



Project E3: Educate, Empower, and Employ

Connecting Returning Citizens to Employment Resources

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Connecting Returning Citizens to Employment Resources

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Justice System Re-entry VR Mini Conference
June 11, 2020



Objectives

- Participants will learn about needed partners to successfully transition individuals from incarceration to the community
- Participants will be able to identify common issues facing returning citizens as they return to their communities
- Participants will gain knowledge on finding resources available for returning citizens so they may experience success in employment
- Participants will learn about different emerging models of reentry

Question #1

What percentage of your caseload has a criminal record?

- 1. 0-25**
- 2. 25-50**
- 3. 50-75**
- 4. 75-100**

Definitions

- **Probation vs parole**
- **Summary offense**
- **Infractions**
- **Misdemeanor**
- **Felony**



Mission and Vision Statements

- The mission statement should guide the actions of the organization, spell out its overall goal, provide a path, and guide decision-making
- The vision statement is a narrower, future-oriented declaration of the organization's purpose and aspirations

Mission and Vision Statements

- **Department of Health and Human Services (DHHS)** In **collaboration** with our partners, the North Carolina Department of Health and Human Services provides essential services to improve the health, **safety**, and well-being of all North Carolinians.
- **Department of Public Safety (DPS)** The mission of the North Carolina Department of Correction is to promote public **safety** by the administration of a fair and humane system which provides reasonable opportunities for adjudicated offenders to **develop progressively responsible behavior**.
- **DHHS** Advancing innovative solutions that foster independence, improve health and **promote well-being** for all North Carolinians.
- **DPS** We, the employees of the Department of Correction, envision an organization respected by the citizens of North Carolina for its effectiveness in responding to the problem of crime in our society and working **collaboratively** with others to prevent crime through community involvement.

Memorandum of Understanding

- Critical collaboration tool
- Identifies roles and responsibilities
 - Funding could be component
- Provides consistency



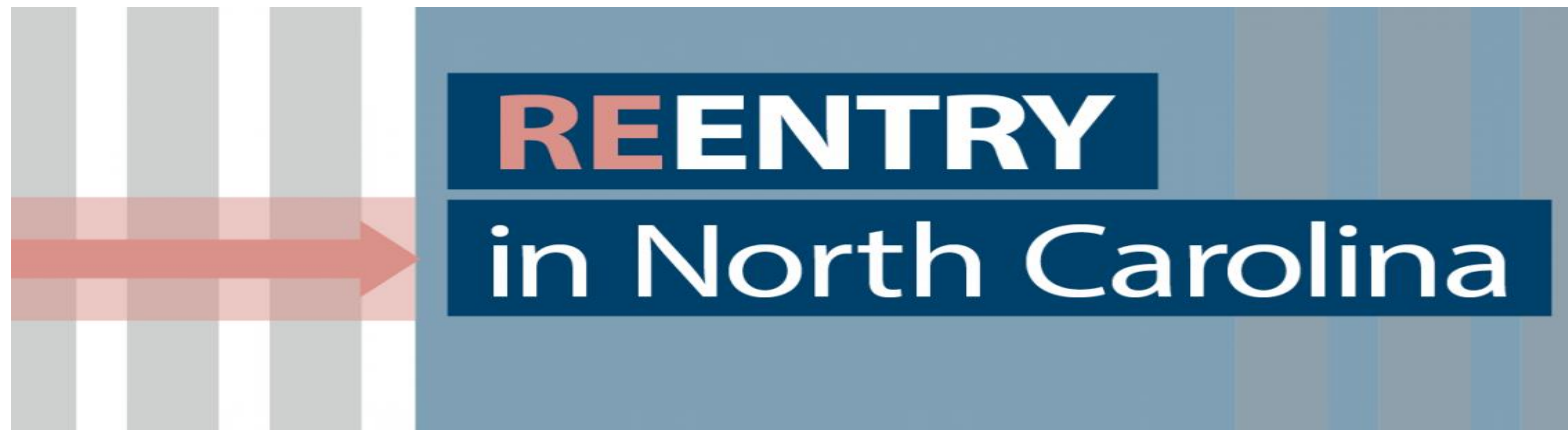
Question #2

Who are your potential partners?

1. Probation
2. Parole
3. Corrections
4. Drug & Alcohol counselors
5. District Attorney's (DA) office
6. All of the above

North Carolina Reentry Action Plan

- Facilitate transition to society
- Identify resource gaps



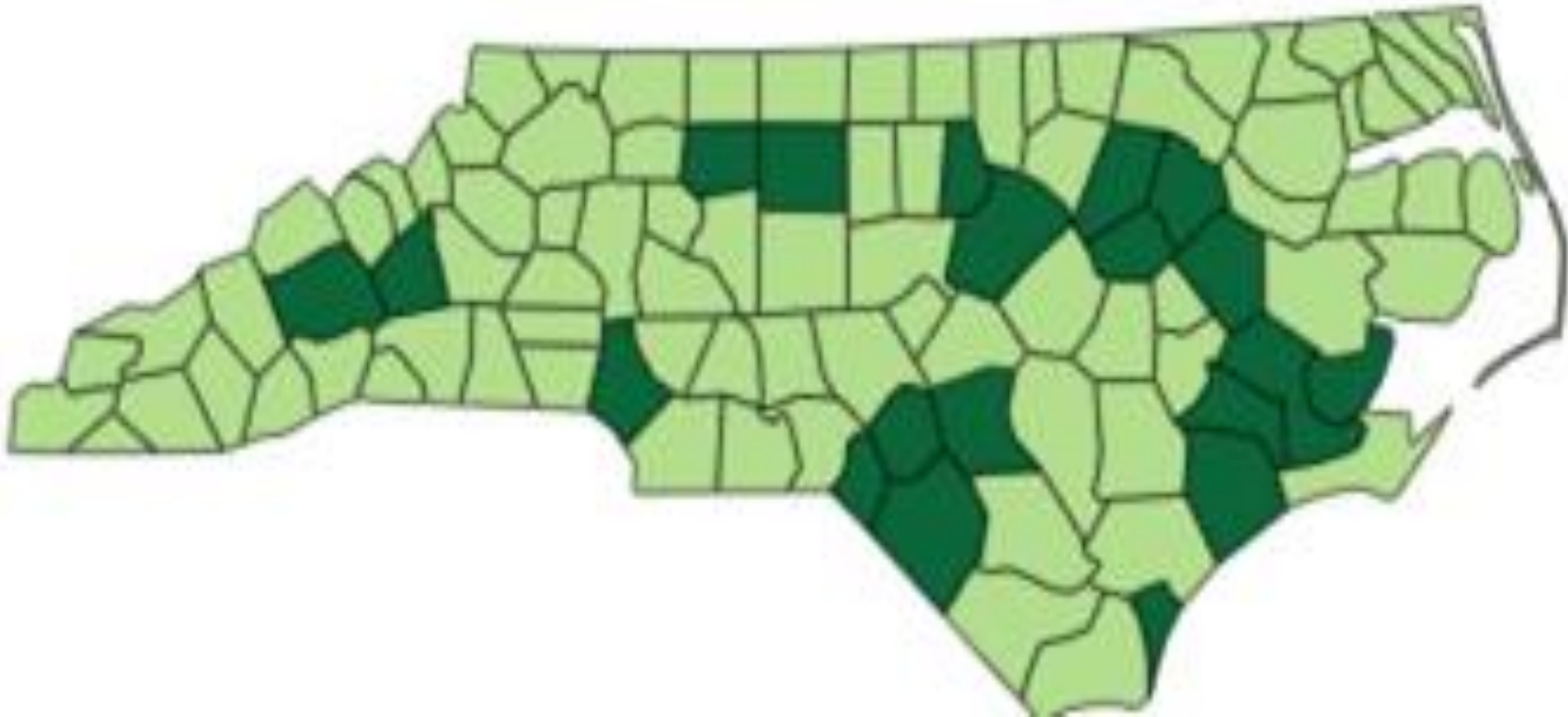


North Carolina Resources and Potential Collaborators

State Reentry Council Partners

- NC Department of Justice
- Administrative Office of the Courts
- **NC Department of Health and Human Services**
- NC Department of Commerce Division of Workforce Solutions
- NC Community College System
- NC Department of Transportation Division of Motor Vehicles

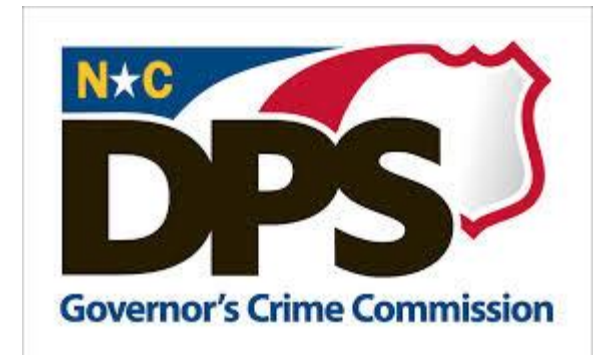
Reentry Council Locations



NC Governor's Crime Commission (GCC)

Chief criminal justice advisory body to the Governor
and Secretary of Public Safety

- Committees:
 - **Criminal Justice Improvement**
 - Crime Victim Services
 - Juvenile Justice
- State Administering Agency (SAA)
 - \$100 million in grants issued (FY 2018)



Fair Chance Hiring Law

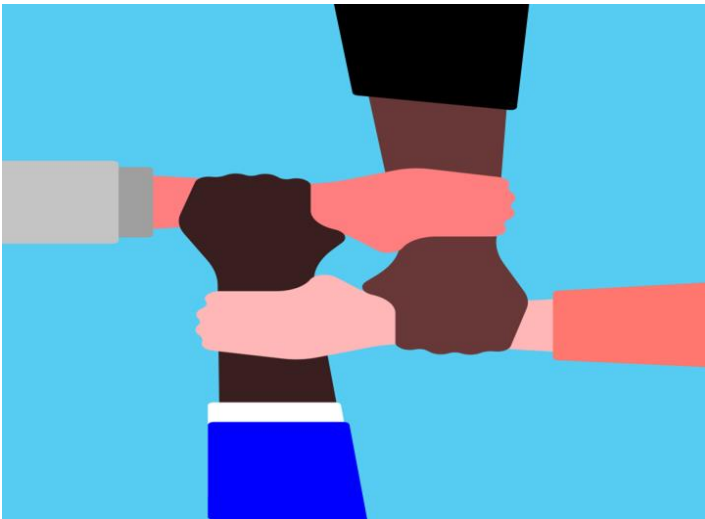
- SB 562 passed May 8, 2019
- Automatic expungement for certain criminal charges
- Expungement of non-violent misdemeanor convictions after 7 years of good behavior
- Expungement of Non-violent felony after 10 years of good behavior
- Not available to the public
- Available to DA's & considered by courts for sentencing if the person re-offends



**I'M FOR
SECOND
CHANCES**

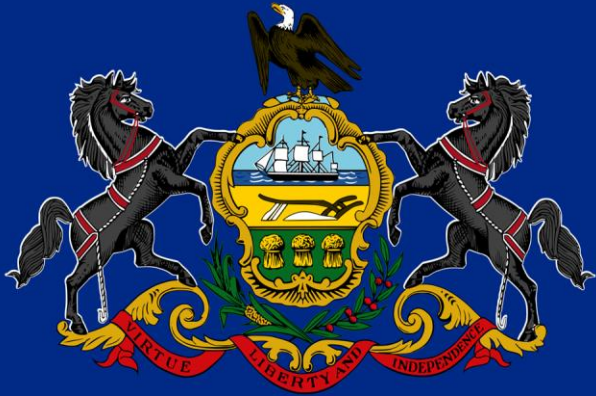
Transitional Aftercare Network (TAN)

- DPS, Division of Adult Correction initiative
- Partnering and collaborating with community organizations
- Trains individuals, agencies and organizations to mentor inmates



Questions

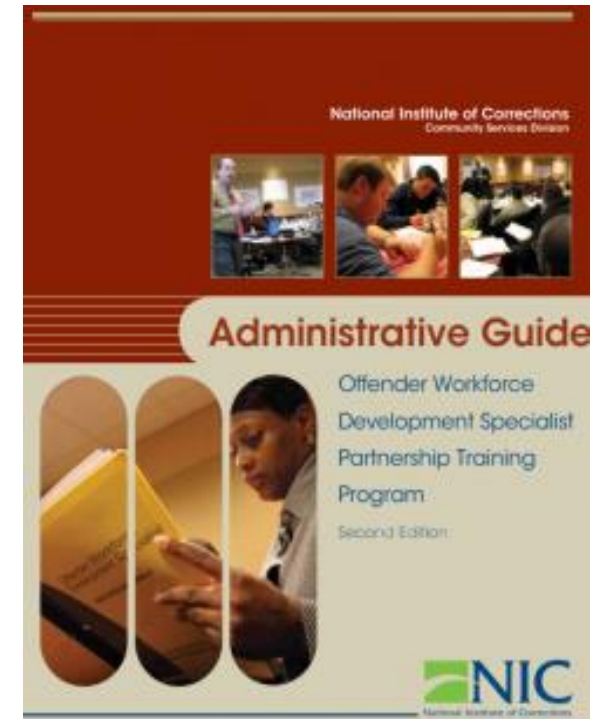




Pennsylvania Resources and Collaborators

National Institute of Corrections (NIC) Resources

- Offender Workforce Development Specialist (OWDS)
 - Two weeks in-person and practicum (12 weeks)
 - Can gain three college credits
- Reentry Employment Specialist (RES)
 - Two day course
 - Conducted with partners from multiple disciplines
- Pennsylvania Team
 - Trained hundreds of professionals
 - 150 OWDS
 - 500+ RES



PA OVR and DOC MOU

- PA Department of Corrections (DOC) and Office of Vocational Rehabilitation (OVR)
- Obtaining records
- Point of contacts
- Ability to determine VR eligibility more quickly



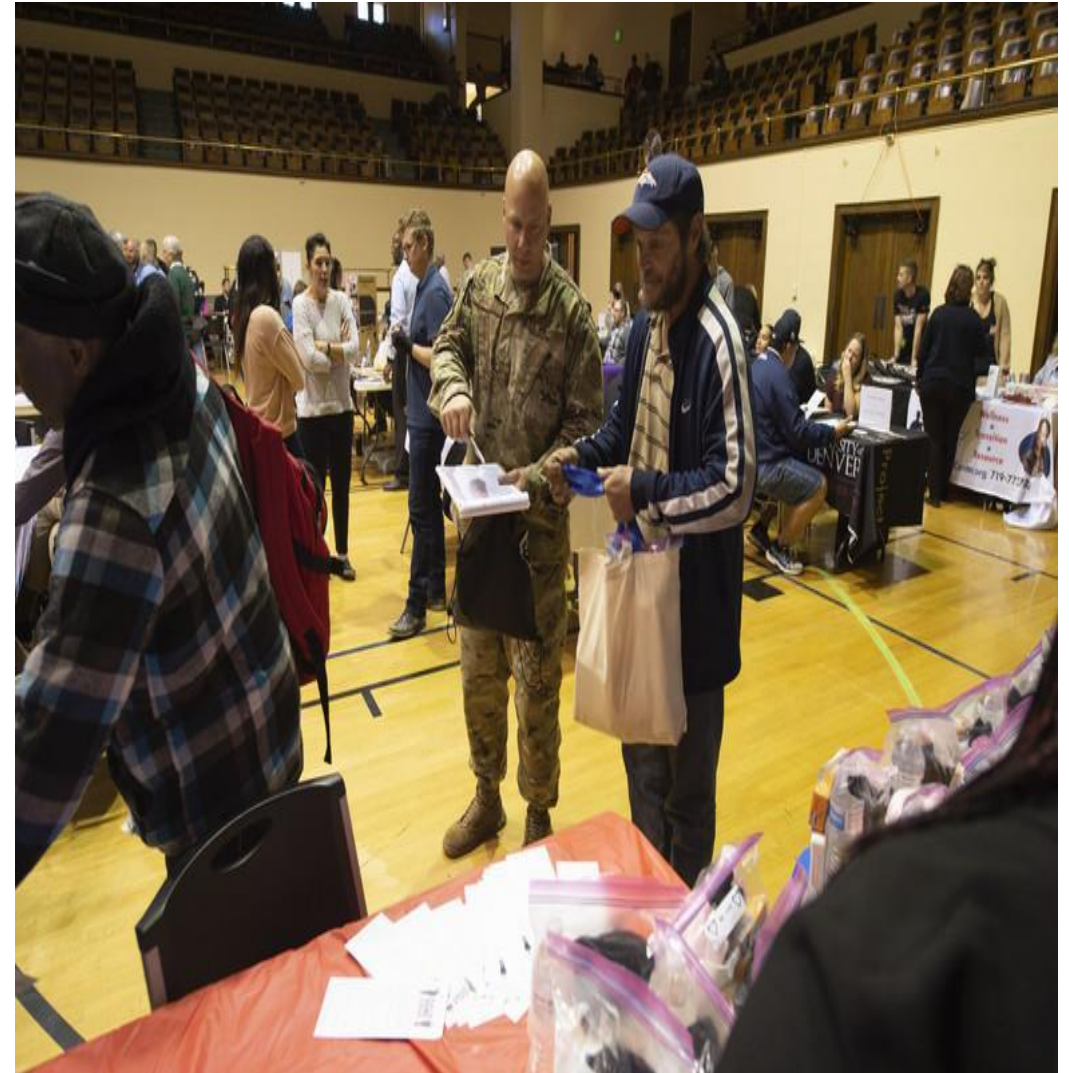
Pennsylvania Department of Corrections Initiatives

- Statewide Forensic Peer Support Project
 - Inside state correctional institutions (SCIs)
 - Over 500 trained
 - Prepares those with mental illness to be prepared for the community
- Reestablishment of federal benefits (MOU)
- Bureau of Community Corrections
 - Parolees versus inmates
 - Issue with transfer of VR case



Things happening inside the SCI's

- Job fairs
- Pathways to Success
- Transitional Housing Unit/Reentry Services Office



PA State Correctional Institution Training Programs

- Auto Mechanics/Technician
- Barber School/Shop
- Carpentry
- Construction, Electrician, Plumbing
- Flagger
- HVAC
- OSHA
- Print
- Warehouse Operations
- Welding



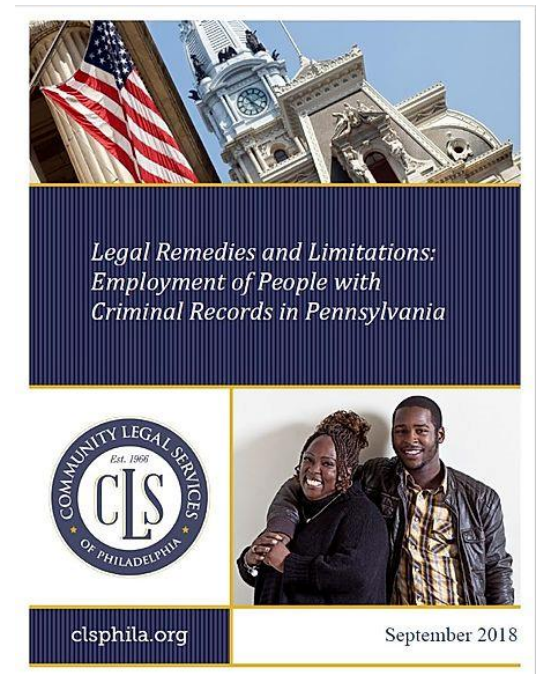
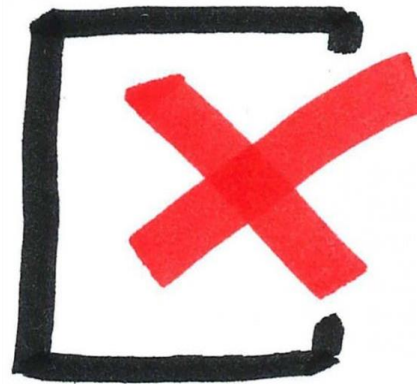
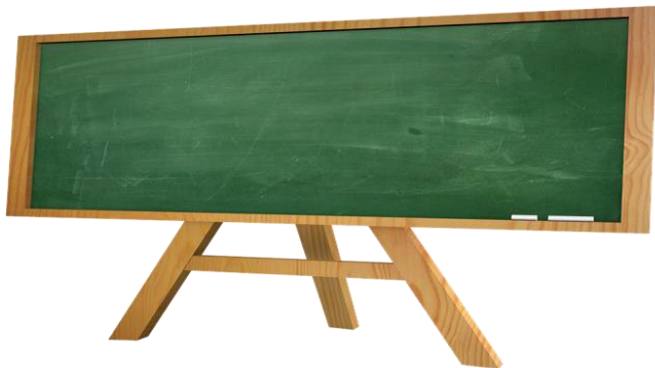
Question #3

What does Ban The Box mean?

1. Removing cardboard boxes from prison common areas
2. Removing the criminal background question from employment applications
3. Prisons prohibiting boxing within the facility
4. Employers cannot ask criminal background questions during the interview

Pennsylvania Laws

- Clean Slate Law
- Legal Limitations document
 - Community Legal Services (CLS)
- Ban the Box



Inmate Disability Statistics

National

- 32% within prisons and 40% within jails
 - 54% in prison & 53% in jail co-occurring
- CDC: 25-87% of inmates report having experienced a head injury or TBI

North Carolina

- 2016-17 year 71% screened need long-term treatment
- Approximately 25,000 people with serious mental illness annually enter jails

March
Traumatic Brain Injury
Awareness

May
Mental Health
Awareness



Traumatic Brain Injury Research

- State Correctional Institution (SCI) Graterford (pilot)
 - Traumatic Brain Injury Questionnaire (TBIQ)
 - NeuroCognitive Testing/Facilitation
- Research in 2018 Journal of Offender Rehabilitation
- Moving to other SCIs within PA
- Health Resources and Services Administration (HRSA)
 - County Juvenile Development Facilities
 - Bucks
 - Montgomery

Question #4

Is it a good idea to have a list of businesses that hire people with criminal records to give to an individual with a criminal record?

1. YES
2. NO

Employer Round Table

- Secretary of DOC and staff
- Employers from the county
- Labor and Industry
- OVR
- Politicians
- Reentry service providers
- Workforce



PA Board of Probation and Parole

- Assessment, Sanctioning and Community Resource Agent (ASCRA)
- Bureau of Community Corrections
- Reentry Parole Agent serve as part of the offenders' unit team
- Excellent community partner
 - Access to criminal records
 - Can develop sensible terms of supervision

PA Commission and Crime and Delinquency (PCCD) and Reentry Coalitions

- **State Level**

- PCCD-Grant issuing state agency = NC GCC
 - TBI project
 - Forensic Peer project

- **Local Level**

- PA Reentry Coalitions = NC Reentry Councils
- PA County Justice Advisory Boards = NC Criminal Justice Advisory Board/Commission/Group-varies upon location

Questions



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Resources

- [DATE: March 15, 2018 OPERATIONS MEMORANDUM #18-03-03 SUBJECT: Automated Medical Assistance \(MA\) Suspensions and Openings for Incarcerated Individuals](#)
- [Legal Remedies and Limitations: Employment of People with Criminal Records in Pennsylvania \(2018\)](#)
- [Integrated Reentry and Employment Strategies: Reducing Recidivism and Promoting Job Readiness](#)
- [Linking people with Criminal Records to Employment in the Healthcare Sector: 5 things to consider](#)
- [North Carolina Clean Slate Clearinghouse](#)
- [NORTH CAROLINA LOCAL REENTRY COUNCIL STRUCTURE](#)
- [Pennsylvania Clean Slate Law](#)
- [Reentering Your Community: A Handbook \(2016\)](#)

References

- [Brain injury in an offender population: Implications for reentry and community transition](#)
- [By the Numbers: Incarcerating Mental Illness and Addiction](#)
- [Disabilities Among Prison and Jail Inmates, 2011-12](#)
- [Governor's Crime Commission](#)
- https://www.cdc.gov/traumaticbraininjury/pdf/prisoner_tbi_prof-a.pdf
- [Mental Health Services](#)
- [NCDHHS: Mission | Vision](#)
- [North Carolina's Reentry Action Plan](#)
- [Peer Support and Reentry](#)
- [State Reentry Council Collaborative](#)
- [Transitional Aftercare Network](#)
- [What is Senate Bill 562\)](#)