

Systems	Objectives	Strategy Questions	Score Your Organizations Strategies to Impact the Mentioned Objective: 0 - 5
Public Policy	Improved regulatory environment for People with Criminal Records	Does your organization have a sense of the needs of people with criminal records? What strategies does your organization use to develop an understanding? What do you do with this knowledge?	
	Collateral consequences of a criminal record heightened	Are you (your organization) aware of the collateral consequences of having a criminal Record? Do you or does your organization advocate for people with criminal records? How?	
	Changed perceptions about people with criminal records	What are your/your organizations/employers/general public perceptions about people with criminal records?	
	Stakeholders Educated about People with Criminal Records	Are key leaders in your community educated about the plight/needs of people with criminal records?	
Education and Training	Improved access to education	Who are the key education providers in your community? Are you aware of their policies around education access?	
	Improved labor market knowledge	What are the key industries in your area? How do you know?	
	Incorporated employer needs	How many employers do you engage in a deep way?	
Fund Development	Focused on development opportunities	Clearly defined target funders and funding concepts that are targeted for relationship development, presentations on mission and impact	
	Good reputation	Strong strategy, programming and fiscal controls	
	Diversified funding streams and program delivery options	How would you cope if you lost your top funder? Do you offer multiple services or a specific service?	
Career Coaching	Informed staff	Does your organization provide staff training on workforce development/careers?	
	Developed career pathways	Does your organization understand key industry career paths?	
	Clients strengths and weaknesses mapped	Does your organization assess clients strengths and weaknesses? How is this information used?	

		Social Determinants		Assessment Worksheet
		Workforce development focus ation (copyright 2017)	Does your organization provide staff training and focus on workforce development /industry?	
Workforce Development (and encouraged industry practices)	Employer needs known	Does your organization engage employers? How many? From which industries? How are they engaged? Are you aware of their needs and hiring practices?		
	Career Focused	Does your organization focus on careers in the area?		
	Training integration	Does your organization provide vocational training?		
	Good job focus	What types of jobs does your organization place people in (if at all)? Do they pay well? Are there benefits? How would someone be promoted? What are their hiring practices / standards?		
	Effective assessments to identify needs	Does your organization assess clients for mental/ behavioral health or substance treatment needs?		
Treatment	Early access to therapy / treatment needs	How does your organization serve individuals that are identified as having a mental/behavioral health or substance abuse need? How is treatment handled (if at all), as part of the clients employment services?		
	Ongoing engagement and job staying power	Does your organization reach out to clients once they get a job? If so, how and what do they discuss?		
Job Retention	Career opportunities	Does your organization engage clients in discussion on their career once they are employed?		
	Increased job retention	How/does your organization measure job retention? Why?		

0=None/few practices impacting objective; 3= Many practices impacting objective 60% of the time; 5=Strong practices impacting the objective all of the time

Scoring Legend	
0-24	Little to no Workforce Systems Practice Alignment
25-48	Low Workforce Systems Practice Alignment
49-72	Workforce Systems Practice Alignment Some to Often times
73-96	Practicing Strong Alignment with Impactful Workforce Systems Most of the time
97-120	Always Practicing Workforce Systems Alignment for People with Criminal Records

Scoring						
1	5	4	3	2	1	0
2	5	4	3	2	1	0
3	5	4	3	2	1	0
4	5	4	3	2	1	0
5	5	4	3	2	1	0
6	5	4	3	2	1	0
7	5	4	3	2	1	0
8	5	4	3	2	1	0
9	5	4	3	2	1	0
10	5	4	3	2	1	0
11	5	4	3	2	1	0
12	5	4	3	2	1	0
13	5	4	3	2	1	0
14	5	4	3	2	1	0

15	5	4	3	2	1	0
16	5	4	3	2	1	0
17	5	4	3	2	1	0
18	5	4	3	2	1	0
19	5	4	3	2	1	0
20	5	4	3	2	1	0
21	5	4	3	2	1	0
22	5	4	3	2	1	0
23	5	4	3	2	1	0
24	5	4	3	2	1	0
	120	96	72	48	24	0