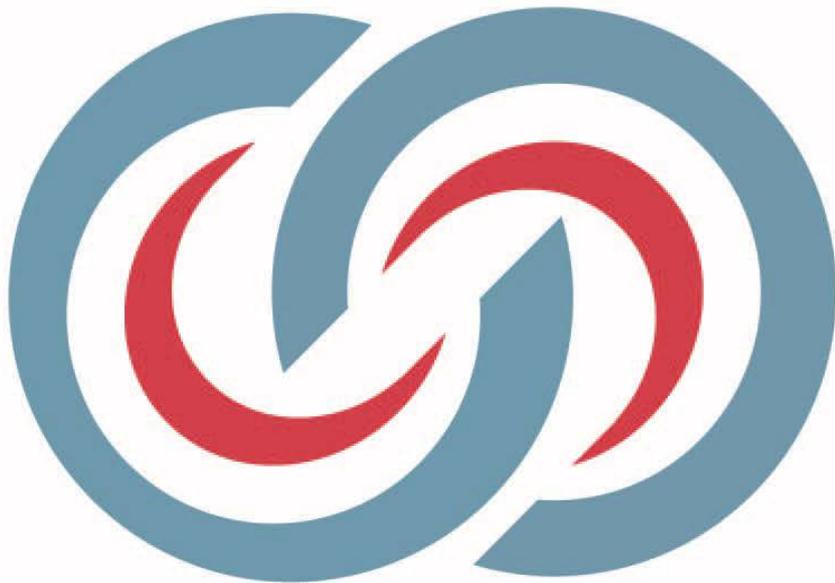


Reentry-Focused Performance Excellence

Achieving Reentry Success

- Culture of Offender Employment
 - Post-Release Employment Services



Prepare | Strengthen | Succeed

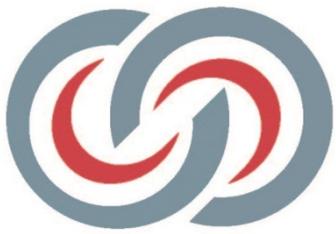




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ACHIEVING REENTRY SUCCESS

- **Who am I?**
 - Self concept
- **What type of job should I consider?**
 - Skills/abilities
- **How do I get a job?**
 - Tasks/steps
- **How do I keep my job?**
 - Problem Solving



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OBJECTIVES

- Define offender workforce culture
- Explore best and promising workforce development practices
- Discuss evidence based workforce development practices
- Identify national training opportunities job readiness and retention



WORKFORCE CULTURE

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The process of providing training and support to impact the emotional and intellectual beliefs/values resulting in gainful attachment to the workforce





BEST AND PROMISING PRACTICES

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Labor Market Information

Classify workers using Standard Occupational Classification

<http://www.bls.gov/soc>

Utilize O*Net Profiler

<http://www.onetcenter.org/IP.html>

Industry trends

<http://www.bls.gov>

Job Training

Emulate the private sector

Provide opportunity for performance based evaluations

Provide pay incentives

Validation of work history/experience

Trade Association Certificates

Certificates of Participation/Achievement



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BEST AND PROMISING PRACTICES

Career Resource Centers

<http://nicic.gov/library/023066>

Operated by inmate clerks

Intra/internet accessibility

Job Readiness and Retention Training/Job Clubs

Partnerships with One-Stop Career Centers

Network with Chambers of Commerce

Formal/informal Relationships

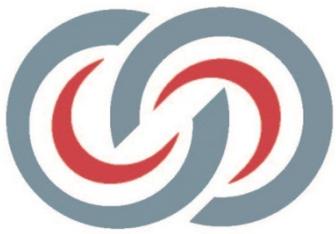
Advisory Board

Human Resource Professionals



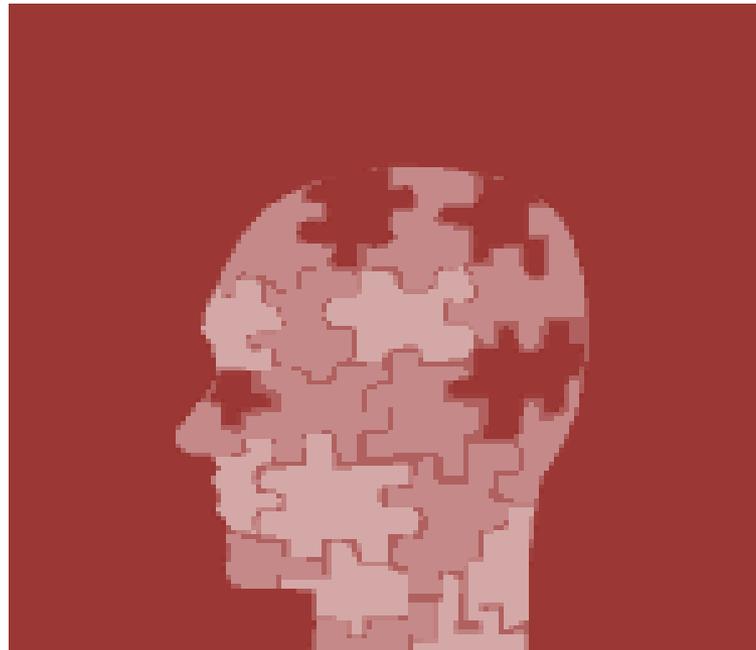
GAINFUL ATTACHMENT TO THE WORKFORCE

- **Getting a job not enough**
- **Need sustained employment**
 - Unemployed 3x more likely to return to prison
 - Multiple offenses increase the difficulty with securing employment



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COGNITIVE BEHAVIORAL INTERVENTIONS





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ATTITUDES

- Is the offender responsive to feedback or advise
- Is the offender impulsive

PEERS

- Are their friends working
- Do the friends support the idea of being gainfully employed or working towards a training/educational goal

SOCIAL/FAMILY CONNECTIONS

- Does the offender have stable living arrangements
- Does the offender want to start assuming financial responsibility for their spouse...children



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EVIDENCE BASED TRAINING

Thinking For A Change



T4C

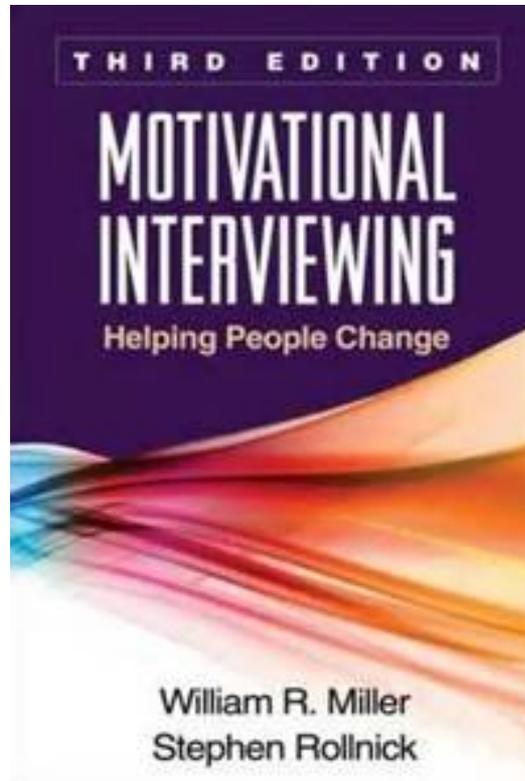
- Increases self awareness
- Integrates cognitive restructuring, social skills, and problem solving skills
- Examines thinking, feelings, beliefs, and attitudes.



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EVIDENCE BASED PRACTICES

Motivational Interviewing Techniques





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Motivational Interviewing

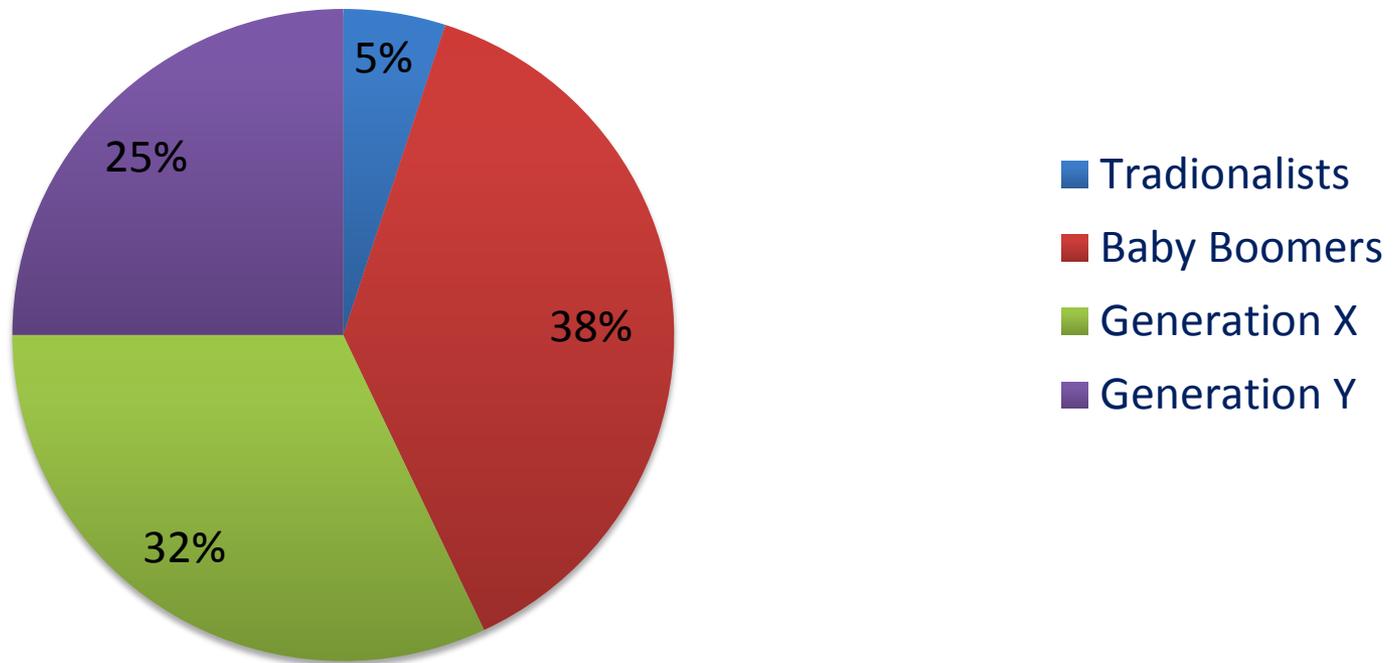
Definition

A collaborative, client-centered form of guidance used to elicit and strengthen motivation for change.



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Multi-generational Workforce





Prepare | Strengthen | Succeed

Age Group





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Learning Takeaways

- How to Bridge the Gap from CI to Employment

- ✓ Transition Planning
- ✓ Branding
- ✓ Forming Partnerships



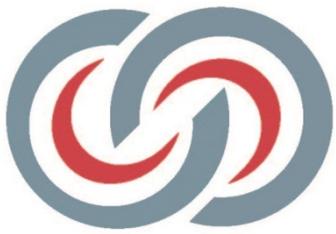


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Definition/Rationale/Benefits

- Connect individual offenders to long-term employment
- Effect of employment on recidivism

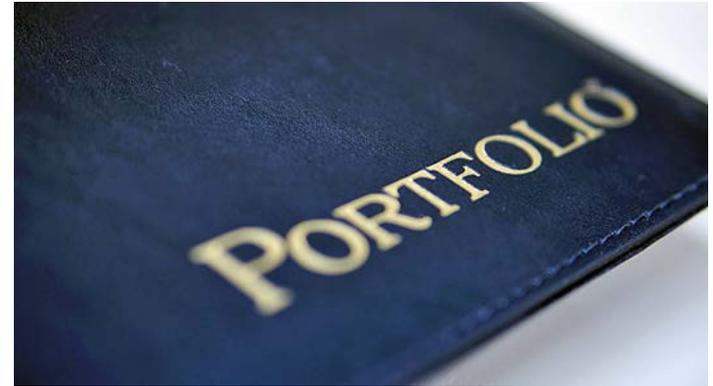




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Offender Transition Planning

- Work Skills Assessments
- Barriers and Strengths
- Career Exploration
- Proper Identification
- Resume/Cover Letters/References
- Employment Portfolio

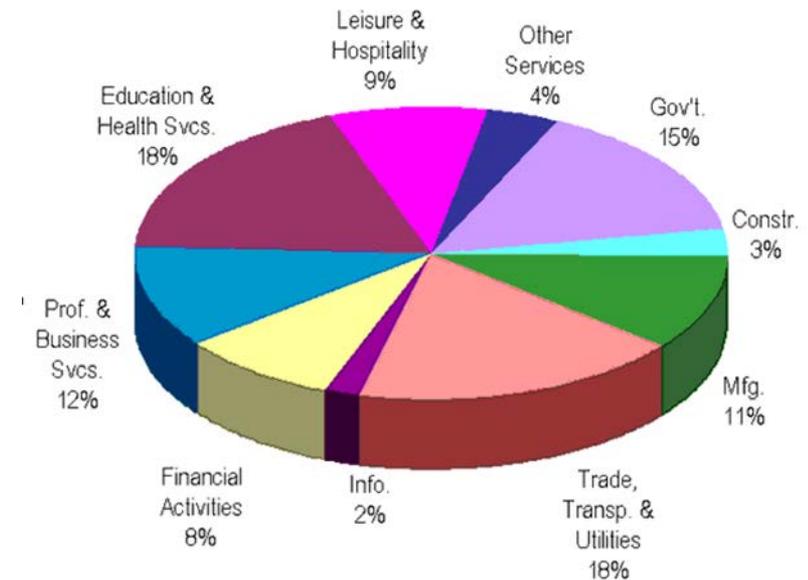




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Labor Market Information

- Incarceration Length
- Current Job Openings
- Projected Growth
- Education Requirements
- Realistic Wages





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Career Exploration Tools

- *O-Net Occupational Handbook

- Jobs available, education, experience, salary

- Skills/Career Assessments

- Ability Profiler, Interest Profiler, Work Ability Profiler

Fits Personal Characteristics to Employment Characteristics

Skills and Abilities



Skills Required

Primary Interests



Satisfied Interests

Core Values



Supports Values

Personality



Fits Work Style



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- What is your employment preference?
- Identify your top two preferences.
- Then, Identify your two lowest scoring preferences.

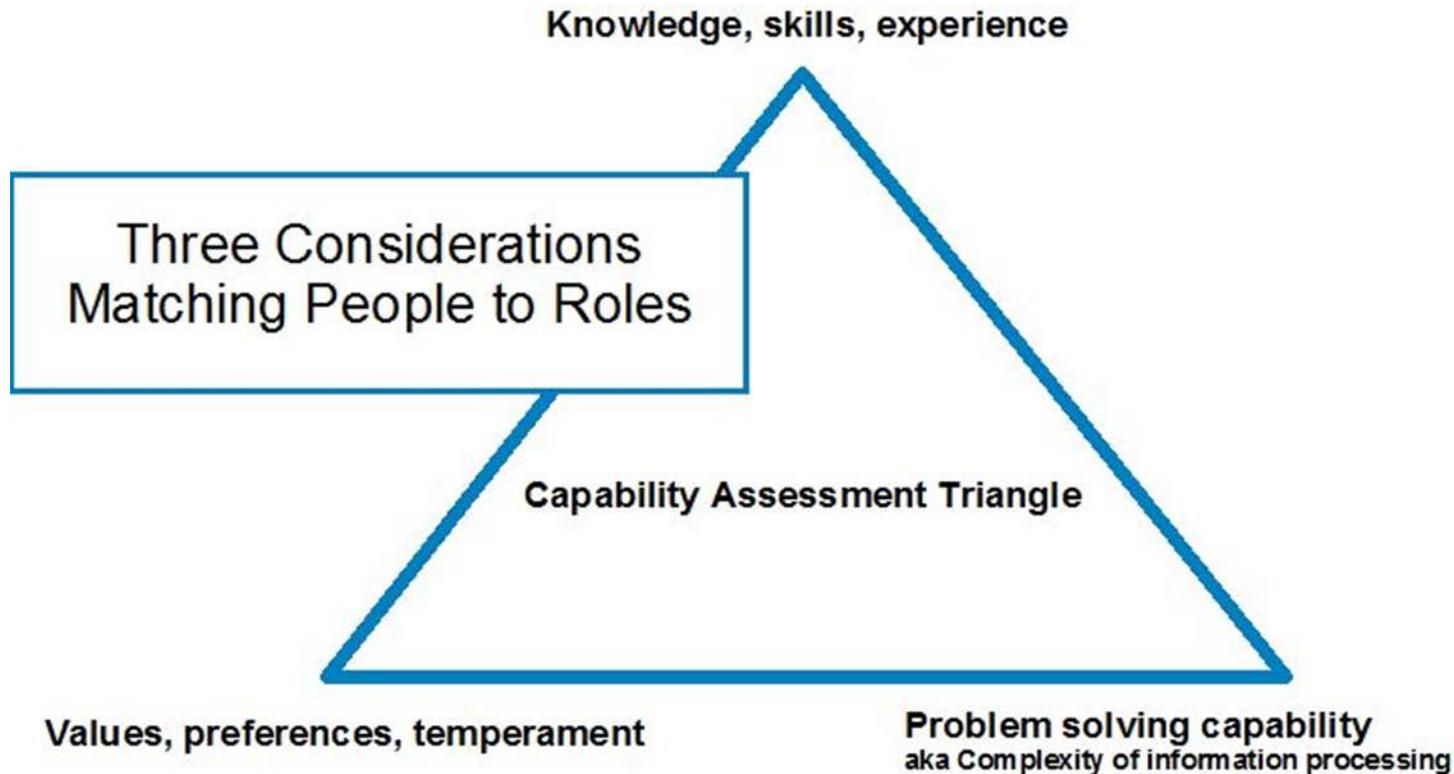
O*Net Activity





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Individual Characteristics



Copyright PeopleFit



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Where are jobs found?



← 20% jobs – Websites, Newspapers, Billboards

← 80% jobs - Can't be seen, needs to be discovered

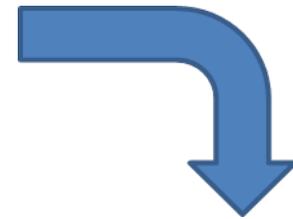
- Only 20% of current job openings are posted or advertised
- The other 80% are only discovered through networking, cold calling, or by “pounding the pavement”
- Workforce Development Centers
 - Career Fairs, Employment Workshops, “Employers of the Day”



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Develop Personal Branding

- Target ideal personal brand
- Identify areas for Change
 - Understand the need for change
- Utilize Community Resources
 - Clothing, Transportation, Workforce Development





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Not Just Making It Right. Making It Better.



WASHINGTON STATE
CORRECTIONAL INDUSTRIES



The Commonwealth's Statewide Reentry Solution

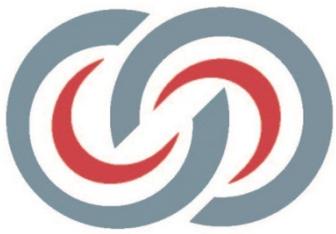
Brand Your Program



TRICOR

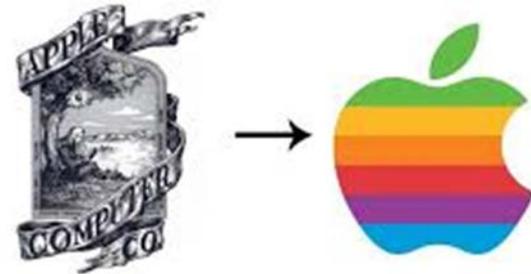
TRANSFORMING LIVES

- Industry Brand
- Employment Program Brand
- Aligns with Mission



(examples of branding)

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Meaningful Partnerships

Prison Transition Fairs

- Community Corrections
- Non-profit Organizations
- Employment Service Centers
- Volunteers
- Employers





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Community Stakeholders

- Housing
- Mental Health
- Chemical Dependency Support
- Education
- Employment
- Veteran's Services
- Identification
- Financial Advisement





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Employment Laws

- Know What They Are
 - Jobs Ex-Felons Can't Have
 - Illegal Interview Questions
 - Ban The Box Law
 - Identify Discrimination

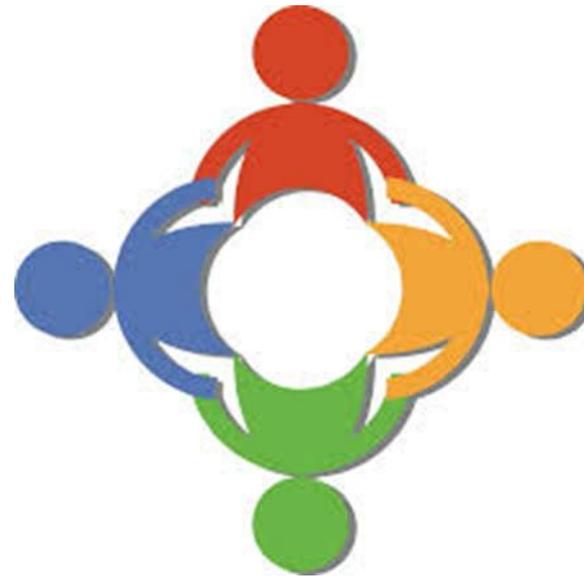




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Benefits

- Everybody Wins
 - Employers
 - Communities
 - Offenders
 - CI's



Example: When the full circle comes together

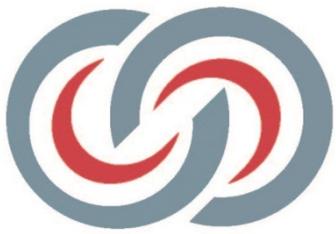


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- Why Measure?
- What to Measure
 - Employment
 - Retention
 - Wages
 - Partnerships
 - Recidivism

Measurements





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Questions?

