating participants to connect to staff and providing a badly needed nest egg on release. Participants benefit from long-term coaching, individual development and goal planning aligned with three paid training phases: (1) Pre-Release Career Training; (2) Post-Release Credentialed Training; and (3) Post-Release Experiential Learning, On-the-Job, and Pre-Apprenticeship Training. ProPEL Case Managers and Job Developers continuously support clients’ long-term career search, advancement, and retention. The program provides culturally responsive services specific to the most disproportionately impacted populations in Minnesota: Native Americans and African Americans. Participants are assigned to a ProPEL Case Manager at the time they enroll, who partners with the participant to co-develop an IDP, set and make progress on goals, and provide navigation services for the various phases of transition (pre-release, discharge/transition, post-release), and paid classroom and on-the-job training available to participants. The Case Manager meet with participants for ongoing coaching, navigation, IDP updating, and provision of any needed supports throughout their program enrollment. All project participants similarly receive reimbursements for the purchase of a phone and/or phone plan (up to 3 months). RESTORE’s relationship with nationally certified training programs, with the state’s apprenticeships, and the community college are utilized to move participants towards industry-based certifications, journeyman level apprenticeships and specific skills certifications. The credentialed training pathways includes transportation, warehouse, manufacturing, construction, customer service, hospitality, and information.

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 12% recidivism.

Gang Alternative, Inc
Tallahassee, FL

Award Amount: \$2,499,999
Applicant Type: Direct
Participant Enrollment Goal: 250

Mandatory Partners: Florida Department of Corrections,

Target Area: Urban communities in Miami-Dade County: Little Haiti, Liberty City, Little River, and West Little River.

Project Summary: Gang Alternative, Inc (GA) provides incarcerated individuals in Florida Department of Corrections pre- and post-release services, specifically occupational skills training, work readiness, and case management services pre-release and job placement and navigational case management post-release designed to break cycles of recidivism and promote positive employability readiness for good jobs and sustainable reentry outcomes back as participants transition and re-integrate into their communities. The program, Little Haiti ACTION (Accessing Careers Through Integration, Opportunities and Networks) couples a strategy to support transitioning citizens on personal paths to self-sufficiency, through individual development of employability/essential skills backed by industry-recognized credentials, workplace preparedness and improved soft skills for job attainment and retention, with the potential to address service gaps in high-demand occupations. Little Haiti ACTION mitigates barriers to employability that contribute to dependency, recidivism, substance abuse and gang involvement, by implementing a program that utilizes criminogenic risk and job readiness assessments to build on foundational, technical, and personal effectiveness strengths to increase opportunities for job placement and retention. The program has completion goals that are aligned with WIOA Primary Indicators of Performance, and its approach observes participant goal achievements in technical, educational, and behavioral resolution. Best practices from the organization's existing and past reentry programs are integrated to maximize systematic pre-release and post-release service delivery. Staff guides the participant through the successful completion of job preparedness activities pre-release, and completion of at least one industry-recognized credential through hands-on training in Construction, Retail, Hospitality, Warehousing and Manufacturing. Depending upon the career pathway chosen by the participant upon release, additional time may be spent completing the learning process required to attain the industry-recognized credential, as well as to complete high school diploma/GED or foundational skills improvement. Staff use the participant's IDP goals to assess whether apprenticeship, work experience or a worksite mentor is needed for the participant to achieve post release employment, self-sufficiency, and long-term community reintegration goals.

The **proposed Outcomes** are: 60% employment rate 2nd quarter after exit; 65% employment rate 4th quarter after exit; \$6,000 median earnings 4th quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 25% recidivism.

Goodwill Industries International
Rockville, MD

Award Amount: \$4,000,000
Applicant Type: Intermediary
Participant Enrollment Goal: 400

Mandatory Partners: Winnebago County Jail; Western Reception Diagnostic, Correctional Center; Lucas County Correctional Treatment Facility; Graham Correctional Institution; Kershaw Correctional Institution and Reentry Center; Leath Correctional Institution; Livesay Correctional Institution; Manning Reentry/Work Release Center; Wateree River Correctional Institution.

Target Area: (Counties and major cities in) Northwest Missouri; Northern Illinois; Northwest Ohio; Upstate and Midlands South Carolina

Project Summary: GII will offer pre- and post-incarceration services to 400 participants. In northwest Missouri, Goodwill offers digital skills training and Certified Manufacturing Associate training that prepares individuals for entry-level manufacturing jobs. In northern Illinois, participants will access training while co-enrolled in WIOA programming. Training includes Commercial Driver's License (CDL), welding, CNC manufacturing, and health care careers for those eligible for a health care waiver. Northwest Ohio participants will have access to CDL training and certification and Forklift Certification. In South Carolina, Goodwill partnerships with two area technical colleges and other training providers will give participants access to Forklift and OSHA safety training, a welding qualification course, CDL training and certification, and manufacturing, welding, and HVAC Pre-Apprenticeship Certification Training (PACT).

As an aid to employment readiness, all case managers will be provided Oculus Quest 2 virtual reality (VR) headsets and access to customized virtual experiences through Project oVercome, the VR application created in partnership with GII and Accenture. The application, developed specifically for justice-involved individuals, provides access via the Oculus Quest 2 headset or a desktop application to success stories and virtual tools including career coaching, mock interviewing and elevator pitch creation.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; employed participants will achieve median earnings averaging \$5,000 in the second quarter after exit in South Carolina and \$6,000 in Illinois, Missouri, and Ohio; 60% credential attainment; 65% measurable skill gains; and less than 10% recidivism.

Goodwill Industries of Kentucky, Inc.
Louisville, Kentucky

Award Amount: \$3,995,264
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: Kentucky Department of Corrections (KYDOC): Roederer Correctional Complex; Luther Luckett Correctional Complex; Kentucky Correctional Institute for Women; Blackburn Correctional Complex; Eastern Kentucky Correctional Complex; Little Sandy Correctional Complex; Western Kentucky Correctional Complex

Target Area: Louisville, Kentucky

Project Summary: Goodwill Industries of Kentucky, Inc. Aspire program will offer pre- and post-incarceration services to 400 participants. The services are in alignment with the Opportunity Accelerator framework currently deployed by Goodwill member organizations to serve returning citizens. The Opportunity Accelerator framework incorporates three phases of activities designed to amplify impact by helping people launch careers and helping employers get talent. The three phases include: 1. Assess & Plan; 2. Equip & Connect; and 3. Launch & Elevate. Aspire will provide comprehensive best-practice post-release wraparound services that address employment needs and link participants with an extensive network of community-based resources to address housing, transportation, mental health, recovery, legal challenges, and other barriers.

The **proposed outcomes** are: 70% employment rate 2nd quarter after exit; 65% employment rate 4th quarter after exit; employed participants will achieve median earnings averaging \$33,280 60% credential attainment; 80% measurable skill gains; and recidivism rate lower than the baseline recidivism rate reported by the Kentucky Department of corrections.

Keys2Work, Inc.
Indianapolis, IN

Award Amount: \$4,000,000
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: Indiana Department of Corrections
Marion County Adult Detention Center

Target Area: Marion County – Indianapolis, IN

Project Summary: The project will serve the urban area of Indianapolis, Indiana. The specific area to be served is a high poverty, high crime area composed of 81 contiguous census tracts in the IndyEast Promise Zone and a federally designated Opportunity Zone. The project will identify inmates incarcerated in the Marion County jail (Indianapolis) and the Indiana Department of Correction who are interested in training for employment in specific high-demand industries in the community, including logistics, recycling, manufacturing, hazardous material handling, and construction. Keys2Work and its collaborative partners 1 Like Me and Hoosier Initiative for Re-entry (HIRE) will deliver pre-release employment and career services and employability skills training. Immediately upon release from jail, program participants will report to Keys2Work’s sub-recipient, 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.

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 Indianapolis state average, anticipated to be <10% recidivism.

Mott Community College
Flint, MI

Award Amount: \$2,999,892
Applicant Type: Direct
Participant Enrollment Goal: 300

Mandatory Partners: Genesee County Jail and Sheriff's Department IGNITE Program

Target Area: Genesee County is part of the Mid-Michigan region, and the county seat is Flint.

Project Summary: The Flint/Genesee Pathway Home Program, led by Mott Community College (MCC), provides evidence-based employment services to incarcerated women and men before and after reentry into the Genesee County community. MCC, in partnership with the Genesee County Jail and the Sheriff's Department IGNITE Program, has a team of Reentry Navigators (RN) to provide one-on-one assistance to participants within 20-270 days of release and continue working with them afterward to help place them in short-term training programs and/or employment.

The Flint Genesee Pathway Home Program (FGPH) streamlines and connect participants to services for education and training, counseling, substance use, mental health, employment, work-based learning, and soft skill training. This partnership increases the services currently offered through the Genesee County Sheriff's IGNITE initiative, and FGPH will coordinate services to ensure participants will be supported in a holistic manner. Upon completion of Orientation, Intake/Assessment, and the IDP, which includes academic counseling activities, the RNs provide a referral to the appropriate academic/vocational program in a range of sectors, such as Manufacturing, Information Technology, and Human and Professional Services. If remedial skill training is necessary, the RNs assist the participants in developmental education and/or skill-building courses. FGPH participants have access to occupational training pre-release. These options include Computer Basics, ServSafe, and OSHA 10 and 30 taught by the FGPH Facilitator/Trainer. Upon release, participants can enroll in short-term training programs such as accelerated welding, CNC machining, multi-skilled robotics, CADD/CAM certificates, machine tool-tech, mechatronics, welding, and professional culinary community health worker and substance abuse technician, IT, building trades and transportation fields.

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 18.6% recidivism.

North Central Wisconsin Workforce Development Board
Stevens Point, WI

Award Amount: \$4,000,000
Applicant Type: Direct
Participant Enrollment Goal: 800

Mandatory Partners: Grant County Sheriff’s Department, Rock County Sheriff’s, Department, Sawyer County Sheriff’s Department, Winnebago County Sheriff’s Department, Fond du Lac County Sheriff’s Department, Wisconsin Department of Corrections, Price County Sheriff’s Department, Green County Sheriff’s Department, Bayfield County Sheriff’s Department, Local Jail; Clark County Jail; St. Croix County Jail, Ashland County Sheriff’s Office, Burnett County Jail, Douglas County Jail, Green Lake County Jail, Langlade County Jail, Richland County Jail, Rusk County Sheriffs Office, Washburn County Jail, Waupaca County Jail, Adams County Jail, Forest County Sheriff, Rock Valley Community Programs,

Target Area(s) The counties of: Adams, Ashland, Barron, Bayfield, Buffalo, Burnett, Calumet, Chippewa, Clark, Columbia, Crawford, Dane, Dodge, Douglas, Dunn, Eau Claire, Fond du Lac, Forest, Grant, Green, Green Lake, Iowa, Iron, Jackson, Jefferson, Juneau, LaCrosse, Lafayette, Langlade Lincoln, Marathon, Marquette, Monroe, Onieda, Pepin Pierce, Polk, Portage, Price, Richland, Rock, Rusk, Sauk, Sawyer, St. Croix, Taylor, Trempealeau, Vernon, Vilas Washburn, Waupaca, Waushara, Winnebago, Wood

Project Summary: The Wisconsin Pathways Home 4 Expansion (WPH4X) project will address criminogenic needs through comprehensive and collaborative pre- and post-release career and training services by career coaches. The WPH4X project can leverage a state statute wherein a sheriff can declare an individual’s home as “jail” or an authorized Huber facility. Individuals are then placed on GPS and moved to their home for the remainder of their sentence. This will allow for the removal of some resource barriers and permit the individual to begin certain skills training while in “home” jail. Additionally, most WI DOC institutions offer virtual technology access to participants, pre-release. For institutions without reliable internet access, traditional mail can be utilized to provide resume preparation, job readiness materials, assigned homework, support service referrals, and other pre-release services, as applicable. For institutions without

reliable internet access, pre-recorded training, orientation, and instructional videos may be utilized. For institutions without internet access, the day of release appointments with Career Coaches will be scheduled. WPH4X staff are also able to collaborate with Job Center staff who are located within DOC institutions when direct contact is not possible.

WPH4X's occupational skills building component will focus on Construction, Manufacturing, Transportation and Retail/Hospitality, while also permitting other training in other in-demand occupations based upon assessment results. These industries have proven accessible for returning citizens because they have large numbers of openings requiring at most, a credential or certificate, do not require criminal background checks, and NCWWDB and the partner WDBs have a history of successful collaborations with second chance employers in these industries. Post-release vocational training is more versatile and customer-relevant, as each participant has full access to all training opportunities available through Wisconsin's ETPL. Strong connections to state and local unions provide avenues to pre- and registered apprenticeships.

Occupational skills training may begin pre- or post-release. Because of Wisconsin's low unemployment rate (2.5% for March 2023), the WPH4X partners expect opportunities for quick employment post-release; however, given the unprecedented need for talent in all occupations, participants seeking post-secondary education will be fully supported in this pursuit. The ability to provide training stipends and leverage multiple workforce development training opportunities will accelerate positive training outcomes. In some cases, occupational training will begin during a participant's time in the institution. The program will build on successful WDB operated programs such as the Machine Operator Program at the Rock County Jail, or the Welding Training Program at Prairie Du Chien Correctional Institution.

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 15.2% recidivism.

Oregon Workforce Partnership
Salem, OR

Award Amount: \$3,918,676
Applicant Type: Direct
Participant Enrollment Goal: 900

Mandatory Partners: Oregon Department of Corrections

Target Area(s) state of Oregon

Project Summary: Using the funds from this grant to set up WorkSource Reentry Centers inside each prison, WorkSource Reentry Program staff will spend part of their time working inside the prison facilities in their local area working with American Job Centers (AJCs), transition coordinators, counselors, and community corrections, and will work part of their time at their local WorkSource Oregon location where they will be the expert and point of contact for any individual in transition or already living in the area with a criminal record needing employment, education, or supportive services. After identifying individual resource needs, WorkSource Reentry Program staff will build an Individual Development Plan (IDP) with the AIC addressing employment and career service needs, current job skills, work-ready preparation, education, support services, needs-related payments, and necessary community wraparound supports to fill in any gaps. The IDP will connect AICs to skill-building services as needed, which can include connection to Registered Apprenticeship Programs, Pre-Apprenticeship Training Programs, and occupational training in in-demand industries that lead to recognized credentials.

Current work-based education and training provided by DOC inside the prisons include custodial training, culinary and food service manager, food handler certification, limited building maintenance electrician, structure welding training, heavy equipment operator training, and Oregon Department of Transportation bus driver CDL training. Training offered by community college partners includes computer-assisted drafting (CAD), EPA 608 refrigerant certificate, paralegal certificate, personal trainer certificate, cosmetology, dispensing optician, welding, automotive technology and building and construction technology. Registered Apprentice programs include cabinetmaking, electrician, HVAC/R, painting, plumbing and boiler operator. Pre-Apprentice training programs include ironworkers, cement masons, brick masons and general construction programs.

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 23% recidivism (MI measures over a 3-year period).

PATH

San Diego, CA

Award Amount: \$1,499,999

Applicant Type: Direct

Participant Enrollment Goal: 150

Mandatory Partners: San Diego Sheriff's Department

Target Area: San Diego County – San Diego, CA

Project Summary: PATH is a non-profit homeless services and housing provider operating in San Diego and throughout California to advance our mission to end homelessness for individuals, families, and communities. We provide case management and wraparound supportive services to help people experiencing homelessness move off the streets and build stability and wellness in permanent homes. PATH will provide eligible individuals with job-driven, client-centered training and supportive services to help them gain meaningful employment, address barriers to obtaining employment, move into permanent homes, and achieve stability.

Clients will be screened at intake by certified staff, and if referred to PATH, an employment specialist will thoroughly assess each client to confirm eligibility, collect required documents, evaluate immediate and long-term needs, and assess their ability and willingness to work. PATH's employment specialists will continue to provide individualized support to client's post-release, guided by their IDP. Clients can pursue credentials, certifications, degrees, or licenses, and apply for diverse programs. Trainings are designed to lead clients to employment in occupations that show substantial growth in San Diego: jobs in construction, technology, clean energy, retail, and healthcare industries (e.g., construction and maintenance workers, drivers, food handlers, security guards, and medical assistants).

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; median earnings will be \$6,000 in the second quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 45% recidivism (lower than the state average).

Safer Foundation
Chicago, Illinois

Award Amount: \$999,999
Applicant Type: Direct
Participant Enrollment Goal: 100

Mandatory Partners: Seventh Judicial District; Iowa Department of Correctional Services Work Release Center and Residential Correctional Facility

Target Area: Scott, Cedar, Clinton, Jackson, and Muscatiane Counties with focus on Scott, in the Quad Cities area where Davenport is located.

Project Summary: Safer Pathway Home creates a continuum of employment focused support services for 100 participants from pre- to post-release. Pre-release services: assignment to a case manager for comprehensive case management, and, based on assessments, cognitive behavioral interventions, basic skills/high school equivalency preparation, legal assistance, Safer Skills Training (job search, resumes, interviewing), counseling, financial literacy, and job preparation. Career-focused strategies: linkages with pre-apprenticeships/apprenticeships, career pathways, industry recognized training and credentials, short-term certificates, connections to employment, and WIOA enrollment (as applicable). Transition Services: obtain an ID, apply for public benefits, develop plans for housing and transportation. Post-release services: transitional coaching, benefits coordination, immediate connection to services, employment and training linkages, need-based supports, and supportive service referrals. Follow-up services: monthly check-ins, transitional coaching, employment site support, linkages with employers/apprenticeships, and wage/retention tracking.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; 50% of participants will earn a median wage of \$15/hour 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and recidivism rate will be lower than the Iowa state rate.

Technical Assistance Partnership of Arizona
Phoenix, AZ

Award Amount: \$3,480,492
Applicant Type: Direct
Participant Enrollment Goal: 350

Mandatory Partners: Arizona Department of Corrections, Rehabilitation and Reentry's (ADCRR), Maricopa County Sheriff's Office (MCSO), Pima County Sheriff's Department (PCSD) Adult Detention Center

Target Area: Maricopa, Pima, and Yuma counties – Phoenix, Glendale, Tucson, and Yuma, AZ

Project Summary: Technical Assistance Partnership of Arizona for Father Matters (TAPAZ or FM) has identified Opportunity Zone (OZ) communities in Phoenix, Glendale, Tucson, and Yuma, Arizona, cities that are designated 2020 census qualifying urban areas, for this program. OZs were selected to identify impoverished neighborhoods as historically disenfranchised neighborhoods receive the bulk of returning citizens.

FM will work and is closely aligned, through current and prior experience, with the Arizona Department of Corrections, Rehabilitation & Reentry (ADCRR), the state's correctional facility, the Maricopa County Sheriff Office (MCSO), and the Pima County Sheriff Department (PCSD), two local jail facilities, across eight prisons in/around the four areas, and will enroll and serve at least 350 incarcerated men and women individuals. The plan's core actions will include FM, ADCRR, MCSO, PCSD, and support and community-based services collaboratively working together to recruit, screen, and enroll participants, create individual development plans (IDP) and performance goals, and provide individualized service planning, career and life skills counseling, workforce preparation services, and education and training services. The pre-release process will include: 1) risk assessments through the Criminogenic Risk and Needs Assessment and the FM-developed Employability Assessment tools, 2) prison and jail tours and training, 3) meetings on rules and safety requirements, 4) program orientation meetings with prison officials, 5) prisoner scheduling timeframes, and 6) a process that enables prisoners to improve their behaviors, skills, mental health, social functioning, and access to education and employment.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$6,000 median earnings in AZ where minimum wage is \$10/hr. or more, and \$5,000 median earnings in AZ where minimum wage is \$9.99/hr. or less, 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 26.3% recidivism (whereas the state recidivism rate is 36.3%).