Panel Members - Introductions

Speakers
• Arthur Bishop, Chief Program Officer
• Jerry Butler, Vice President of Community Corrections
• David Gianfrancesco, AVP Model Development

Moderator
• Harry Alston, Jr. Ph.D., Vice President of Strategic Planning and Development
“Shifting Your Lens to Career Pathway Employment”

Agenda

- Workshop Objectives
- The Social Determinants of Incarceration and Recidivism
- The Critical Value of an Integrated Strategy Toward Employment
- Small Group Dialogues
- Conclusions (Q&A)

Workshop Objectives

As a result of participating in this workshop, you will be able to:

1. Know and understand key aspects of a quality employment program.
2. Know and understand the importance of meaningful career path development for your clients.
3. Examine your organization’s key systems and attributes to work at the intersection of criminal justice and workforce development
4. Outline key factors and build strategies for integrated service delivery
Lack of access/attainment of education
Minimal employment history
Poverty and financial instability
Lack of employment opportunity
Lack of skills demanded in the workplace
Housing, transportation and healthcare deficits
Systemic barriers

We Are the Safer Foundation

MISSION
To support, through a full spectrum of services, the efforts of people with arrest & 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
Safer Overview

Founded in 1972, Safer Foundation is one of the nation’s largest not-for-profit providers of services designed exclusively for people with criminal records. We focus on helping our clients secure and maintain jobs because we understand that employment offers the best chance at successful reentry.

8 locations in Illinois and 3 in Iowa

250+ employees

~4,000 job starts in FY15

Safer Overview

We are a direct service provider exclusively for people with arrest and conviction records of any type.

We partner with businesses to secure private-sector employment for clients.

We influence legislation and social policy through our consistent advocacy, coalition building and civic participation.

We deliver proven outcomes, evidence-based practices with fiscal integrity.
Programs that Make a Difference

Safer operates two Adult Transition Centers on behalf of IDOC, housing up to 550 residents at a little more than half the $38,000 cost of the state's per day rate.

**CROSSROADS ATC**
- In FY17, served 776 residents, with **88%** achieving employment

**NORTH LAWNDALE ATC**
- In FY17, served 319 residents, with **82%** achieving employment

**ADULT SERVICES**
- Case Management/Assessments
- Employment Services/Job Readiness/Retention
- Cognitive-Based Programming
- Basic Skills – GED
- Substance Abuse Treatment
- Mental Health Counseling/Evaluations
- Community Service
- Life Skills
- Family Support
- Parenting Skills
- Off-Site Educational Programs

**COMMUNITY-BASED SUPERVISED RESIDENTIAL**
- Alternative Staffing Services
- Employment Services
- Case Management
- Job Readiness Training
- Industry Training
- Resource Room
- Education Services
- Mental Health Services
- Substance Abuse Treatment
- Community Service

**COMMUNITY-BASED NON-RESIDENTIAL**
- Youth Empowerment Program
  - Chicago
  - Rock Island
  - Davenport
  - Moline
- Midwest Reentry Network (MREN)

**COMMUNITY BASED SUPERVISED RESIDENTIAL INSTITUTIONAL**
- County Jail
  - PACE Institute
  - Bond Court
  - Adult Transition Centers
    - CROSSROADS AND NORTH LAWNDALE ATC’S
      - Mentoring
      - Assessment Services
      - Employment Services
      - Case Management
      - Job Readiness Training
      - Industry Training
      - Resource Room
      - Education Services
      - Mental Health Services
      - Substance Abuse Treatment
      - Community Service

**DIRECT SERVICES**

**COMMUNITY SERVICE**
- Financial Opportunity Center
- Education Services
- COTA

**YOUTH SERVICES**
- Case Management/Assessments
- Employment Services/Job Readiness/Retention
- Cognitive-Based Programming
- Basic Skills – GED
- Substance Abuse Treatment
- Mental Health Counseling/Evaluations
- Community Service
- Life Skills
- Family Support
- Parenting Skills
- Off-Site Educational Programs
Community Corrections

Economic Benefit of Safer ATC Residents’ Employment FY13 – FY16

<table>
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<tr>
<th>Category</th>
<th>Crossroads</th>
<th>N. Lawndale</th>
<th>Total</th>
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<tr>
<td><strong>Gross Income</strong></td>
<td>$13,546,523.36</td>
<td>$8,393,068.67</td>
<td>$21,939,592.03</td>
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<tr>
<td>Taxes Paid*</td>
<td>$3,386,630.84</td>
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<td>$5,484,898.01</td>
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<td><strong>Net Pay</strong></td>
<td>$10,159,892.52</td>
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<td>Dependent Support**</td>
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<td>$460,184.07</td>
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<td>Maintenance***</td>
<td>$1,943,363.20</td>
<td>$1,145,843.85</td>
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<td>Other Expenses****</td>
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<td>$4,876,685.57</td>
<td>$12,502,048.06</td>
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</table>

* Estimated taxes paid (federal, state, Social Security /Medicaid)
** Court-ordered support payroll deduction
*** Rent paid by resident
**** Resident personal expenses

Safer Demand Skills Collaborative℠

The Safer Demand Skills Collaborative℠ develops public and private partnerships that include employers, trainers, and industry experts to create demand skills training that leads to living-wage careers for candidates in high-need communities.
High-Growth Occupations

Safer Foundation is shifting its service delivery to better align with marketplace needs, by offering employment opportunities in “in-demand” occupations for people with criminal records. The Safer Demand Skills Collaborative, an employer-driven model, targets key industries and allows for integration of promising new sectors.

The Safer Demand Skills Collaborative targets key industries and allows for integration of promising new sectors.

PURPOSE

The intent of the Advancing Careers and Employment (ACE) Program is to prepare recently-returning citizens for stable, living wage employment and successful reentry into their communities.

PROGRAM MODEL

Clients in the ACE Program engage in a variety of structured services based on their unique levels of risk and need to promote educational advancement, training completion, job readiness, and self-sufficiency.

RECRUITMENT

Working closely with the justice system and community-based stakeholders, the ACE Program provides services in communities with high rates of reentry. Enrollment in ACE can be integrated into treatment plans and pre-release programs.
Our Programs = Positive Outcomes

97%
SDSC job retention rate at 90 days

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

Safer: A Road to A Better Future

Job Creation
- Reconstruction Technology Partners (RTP)
- Pivotal Services
- Neighborhood Clean-Up

Safer Demand Skill Collaborative
- Robotics Training / Adv. Manufacturing
- Trans / Distr / Logistics
- Healthcare Industry
- Construction Apprenticeship

Intermediary Services
- DOL Face Forward 2 (MREN)
- DOL Adult Reentry (ACE)
- IDCEO Incumbent Worker

Adult Transition Centers
- DOL Training to Work I & II
- DOJ Adult Mentoring
- Licensed Substance Abuse Treatment Center
- Halfway Back

Business Ownership Development
- Kellogg - Aspire
- Pathway to Enterprise for Returning Citizens (PERC)
- Micro Enterprise Reentry Investment Trust (MERIT)

Community Based Services
- WIOA Employment Services
- Basic Education / HSE
- MacArthur – Safer Return
- Mobile Unit
Safer featured in Federal Reserve Publication

Dickson, V. & Alston, H. (2016) “Transforming Lives for People with Criminal Records through Demand Skill Training and Job Placement” in Developing Career-Based Training, Stuart Andreason (Ed), Atlanta: Federal Reserve Bank of Atlanta

Download your free copy
www.frbatlanta.org/commDevEbooks

Lack of access/attainment of education
Minimal employment history
Poverty and financial instability
Lack of employment opportunity
Lack of skills demanded in the workplace
Housing, transportation and healthcare deficits
Systemic barriers
A Short List
Social Determinants of Incarceration and Recidivism

1. Roughly 70 million people in the United states have some type of criminal record;

2. One-third of American adults have been arrested by the age of 23;

3. On any given day, 1 in 28 children have a parent behind bars;

4. Nearly half of U.S. children have at least one parent with a record;

5. Men with criminal records accounted for about 34% of unemployed prime working age men in a 2015 survey;

6. Economist estimated that because people with felony records and the formerly incarcerated have poor prospects in the labor market, the nation’s gross domestic product in 2014 was reduced by $78 to $87 billion.
7. Upward mobility for those with criminal records is significantly diminished: one-third of men in the lowest 20% of earners are still at that level 20 years later but that number is more than twice that for men with records;

8. Employer interviews indicated that while nearly all employers would “definitely” or “probably” hire applicants on public assistance, with lengthy unemployment spells, or other “stigmatizing characteristics,” only 40 percent would give the same consideration to applicants with criminal records;

9. As part of the White House Fair Chance Business Pledge, over 100 companies, businesses, and employers indicated that they are “committed to providing individuals with criminal records…a fair chance to participate in the American Economy”

10. Evolv, a company that evaluates amounts of human resources data statistics to help companies profile successful employees found, “employees with criminal backgrounds are 1 to 1.5 percent more productive on the job than people without criminal records.
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

Successful Reentry: A Bridge Out of Poverty

**KEY ELEMENTS**

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

*We Believe We Can Change a Generation, One Person at a Time*
Creating Results that Benefit Everyone
Community of Practice Exercise

A Transformational, Generational Impact on People and Communities

The Critical Value of an Integrated Strategy
Toward Employment

Critical Points of Intersection
Across Systems

- Public Policy
- Education and Training
- Fund Development
- Career Coaching
- Workforce Development
- Behavioral Change Supports
- Physical and Mental Health Treatment
- Retention Services
Small Group Dialogues

1. Who are your primary stakeholders for employment outcomes?
2. What areas are domains of excellence for your organization?
3. What are your levers for successful outcomes?
4. Where does your organization leverage assets to improve employment outcomes?
5. Where do you wish to improve strategic partnerships?

Small Group Report Outs

1. What common threads did you hear?
2. What seemed to be best practices?
3. What did you learn from one another?
4. What do you want to know more about?
5. Do you see new areas of opportunity?
Conclusion

• Summary of our lesson’s learned
  - Public Policy
  - Education and Training
  - Fund Development
  - Career Coaching
  - Workforce Development
  - Behavioral Change Supports
  - Physical and Mental Health Treatment
  - Retention Services

• Other Questions and Answers

Contact Information

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David Gianfrancesco – AVP Model Programs
David.Gianfrancesco@Saferfoundation.org
312.922.2200
A Short List (references)
Social Determinants of Incarceration and Recidivism


III. ibid


