
The Integrated Reentry and Employment Services (IRES) Pilot Project: Preparing People for Work



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Overview

Goals and scope of pilot project

Programming and process changes

Next steps

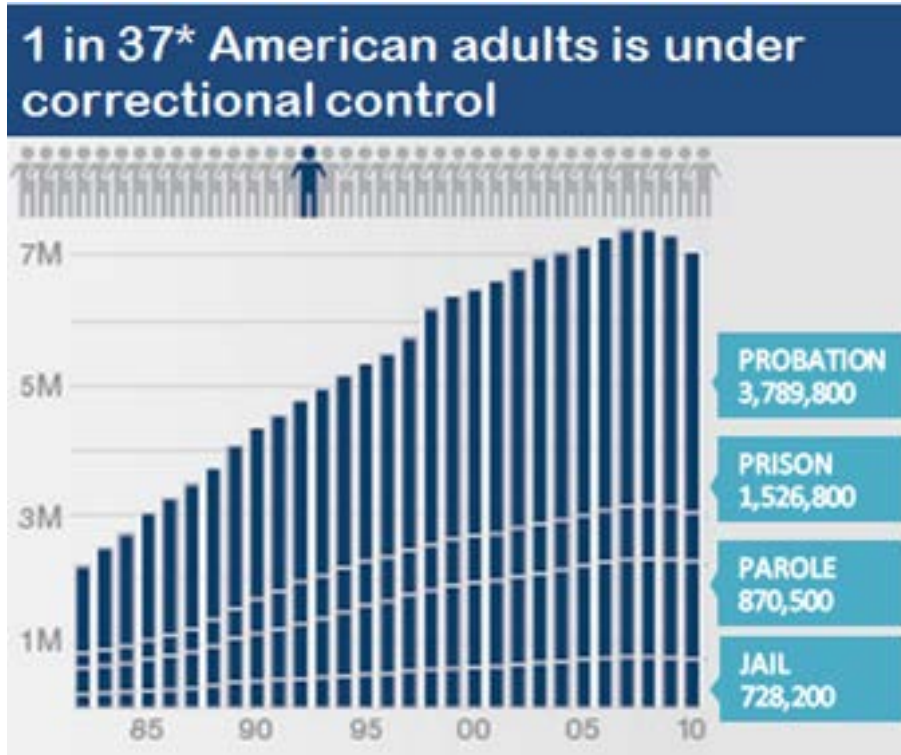
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The scope of reentry is too big to ignore



10 million adults in the U.S. are returning from incarceration each year*

70 million adults nationwide have an arrest or conviction record

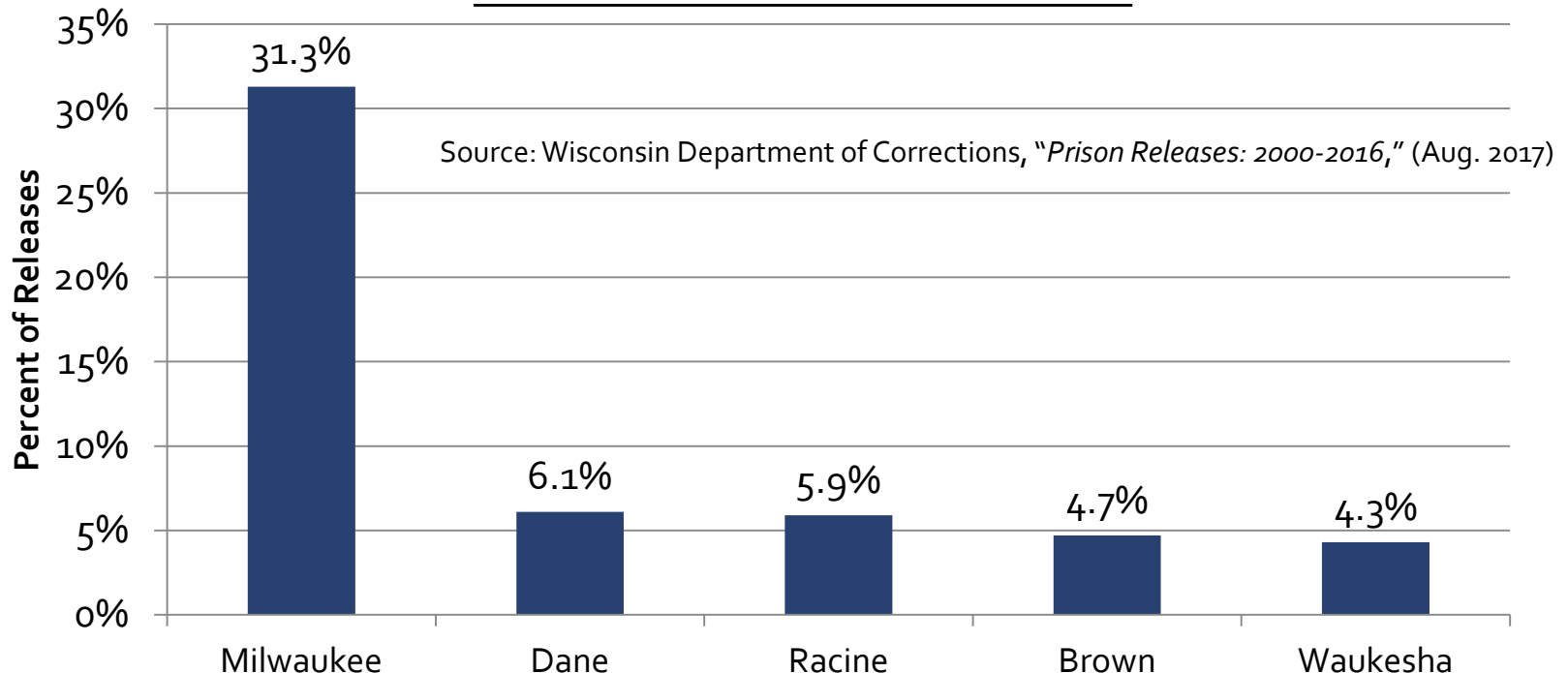
* 600,000 people released from state and federal prisons, plus 9 million people released from jails

SOURCES: National Employment Law Project (2013) *"The Business Case – Minimizing Risk, Maximizing Talent: Hiring People with Records"*; The Pew Charitable Trust (2010) *"Collateral Costs: Incarceration's Effect on Economic Mobility"*; Bureau of Justice Statistics (2016), *"Annual Probation Survey, Annual Parole Survey, Annual Survey of Jails, Census of Jail Inmates, and National Prisoner Statistics Program, 2000, and 2005–2015"*; The Council of State Governments Justice Center (2015) *"Reentry Facts & Trends"*.

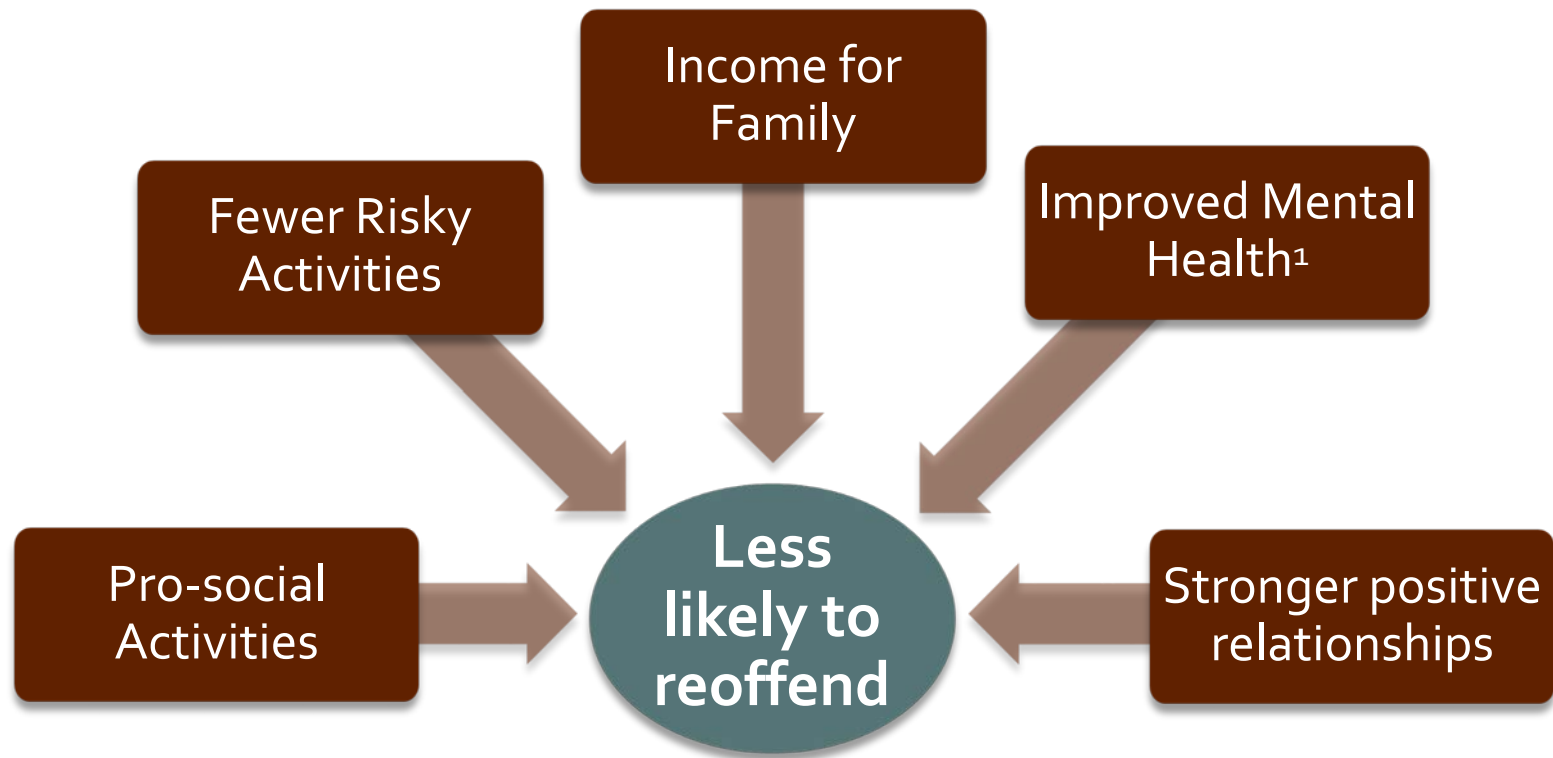
Scope of the Issue in Wisconsin

- ▶ **66,000+** under correctional supervision in the community
- ▶ **22,000+** incarcerated in Wisconsin DOC institutions
- ▶ **8,500 – 9,000** DOC inmates released each year in WI

2016 Releases from Incarceration



Employment is an important part of reentry



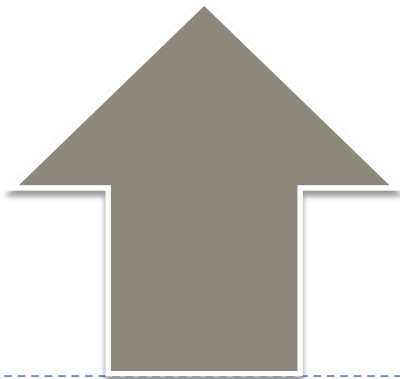
- Especially when earnings are above minimum wage²
- Especially with stable jobs³

SOURCES: (1) Graffam, Shinkfield, & McPherson (2004), "Variables Affecting Successful Reintegration as Perceived by Offenders and Professionals"; (2) Urban Institute (2008), "Employment after Prison: A Longitudinal Study of Releasees in Three States"; (3) Sampson & Laub (1993), "Crime in the Making: Pathways and Turning Points Through Life"

What is the Employment Factor?

- ▶ People who are employed and earning higher wages soon after release from incarceration less likely to recidivate
- ▶ Individuals who receive correctional education less likely to recidivate and more likely to obtain employment
- ▶ Subsidized employment programs for those recently released from prison, as well as wrap-around programs (pre-release interventions with post-release services), have been shown to boost employment and earnings while reducing recidivism

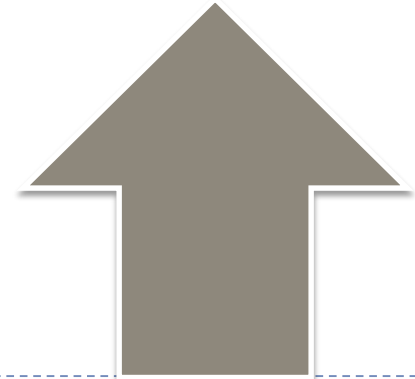
Training and Employment
Opportunities



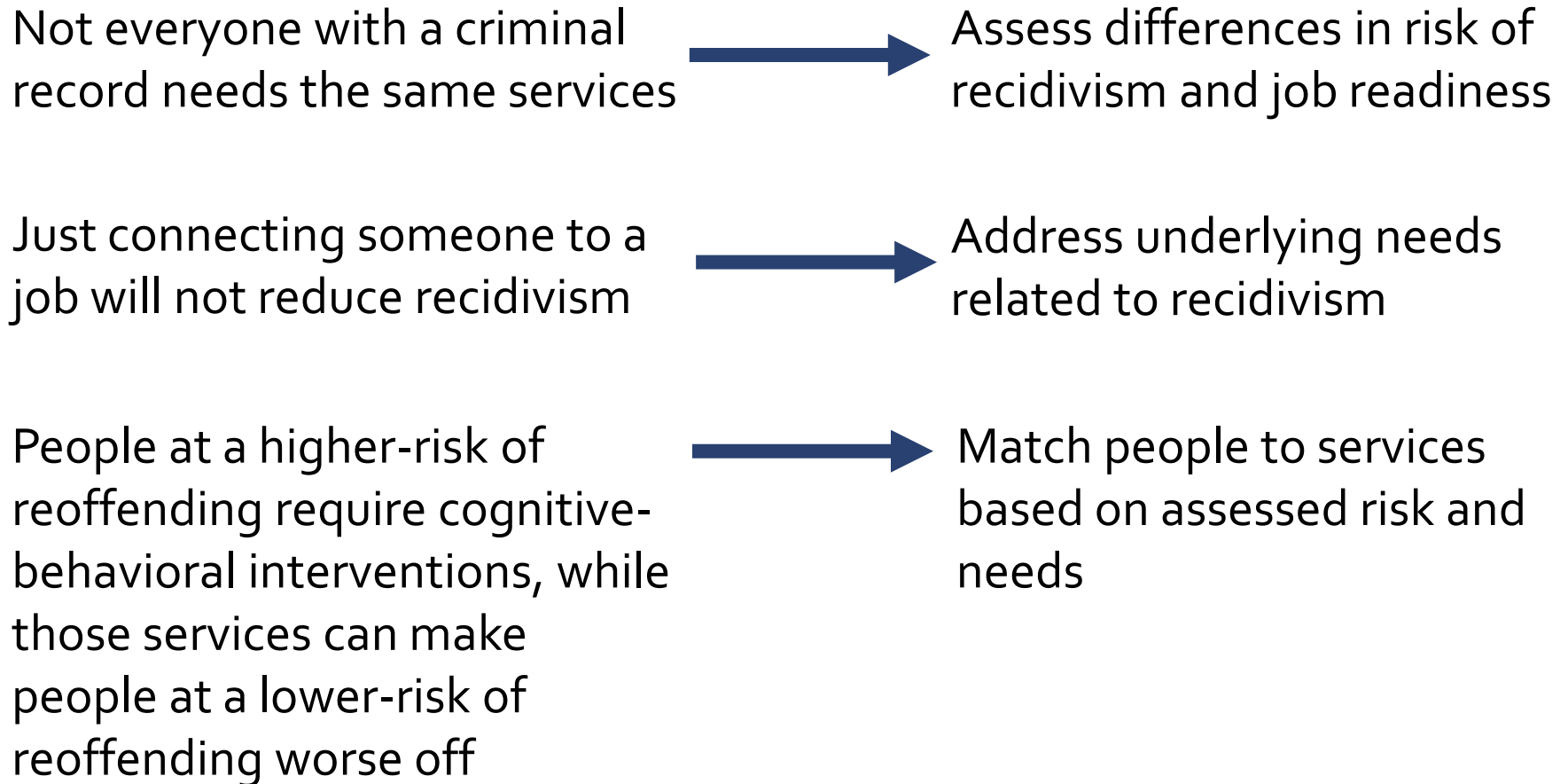
Recidivism, Corrections
Costs, and Unemployment



Income Tax and Sales Tax
Revenue

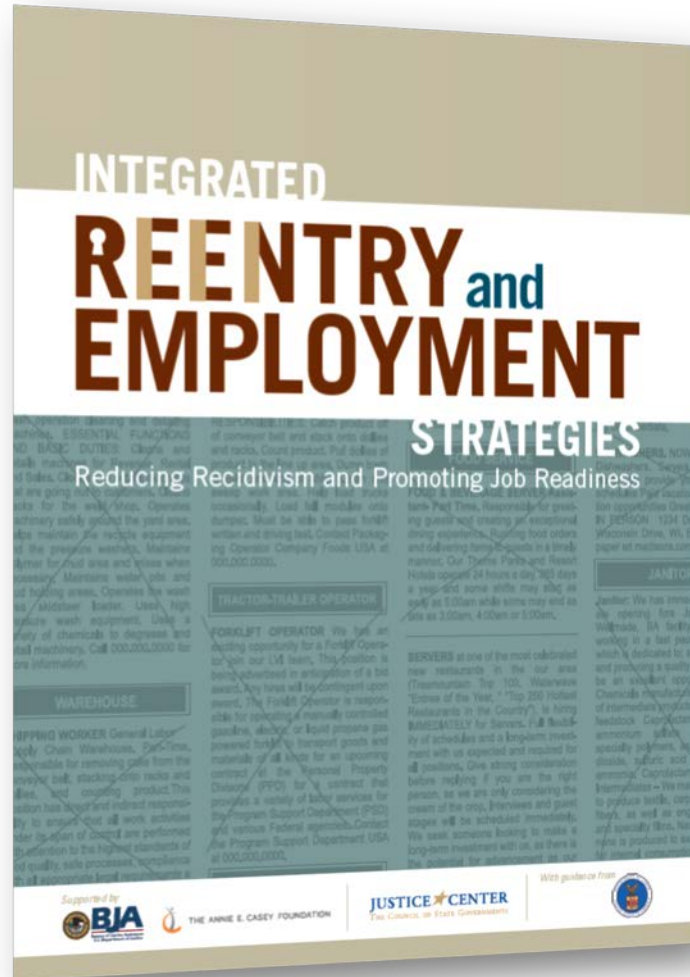


Considerations for employment programs seeking to reduce recidivism



SOURCE: Latessa (2012), *"Why work is important and how to improve the effectiveness of correctional reentry programs that target employment"*

Integrated Reentry and Employment Strategies (IRES) white paper released in 2013



Purpose: Bridge and integrate best practices from the corrections, reentry, and workforce development fields

Supported by



BJA
Bureau of Justice Assistance
U.S. Department of Justice

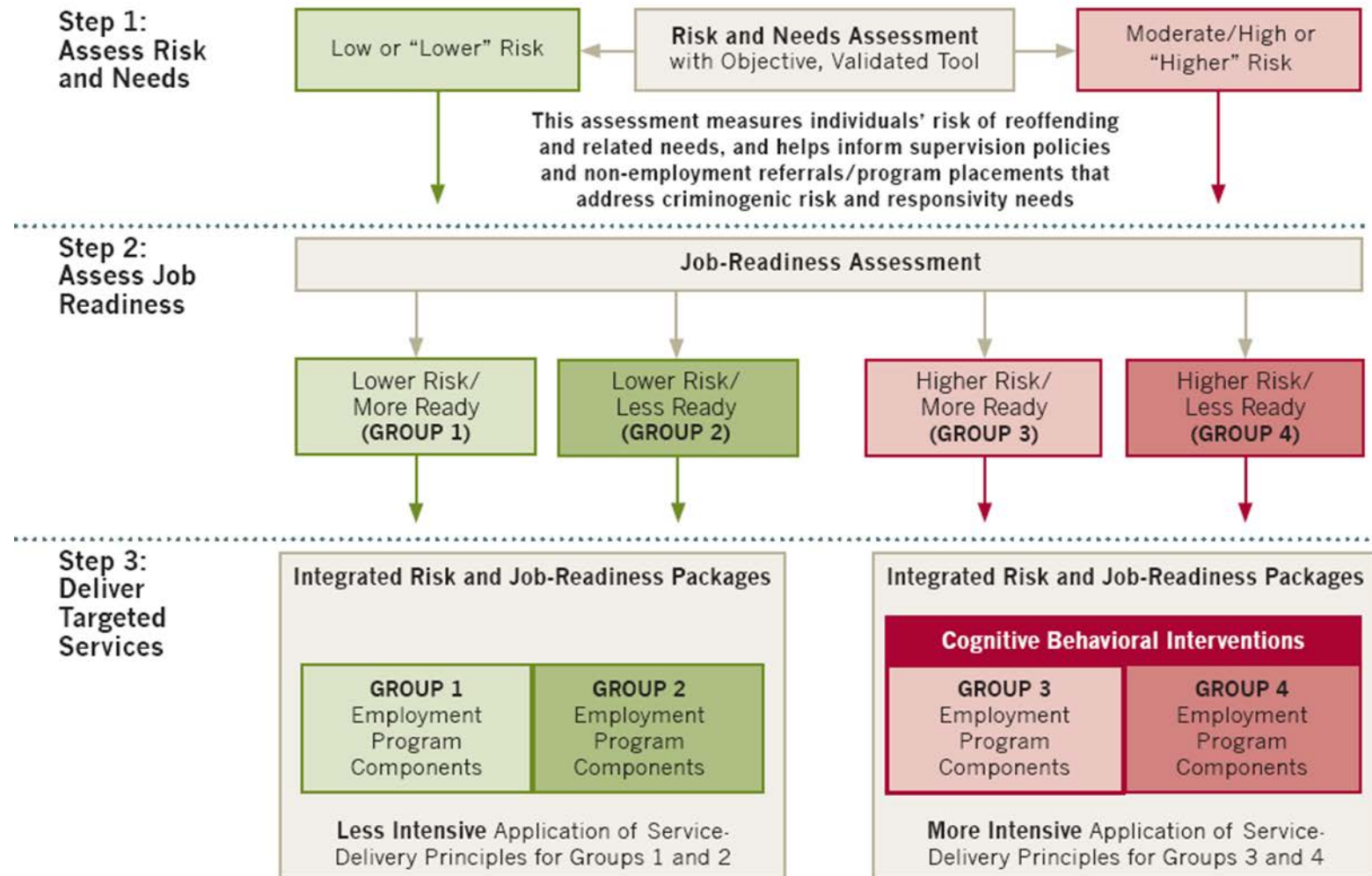


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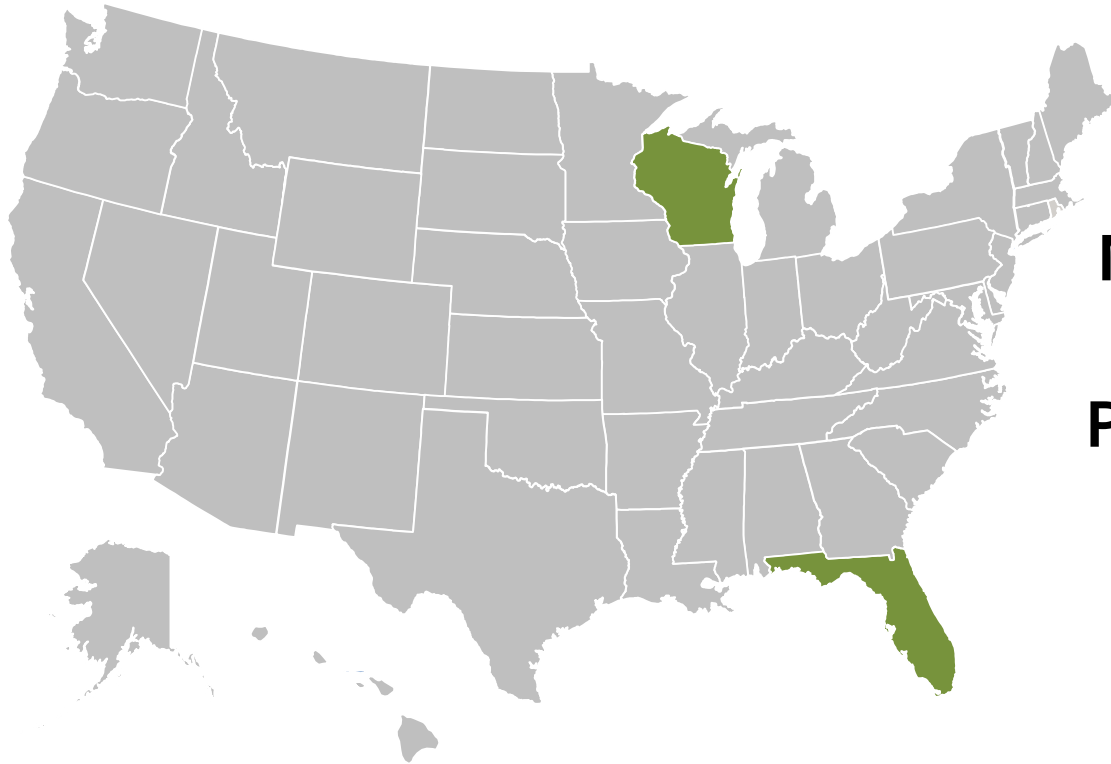
With guidance from



Connect people to appropriate services based on assessed risk and needs



Two pilot sites selected to test framework at a systems level



**Milwaukee County, WI
and
Palm Beach County, FL**

Why Wisconsin?



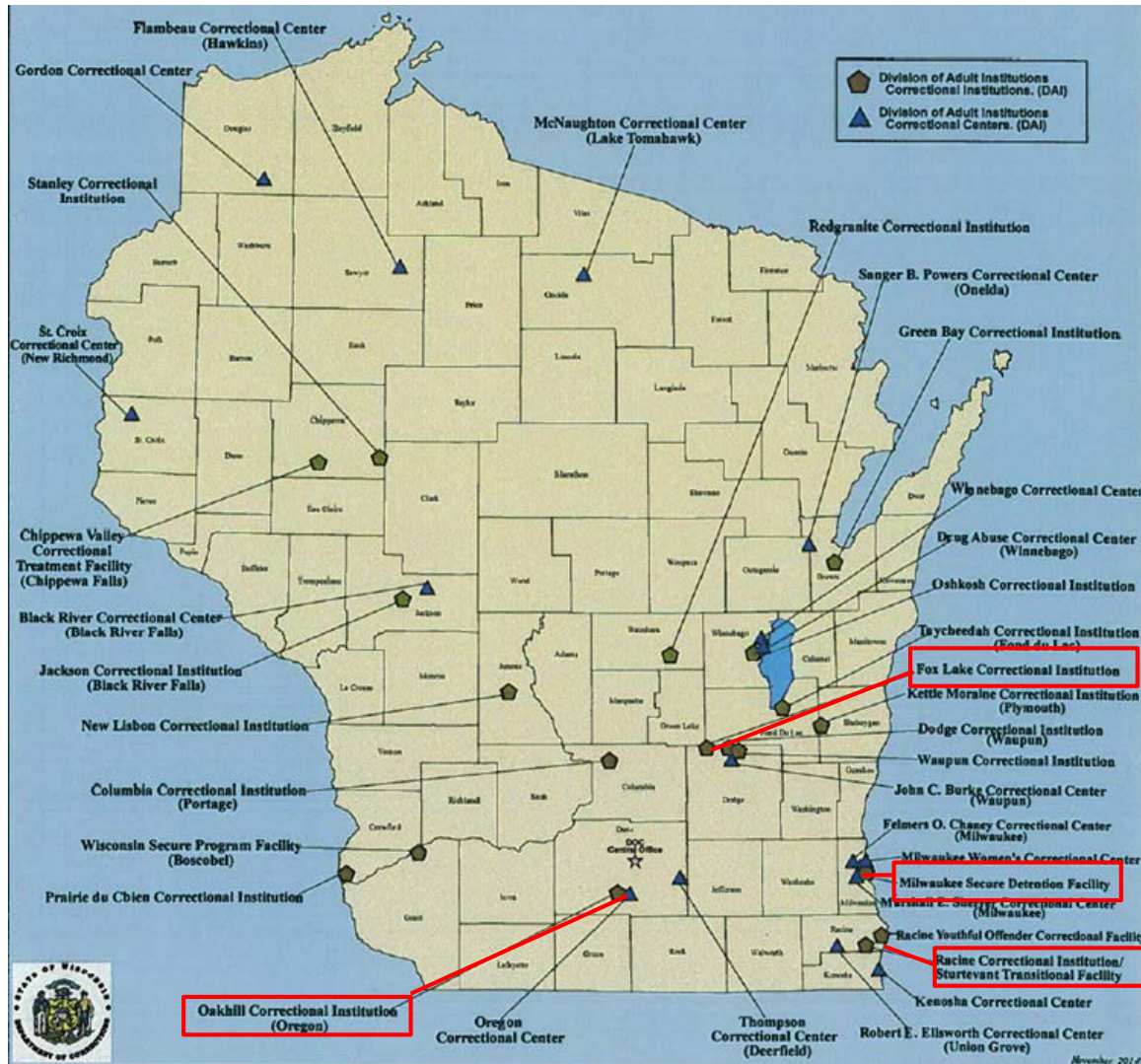
- ▶ Committed Leadership
- ▶ Existing Partnerships
 - ▶ Milwaukee Reentry Network
 - ▶ Windows to Work
 - ▶ EM Coordinating Council

Employ Milwaukee Partnerships

► Coordinating Council

- The *Coordination Council* is a group of local workforce related entities from the *Public, Private For Profit, and Non-profit* organizations engaged in the funding, delivery and monitoring of services to both employers and workers.
- Its primary focus is to address the needs of the worker in their efforts to insure alignment with the employers needs for a skilled workforce.
 - Provides Employ Milwaukee a system to position it as the primary coordinator of all workforce related issues.
 - Responds to employer's desires to have a source for identifying and hiring qualified workers.
 - Creates the vehicle to address and engage all community workforce stakeholders in plans to resolve local workforce issues.
 - Creates a mechanism to respond to local employer trends.
 - Convenes Public, Private, Non-Profits and Foundations engaged in workforce solutions.

About 38% of all adults released to Milwaukee Co. come from four DAI facilities



Fox Lake Correctional Institution (FLCI)	4%
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Milwaukee Secure Detention Facility (MSDF)	23%
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Oakhill Correctional Institution (OCI)	3%
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Racine Correctional Institution (RCI)	8%
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Scope of pilot project in Milwaukee Co. and research questions

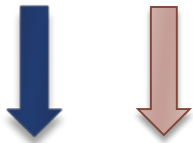
Target Population



1035 adults returned to Milwaukee Co. from four DAI facilities of focus in 2016

- *What are their risk levels and service needs, and what types of services are available pre-release?*

Referral Mechanism



Pre-release staff coordinate **with supervision agent** for reentry planning

- *What are the assessment and referral processes, and who coordinates?*

Programs



~25 agencies in Milwaukee Co. provide workforce services to adult reentry population

- *What types of services are available, and who are providers best equipped to serve?*

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IRES project timeline

**Information
Gathering**

*(Feb 2015 –
Mar 2016)*

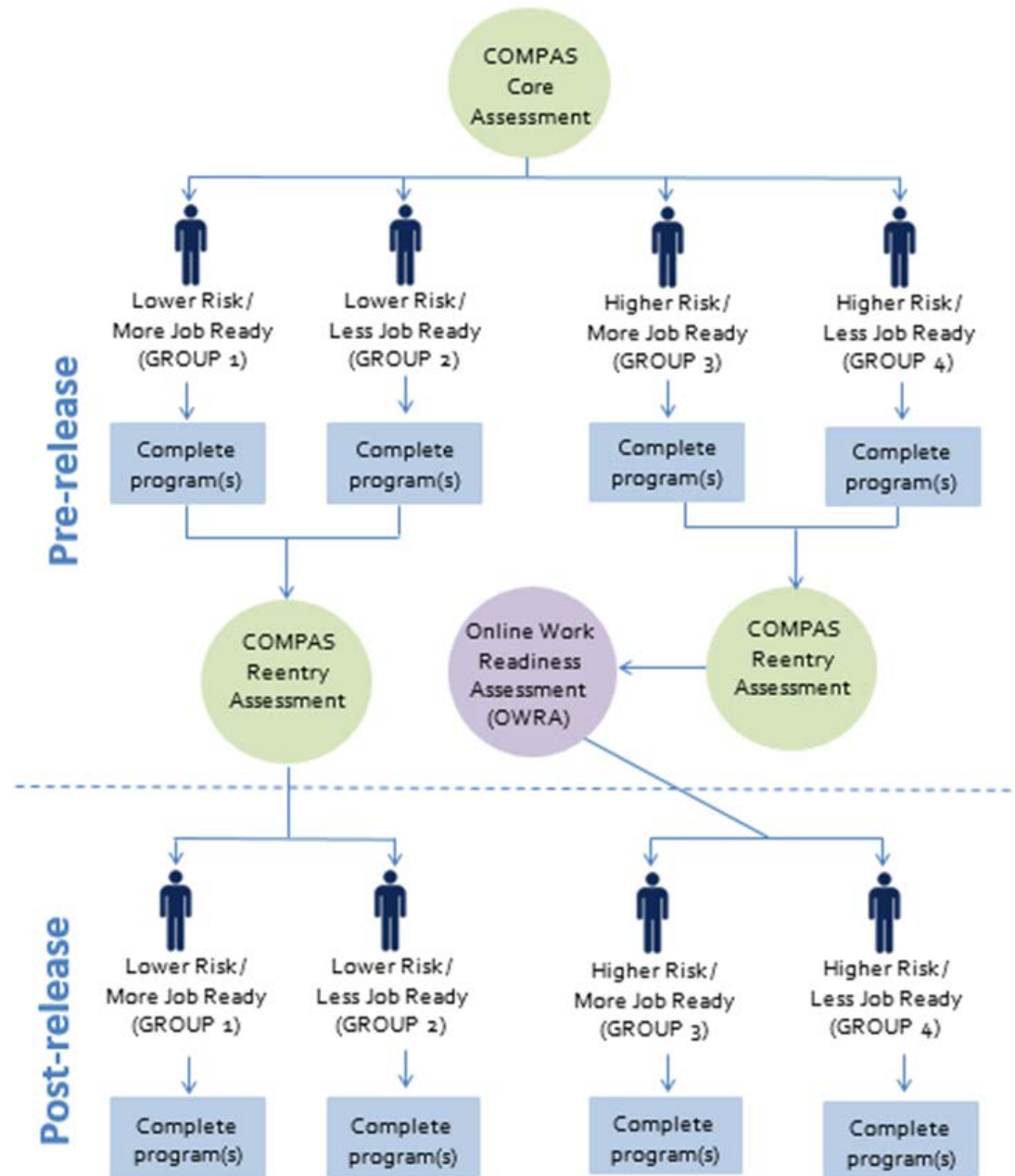
**Planning and
Implementation**

*(Apr 2016 –
Dec 2017)*

**Process
Evaluation**

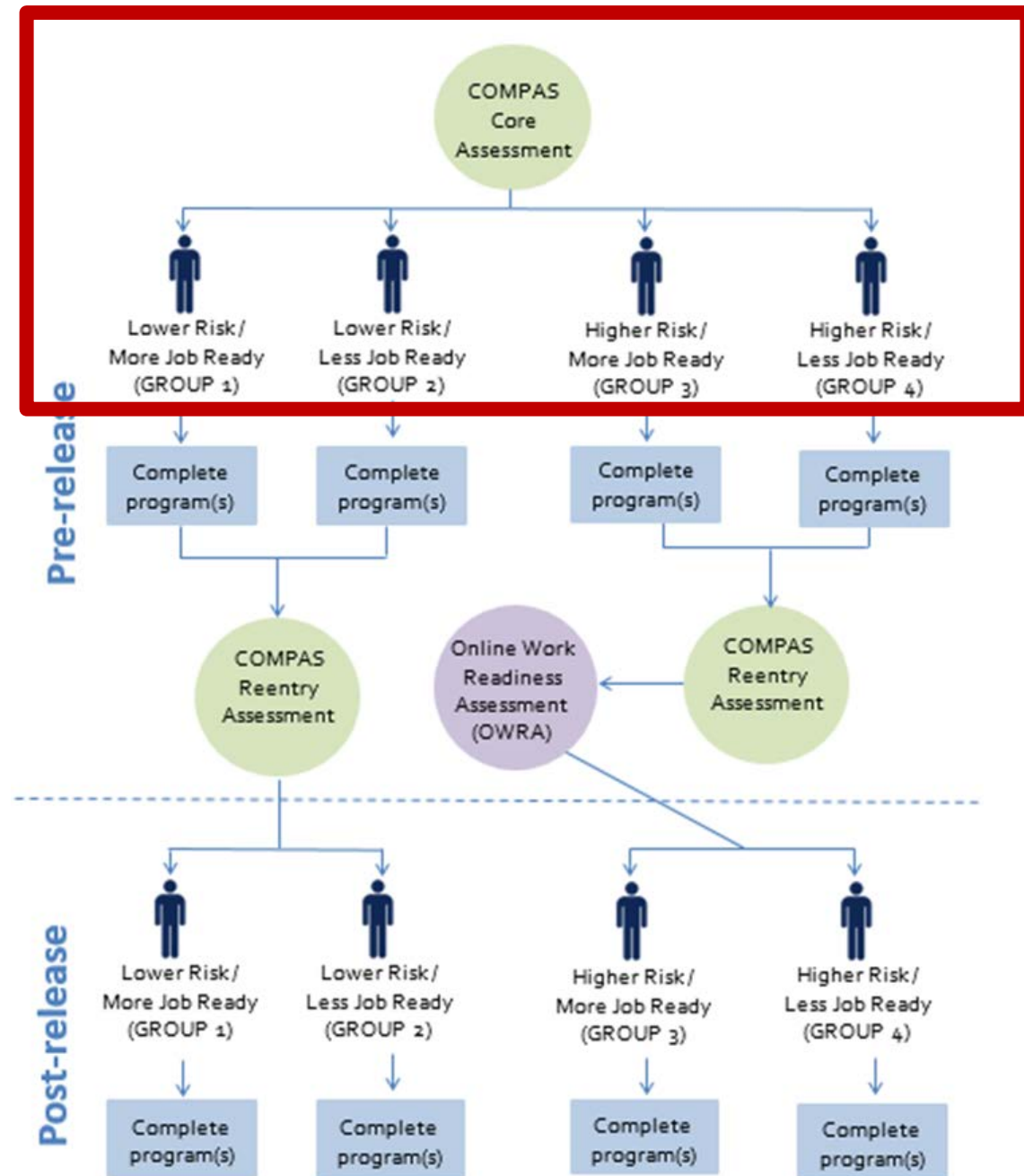
*(Jan 2018 –
Apr 2018)*

System map (pre- to post-release)

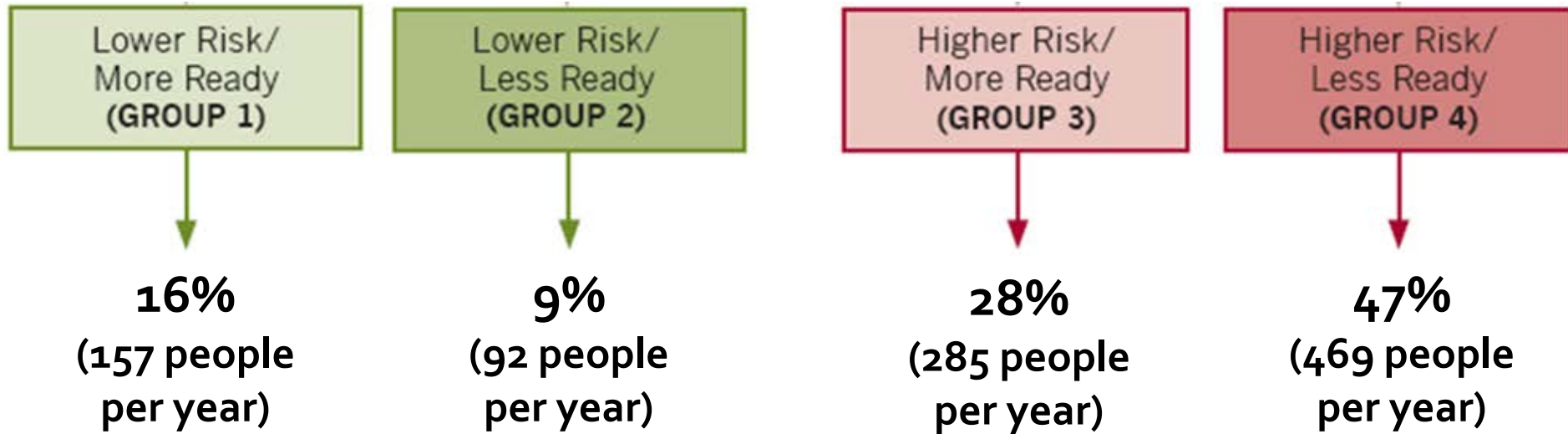


Step 1:

Conduct risk-needs assessment to group population by risk and job readiness levels



47% of people released in 2016 from four DAI facilities to Milwaukee Co. were higher risk and less job ready



Data Definitions

Higher Risk: Medium, Medium with Override Consideration, or High Recommended Supervision Level

Lower Risk: Low Recommended Supervision Level

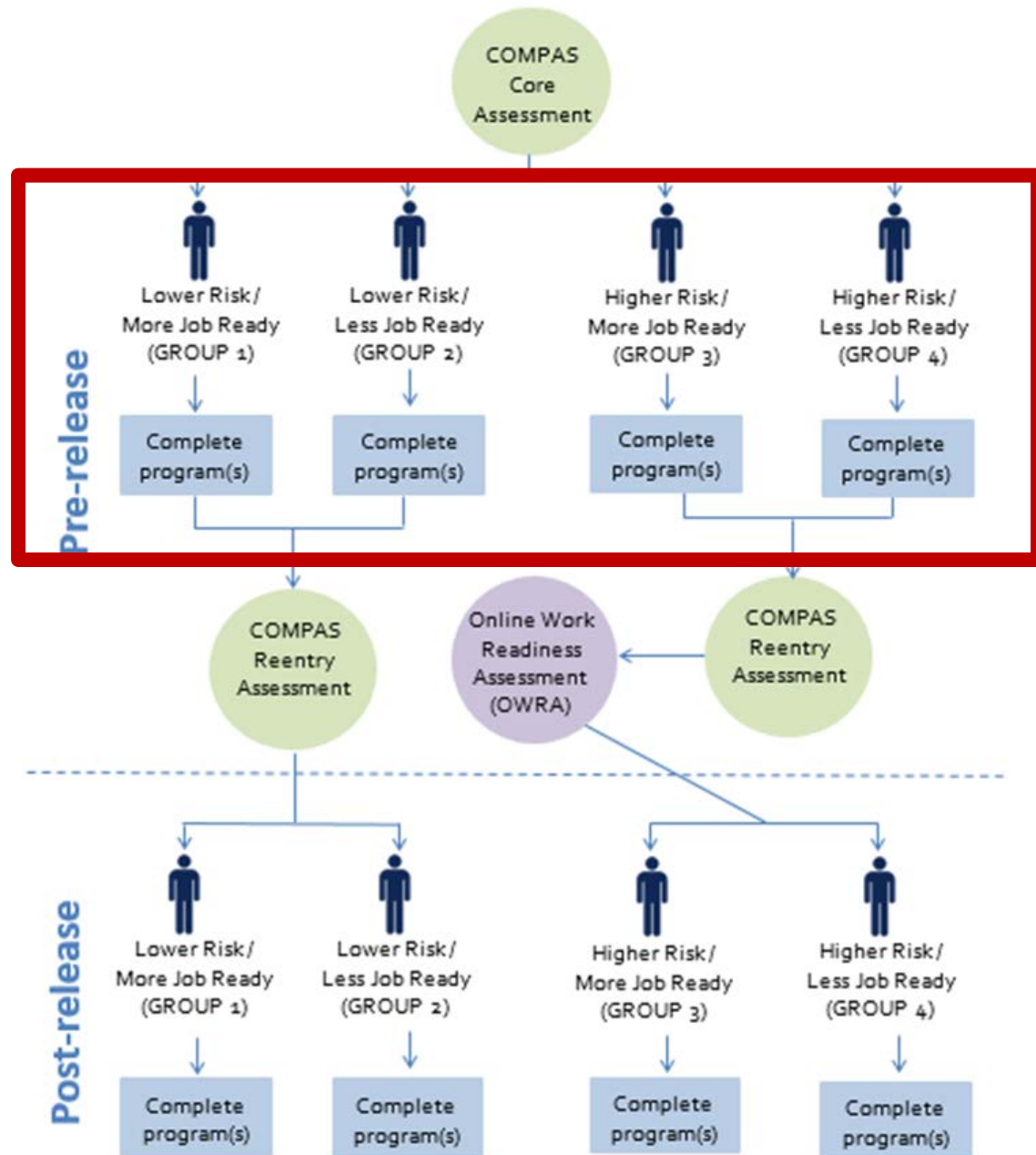
More Ready: Unlikely Education/Vocational Need Scale or Unlikely Employment Expectations Scale

Less Ready: Probable or Highly Probable Education/Vocational Need Scale or Probable or Highly Probable Employment Expectations Scale

*Scores missing for 34 people

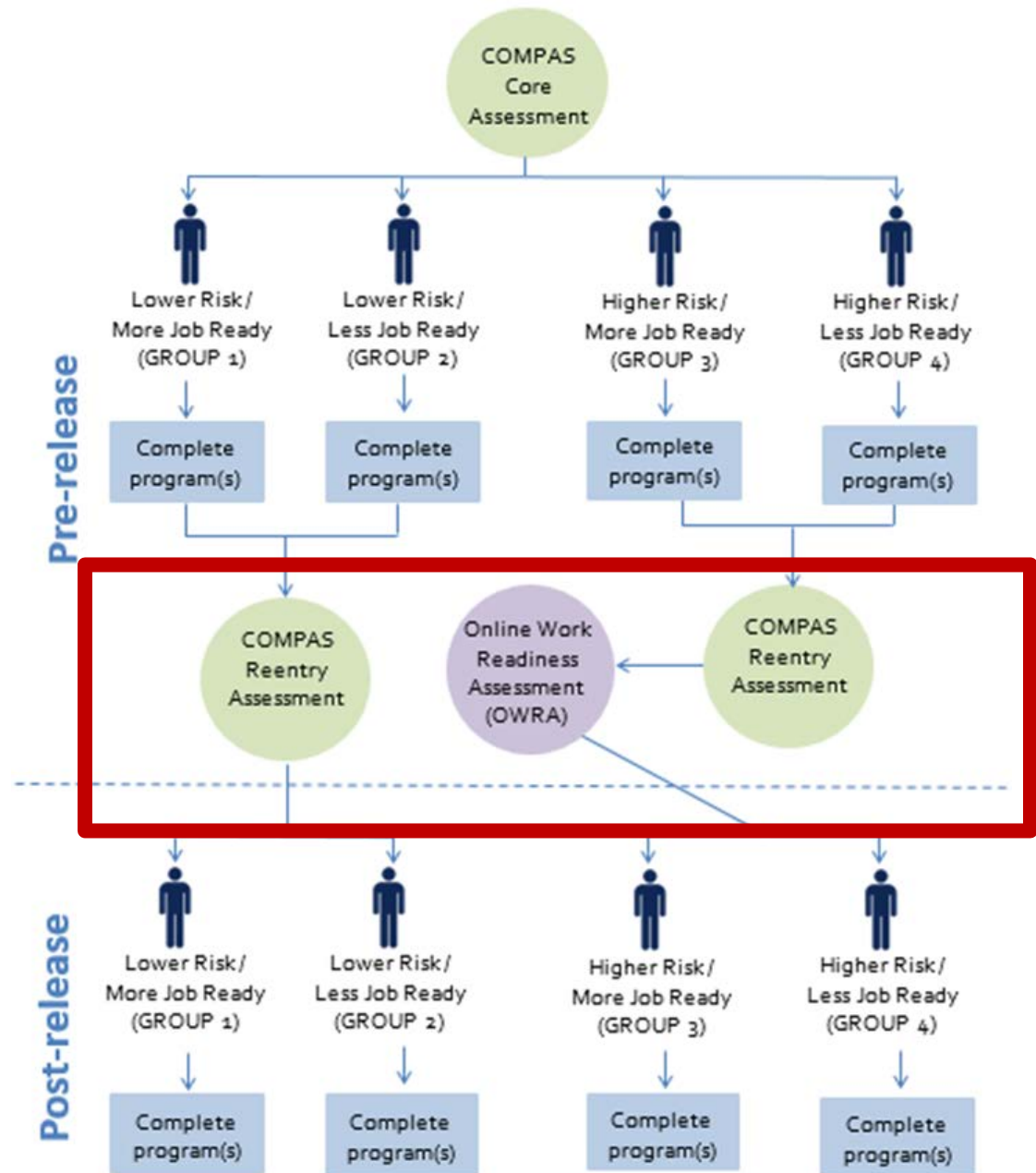
Data analyzed by the Council of State Governments Justice Center

Step 2: Make referrals to correctional programming



Step 3:

Make connection to supervision agent and referral to workforce program in community



Referral Process

- ▶ Supervision Agent sends referral to EM
- ▶ Reach in services conducted within 30 days pre-release
 - ▶ Complete Online Work Readiness Assessment
 - ▶ Discuss individual employment and/or training plan
 - ▶ Provide appointment for week of release
- ▶ Provide case management and referrals to workforce programs upon release
- ▶ Coordinate programming and supportive services with DCC Agent
 - ▶ Provided with copy of IEP and first appointment
 - ▶ Monthly progress notes provided to Agent

What is wQ?

- A customized, online, standardized appraisal tool that, when coupled with proper interviewing skills:
 - ▶ Assists case managers with helping customers access services and an appropriate employment pathway
 - ▶ Provides comprehensive customer information
 - ▶ Standardizes the employability appraisal process
 - ▶ Streamlines work and work readiness planning activities
- Provides in-depth appraisal of customer strengths and barriers
- For use with any population—particularly those hard to serve or unemployed/underemployed

Feature: Plan

Self-Sufficiency Plan/Assessment
Strengths and Barriers >
Employment Plan
Barrier Reduction Plan
Employment Projections
Print Self-Sufficiency Plan

New Interview Assessment Added - Self-Sufficiency Plan must be created

Interview ID: 339138 Updated: 03/09/2017

Strengths

Employment

Previous Jobs (Job History)

Recommendation:

Has held the following jobs:

Kohl's (10/14/2016 -)

Type of work:

Special skills:

Language Proficiency

Recommendation:

Has the following language proficiency:

Albanian: Fluent

:

Work Interests

Recommendation:

Has the following work interests:

- Coordinating, training, supervising, or managing the activities of others to accomplish goals
- Working alone
- Working with words and numbers
- Working with numbers
- Using traditional skills (canoe building, art work, baskets, beadwork)
- Working with databases

Feature: Employment Projections

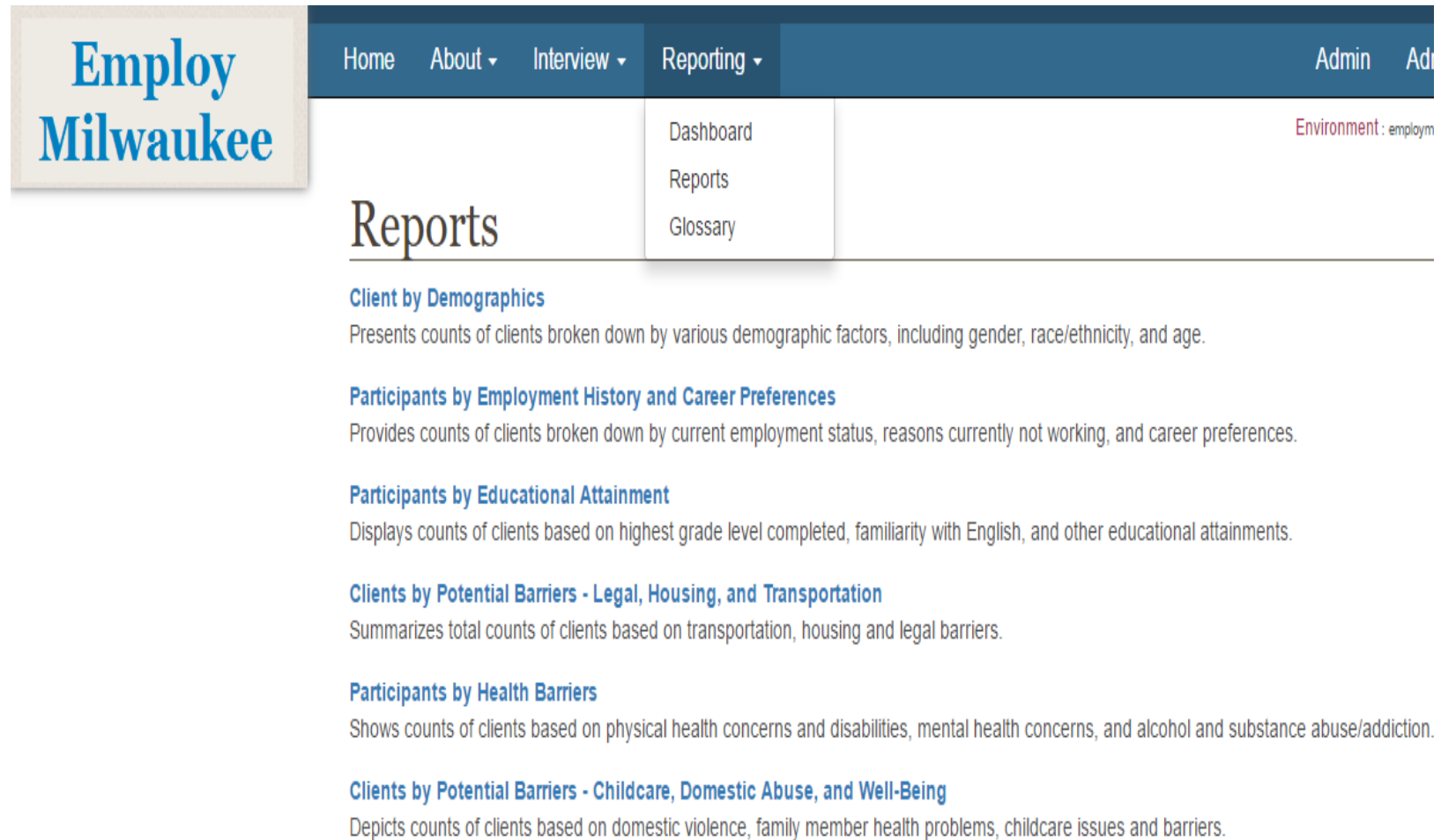
The screenshot shows a web application interface for 'Employ Milwaukee'. A modal window titled 'Employment Projection:' is open, displaying a form with the following fields:

- State:** A dropdown menu with 'Wisconsin' selected.
- MSA:** A dropdown menu with 'Madison-Janesville-Bel' selected. A list of options is visible below the dropdown: 'Madison-Janesville-Beloit' (highlighted), 'Milwaukee-Racine-Waukesha', and 'Minneapolis-St. Paul'.
- * Report Format:** A required field with a text input area.

Below the form fields are two buttons: 'Submit' and 'Cancel'. A note at the top of the form states: 'The fields marked with an asterisk (*) are required.'

The background interface includes a sidebar with 'Interviews List' and 'Employment Projections', and a top navigation bar with 'Home', 'About', 'Interview', 'Reporting', and 'Admin'.

Feature: Reports



The screenshot displays the 'Employ Milwaukee' web application interface. On the left is a logo with the text 'Employ Milwaukee'. The top navigation bar includes links for 'Home', 'About', 'Interview', 'Reporting', 'Admin', and 'Ad'. The 'Reporting' dropdown menu is open, showing 'Dashboard', 'Reports', and 'Glossary'. The 'Reports' section is active, displaying a list of report categories with their descriptions:

- Client by Demographics**
Presents counts of clients broken down by various demographic factors, including gender, race/ethnicity, and age.
- Participants by Employment History and Career Preferences**
Provides counts of clients broken down by current employment status, reasons currently not working, and career preferences.
- Participants by Educational Attainment**
Displays counts of clients based on highest grade level completed, familiarity with English, and other educational attainments.
- Clients by Potential Barriers - Legal, Housing, and Transportation**
Summarizes total counts of clients based on transportation, housing and legal barriers.
- Participants by Health Barriers**
Shows counts of clients based on physical health concerns and disabilities, mental health concerns, and alcohol and substance abuse/addiction.
- Clients by Potential Barriers - Childcare, Domestic Abuse, and Well-Being**
Depicts counts of clients based on domestic violence, family member health problems, childcare issues and barriers.

In the top right corner, the text 'Environment : employm' is visible.

Findings

Customers:

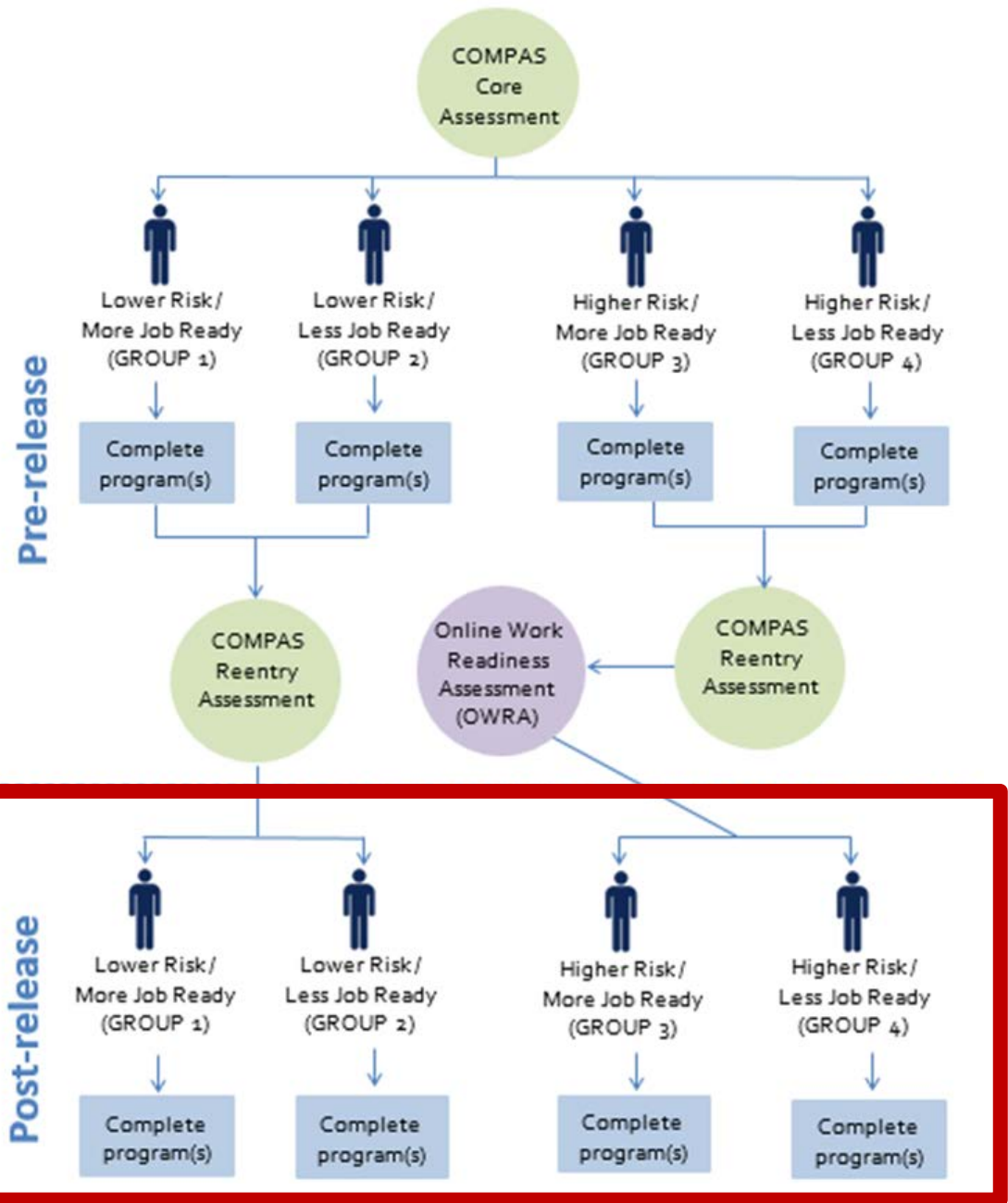
- Feel more engaged in the process and actively participate in the assessment
- Feel more ownership in their Self Sufficiency plan
- Generated more buy-in to recommendations
- Feel they have an advocate who understands their challenges
- Have connections to the workforce trends and labor market needs

Staff:

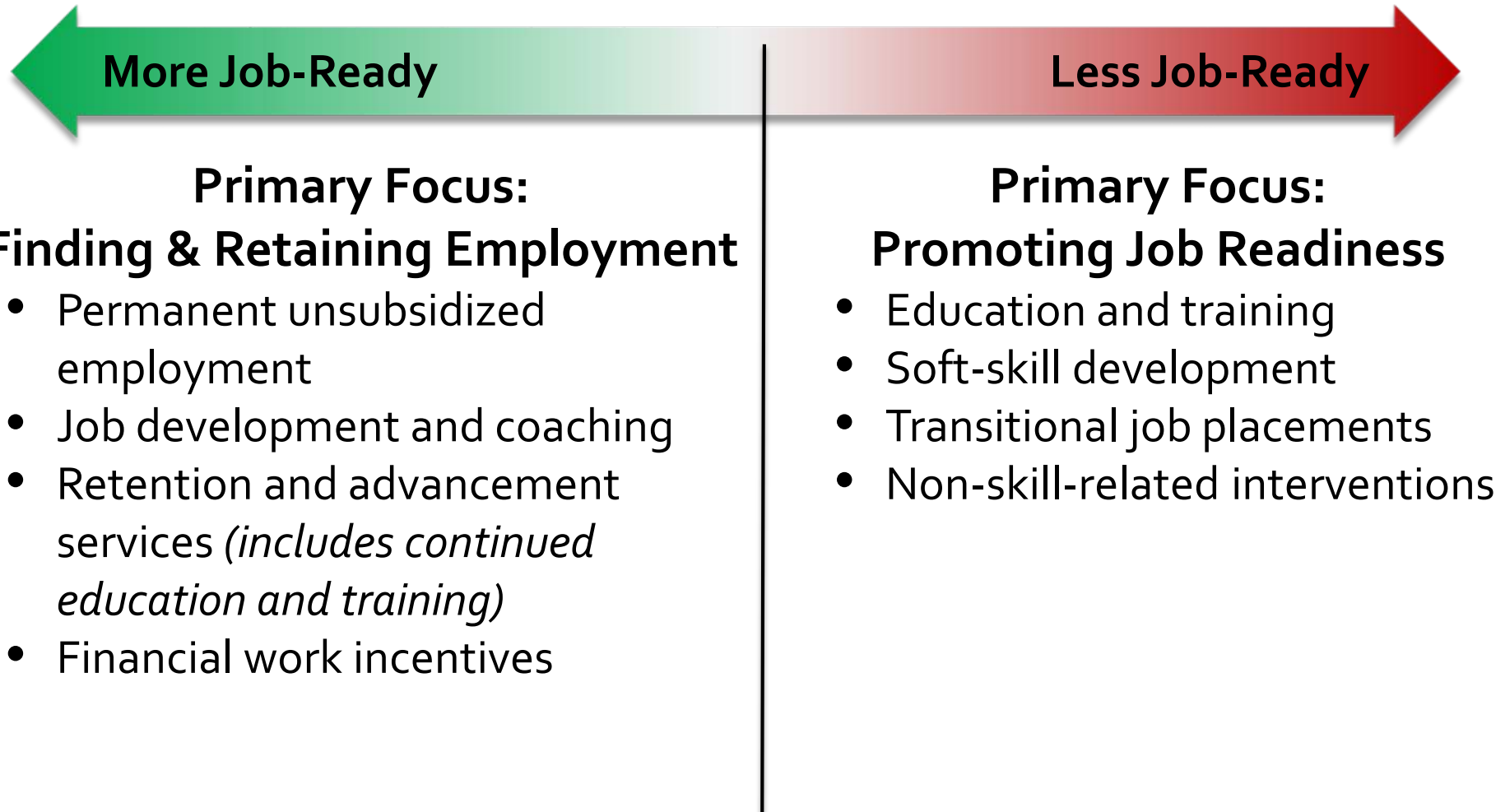
- See customer trends, resulting in alignment of resources to needs
- Able to better understand case load and service delivery needs
- Promotes consistency and accountability among case managers
- Strengthens referral process
- Helps identify additional staff training needs
- Staff think more holistically about customer desires, objectives, strengths, and barriers

Step 4:

Deliver reentry and workforce programs in community based on assessed risk and needs



What services are provided should be based on a person's level of job readiness



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Expand employment programming pre-release and prioritize services

Lower Risk/
More Ready
(GROUP 1)



Self-guided
employment
curriculum +
technical or
vocational
training programs

Lower Risk/
Less Ready
(GROUP 2)



Volunteer-led
employment
curriculum +
experiential job
training programs

Higher Risk/
More Ready
(GROUP 3)



Cognitive
intervention +
technical or
vocational
training programs

Higher Risk/
Less Ready
(GROUP 4)



Cognitive
intervention then
employment-
focused cognitive
intervention

Ensure a smooth and coordinated transition from pre- to post-release

- ▶ Refine referral process for information sharing between DCC agents and Employ Milwaukee
- ▶ Identify which workforce programs are best equipped to serve each risk/need grouping
- ▶ Build capacity of workforce providers to integrate recidivism reduction techniques into employment programs

Questions?

