



International Community Corrections Association
 24th Annual International Research Conference
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 Victor Dickson, Sodiqa Williams, Harry Alston, Jr.



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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

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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

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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

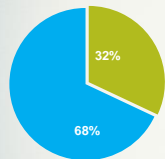
- Job Readiness Program
- Strengthening Family Program
- Safer Demand Skills Industry Training: Information Technology

AFTER SAFER FOUNDATION

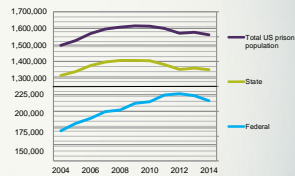
- Working full time as a computer lab assistant
- Pursuing an associate's degree in information technology
- Reunited with fiancée and four children

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U.S. Corrections Population



Total, State, and Federal U.S. Prison Population, 2004-2014



Correctional Population in the United States, 2014. U.S. DOJ. Bureau of Justice Statistics, Jan 21, 2016.

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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.

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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

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Recidivism's Impact on Chicago

Recidivism – rate at which people violate conditions of release from prison or commit new crimes that result in reincarceration within three years of release.

48%

Illinois statewide recidivism rate

53%

Cook County recidivism rate

\$118,746

Cost of one recidivism event

\$38,268

Annual average incarceration cost per inmate

Recidivism has significant public safety and economic implications for Chicago.

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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.

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Poverty > Skills Gap < Opportunity

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

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Successful Reentry

KEY ELEMENTS

- Academic Education and Skills
- Good Jobs at a Living Wage
- Affordable Housing
- Affordable Quality Healthcare
- Accessible Behavioral Health Treatment



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Our Commitment to Human Capital Investment

For People with Arrest or Conviction Records

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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.

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Programs that Make a Difference

DIRECT SERVICES			
INSTITUTIONAL	COMMUNITY-BASED SUPERVISED RESIDENTIAL	COMMUNITY-BASED NON-RESIDENTIAL	
COUNTY JAIL	ADULT TRANSITION CENTERS	ADULT SERVICES	YOUTH SERVICES
<ul style="list-style-type: none"> PACE Institute Bond Court 	CROSSROADS AND NORTH LAWNDALE ATC'S <ul style="list-style-type: none"> Mentoring Assessment Services Employment Services Case Management Job Readiness Training Industry Training Resource Room Education Services Mental Health Services Substance Abuse Treatment Community Service 	<ul style="list-style-type: none"> Alternative Staffing Services Employment Services Case Management Job Readiness Training Industry Training Resource Room Financial Opportunity Center Education services COTA 	<ul style="list-style-type: none"> Youth Empowerment Program <ul style="list-style-type: none"> Chicago Rock Island Davenport Moline Midwest Reentry Network (MREN)

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Safer Demand Skills CollaborativeSM

The Safer Demand Skills CollaborativeSM 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.



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The SDSC Approach

The diagram illustrates the SDSC Approach with three main components:

- CANDIDATE:** Safer - link to people in need in the community
- SAFER:** SDSC Hub - delivers skilled candidates by providing:
 - Ongoing Support
 - Informed Assessments
 - Tailored Training
- EMPLOYER:**
 - 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%).

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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

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SDSC Results

Healthcare Initiative Employment and Waiver Results*

Deliverable Description	YTD Actual
Active Clients in Healthcare Waiver Pipeline	39
Employment Qualified Candidates	26
Employment Qualified Candidates placed into jobs	12
Employment Qualified Candidates who attain 30-day Retention	12
Employment Qualified Candidates who attain 90-day Retention	9

* Results are from April 1, 2016 – September 23, 2016

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Results FY13/15

Chicago Community Trust CNC Training Results

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

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Results FY14 -16

DOL's Training to Work 1 Training Results

Deliverable Description	Contract Target	YTD Actual
Clients Enrolled	125	153
Complete Occupational Training (Industry Credential)	60	149
Entered Employment (Qtr. 1)	100	128
Employment Retention Rate (Qtrs. 2&3)	70	83
Average Earnings (after exit)	\$9 p/h (\$9,360 over 6mths)	\$9.68 p/h
Recidivism (1 yr. after exit)	22%	12%

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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

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Safer Results Benefit Everyone

A Transformational, Generational Impact on People and Communities

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