Objectives

- Introduce CBI-EMP curriculum
- Review development process
- Provide content overview
- Review pilot progress
CBI-EMP Overview

• Collaboration with MDRC, a nonprofit, nonpartisan education and social policy research organization and Center for Employment Opportunities (CEO)

• Designed to provide an employment-focused cognitive behavioral program

CBI-CC Overview

• Heavy emphasis on skill building activities to assist with cognitive, social, emotional, and coping skill development

• Uses a modified closed group format with multiple entry points

• Designed to allow for flexibility across various service settings and intervention lengths

Traditional Correctional Approach to Employment

• Refer to vocational program to increase marketable skills or knowledge

• Require individuals to seek or maintain employment

• Measure recidivism
Results – Traditional Approach

A meta-analysis of employment programs for individuals with criminal records found that overall they did not reduce recidivism.


Studies have not attempted to isolate which particular services are effective for which types of people.

Attaining vs. Retaining Employment

Most studies use official re-arrest or reconviction to measure the success of vocational programs.

No studies were found that measure the long-term ability of offenders to retain employment.

Attainment of employment may fail to measure whether an individual kept employment.


The Missing Link

R-N-R

“Community-employment programs may be more effective...if the needs of individuals can be identified and linked to specific services.” (Visher et al. 2005)

Criminal attitudes are a major risk factor that must be addressed to expect sustained change, even if employment is attained. (Andrews and Bonta 2010).

- Offenders who have never held a full-time job may benefit from cognitive training to address their attitude toward employment.

The Whole is Greater than the Sum of its Parts

Sustainable Employment

CBI-EMP CURRICULUM OVERVIEW

Curriculum Overview

Module 1: Getting Ready for Work
- Motivational Engagement
- Challenges at Work
  - Problem Solving

Thinking Right about Work
- Cognitive Restructuring
- Being Successful at Work
  - Success Planning

Skills for Work
- Social Skills
- Emotional Regulation
- How to Find Work (Optional)
  - Basic job seeker skills
Module 1 – Motivational Engagement
Module Objectives:
• 4 sessions
• Increase motivation and confidence in gaining and maintaining employment
• Identify attitudinal barriers to employment

Module 2 – Cognitive Restructuring
Module Objectives:
• 6 sessions
• Teach participants how to identify cognitive distortions and attitudes/beliefs that hinder employment success
• Teach participants to change risky thoughts when confronted with high risk situations related to employment.

Module 3 – Social Skills/Emotional Regulation
Module Objectives:
• 7 sessions
• Teach skills that enhance participant’s ability to effectively respond in common workplace situations
• Teach participants to identify and manage uncomfortable, unpleasant, or intense emotions that are common in workplace situations
Module 4 – Problem Solving

Module Objectives:
• 4 sessions
• Teach three steps to problem-solving and apply to work-related situations

Module 5 – Success Planning

Module Objectives:
• 7 sessions
• Plan strategies to manage each employment-related high risk factor
• Develop plans for loss of job

CBI-EMP Pilot Process

<table>
<thead>
<tr>
<th>Pilot Site</th>
<th>Location</th>
<th>Program Type</th>
<th>Setting</th>
<th>Gender</th>
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<td>Center for Employment Opportunities</td>
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<td>Employment Services</td>
<td>Community</td>
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Questions?

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