



U.S. Department of Health and Human Services  
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**CHILDREN & FAMILIES**



## **OFA PeerTA Network Webinar**

**Providing Effective Employment and Supportive Services to  
Low-Income Women with Criminal Records**

July 22, 2015 – 2:00 - 3:30 p.m. Eastern

**Moderator:**

**Lisa Washington-Thomas, Self-Sufficiency  
Branch Chief, Office of Family Assistance**



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# OFA PeerTA Network Webinar

The screenshot shows a web browser window titled "Level 3 Conference Controls". The interface includes a top navigation bar with icons for "Start Meeting", "Record Meeting", "Share Desktop", "Share Applications", "Grant Control", "Invite Others", "Options", and "Help". On the left side, there are three panels: "Participants" (showing "Web 1 - Hands Raised 0" and "Chairperson (Presenter)"), "Audio Controls" (with a "Start My Audio Meeting" button and phone numbers "OR Dial 8007471915" and "Enter 9933233"), and "Chat" (with a text input field and a "Send" button). The main area displays a presentation slide titled "Level 3" with the text "Strategic Objectives and Key Challenges". At the bottom, there are "Insert & Manage" buttons for "Slides", "Polls", "Video", and "Delete", along with "Previous", "Next", and "Full Screen" navigation buttons, and a "Markup Tools" section.

Use the "Chat Box" in the lower left corner of your screen to submit questions to the presenters.

To ask a question, simply type into the "text messaging box" as seen below and then press "Send."



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## OFA PeerTA Network Webinar

**Please remember to provide your feedback on this webinar using the survey that will appear in a separate pop-up window when the webinar ends.**



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## **OFA PeerTA Network Webinar**

**Introductions, Logistics, Agenda Overview**

Lisa Washington-Thomas, OFA



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## OFA PeerTA Network Webinar

- **Introductions, Logistics, Agenda Overview**, Lisa Washington-Thomas, OFA
- **Setting the Context**, Brent Orrell, ICF International
- **Connecticut's STRIDE**, Julie Scrapchansky
- **Oklahoma Center for Employment Opportunities**, Kelly Doyle
- **College and Community Fellowship**, Reverend Vivian Nixon
- **Facilitated Q&A**, Lisa Washington-Thomas, OFA



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## **OFA PeerTA Network Webinar Audience Poll #1**

How knowledgeable are you about the employment challenges faced by women with criminal backgrounds?

- a) Expert
- b) Proficient
- c) Limited knowledge
- d) No knowledge



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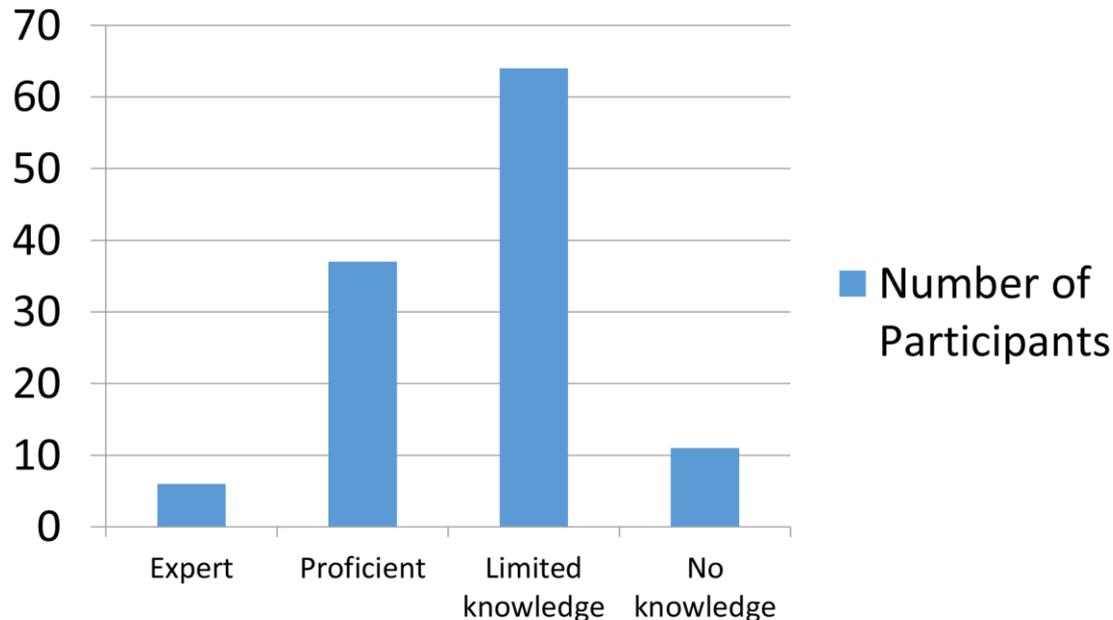


# OFA PeerTA Network Webinar

## Audience Poll #1

**How knowledgeable are you about the employment challenges faced by women with criminal backgrounds?**

**Number of Participants**





# Setting the Context

BRENT ORRELL  
ICF INTERNATIONAL

# National Incarceration Profile

- ▶ At the end of 2012, the U.S. had over 2.2 million people in prisons and jails, or about 700 people per 100,000 of population.
- ▶ Since 1980, U.S. prison population has risen from 300,000 to 1.5 million.
- ▶ An additional 4.8 million adults were under supervision (probation and parole).
- ▶ 1 in 31 U.S. adults is either in prison/jail or under post-release supervision.
  - ▶ 1 in 18 men
  - ▶ 1 in 89 women
  - ▶ 1 in 11 African-Americans
  - ▶ 1 in 27 Latinos
- ▶ 67% of those released from prison are re-arrested for a new crime within 3 years; 51% return to prison.

# Female Incarceration

- ▶ The number of women in prison has risen by over 600% since 1980.
- ▶ As of 2010, over 1 million women are incarcerated or on probation/parole.
- ▶ African-American women are incarcerated at 3 times the rate of white women and 1.6 times the rate of Latino women.
- ▶ Most female prisoners have been convicted on non-violent property or drug crimes.
- ▶ 73% of women in prison have mental health issues.
- ▶ 62% of female prisoners have children.

# Justice Reform and Program Context

- ▶ Significant shifts in federal re-entry policy since the mid-2000s
- ▶ Responding to states and communities impacted by re-entry and recidivism
- ▶ Legislative and Program Initiatives
  - ▶ Second Chance Act
    - ▶ Demonstration grants focusing on expanding and enhancing re-entry services for youth and adults engaged in correctional system
    - ▶ <http://csgjusticecenter.org/nrrc/projects/second-chance-act/>
  - ▶ Training to Work, Face Forward – U.S. Department of Labor
  - ▶ Responsible Fatherhood Opportunities for Re-entry and Mobility
- ▶ Bipartisan Criminal Justice Reform Initiative



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## **OFA PeerTA Network Webinar Audience Poll #2**

Which do you think is the most helpful strategy in overcoming the barrier of a criminal record?

- a) Education
- b) Job search
- c) Job placement



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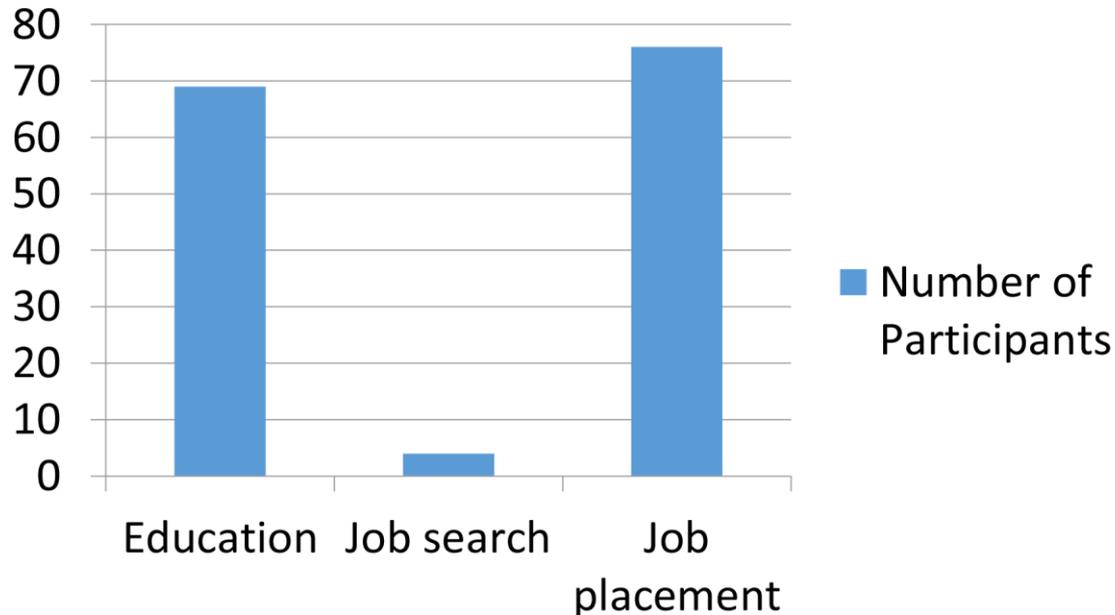


## OFA PeerTA Network Webinar

### Audience Poll #2

Which do you think is the most helpful strategy in overcoming the barrier of a criminal record?

Number of Participants





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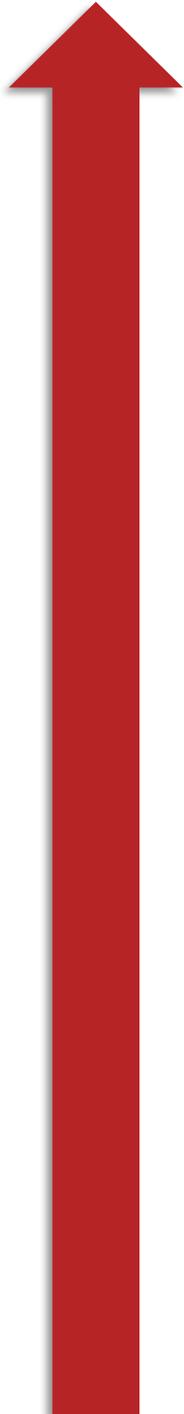
## **OFA PeerTA Network Webinar**

**Connecticut's STRIDE**  
Julie Scrapchansky



# **The STRIDE Program A Model For Success**

*Stepping into the Future with Pride and Purpose*



**S**KILLS

**T**RANSITION

**R**ESPECT

**I**NTEGRITY

**D**IRECTION

**E**MPLOYMENT

# Locations



**Quinebaug Valley Community College**  
**[www.QVCC.edu](http://www.QVCC.edu)**



**Hamden Office Location – CT Dept. of Labor**

# Partners

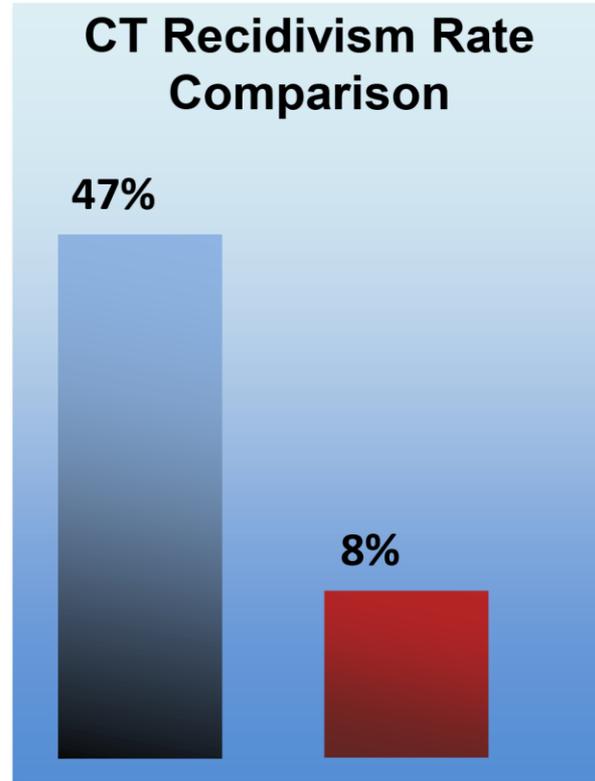
## **STRIDE Program is a collaboration between:**

- **The Connecticut State Colleges & Universities (CSCU), Board of Regents for Higher Education**
- **Connecticut Department of Labor**
- **Connecticut Department of Correction**
- **Department of Social Services**
- **State of Connecticut Judicial Branch Support Enforcement Unit**
- **Funded through the Connecticut State Legislature**

## Participant Eligibility Criteria 2015/2016

1. You must be currently incarcerated at one of the participating STRIDE correctional facilities:
  - Bridgeport Correctional Center
  - Corrigan-Radgowski Correctional Center
  - Niantic Annex Correctional Institution
  - Willard-Cybulski Correctional Institution (Reintegration Unit)
  - York Correctional Institution
2. Must be a non-custodial parent of a child under the age of 25
3. Participants or child(ren) are now or have been recipients of any Connecticut state assistance program
4. Must be committed to becoming employed and plan to remain in the state of Connecticut
5. Must be able to make and keep scheduled appointments with staff, both on a pre- and post-release basis.

# Statistics



**No Re-Entry Program**      **STRIDE Program Participants**

Based on the 2011 Annual Recidivism Report for the State of Connecticut, Office of Policy & Management Criminal Justice Policy and Planning Division

<http://www.ct.gov/opm/cwp/view.asp?a=2976&q=383710>

# Connections



- ❑ Fits the QVCC Mission
  - QVCC Mission Statement — Quinebaug Valley Community College provides innovative educational, social, and cultural opportunities in a welcoming and supportive environment. We improve the quality of life in northeastern Connecticut by engaging learners in the classroom, developing leaders in the workplace, and creating partners in the community.

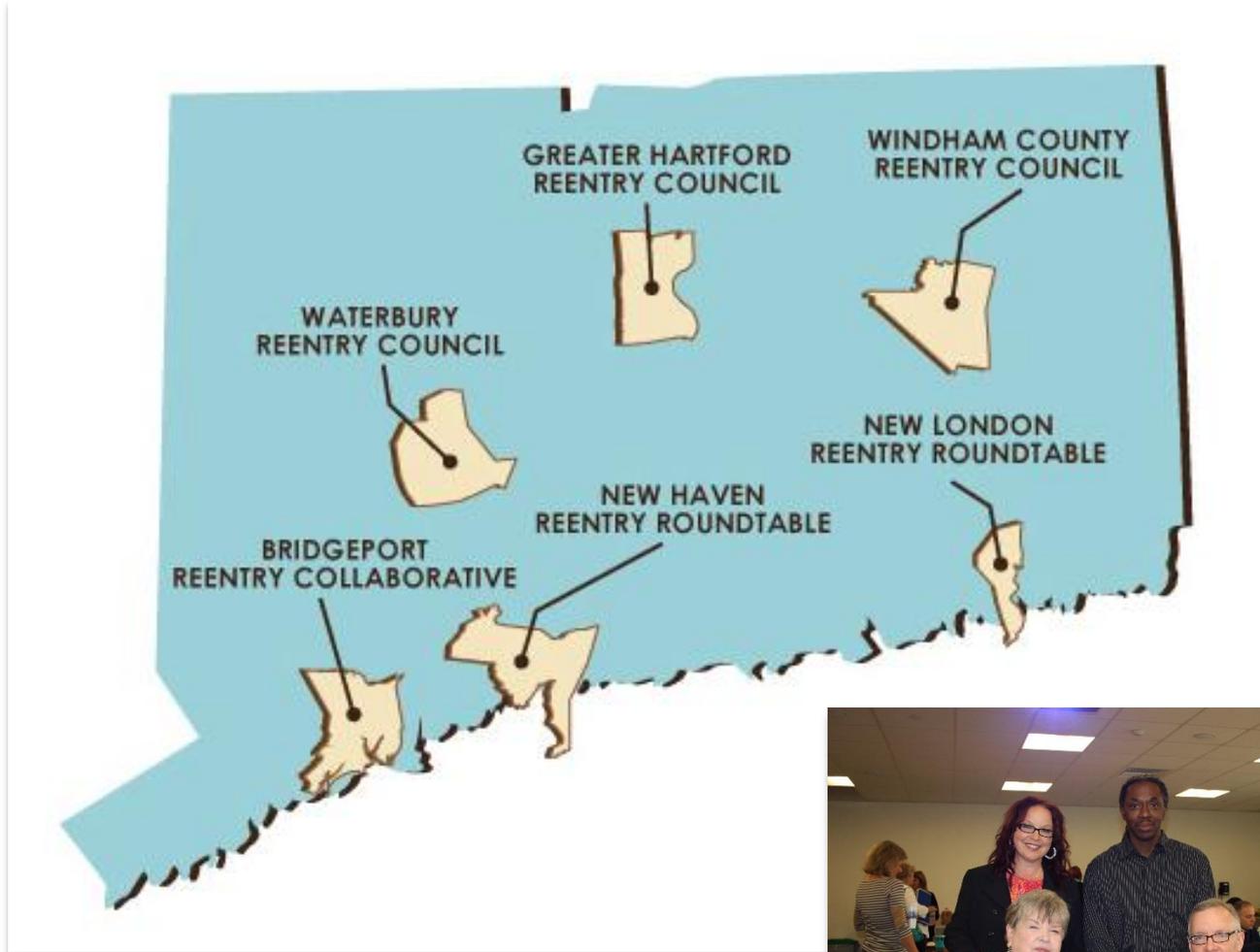


- ❑ QVCC College resources are available to all participants, as they are considered QVCC students:
  - Student Services
  - Advising
  - Library Services
  - Computer Labs
  - Resume Assistance



- ❑ Breaks down barriers in community
- ❑ Creates a more educated workforce to meet employer needs
- ❑ Importance of education to people's success

# Roundtables



**Facilitated by the STRIDE Program**

- Windham County Reentry Council
- Greater Hartford Reentry Council



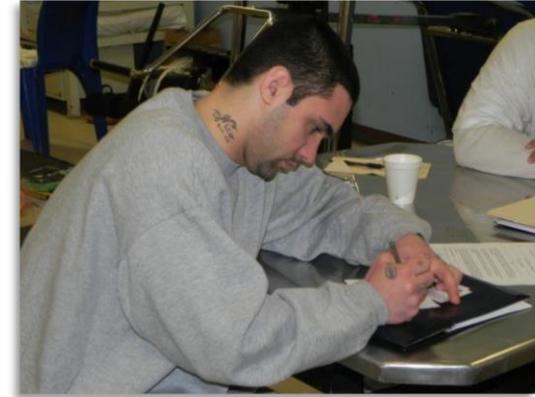
# Focus on Participants



**Parents**



**Willing to Learn**



**Good Attitude**



**Flexible**



**Ambitious**



**Problem Solver**

**FOCUS**

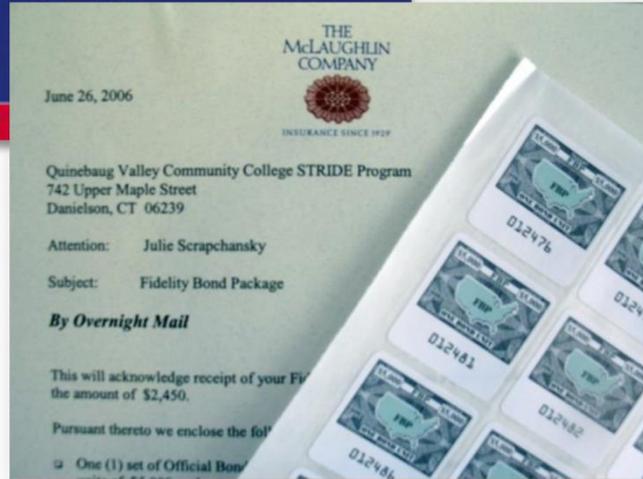
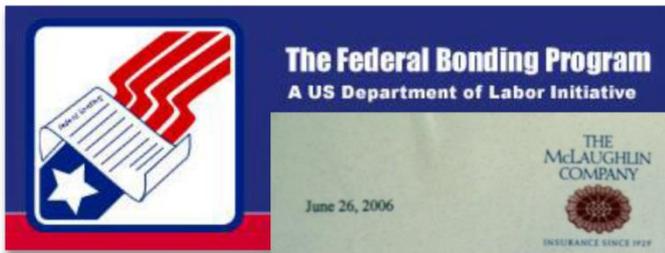
# FOCUS



# Incentives

Work Opportunity  
Tax Credit  
(WOTC)

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# Federal Bonding

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**Empower**

## **STRIDE Empowers**



**Individuals To Find Their Potential**

# Empower

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## Care Packages

Flashdrives · Bus Passes  
· Clothing Vouchers



## Support

Emotional · Educational



## Referrals

Community Partners

**Empower**



# Employers

## Meeting With Employers

- **Company Profile**
  - Skills
  - Industry Outlook
  - Financial Gain - WOTC
- **Employer Concerns**
  - Safety
  - Theft – Federal Bonding
  - Longevity

# Future

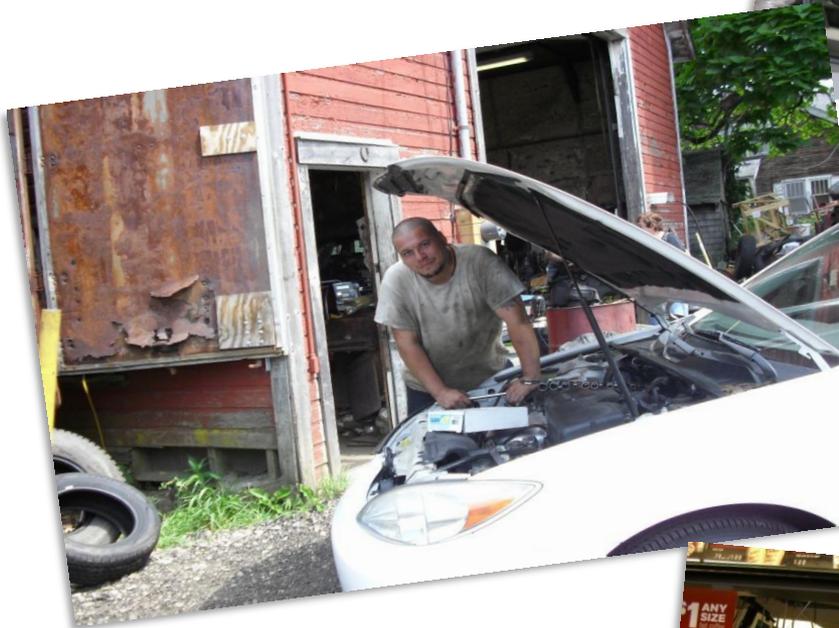


## Why Do Re-Entry Programs Matter?

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- Public Safety
- Cost Savings to Connecticut
- Reduction in Recidivism Rates
- Cost of Incarceration
- Consequences to Participants and their Families
- Breaking the Cycle

# Employment



# Community



# Community





**Thank You For Your Continued Support**

*Stepping into the Future with Pride and Purpose*



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## **OFA PeerTA Network Webinar**

**Center for Employment Opportunities**  
Kelly Doyle

# Center for Employment Opportunities



# The Power of Work

Only 40% of employers would consider hiring applicants with a criminal history. \*



**“Ex-offenders are less likely to report crime and arrest when provided with employment opportunities than when such opportunities are not provided.”\***

\*Uggen, C. “Work as a Turning Point in the Lives of Criminals: A Duration Model of Age, Employment, and Recidivism.” *American Sociological Review*, Vol. 65, No. 4. (Aug., 2000), pp. 529-546. \*\* Center for Economic and Policy Research, Washington, D.C.

# CEO'S VISION AND MISSION



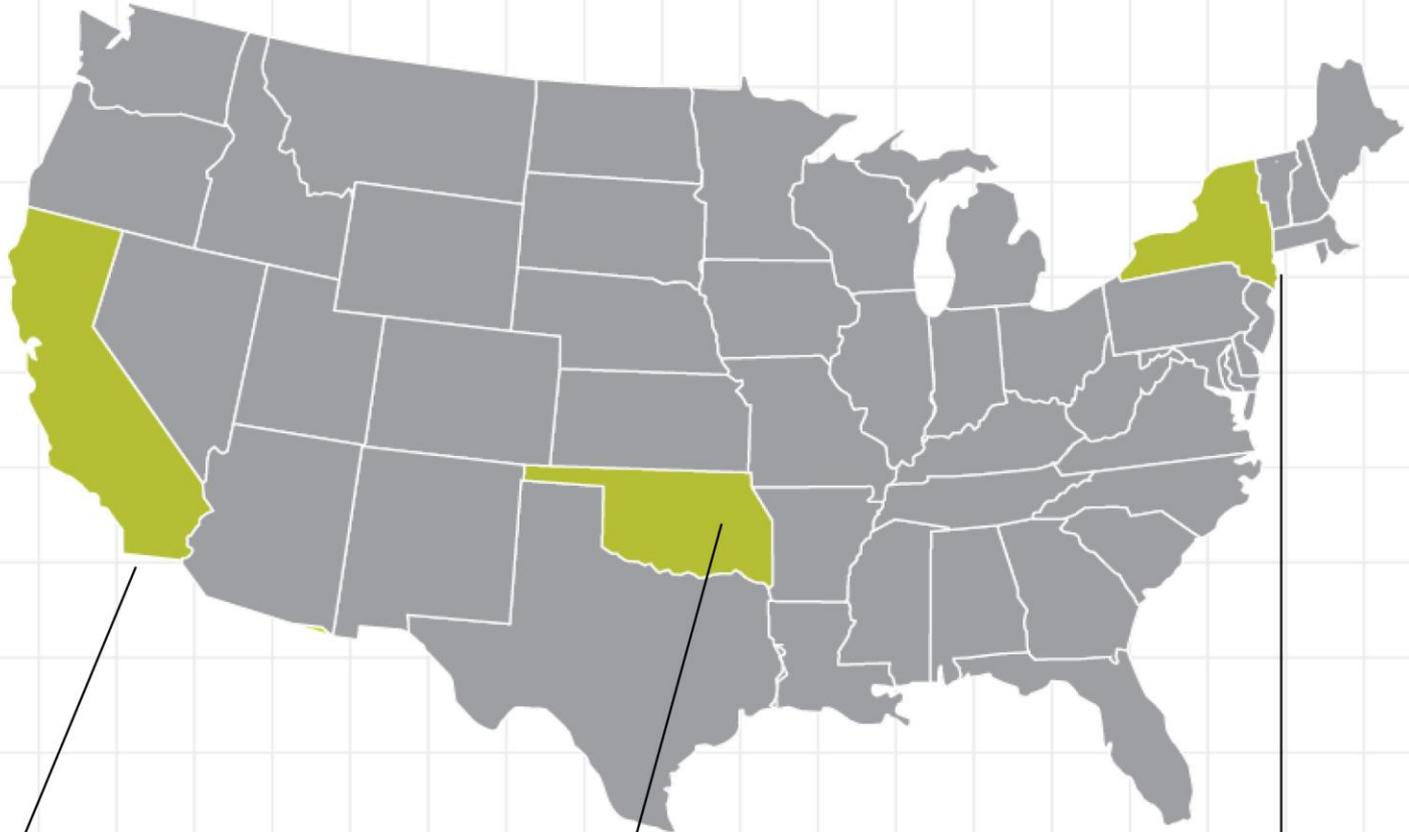
## CEO'S MISSION

The Center for Employment Opportunities (CEO) is dedicated to providing immediate, effective, and comprehensive employment services to men and women with recent criminal convictions.

## CEO'S VISION

CEO's vision is that anyone returning from prison who wants to work has the preparation and support needed to find a job and stay attached to the labor force.

# CEO OFFICES



CALIFORNIA

- Oakland
- San Diego
- San Bernardino

OKLAHOMA

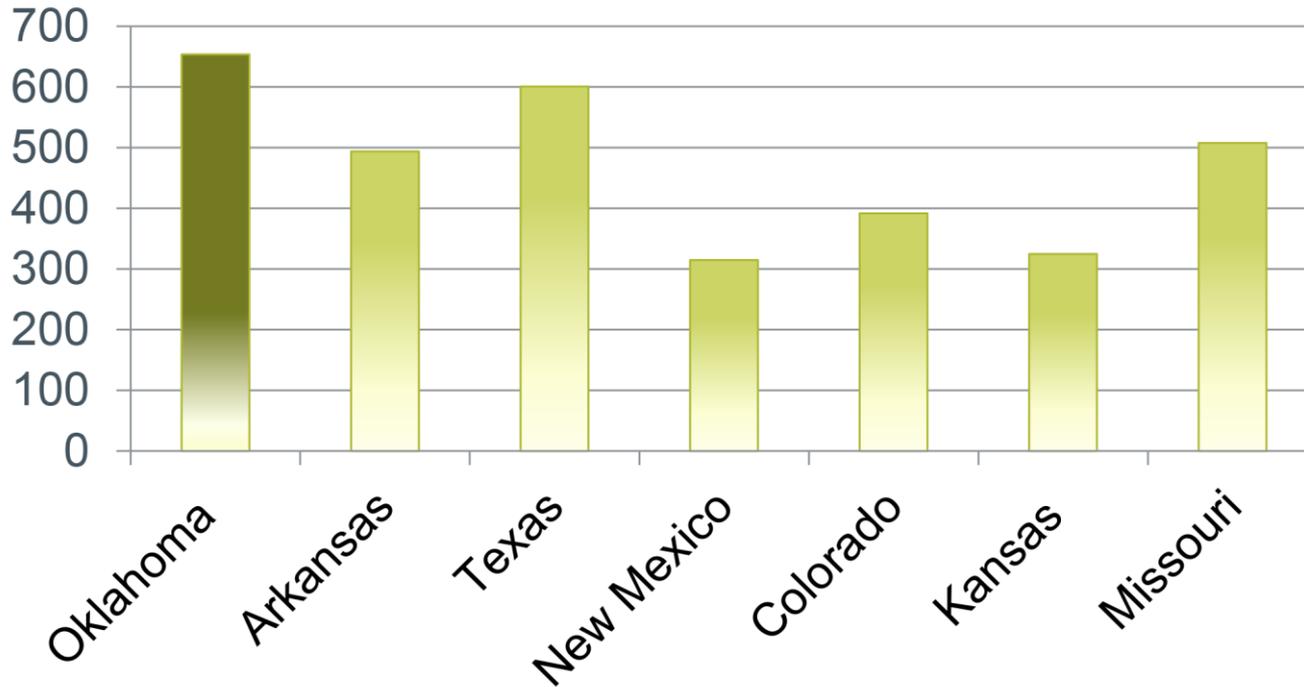
- Tulsa
- Oklahoma City

NEW YORK

- Albany
- Buffalo
- Rochester
- Binghamton
- New York City

# Oklahoma Incarceration Rates

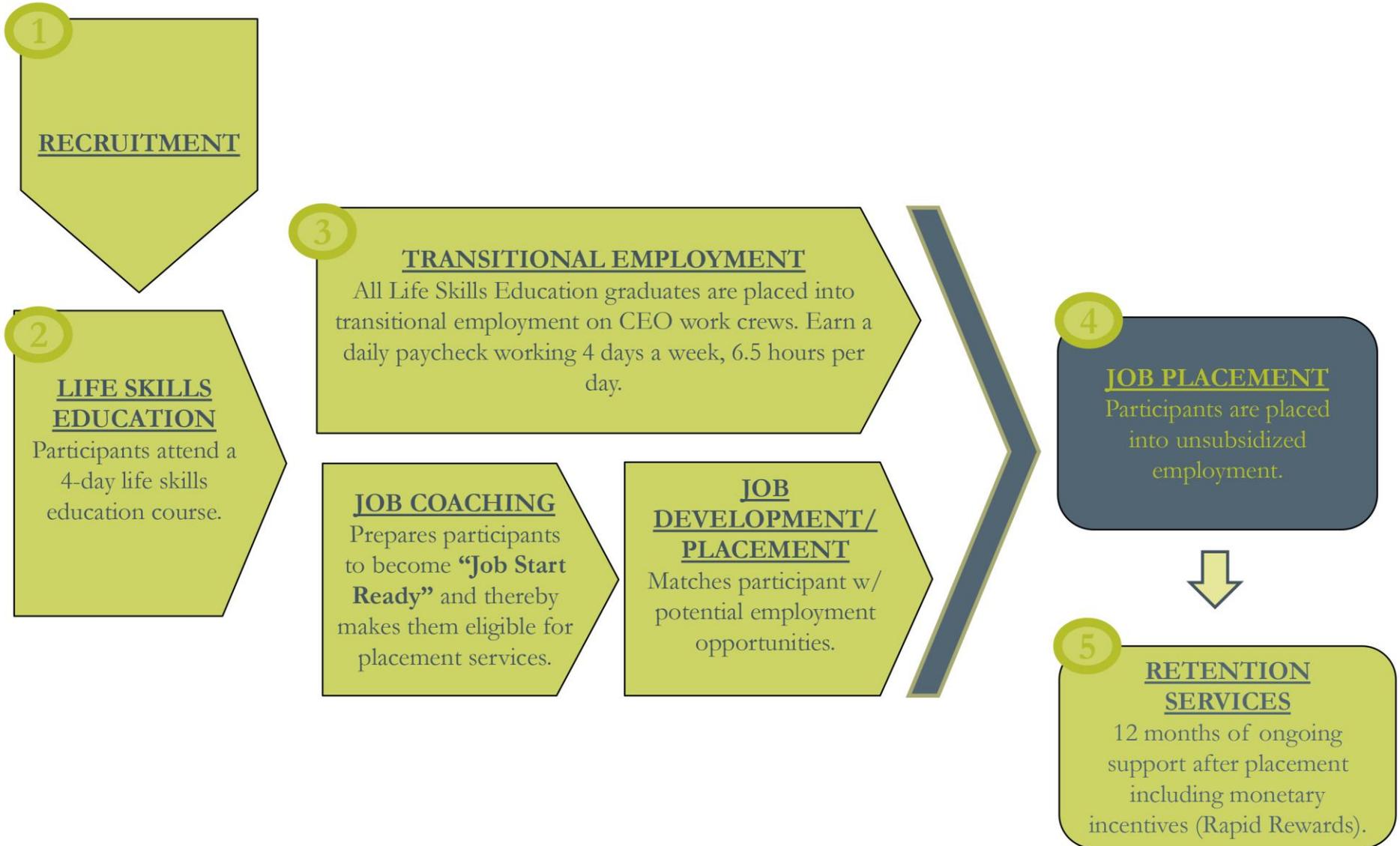
Prisoners Per 100,000



Over 8% of Oklahomans are living with a felony conviction.\*

- Oklahoma trails only Louisiana, Mississippi, and Alabama in overall imprisonment rate.
- Oklahoma consistently ranks **1<sup>st</sup> in female incarceration** – incarcerating twice as many women as the national average.

# CEO PROGRAM MODEL



# CEO TULSA PROGRAM ACCOMPLISHMENTS

CEO Tulsa FY 15:

Provided paid transitional work to **282** participants

Made **179** full-time, permanent job placements

Average wage is **\$9.24**

Data as of 07/01/2015



# Getting Hired with a Criminal Conviction

THE PROBLEM MAY NOT BE THE  
CONVICTION

## Helpful Hints

- Avoid calling oneself a felon or convict.
- Be an accountability partner.
- Don't give out “felon-friendly employer” lists.
- Don't rely on snag-a-job.com or other resume blasting companies.
- Avoid temp agencies and blind ads.
- **Target locally controlled companies.**

# Helpful Hints

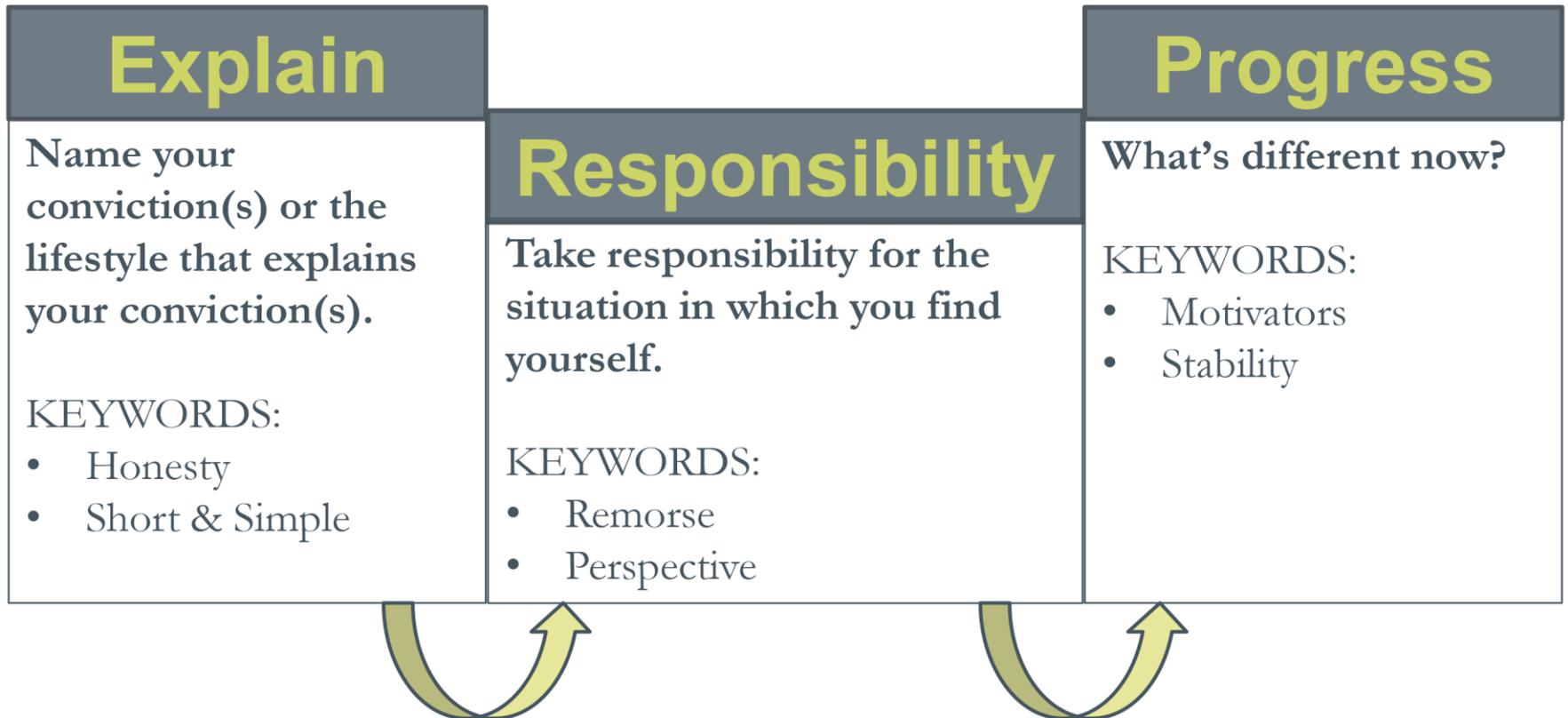
- Manage expectations. Be prepared to start from the bottom.
- Consider transportation, curfew, and “triggers.”
- Conviction question – Read the fine print.  
Answer honestly.
- Deferred, Suspended, Felony



Average starting wage for male job placements at CEO is \$9.29/hr. For females, it is \$8.13/hr.

# THE MOCK INTERVIEW

## The Felony Question





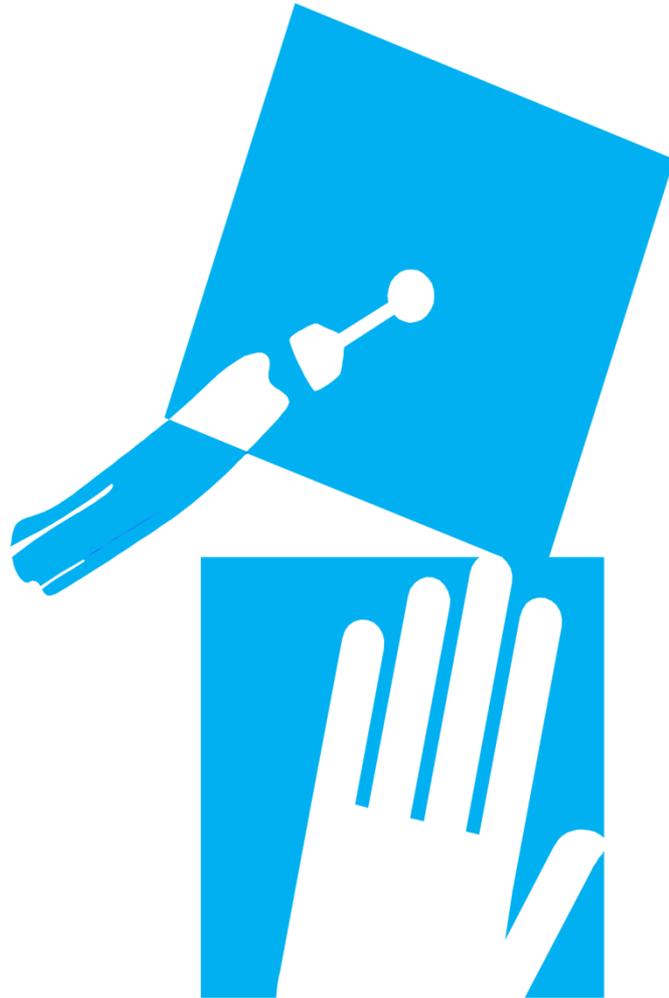
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## **OFA PeerTA Network Webinar**

**College and Community Fellowship**  
Reverend Vivian Nixon

# **COLLEGE AND COMMUNITY FELLOWSHIP**



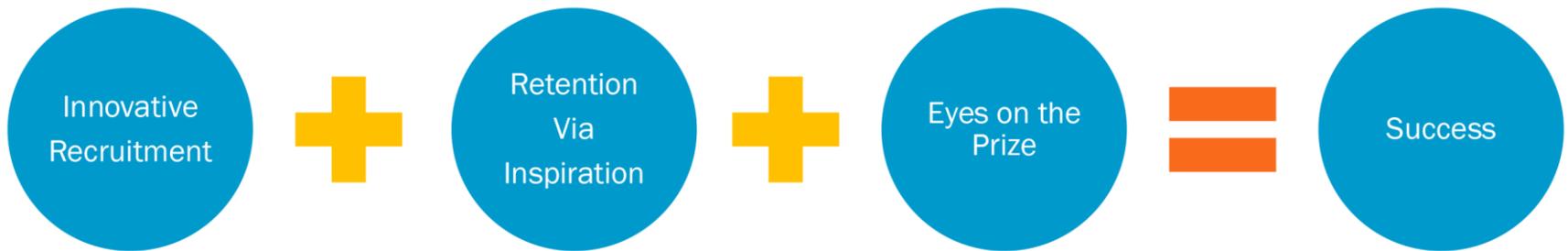
**College &  
Community  
Fellowship**

# VIVIAN NIXON

## EXECUTIVE DIRECTOR



# CLIENT ENGAGEMENT SUCCESS



# COLLEGE AND COMMUNITY FELLOWSHIP PROGRAM MILESTONES

- In June, 2015, CCF had **15** graduates—since our founding, our students have earned over **300** degrees.
- The New York State recidivism rate within 3 years is: **44%**
- The College and Community Fellowship recidivism rate is: **2%**
- Our core program focus areas include:
  - Academic Counseling
  - Community Meetings and Activities
  - Career Development
  - Financial Coaching
  - Leadership Development
  - Tutoring and Peer Mentoring

# PATHWAYS INTO THE CRIMINAL JUSTICE SYSTEM

- Over the last three decades, the female prison population has grown **800 percent**.
- A reported **85-95 percent** of women involved with the criminal justice system have a history of emotional, physical and/or sexual abuse.
- Girls account for **59 percent** of runaways. Though they are often fleeing violent home situations, they are often arrested on criminal charges.



# INNOVATIVE RECRUITMENT



# INNOVATIVE RECRUITMENT



# RETENTION VIA INSPIRATION



# RETENTION VIA INSPIRATION



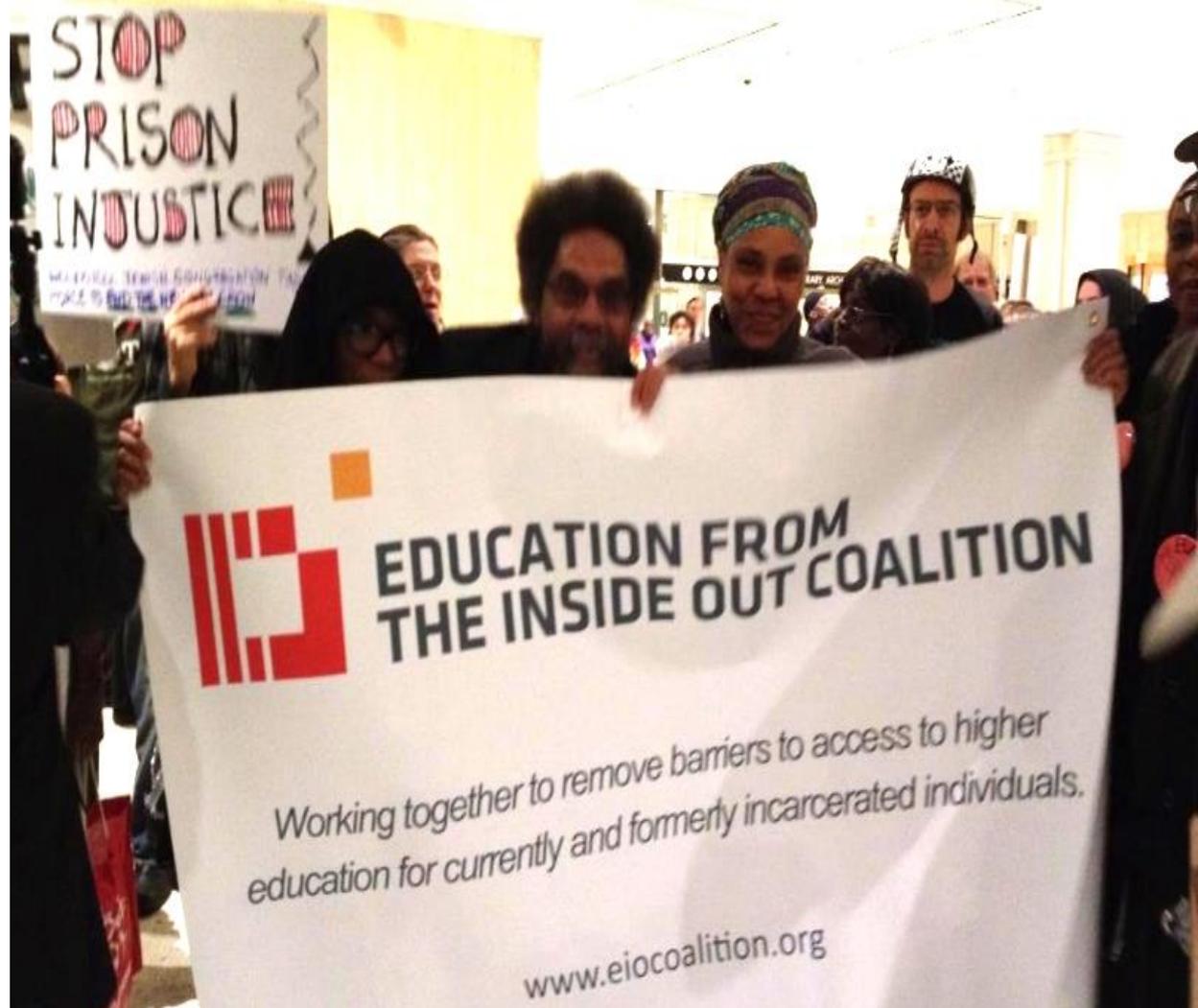
# RETENTION VIA INSPIRATION



**EYES  
ON THE  
PRIZE**



# EYES ON THE PRIZE



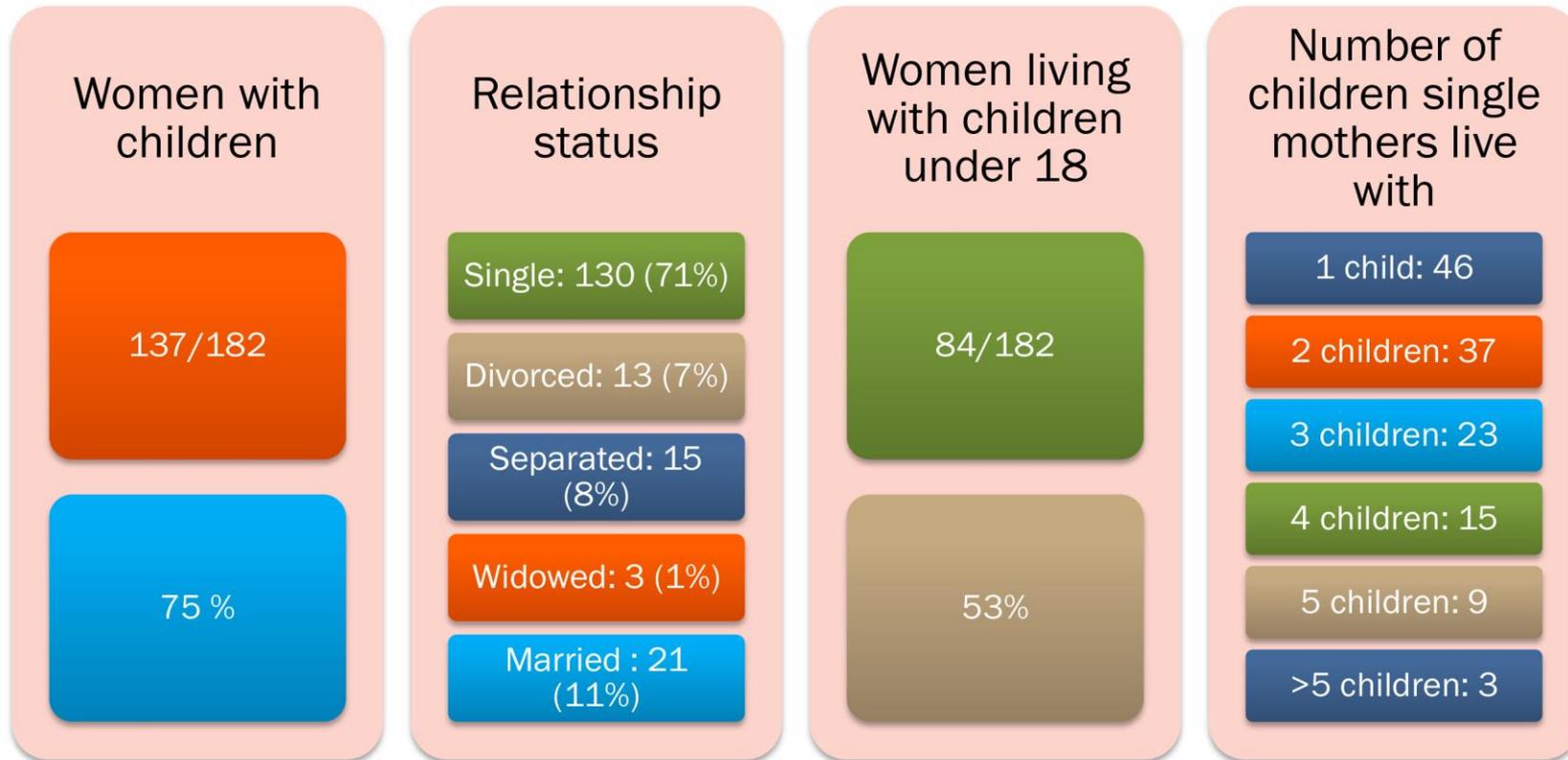
# INSTITUTIONAL BARRIERS TO EMPLOYMENT

- Studies show that the unemployment rate of formerly incarcerated individuals after one year may be as high as **60 percent** because of multiple barriers to employment.
  - Between **1/3 and 2/3** of those incarcerated report incomes less than \$1,000 in the month prior to their arrest.
  - Industries most willing to hire formerly incarcerated people are those that require little customer contact like manufacturing, construction, transportation—and these industries hire far **more men than women**.
  - Many of those with criminal justice histories face **employment discrimination** based solely on the fact that they committed a felony offense, regardless of whether the former offense would impact job performance or the safety of others.
- 

# **MULTI-GENERATIONAL STRATEGIES**



# PARENTAL RELATIONSHIPS OF ACTIVE CCF PARTICIPANTS



# IDENTIFYING THE SYNERGIES FROM MULTI-GENERATIONAL EDUCATIONAL PURSUITS



# SUPPORTING EDUCATIONAL TRAJECTORIES TO AND THROUGH COLLEGE

Engagement:  
Empowering  
students and  
developing a  
college-going  
identity

Entry-  
admissions and  
financial  
support

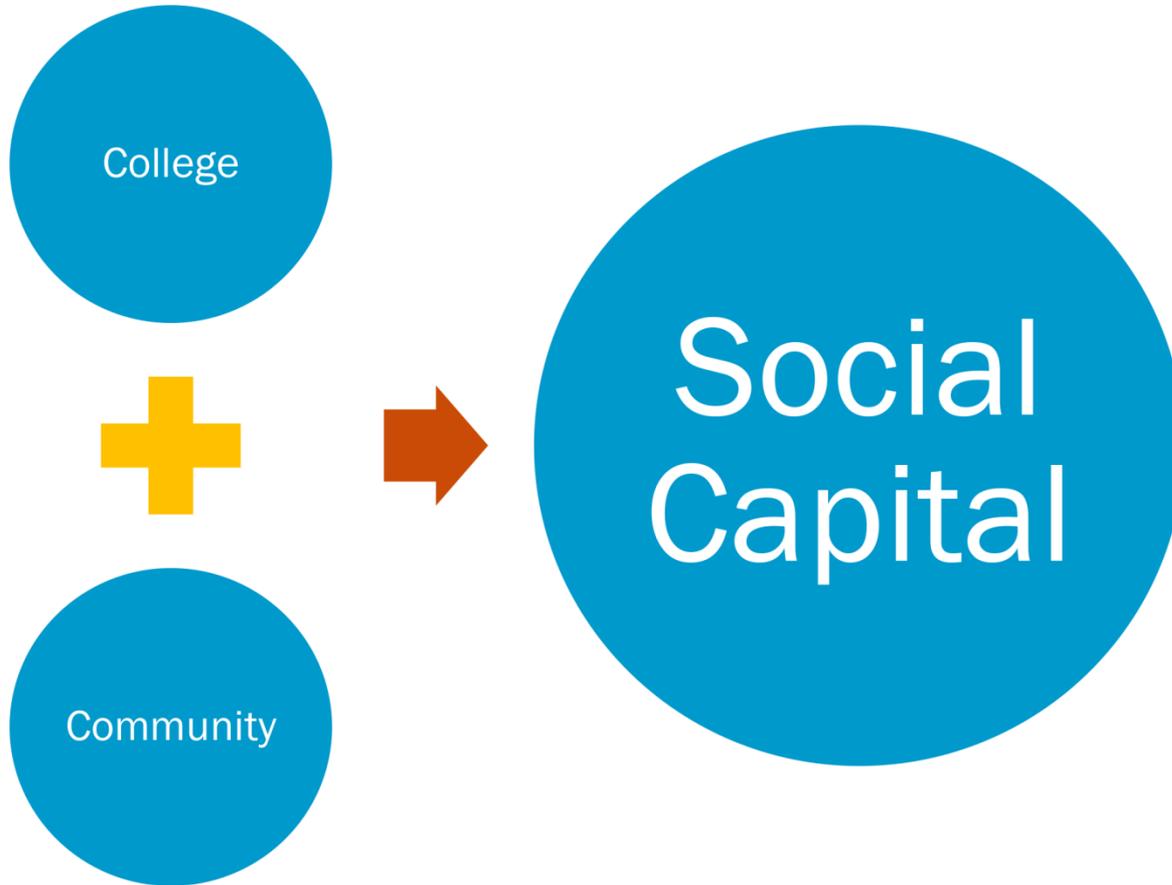
Building the  
program's  
relationships  
and developing  
a networked  
community to  
scaffold  
resilience

Academic  
support and  
thriving; writing,  
math, science,  
and 21<sup>st</sup> century  
skills, such as  
technology and  
multimodal  
media

Transitions to  
further  
education or  
quality  
employment

Influencing  
multi-level  
process and  
culture change  
within schools,  
colleges, and  
government  
agencies

# COLLEGE PLUS COMMUNITY



**SMALL  
INTERVENTIONS  
MAKE A  
BIG  
DIFFERENCE**



# COLLEGE PLUS COMMUNITY



College &  
Community  
Fellowship





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## OFA PeerTA Network Webinar

### Audience Poll #3

**What Federal technical assistance would be most helpful to you in understanding and implementing new approaches related to effective employment and support strategies for women with criminal records?**

- a) Additional webinars
- b) Peer exchanges
- c) Written products
- d) Targeted and individualized TA



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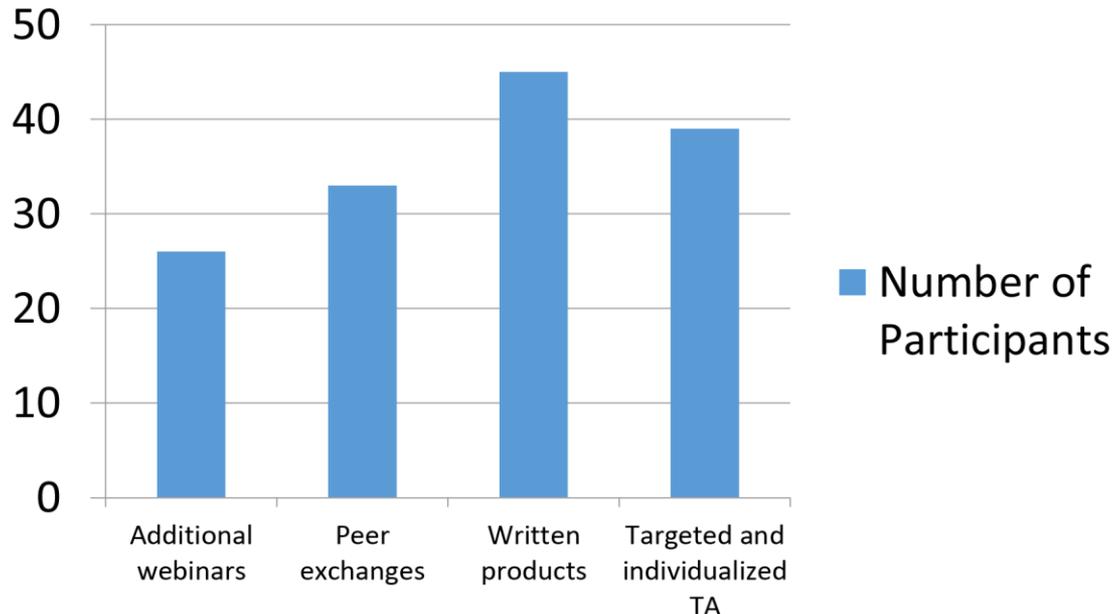


## OFA PeerTA Network Webinar

### Audience Poll #3

**What federal technical assistance would be most helpful to you in understanding and implementing new approaches related to effective employment and support strategies for women with criminal records?**

#### Number of Participants





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## **OFA PeerTA Network Webinar**

### **Facilitated Q&A**

Lisa Washington-Thomas, OFA



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**THANK YOU for attending the Webinar!**

A transcript and audio recording will be available shortly on the Peer TA Network Web site at <http://www.peerta.acf.hhs.gov/>.

We'd like to hear from you regarding future webinar topics.

Please submit your ideas by e-mail to [peerta@icfi.com](mailto:peerta@icfi.com).

Please help us to expand our network and reach a greater number of people by directing interested colleagues from your local and State networks and agencies to <http://peerta.acf.hhs.gov>.

Please be sure to register for additional upcoming webinars through the Peer TA Network Web site.