



ADMINISTRATION FOR
CHILDREN & FAMILIES

OFFICE OF FAMILY ASSISTANCE
An Office of the Administration for Children & Families

**2017 Linking TANF Families to Employment
and Economic Opportunities Meeting**

**RecycleForce: Transitional Jobs
for Formerly Incarcerated**

Presented by:

Rhonda Shipley and Greg Shirbroun

RecycleForce Program Model

- Referral from criminal justice partners
- Immediate, Transitional Job
 - Wraparound Services to Address Barriers
 - Child Support Assistance
 - Administrative Review
 - Payment Modifications
- Peer and Community Mentoring
- Education and Training
- Employment Placement and Assistance



RecycleForce Keys to Success

- Do not screen out *anyone* based on perceived lack of readiness
- Put people to work, for wages, immediately
- Increased earnings help people avoid legal trouble
- Provide broad, employment-centered wraparound services
- Engage program alumni as leaders and mentors
- Rely on research and data to continuously improve



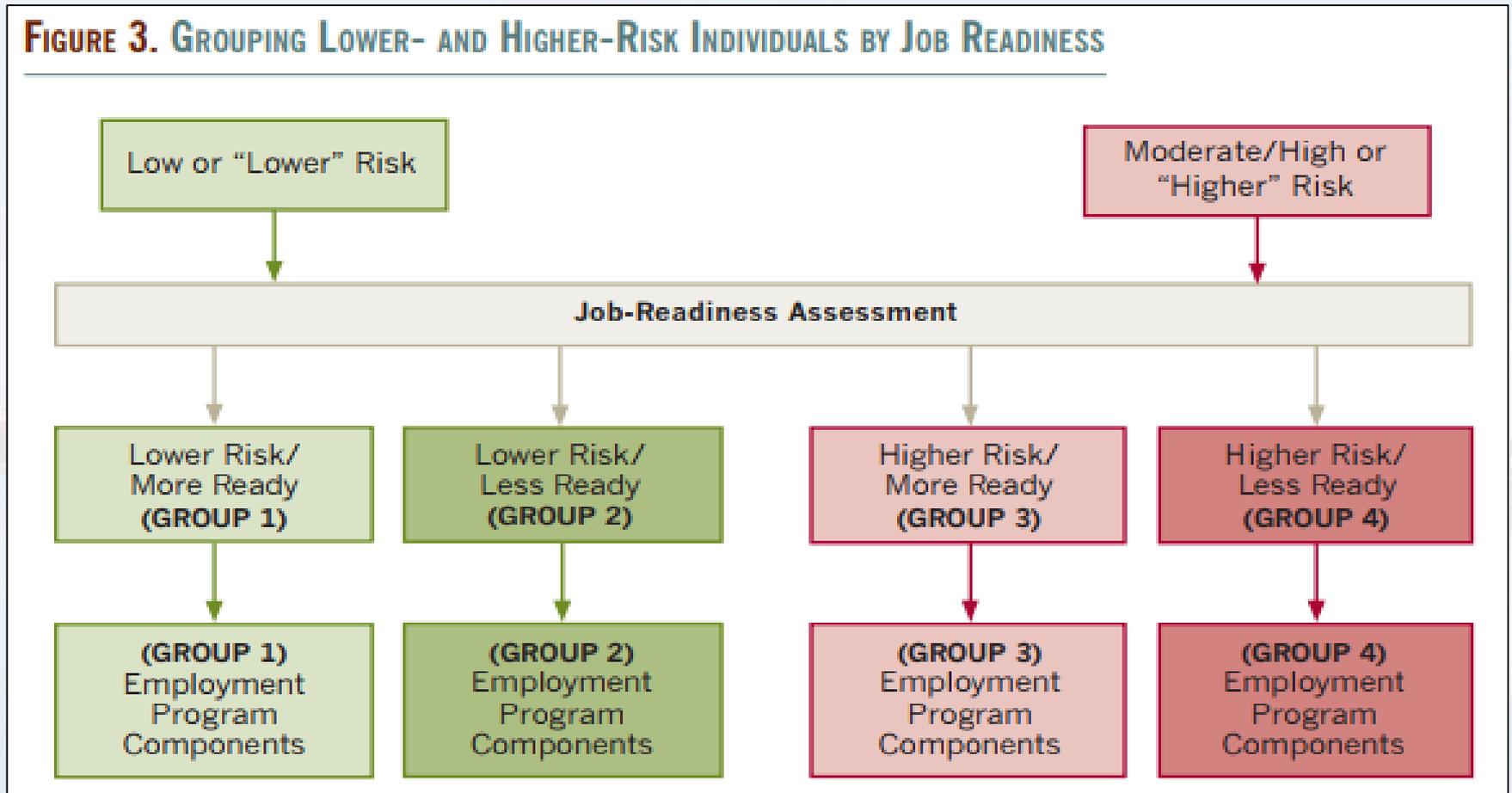
Do not screen out *anyone* based on perceived lack of readiness

- **Our Aim:** Serve those at higher risk of returning, and least ready for employment
 - Nature of intervention
 - Potential for greatest impact



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FIGURE 3. GROUPING LOWER- AND HIGHER-RISK INDIVIDUALS BY JOB READINESS



<https://www.bja.gov/publications/csg-reentry-and-employment.pdf>



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Put people to work immediately

- Pay people for work as soon as possible
- Increases likelihood of reaching target group

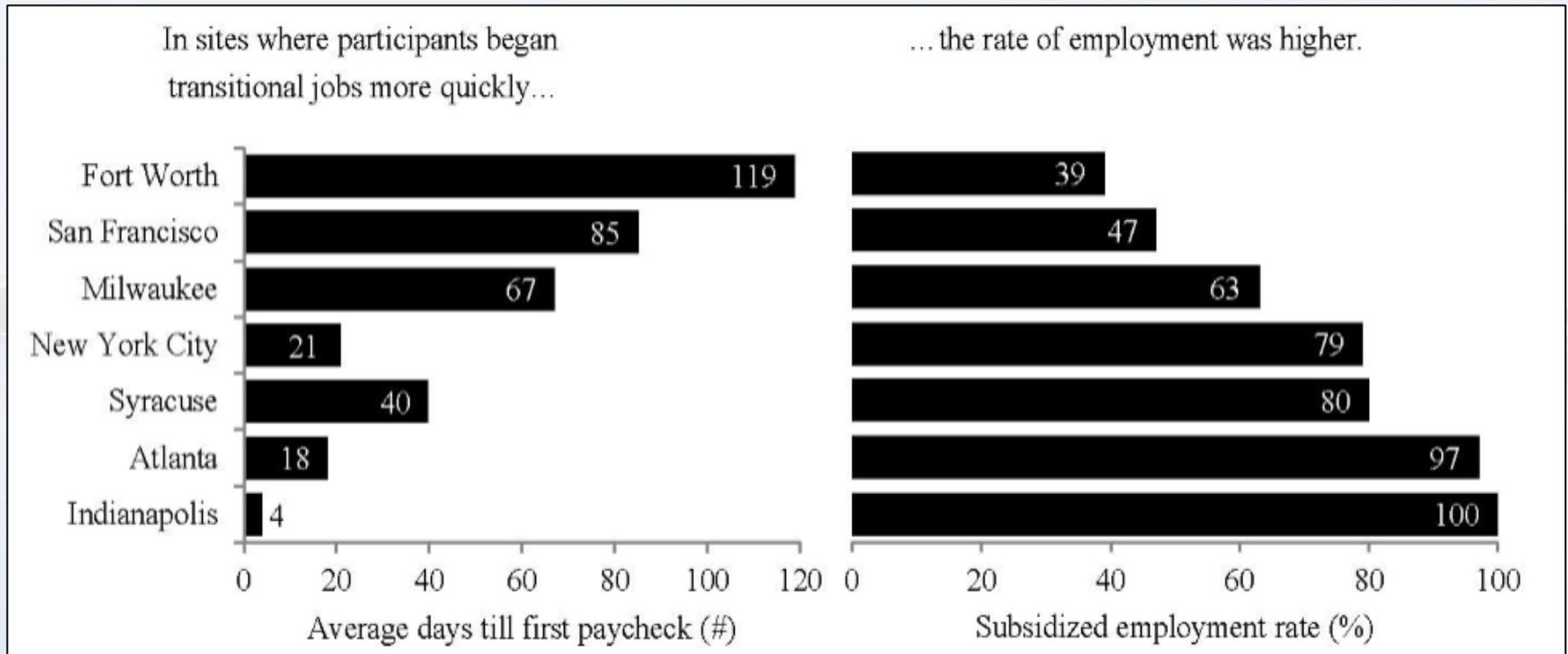


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Put people to work immediately



Redcross, C. (June 2016). *Enhanced Transitional Jobs Evaluation: Implementation and Early Impacts of the Next Generation of Subsidized Employment Programs*. Speech presented at Research & Evaluation Conference on Self-Sufficiency, Washington, DC.



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Increased earnings help people avoid legal trouble

- \$5,000 in earnings in first 6 months after release, correlated with reduced recidivism*
- Enhanced Transitional Jobs Demonstration
 - Program group had \$3800 more earnings in 1st year
 - Program group had far fewer arrests and convictions in the first six months

*Indiana Dept. of Correction study – Lockwood, Nally, Ho

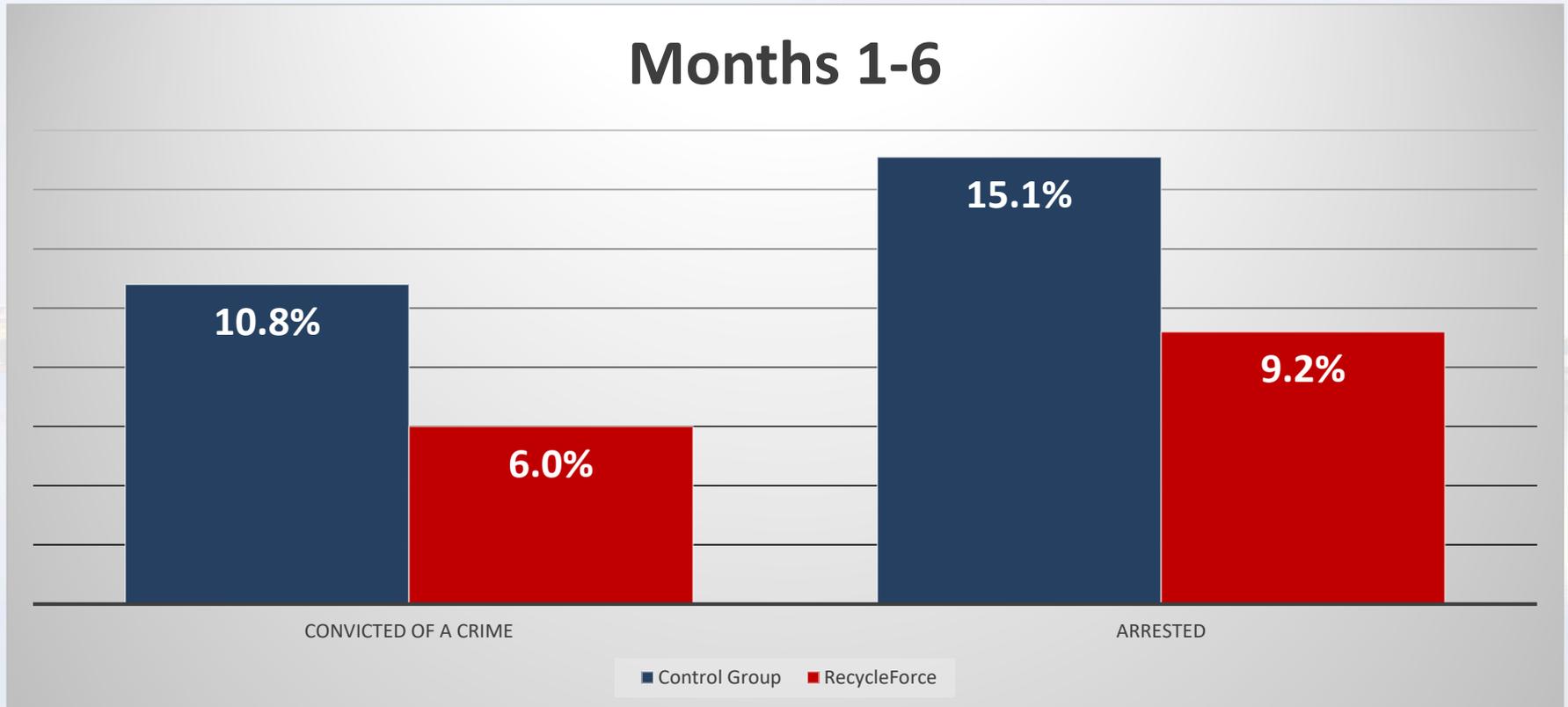
http://www.in.gov/idoc/files/Impact_of_Education_and_Employment_on_Recidivism.pdf



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Criminal Justice Outcomes

Months 1-6



Redcross, C. (June 2016). *Enhanced Transitional Jobs Evaluation: Implementation and Early Impacts of the Next Generation of Subsidized Employment Programs*. Speech presented at Research & Evaluation Conference on Self-Sufficiency, Washington, DC.



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Provide broad, employment-centered wraparound services

- All efforts grounded in an employment context
 - Use language of work
 - Virtually no service is off limits, especially those that help promote employment



Engage program alumni as leaders and mentors

- Peer mentor model developed organically
- Training provided by partner organization
- Primary program enhancement for ETJD study led by MDRC
- Funded in part by a grant from WK Kellogg Foundation between 2015 and 2016



Rely on research to continuously improve

- Participate in random assignment studies
 - Enhanced Transitional Jobs Demonstration
 - REDF studies on social enterprise
- Practice-based evidence
- Continuous quality improvement has led to:
 - Incorporating industry-recognized trainings
 - On-site adult education classes
 - Engaging custodial parents and families (Two-generation Approach)



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