Safer Foundation
Transforming Lives for People with Arrest or Conviction Records

International Community Corrections Association
24th Annual International Research Conference
Toronto, ON – October 2-5, 2016
Victor Dickson, Sodiqa Williams, Harry Alston, Jr.

AGENDA

- The U.S. Corrections Population – what it means for society
- Successful Reentry Strategies
- Transforming Lives through Human Capital Development
- Addressing the Skills Gap
- Representative Outcomes
- Lessons Learned

We Are the Safer Foundation

MISSION
To support, through a full spectrum of services, the efforts of people with arrest and conviction records to become employed, law-abiding members of the community and as a result, reduce recidivism

VISION
To transform communities and generations through equal opportunity for all people with arrest or conviction records

We Believe We Can Change a Generation, One Person at a Time
Transforming Lives and Generations

Andrew Garriott

BEFORE SAFER FOUNDATION
- Served four years for aggravated discharge of a weapon
- Limited employment experience
- Strained relationship with family

WITH SAFER FOUNDATION
- Job Readiness Program
- Strengthening Family Program
- Safer Demand Skills Industry Training: Information Technology

AFTER SAFER FOUNDATION
- Working full time as a computer lab assistant
- Pursuing an associate's degree in information technology
- Reunited with fiancée and four children

U.S. Corrections Population


Local Impact of Mass Incarceration

4.1M adults in Illinois (42% of the adult population) have a record
48,000 people are in Illinois' prisons.
8,000 people are in Cook County Jail.

About 46% of those released from IDOC have less than a high school education.
The Illinois Department of Corrections vows to reduce the prison population by 12,000 over the next eight years, and 40% or more will return to Chicago.
Collateral Consequences of an Arrest/Conviction Record

Fundamental Barriers to Reentry that Exacerbate Poverty and Unemployment:

- Employment discrimination
- Denied access to occupational licensing in many fields
- Accumulated debt from accrued court related fees
- Limitations on access to higher education (admissions and financial aid)
- Limitations on parental rights and public support benefits
- Disruption of the family, leaving children at risk

Recidivism’s Impact on Chicago

- Recidivism – rate at which people violate conditions of release from prison or commit new crimes that result in re-incarceration within three years of release.
  - 48% Illinois statewide recidivism rate
  - 53% Cook County recidivism rate

- Cost of one recidivism event: $118,746
- Annual average incarceration cost per inmate: $38,268

Recidivism has significant public safety and economic implications for Chicago.

Why Chicago Needs Safer Foundation

CHICAGO’S HUMAN CAPITAL INVESTMENT NEEDS

- Human Capital is defined as the skills, knowledge, and experience possessed by an individual or population, viewed in terms of their value or costs to a community.

- 40% of people released from Illinois prisons return to the seven Chicago neighborhoods with the highest levels of poverty, violence, and unemployment
  - 70% are ages 22 to 54
  - 57.9% are African-American
  - 60% of parolees are African-American

- 70,000 people are released from Cook County Jail each year and return to high economic hardship communities

All of these people have arrest or conviction records that create barriers to a productive life.
Manufacturing: Chicago Metropolitan Agency for Planning: "Within the Chicago region, skills gaps are evident in several key manufacturing jobs, such as Industrial Machinery Mechanics, CNC Programmers & Operators, and Welders."

Healthcare: 84,000 healthcare jobs in the next decade. City Colleges of Chicago

Hospitality: From May 2015 - 2016, the hospitality sector saw a 3.5% growth, the greatest of all sectors within the Chicago Metropolitan area, adding a total of 13,900 jobs. This growth was above the national average of 2.5%.

Unemployment: In Chicago’s "high return" communities (communities with the greatest number of people returning from prison or jail), unemployment ranges from 17.5% in Humboldt Park to 36.8% in Englewood.

In 2015, Safer Served 1204 individuals from these neighborhoods.

Our Commitment to Human Capital Investment

For People with Arrest or Conviction Records

We Believe We Can Change a Generation, One Person at a Time
Workforce Strategies

Market Driven - Safer relies on documented research and industry expertise to gain a deeper understanding of the labor market factors.

Employer-Driven - Companies and businesses drive the training requirement based on their current and future needs.

Best Practice - Safer continually scans the horizon for best practices that inform what we do and help us do it better.

Invest In Training - Safer supports community colleges and training organizations and their efforts to align programs with employers.

Programs that Make a Difference

Direct Services

Institutional

- PACE Institute
- Bond Court

Community-Based Supervised Residential

- Crossroads and North Lawndale ATC's

- Monitoring
- Assessment Services
- Employment Services
- Case Management
- Job Readiness Training
- Industry Training

- Resource Room
- Educational Services
- Mental Health Services
- Substance Abuse Treatment
- Community Service

Community-Based Non-Residential

- Adult Transition Centers

- Safer Demand Skills Collaborative

- Adult Services
- Youth Services

- Education
- Training
- Case Management
- Job Readiness Training
- Industry Training

- Resource Room
- Educational Services
- Mental Health Services
- Substance Abuse Treatment

- Case Management
- Job Readiness Training
- Industry Training

- Resource Room
- Educational Services
- Mental Health Services
- Substance Abuse Treatment

- Case Management
- Job Readiness Training
- Industry Training

- Resource Room
- Educational Services
- Mental Health Services
- Substance Abuse Treatment

- Case Management
- Job Readiness Training
- Industry Training

Community-Based Non-Institutional

- Supportive Services

- Case Management
- Job Readiness Training
- Industry Training

- Resource Room
- Educational Services
- Mental Health Services
- Substance Abuse Treatment

Safer Demand Skills Collaborative™

The Safer Demand Skills Collaborative™ develops public and private partnerships that include employers, trainers, and industry experts to create skills training and credential attainment in high demand industries that lead to living-wage careers for people with records.
The SDSC Approach

Safer - link to people in need in the community
SDSC Hub - delivers skilled candidates by• Ongoing Support
• Informed Assessments
• Tailored Training
• Business Value
• Community Value

Healthcare Collaborative
Through legislative advocacy, employer outreach, pre-screening, legal assistance and training referrals, Safer Foundation is creating career pathways for people with arrest and conviction records within the healthcare field.

Positions types include:
• CNA
• CMA
• Treatment Counseling
• Transporter
• Housekeeping

230
The number of candidates in the pipeline; 22 are currently interviewing; 11 have been referred out for positions; and 11 have been placed into jobs.

100%
Percentage of candidates referred out for positions have achieved 30-day retention; 82% clients have been achieved 90-day retention.

Healthcare Employer Partners
The number of employers in Safer’s Healthcare Collaborative continues to grow:
• Advocate Healthcare System
• Roseland Community Hospital
• Near North Health Center
• Vitas Hospice & Palliative Care
• Home Instead Senior Care

Pamela Paulk, President of Johns Hopkins Medicine International, is keynote speaker at Safer’s historic 2015 Healthcare Forum.
Our Programs Reduce Recidivism

17.5%
Recidivism rate for Safer clients who achieve employment

12%
Recidivism rate for Safer clients earning industry credentials and living-wage employment

Safer’s recidivism rate is 63% lower than the statewide (48%) average and 67% lower than the Cook County average (53%).

Cost-Benefit Analysis

$118,746
The total cost-savings to taxpayers, other beneficiaries and indirect beneficiaries by preventing one conviction or reconviction

$20.26
The net benefit to taxpayers for each $1 spent on Community Based Employment Training/Job Assistance, which has the highest benefit-to-cost ratio

SDSC Results

Healthcare Initiative Employment and Waiver Results*

<table>
<thead>
<tr>
<th>Deliverable Description</th>
<th>YTD Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Clients in Healthcare Waiver Pipeline</td>
<td>39</td>
</tr>
<tr>
<td>Employment Qualified Candidates</td>
<td>26</td>
</tr>
<tr>
<td>Employment Qualified Candidates placed into jobs</td>
<td>12</td>
</tr>
<tr>
<td>Employment Qualified Candidates who attain 30-day Retention</td>
<td>12</td>
</tr>
<tr>
<td>Employment Qualified Candidates who attain 90-day Retention</td>
<td>9</td>
</tr>
</tbody>
</table>

* Results are from April 1, 2016 – September 23, 2016
Results FY13/15
Chicago Community Trust CNC Training Results

<table>
<thead>
<tr>
<th>Deliverable Description</th>
<th>Contract Target</th>
<th>YTD Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clients Served</td>
<td>60</td>
<td>74</td>
</tr>
<tr>
<td>80% Complete Training</td>
<td>48</td>
<td>67</td>
</tr>
<tr>
<td>70% Secure Employment</td>
<td>34</td>
<td>60</td>
</tr>
<tr>
<td>70% of Employed attain 30-day Retention</td>
<td>24</td>
<td>56</td>
</tr>
<tr>
<td>70% of 30-day Retention attain 90-day Retention</td>
<td>16</td>
<td>52</td>
</tr>
<tr>
<td>60% of 30-day Retained attain 180-day Retention</td>
<td>14</td>
<td>40</td>
</tr>
</tbody>
</table>

Results FY14 -16
DOL’s Training to Work 1 Training Results

<table>
<thead>
<tr>
<th>Deliverable Description</th>
<th>Contract Target</th>
<th>YTD Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clients Enrolled</td>
<td>125</td>
<td>153</td>
</tr>
<tr>
<td>Complete Occupational Training (Industry Credential)</td>
<td>60</td>
<td>149</td>
</tr>
<tr>
<td>Entered Employment (Qtr. 1)</td>
<td>100</td>
<td>128</td>
</tr>
<tr>
<td>Employment Retention Rate (Qtr. 2&amp;3)</td>
<td>70</td>
<td>83</td>
</tr>
<tr>
<td>Average Earnings (after exit)</td>
<td>$9 p/h ($5,356 over 6mths)</td>
<td>$9.68 p/h</td>
</tr>
<tr>
<td>Recidivism (1 yr. after exit)</td>
<td>22%</td>
<td>12%</td>
</tr>
</tbody>
</table>

Lessons Learned/Partnerships
Key Success Factors
- With an end goal of employment, committed partners with a strong working relationship:
  - Industry experts
  - Training organizations
  - Employers
  - Funders
- Highly skilled staff in all aspects of programs
- Well designed technical training earning industry credentials
- Comprehensive case management and client life supports
Safer Results Benefit Everyone

A Transformational, Generational Impact on People and Communities