

# Reentry Works Logic Model

**Problem Statement:** Many justice involved individuals are having to deal with multiple challenges when released from incarceration including mental health, substance abuse, homelessness, lack of resources and the skills necessary to develop and implement a plan for success. There is usually no one to turn to to provide encouragement and coaching to develop the skills needed to succeed in the face of setbacks. By providing employment resources pre-release, and connecting individuals with work post-release we have the opportunity to break the cycle of poverty and recidivism.

**Goal:** To provide training, support, and rapid employment opportunities for justice involved individuals who identified a desire to work or attend school by utilizing local and federal funding. With intensive support to develop and implement short and long term employment goals we can expect a decrease in recidivism, crime rates, poverty, and homelessness.

## Rationale:

- Individual support, rapid employment, training opportunities, earn and learn opportunities, job readiness workshops, and career exploration including skills gap analysis to ensure participants have a pathway and timeline to self sufficiency.
- Targeting participants who have self identified as wanting to work or continue their education provides an indication of commitment to engage in the process.

## Assumptions:

- Sheriff's, Probation and local funders are desirous of funding programs that provide long term positive impact for justice involved individuals.
- An individual based approach can be successful in achieving sustainable results through employment and education.

## Impact:

- Reduction in recidivism = reduction in crime
- Development of resilience in dealing with job loss and educational hurdles to push through to success
- Job coaching that includes a whole person approach
- Decrease in tax payer dollars used for incarceration

## Intermediate Outcomes:

- Build resilience to overcome set backs
- Pathway to increased opportunities through job stability
- Reduced rate of recidivism

## Short-term Outcomes:

- Identification of career or educational goals
- Reduced instability upon release

## Resources:

- Develop curriculum and hire trainers to facilitate workshops.
- Career Center expertise in providing supportive job readiness and placement services.
- Educational partners to facilitate occupational skill training, and classroom based training.
- Common data collection and analysis tools.
- Access to business's interested in hiring and/or providing earn and learn opportunities.

## Key Activities:

- Pre-release workshops for career exploration and job readiness.
- Pre-release Job Fairs, on-site mock interviews.
- Post release services including training services, direct placement, and earn and learn opportunities.
- Participants that do not have marketable skills will receive earn and learn placement, or classroom based training
- Supportive services that include housing, transportation, employment coaching, job and interview support, and liaison with employers.
- Retention and follow-up services provide 1 year post-release.

## Outputs:

- Participants will receive employment services during pre- and post-release.
- Pre-release workshops and job fairs.
- Occupational skills training, classroom based training, earn and learn opportunities.
- Data on program services and outcomes.
- Research reports on employer interest of hiring population, barriers of population, effectiveness of occupational training, and career pathways.

# Reentry Works/P2E Workflow

## Pre-release

Participants referred by correctional partners will meet with Service Provider for orientation, intake, assessment, and program/supportive service needs determination (will include multiple 1:1 and group appointments).

Participants that do not have a specific career path will be referred for occupational skills training pre-release (i.e.: CompTIA training)

Participants in need of direct job placement will work with Service Provider to identify earn and learn opportunities or direct job placement.

All participants will meet with Service Provider to create post-release plan. This plan will include:

1. Date, time, and location of first meeting.
2. Needs assessment and associated resources (housing, transportation, family reunification supports).
3. Service Plan – i.e.: additional training, direct job placement, referral for New Beginning Workshop series etc.

All participants will have access to workshops provided at jail based job centers and community based job centers. Workshop topics may include:

Strengths Finder  
Nontraditional Jobs  
Resiliency in the Workplace  
In-Demand Occupations  
On Site Job Fairs  
Resume Building  
Addressing Your Conviction  
Mock Interviews  
New Beginnings

## Post-release

70 participants will be placed in earn and learn opportunities

130 participants will need be placed in rapid employment or classroom based training

Participants will have access to \$1,000 in supportive services and be connected to resources to stabilize basic needs.

Participants will continue to receive follow-up and retention services once placed in employment for a minimum of 1 year post-release. All data will be entered into CalJOBS.

## Performance Metrics

**Job Center Enrollments:**  
100/year per site (200 total)

**Prison to Employment Enrollments:** 100 in Year 1 and 100 in Year 2 (200 total)

**Training Completions**  
70% of participants will complete training

**Credential Attainment:** 80% of individuals placed in training will receive a credential.

**Entered Employment:** 75% of participants will be placed in employment.

**Employment Retention**  
60% of participants will retain employment during 1<sup>st</sup>, 2<sup>nd</sup>, & 4<sup>th</sup> quarter follow up.

**Recidivism:** 22% or below.

**Service Delivery:** upon enrollment, services must occur at minimum of 1 intensive service per 30 days.