

ICCA Annual Conference 2017

Doing What Matters: Integrating Public Health and Criminal Justice Reform

Seattle, Washington

October 31, 2017



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)

3



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

4



- 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

5

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

6

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

7

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.

8

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 LAWNSDALE 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)

9

Community Corrections

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 LAWNSDALE ATC

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

- 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

10

Community Corrections

Economic Benefit of Safer ATC Residents' Employment FY13 – FY16

Category	Crossroads	N. Lawndale	Total
Gross Income	\$13,546,523.36	\$8,393,068.67	\$21,939,592.03
Taxes Paid*	\$3,386,630.84	\$2,098,267.17	\$5,484,898.01
Net Pay	\$10,159,892.52	\$6,294,801.50	\$16,454,694.02
Dependent Support**	\$976,324.57	\$460,184.07	\$1,436,508.64
Maintenance***	\$1,943,363.20	\$1,145,843.85	\$3,089,207.05
Other Expenses****	\$7,625,362.49	\$4,876,685.57	\$12,502,048.06

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

Safer Demand Skills CollaborativeSM

The Safer Demand Skills CollaborativeSM 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.



13



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.

14

Our Programs = Positive Outcomes

97%

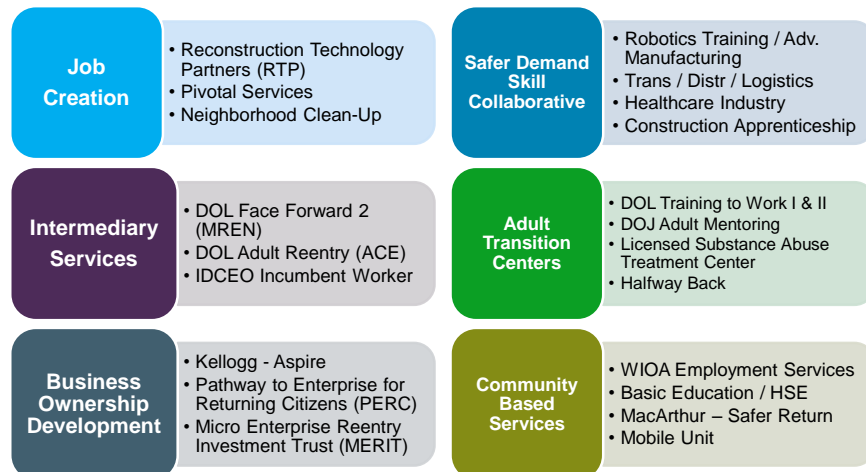
SDSC job retention rate at 90 days

12%

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

15

Safer: A Road to A Better Future



16

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

17



- 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

18



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;

19



A Short List (cont...)

Social Determinants of Incarceration and Recidivism

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.

20

A Short List (cont...)

Social Determinants of Incarceration and Recidivism

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;

21

A Short List (cont...)

Social Determinants of Incarceration and Recidivism

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.

22

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

23

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

24

Creating Results that Benefit Everyone Community of Practice Exercise



A Transformational, Generational Impact on People and Communities

25

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

26



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?

27



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?

28



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

29



Contact Information

Harry Alston, Jr. - VP Strategic Planning and
Development

Harry.Alston@Saferfoundation.org


312.922.2200

David Gianfrancesco – AVP Model Programs

David.Gianfrancesco@Saferfoundation.org

312.922.2200

30



A Short List (references)

Social Determinants of Incarceration and Recidivism

- I. National Employment Law Project (2016) NELP Research Fact Sheet, August 2016
- II. Solomon, A. (2012) In Search of a Job: Criminal Records as Barriers to Employment, NIJ Journal , Issue No. 270, June 2012
- III. ibid
- IV. Valles, R. et al (2015) Removing Barriers to Opportunity for Parents with Criminal Records and Their Children, Center for American Progress, Washington, DC
- V. Educational Attainment, Employment and Incarceration, Part 2, Seattle, WA: Seattle Jobs Initiative, 2012 (www.seattlejobsinitiative.com/wp-content/uploads/BeyondHeadlines_MAR2012.pdf)

31



A Short List (references)

Social Determinants of Incarceration and Recidivism

- VI. Bucknor, C. & Barber, A. (2016) The Price We Pay: Economic Costs of Barriers to Employment for Former Prisoners and People Convicted of Felonies, Center for Economic and Policy Research, Washington, DC
- VII. Western, B. & Pettit, B. (2010) Collateral Costs: Incarceration's Effect on Economic Mobility, The Pew Charitable Trust, Washington, DC
- VIII. Holzer, H. (2007) Collateral Costs: The Effects of Incarceration on the Employment and Earnings of Young Workers, IZA Discussion Paper No. 3118, Bonn, Germany
- IX. The White House (2016) Fact Sheet: White House launches the Fair Chance Business Pledge, April 11, 2016
- X. Inside The Wacky World of Weird Data (2014) <https://www.cnbc.com/2014/02/12/inside-the-wacky-world-of-weird-data-whats-getting-crunched.html>

32