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Vocational and Life Skills Quarterly Report - Grant Cycle 2, Quarter 5

UNO Nebraska Center for Justice Research

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Vocational & Life Skills

Quarterly Report – Grant Cycle 2, Quarter 5

December 21, 2017

Submitted by:

Grace Sankey-Berman, Reentry Administrator



5th Quarterly report

Quarterly Report - July 1, 2017 – September 30, 2017

The vocational and life skills grants were awarded in June and programs could begin program design and hiring, effective July 1, 2016.

Number of Individuals Receiving Programming this quarter (July – September 2017)	1333
Types of Programming	Vocational; life skills
Cost per Individual (Average cost per quarter)	\$1310
Number of Individuals Successfully Completed Programming this quarter	581

Grantee	# Receiving Programming for the QTR	# Successfully Completed for the QTR	Total # Receiving Programming to Date	Total # Successfully Completing Programming to Date	Cost Per Individual to Date
Associated Builders & Cont.	124	34	408	307	\$907
Bristol Station	32	8	131	71	\$7,834
Center for People in Need	102	46	294	199	\$2,933
Mental Health Association	129	26	412	267	\$1630
Metropolitan Community College	291	68	830	452	\$1,052
Prepared Place	11	2	16	2	\$4,880
ReConnect	514	310	702	463	\$304
ResCare	130	87	510	345	\$456

Funds awarded:

The grant cycle includes all of FY 2016-2017 and all of FY 2017-2018. Available funds for this grant cycle (\$7,607,446 and \$7,534,903 respectively) were awarded to eight organizations.



Highlighted Developments

The Vocational and Life Skills advisory group was established and met for the first time on September 12, 2017. Key advisory participants include wardens, associate wardens, grantees, facility staff including unit and case managers, grant administrator, grants monitor, legal counsel, UNO evaluators, community custody inmate, VLS coordinator, reentry administrator, reentry manager, deputy director of programs and the inspector general. This meeting included crucial and lively discussion on how to improve programming, remove barriers, increase program participant success and meet unmet needs. The topic of aging population and assistance for this group among the institutions and at the Community Correctional Center Lincoln (CCC-L) was brought to our attention. Since that time, we have provided CCC-L and CCC-O with a variety of transportation options for the aging within our population. The standing agenda for the Vocational and Life Skills advisory group includes 1) performance by individual grantees, 2) best practices, 3) barriers to success and 4) unmet needs. The minutes from this meeting are attached.

On Friday, September 1, 2017, the Vocational and Life Skills program conducted one of their quarterly meetings hosting roughly 50 stakeholders. At this meeting ReConnect was awarded the Nebraska Department of Corrections “Grantee of the Year” award. ReConnect has made a very large impact and contribution to the Vocational and Life Skills program, but more importantly to the participants that attend ReConnects classes inside the prison walls.

In April, the Nebraska Auditor of Public Accounts found the management fee in ResCare’s budget to be an unallowable expense. ResCare was provided the opportunity to modify their budget to reflect actual expenses. ResCare declined changing their budget and on August 8, 2017, notified NDCS that all services will be terminated at the end of September.

On September 30, 2017, ResCare completed their final participation within the Vocational and Life Skills program. To continue to provide programming at the Nebraska Correctional Center for Women and Nebraska State Penitentiary, Metropolitan Community College is providing the Employment Readiness Program, which teaches resume writing, interviewing skills, and trauma informed peer support.

Program Highlights “In their own words”

METROPOLITAN COMMUNITY COLLEGE (MCC)

MCC 180 RAP participant, Tony Marvin, who we have reported on previously, purchased a home on August 8. He has been at his current place of gainful employment for well over a year and will also represent MCC and NDCS at a conference MCC has been invited to share about our on-campus location and best practices for education inside the correctional facilities at the University of Iowa.

Chris began working with Metropolitan Community College’s 180 Re-entry Assistance Program (180 RAP) in 2015 when she was transferred to the Community Correctional Center – Omaha after being incarcerated for over 15 years at Nebraska Correctional Center for Women. Chris had high anxiety; she was not sure how she would find a job with her criminal history and extended period of incarceration. She was concerned about her transition into the community upon her eventual release.

Chris began her journey with Metropolitan Community College (MCC) by attending Long Term Relief (LTR), a weekly support group created by 180 RAP to assist portions of the CCC-O population incarcerated 10 or more years and/or who have served multiple sentences. The purpose of LTR is to provide this high-risk population with necessary life skills and support to ensure they transition to the community successfully without being overwhelmed by the ever-changing world. Participants travel to campus weekly where MCC and various community agencies and businesses collaborate to offer workshops and trainings. LTR helps these men and women not only build life skills but also serve to help build relationships and a strong support system.

Chris was approved for work release in July 2016 and MCC’s 180 Re-entry Assistance Program helped her obtain full time employment. In December of 2016, Chris was released from the state work release center to a transitional living home she had been referred to by 180. Since her release, Chris continues to work diligently and has strengthened her family and community support systems. Chris began chairing a weekly recovery meeting and continues her studies toward a Human Services degree at Metropolitan Community College. Chris remains involved in LTR at Metropolitan Community College. MCC’s 180 RAP has continued and constant interaction with Chris. She is on site at the Fort Omaha Campus at least two days a week to

attend class, to study and receive tutoring support. Chris continues to build her skills and confidence levels.

In September 2017, Chris chose to seek different employment. Her current position involved manual labor and work hours that were not always compatible with her study and MCC class schedule. Chris interviewed with an employer who does not typically hire individuals with a criminal history. They were impressed with her work ethic, desire to work hard and change, and hired Chris with a \$1/hour pay increase and flexible work schedule so Chris can continue her studies at MCC. Chris is an advocate for the incarcerated and re-entry populations. In May 2017, Chris was highlighted on the front page of the Omaha World Herald. She spoke openly about her prison experiences, the transition, and the renewed hope she has found due to supports she has gained through programs like MCC's 180 Re-entry Assistance Program.

http://www.omaha.com/news/education/learning-to-leave-prison-behind-metro-community-college-program-helps/article_74ccf338-bd38-5926-9071-5ca119329165.html

MENTAL HEALTH ASSOCIATION (MHA)

MHA continues to provide WRAP (Wellness Recovery Action Planning) at the Nebraska Correctional Center for Women (NCCW), Tecumseh State Correctional Institution (TSCI), Nebraska State Penitentiary (NSP) and Lincoln Correctional Center (LCC). They are also preparing to provide peer mentoring to participants at the Community Correctional Center – Lincoln (CCC-L). They are in the process of finding additional space to increase residential programming for Honu participants to include more beds for our population returning to society at a low cost.

The following story is from one participant, in her own words:

“I’m a 47-year-old mother of 5 with 7 grandchildren. I have been a meth user since the age of 15. I have spent a total of 21 years of my 47 years of life in prison. I forged bad checks to support a drug habit. My last incarceration was a 28-32-year sentence, from June 30, 2001 to June 25th, 2017. I lost my children, myself and my life. Upon release, I had nowhere to go and \$237.00 to my name. The Friday prior to the Sunday of my release I was notified I was accepted to a place called the Honu Home. I don’t know why I was or how I was accepted; all I know is I was! Praise God. Since my 90-day stay there, I have been clean and sober, obtained my driver’s license, a car, and my own apartment.

Without the MHA and the Honu Home I would be dead or back in prison. The peer support and all out support given me has saved my life and gave me a life. I plan to give back to the Honu Home and the MHA once I feel I’m strong enough to guide and help others. I now have a

relationship with my children. My children even trust me enough with my grandchildren to allow me to have them over night and take them places. I hope you understand how important the MHA and Honu House are. I would be dead without the help.”

BRISTOL STATION

Michael entered Bristol Station in January 2017 after serving 2 years in NDCS custody. This was not Michael’s first prison sentence; he had served two previous sentences with NDCS. Upon his admission to Bristol Station, Michael was given a risk/needs assessment to identify his risk areas, needs and determine his risk level to reoffend; he scored high risk. Part of his admission evaluation was to complete a Quality of Life Inventory (QOLI) to which he rated his quality of life very low. His risk/needs assessment was used to create his individualized program plan. While at Bristol Station Michael participated in several programs such as transition skills group, anger management, job coaching, conflict resolution, job readiness, interviewing skills, transportation independence, and basic money management. He quickly gained full-time employment as a laborer at Nebraska Prime. In addition to participating in his programs and working full-time, Michael obtained part-time employment at Jimmy Johns. His outgoing personality and people skills made him a perfect fit for this customer service position.

When asked about his experience at Bristol Station he stated "it gave me an opportunity to get back into normal, everyday living and get my finances right." Michael struggled with developing and maintaining a budget, but he worked closely with his case manager, Tara, and they developed a budget that allowed him to eventually save enough money to purchase a vehicle. Michael was very proud of this accomplishment and stated this was the first "legit" vehicle he'd driven in a long time. Michael stated his biggest success while at Bristol Station was "learning proper responsibility and meeting new peers that are valuable." Michael did a great job of budgeting his money and saving for his transition out of the program. He saved enough money to obtain and furnish his own apartment in Hastings. He took transition passes to his apartment to acclimate to living independently with less structure. In August 2017, Michael successfully completed the program and transitioned out of Bristol Station.

Upon his completion of the program Michael was given an exit risk/needs assessment and he completed another Quality of Life Inventory to his risk to reoffend decreased and his quality of life increased. Michael was encouraged to share his thoughts as to what he would tell someone just entering Bristol Station. "It's a good place to get your life back together. Forget everything else going on and do the next right thing and pay attention to yourself."



CENTER FOR PEOPLE IN NEED - TRADE

Michael completed the TRADE program in June of 2017 and was able to secure employment at Nebraska Auto Auction. Michael is also working odd jobs for his landlord and other businesses in his local community in Ashland, Nebraska. During the month of August 2017, Michael came to the Center for People in Need to report on his 90 days of employment and to use some of his bonus points for household items. During our conversation Michael talked about some of his struggles. He had been paying back child support even though his children are all adults now. Michael understood that he needed to pay because his ex-wife had to support their family on a single income during his years of incarceration, but that he is working 70 hours and more only to come home with \$600.00 per month to pay rent, utilities, food, and transportation. Michael produced a disconnect notice from his electric company and reported that he only has \$300.00 and still had rent due. He was pretty sure he could speak with his landlord and work out an arrangement but he still did not have enough to avoid his electricity getting cut off. Through TRADE client assistance we were able to bring his electric bill current. Our case manager, Stefani Drew, was also able to get him an appointment with the Child Support Enforcement office to discuss his case and look to at making it a more livable situation for him. He was also able to get some much needed food assistance while at the center. Michael came back approximately 2 weeks later to let us know his child support was being reviewed and that he was hopeful they would reduce his percentage.

RECONNECT

Shawn is our greatest success story. Shawn has spent a tremendous amount of his life cycling in and out of jails and prisons. He participated in Success Prep while at CCC-O and expressed his reentry fears. The fears and anxieties got the best of him and he absconded from CCC-O. He was given an extra year and paroled out on probation. We were his first stop upon his release because he said that he remembered the help we said we would provide to him. He attends our program 2-3 days per week for help to get him enrolled in services. He expressed to us he no longer feels afraid or has anxieties because he is working with us. We feel this is a success because he has also stated that had it not been for us, by now he probably would have stolen or committed a crime to survive. We are glad he is using our services and others to meet his reentry needs rather than relapsing back into crime. We have helped him apply for SSI, find temporary housing and apply for other benefits due to his mental health which may interfere with him getting employment.

ReConnect recently created a new class called Pass-It-On for participants with twenty year sentences to life sentences. The initial pilot for Pass-It-On started at Tecumseh State Correctional Institution on September 19. The Reentry unit at the Department hears favorable

feedback on these classes and many participants sign up through word of mouth on the yard. ReConnect has served over 300 more participants, at this point, than they had anticipated when they first started working as a grantee of the Vocational and Life Skills program. Recently they brought in Chef Jeff to speak to participants at the Nebraska Center for Youth Facility and at Tecumseh State Correctional Institution. Jeff Henderson is an award-winning chef, bestselling author and popular public speaker. He is also a former felon, having served nearly a decade in prison for cocaine. Having managed kitchens as Executive Chef at Café Bellagio and Caesar's Palace on the Las Vegas Strip, he became an inspiration to others. Henderson received national attention on numerous TV and radio programs and print publications including The Oprah Winfrey Show, Good Morning America, The Montel Williams Show, CNBC, NPR's All Things Considered, People and USA Today. As a speaker, Henderson makes speaking appearances across the country through his company The Henderson Group.

ASSOCIATED BUILDERS & CONTRACTORS (ABC)

President Anne Klute of ABC said “We have trained OSHA in all 5 facilities we teach our vocational program in. We completed our first Applied Construction Math class at TSCI and started the Core program there. Construction Technology at both NSP and NCCW are going strong and participants are working on their building projects.”

cc: Scott R. Frakes, Director
Senator Bob Krist, Chair, Executive Board of the Legislature
Rosalyn Cotton, Chair, Board of Parole
Mike Rothwell, Deputy Director
Kevin Hand Vocational & Life Skills Coordinator Grantees





VOCATIONAL AND LIFE SKILLS QUARTERLY REPORT

Quarter 5 (July-September, 2017)

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NEBRASKA CENTER FOR JUSTICE RESEARCH

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EXECUTIVE SUMMARY

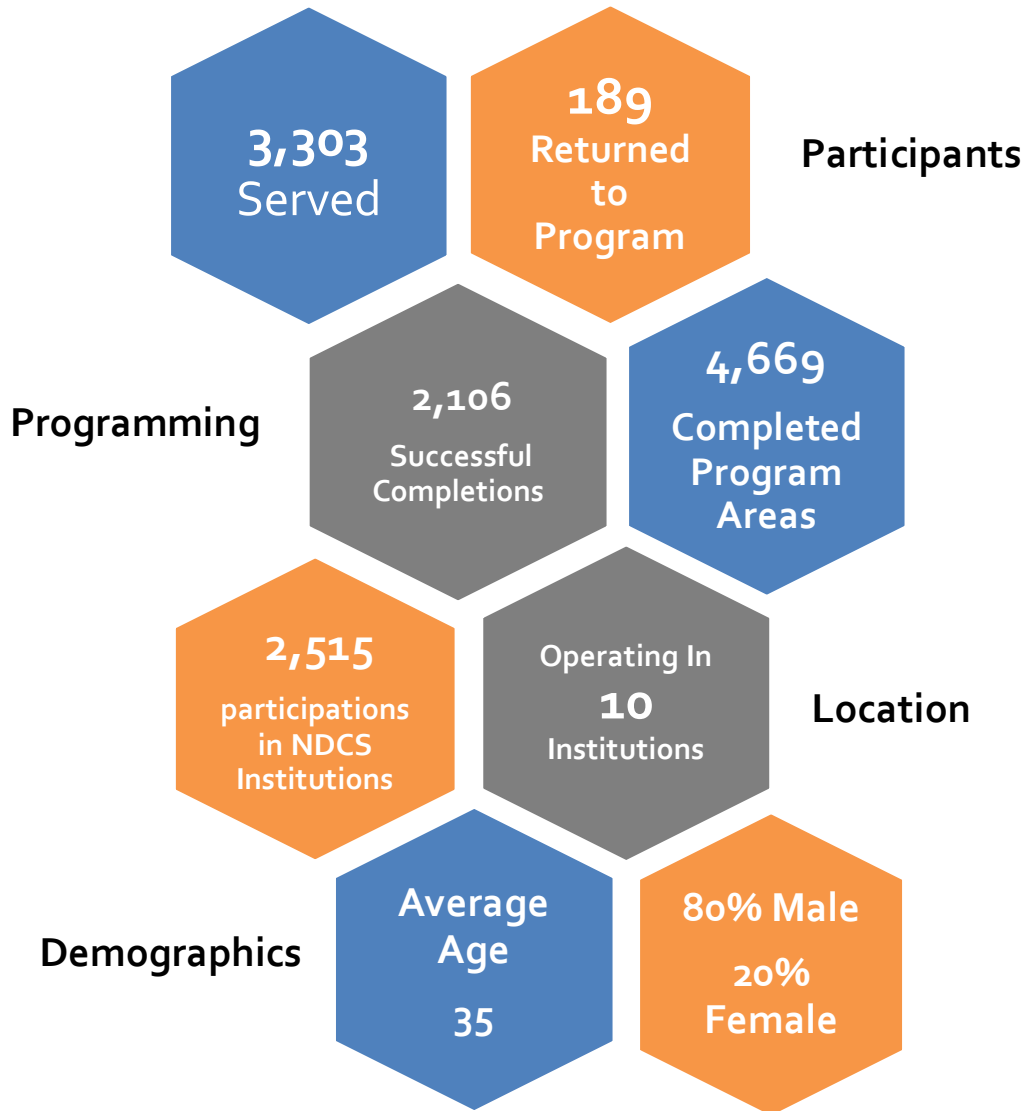
The Vocational and Life Skills Program was created by Nebraska Legislative Bill 907 in 2014 with the goals of reducing recidivism and increasing employment for individuals who are incarcerated, who have been incarcerated within the prior 18 months or who are under parole or probation supervision. Participants must begin programming under these conditions, but they may continue programming as the program sees fit for his or her individual needs. Eight programs were funded in Grant Cycle 2, which runs from July 2016-June 2018. The Nebraska Center for Justice Research (NCJR) evaluation was initiated in May 2016 with the primary goal of identifying types of programming and services that best serve the population by reducing recidivism and increasing employment. We provide support to grantees through trainings and site visits as needed and manage all participant data that is entered into the online data management system that was created specifically for Vocational and Life Skills data collection. We also provide feedback and information to the Nebraska Department of Correctional Services (NDCS) on the implementation process and data updates on a monthly and quarterly basis.

This grant cycle has built upon the work of many programs and the NDCS reentry team in the first grant cycle, which has increased capacity to provide programming as well as increased the ability to gather data on participants in these programs. In recent months, VLS has benefitted from continued service expansion in programming as well as more local and state interest in connecting reentry resources to one another to better serve participants. The establishment of a reentry advisory council and having an opportunity to speak to Nebraska State Legislators greatly increased the visibility of the Vocational and Life Skills programming in the state. This report details evaluation updates and participant data from Quarter 1 through Quarter 5 of this grant cycle. New information from Quarter 5 is added to the text of this report from previous quarters. All graphs and tables are current through Quarter 5.

GRANT CYCLE 2 DATA OVERVIEW

The Vocational and Life Skills programs continue to grow and serve more participants in the second grant cycle through Quarter 5. There is a marked difference in how services are being provided compared to the first grant cycle as most programming is being provided to participants before they reenter the community. Most participants (**76%**) began programming in a correctional or work release facility this grant cycle. Programs also serve participants who have previously jammed their time or are on parole or probation supervision. Throughout the grant cycle, program continued to increase program services to best reach the VLS population both in facilities and in the community. Because of this, program areas are added frequently as well as locations served. This has resulted in a large increase in participants served throughout this grant cycle. Program updates are added to Appendix 2 each quarter to reflect new services provided.

All of the data presented below is current through September 2017. Quarter specific data includes information on participants from April 2017-September 2017 while Grant Cycle 2 data includes all data on participants from July 2016-September 2017. This is the last quarter ResCare was a service provider under Vocational and Life Skills funding. ResCare participant data is included in this report, but will not be included in future monthly or quarterly reports for data updates. Self-reported employment information is not included in this report as the Nebraska Department of Labor is now providing employment information on Vocational and Life Skills participants for all employment in Nebraska. This information will be included in supplementary reports and will provide more insight into participant employments and wages during and after program participation for those who have already reentered the community.



Successes

- ❑ Programs continue to increase services in correctional facilities as well as increase their presence in the community. More programming opportunities are provided at the State Correctional Facility for Women in York as well as at the Tecumseh facility. As a result, almost all programs have exceeded the number of participants they originally forecasted that they would serve in the entire grant cycle.
- ❑ Programs continue to utilize the online data management system to track participant data to not only meet grant requirements, but also to get real time data reports and graphs to promote their program to other stakeholders. Programs can request specific reports from evaluators as needed to go on their database dashboard.
- ❑ Regular roundtable meetings occur in both Lincoln and Omaha to increase networking opportunities and collaboration with other programs to best serve the reentry population. Additionally, larger quarterly meetings allow programs an opportunity to highlight their successes as well as providing a time for evaluators and NDCS staff members to discuss updates and training in the grant and evaluation process.
- ❑ Participants have continued to provide program and reentry experience feedback through the revised participant survey that began in April 2017. This feedback will be provided to the programs and in upcoming survey results reports.
- ❑ Programs are able to leverage other resources outside of VLS funding to provide additional services through things like programming, monetary support, transportation assistance, and guest speakers.

Challenges

- ❑ There are still issues with having available space and time that is reserved to provide programming in facilities. Additional struggles occur during lockdowns or staff shortages where participants are not able to attend VLS programming regularly as designed.
- ❑ Participants still struggle with other reentry needs such as finding safe and affordable housing, transportation, and access to medical care and medication. These challenges will require additional support and resources along with other community partnerships to meet these growing needs of the population.

EVALUATION ACTIVITIES AND UPDATES

- ❑ In Quarter 5, evaluation and data tracking activities continued as planned.
- ❑ Regular feedback is given to NDCS through monthly and quarterly data reports.
- ❑ Participant survey information is collected and entered into an online survey system.
- ❑ There are monthly data quality assurance checks on all data entered into the online data management system. This provides an opportunity for evaluators and programs to correct or discuss data issues and provide feedback and training.
- ❑ Monthly update calls with programs take place to discuss any data changes or issues as well as for programs to provide updates on services and any successes and challenges during the previous month.
- ❑ Programs submit monthly update forms that cover information about programmatic changes as well as any successes and challenges they are facing related to program delivery or the evaluation and grant process.
- ❑ Ongoing data and evaluation training is offered to programs as needed. During the Quarter 5 grantee meeting, grantees were presented with participant survey feedback as well as Quick Base changes and updates to their data collection.
- ❑ Important Meetings
 - Evaluators attended VLS program roundtable meetings July 7th in Omaha, July 24th in Lincoln and September 29th in Omaha.
 - On September 1st, 2017, UNO hosted the Vocational and Life Skills quarterly meeting where over 60 people (including VLS program staff, NDCS staff, UNO evaluators, and community members) attended to talk about updates to the VLS programs and other reentry activities.
 - On September 12th, NCJR/UNO attended the newly established Vocational and Life Skills reentry advisory group meeting at NDCS headquarters.

FUTURE ACTIVITIES

- ❑ NCJR will prepare additional best-practice resources for NDCS and grantees.
- ❑ Researchers will continue a qualitative analysis of participant interviews for a research report as well as more in-depth analysis on participant surveys.
- ❑ Coordinators will continue to analyze data from outside sources to look at preliminary outcome data for VLS participants.
- ❑ Additional resources will be allocated to the Vocational and Life Skills evaluation including a Ph.D student researcher and additional research capacity to provide more statistical analysis and outcome-level reporting on programming and participants.

SELECTED PROGRAM HIGHLIGHTS IN QUARTER 5

- **ABC**

ABC added electrical training panels for participants to use in facilities and is working on adding welding programming as well.
- **Bristol Station**

Bristol Station participants were able to take a week-long concrete workshop through Central Community College this summer. Participants volunteered at the National Night Out event in Hastings. Program staff continue to see risk reduction and quality of life improvements in participant outcomes.
- **MHA**

MHA continues to provide WRAP (Wellness Recovery Action Planning) programming inside correctional facilities. They are also looking into opportunities to increase residential space for Honu participants as well as space for participants to rent for a low cost.
- **MCC**

MCC has increased staff to provide more services to the reentry population. MCC began providing services in Tecumseh this summer. Staff continue to be involved in other activities related to reentry through their Second Chance Act Pell Grant funding as well as their work with the Vera Institute.
- **ReConnect**

ReConnect added a new program, Pass it On, which focuses on building resiliency and personal development for men serving long sentences which will allow them to pass on their knowledge to others in the facility. They also added Right Start that provides career assessments using the Holland Code and using that as a foundation for job searching. ReConnect was presented with the VLS Grantee of the Year award by NDCS.
- **ResCare**

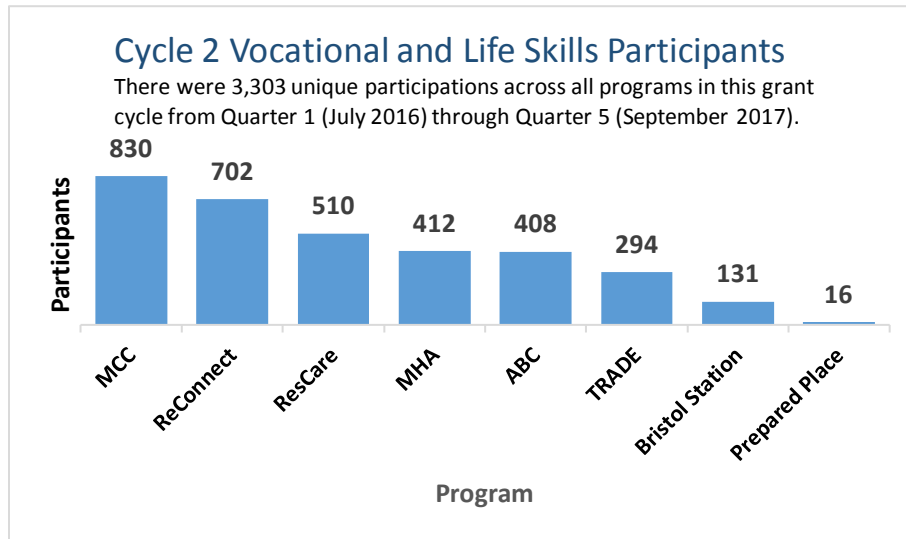
ResCare began providing classes at NSP and NCC-W. The participants at NCC-W were able to access some of their additional training materials through internet access. ResCare ended VLS programming at the end of this Quarter.
- **TRADE**

TRADE constructed a welding program lab in a shipping container that can accommodate 8 participants a day to receive a six week training on welding. They are also implementing an inventory tracking system to be used as a part of their forklift-training module.
- **Prepared Place**

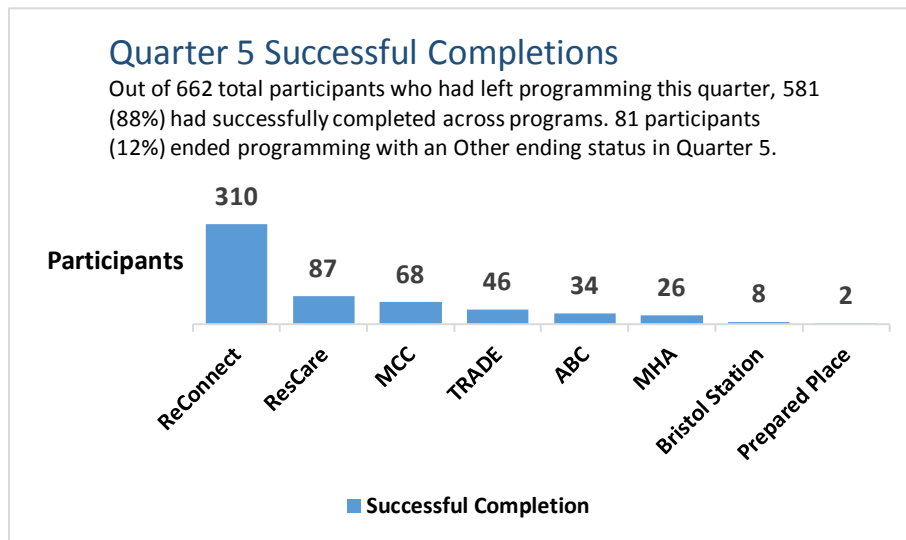
Prepared Place has been able to serve more Vocational and Life Skills participants by moving transitioning participants who have been successful to the next level of care. All participants are now being served at the apartment location.

GRANT CYCLE 2, QUARTER 5: OVERALL PARTICIPATION AND COMPLETIONS

This report provides a brief overview of participant data submitted by grantee programs for the first five quarters of this grant cycle (July 2016-September 2017). Evaluators work with programs on a continuous basis to correct any data issues. Therefore, this data is subject to change as changes are made in the database. Program specific data is available by request.



Since the beginning of this grant cycle, **2,106** Vocational and Life Skills participants have successfully completed programming across all eight programs. In the first year of the grant cycle, there were **1,525** successful completions across all programs.¹ The table below highlights Successful Completions in Quarter 5 (July 2017-September 2017).



¹ Previous quarterly successful completion numbers may have changed from earlier reports as participant data is updated continuously based on changes in participation and programming. There are 11 participants with no end date; these are not currently included in the counts.

QUARTER 5 PARTICIPANTS SERVED

Program	Total Served (Q5) ²	New Participants (Q5)	Successfully Completed (Q5)	Total Participants (Cycle 2)	Total Successfully Completing (Cycle 2)	Cost Per Participant
Associated Builders and Contractors ³	124	43	34	408	307	
Bristol Station	32	16	8	131	71	
Center for People in Need	102	64	46	294	199	
Mental Health Association	129	40	26	412	267	
Metropolitan Community College	291	111	68	830	452	
Prepared Place	11	4	2	16	2	
ReConnect	514	171	310	702	463	
ResCare	130	114	87	510	345	
Total	1,333	563	581	3,303	2,106	

DEFINITIONS

TOTAL SERVED

Total served is a count of unique active participants for the quarter. Any participant that does not have an end date to their programming during the quarter is counted as a unique participant served. If the same person is a participant in multiple programs, they are counted once in each program as a unique participant for the quarter they began participating.

² All participants are included here if they finished programming in the quarter or they do not have an end date even if a reason for ending is present (see footnote 4).

³ ABC data is not up to date which will result in backdated participant data in upcoming reports and may not accurately reflect current participant information.

NEW PARTICIPANTS

New participants are the subset of the total who were new to the programs this quarter. Participants are counted only once which is reflected in the month they began their participation. Many participants are carried over from the previous grant cycle so their participation is not reflected in the new participants served for this grant cycle. They are counted in the total served for the quarter and in the successfully completed numbers.

SUCCESSFULLY COMPLETED

Participants are considered successful when they meet the individualized plan set up for them upon intake into the programs. Once they meet this threshold, they are exited from the program and marked as successfully completed. Success looks different for each participant and varies across programs as well (see Appendix 1). Because of this, there will be no comparisons between programs based on successful completion numbers. Additional program area data shows the different program areas individuals are participating in along with their status of completion in each program area. Many participants have completed program areas within programs and are still making progress towards successfully completing the program.

TOTAL PARTICIPANTS (CYCLE 2)

The total number of participants served during grant cycle 2 is reported here. Anyone who began programming from July 1, 2016 through the end of the current quarter is included in this total. If the same person is a participant in multiple programs, they are counted once in each program as a unique participant.

TOTAL SUCCESSFULLY COMPLETING (CYCLE 2)

Participants are included in the total successfully completing for the grant cycle if they meet the definition of successful completion mentioned above. This captures anyone who has an ending status of successful completion from the beginning of the grant cycle (July 1, 2016) to the end of the current quarter.

COST PER PARTICIPANT

The cost per participant is calculated by NDCS based on program reimbursements. Cost per individual might be lower because payment for the previous month has not been processed.

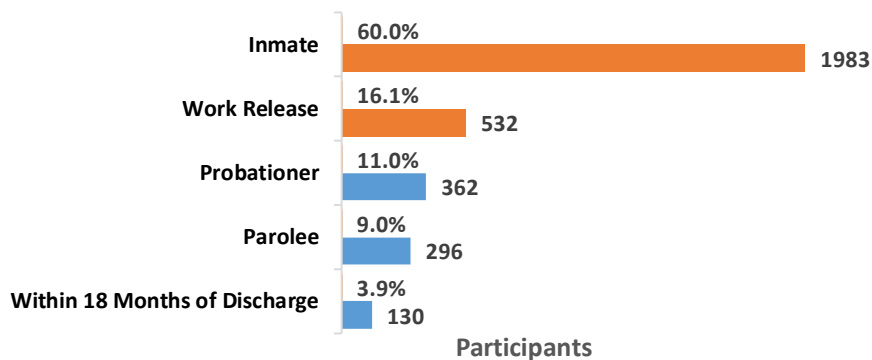
PARTICIPANT STATUS

In Grant Cycle 2, Vocational and Life Skills programming became more accessible to individuals inside correctional facilities. Now, most participants begin programming while incarcerated as many programs began offering additional services inside facilities. This change has allowed more participants to receive programming under VLS funding and has created opportunities for participants to be involved in multiple programs during their sentence. Programs continue to offer services in the community to reach participants at other points of supervision and to provide additional programming and support in the reentry process⁴.

Participant Intake Status by Program						
Program	Inmate	Work Release	Parolee	Probationer	Within 18 Months of Discharge	Total
ABC	330	69	0	0	9	408
Bristol Station	0	0	123	5	3	131
MCC	621	112	34	18	45	830
MHA	163	164	41	5	39	412
Prepared Place	7	0	3	6	0	16
ReConnect	498	114	56	16	18	702
ResCare	183	0	13	311	3	510
TRADE	181	73	26	1	13	294
Total	1,983	532	296	362	130	3,303

Participants by 1st Intake Status

When participants enter programming, they are classified under an intake status that reflects their current supervision level. Most participants began programming while in a correctional facility (60%) or work release facility.



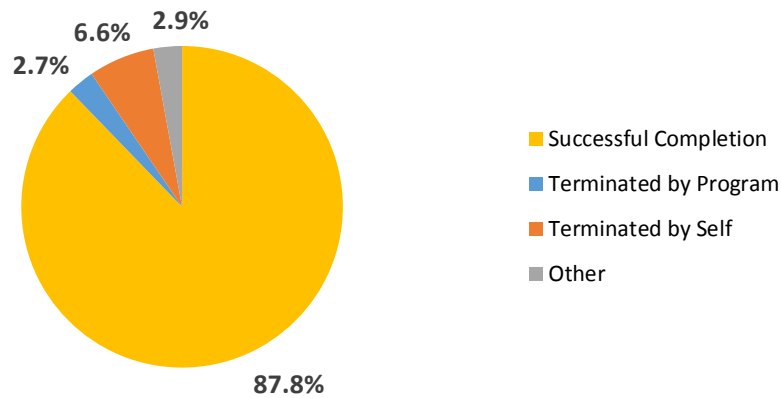
⁴ There were 189 individuals who returned to a program they had already received services from. The intake status for second program participation included: 88 inmates, 29 work release, 27 parolees, 30 probationers, and 15 within 18 months of release. There were also 10 individuals who returned to the same program for a third time.

REASON PROGRAM ENDED AND AVERAGE LENGTH OF STAY

When participants leave the program, program staff indicate the reason for their departure. Participants successfully complete when they meet requirements of their individual plan with the program staff (See Appendix 1). Participants are also closed out if they leave on their own accord (Terminated by Self), the program asks them to leave (Terminated by Program), or they may leave for another reason. The Other category includes Referred to Other Agency, Moved, and Terminated Due to Employment.⁵

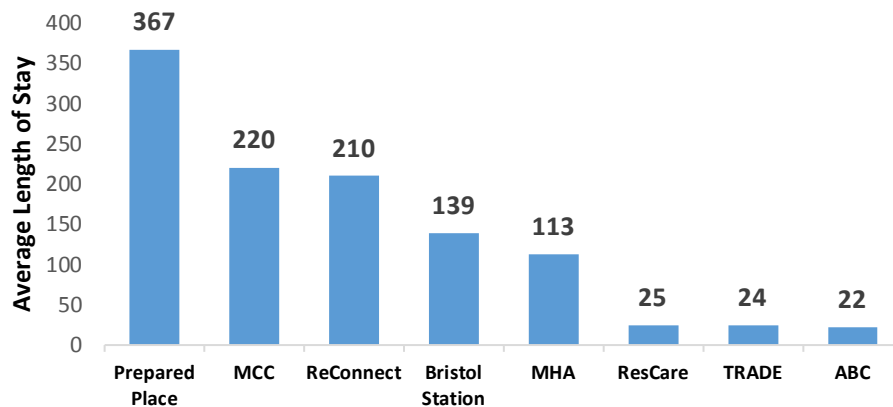
Quarter 5 Reason Program Ended

Across programs, 662 participants ended programming this quarter. 581 successfully completed, 44 terminated their programming, 18 were terminated by the program and 19 left for other reasons.



Successful Participant Program Length

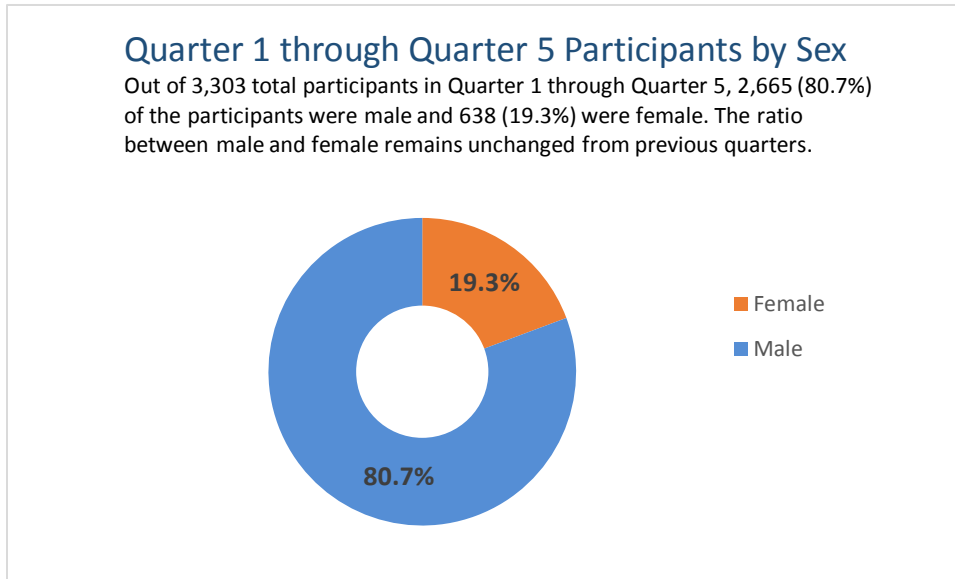
Through Quarter 5, participants who successfully completed programming were active for an average of 122 days. The average length of stay for successful participants in each program ranged from 22 to 367 days.



⁵ Data on this page represent all first participations across all programs. Participants are unique to each program, but may be duplicated if they are in multiple programs. Second and third program participation information is available by request.

PARTICIPANT DEMOGRAPHICS—SEX

Program staff collect self-reported demographic information from participants in their programs. This demographic information includes information like sex, age, race, ethnicity, marital status and education level. If an individual participated in multiple programs, their demographic information is counted for each participation so the data is based on individual participations and not necessarily individual people.



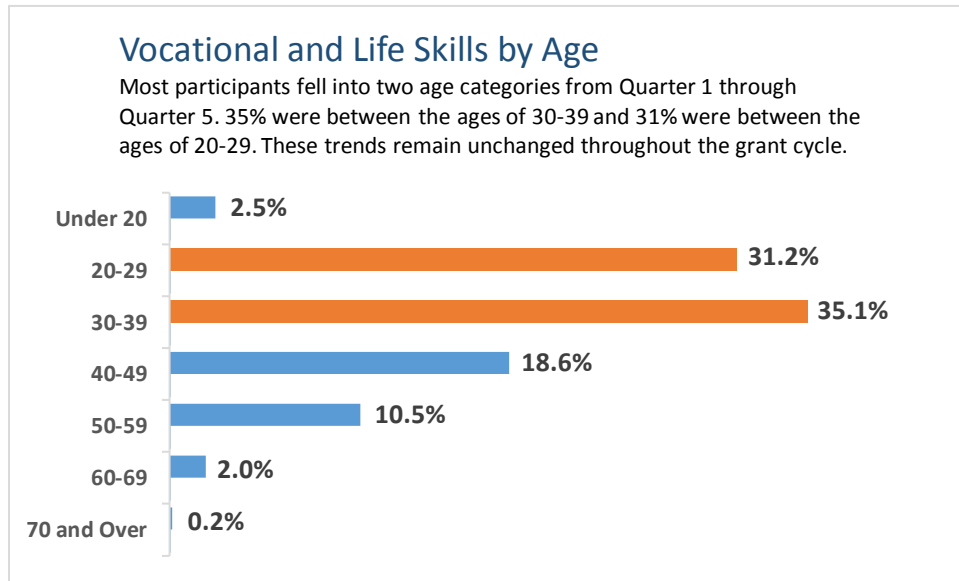
QUARTER 1 THROUGH QUARTER 5 PARTICIPANTS BY PROGRAM

All programs served more males than females through Quarter 5. Metropolitan Community College served the highest numbers of males (718) while ReConnect served the highest percentage of males (94.4%). ResCare served both the highest number (210) and the highest percentage (41.2%) of females.

Program	# Males	% Male	# Females	% Female	Total Participants
ABC	287	70.3%	121	29.7%	408
Bristol Station	119	90.8%	12	9.2%	131
CFPN—TRADE	248	84.4%	46	15.6%	294
MCC	718	86.5%	112	13.5%	830
MHA	319	77.4%	93	22.6%	412
Prepared Place	11	68.8%	5	31.2%	16
ReConnect	663	94.4%	39	5.6%	702
ResCare	300	58.8%	210	41.2%	510
Total	2,665		638		3,303

PARTICIPANT DEMOGRAPHICS—AGE

Nearly 70% of participants served began programming while they were between the ages of 20-39. The average age across all participants is 35. These trends remain unchanged throughout the grant cycle. The following graph shows Vocational and Life Skills participant age distributions.⁶



VOCATIONAL AND LIFE SKILLS BY AGE

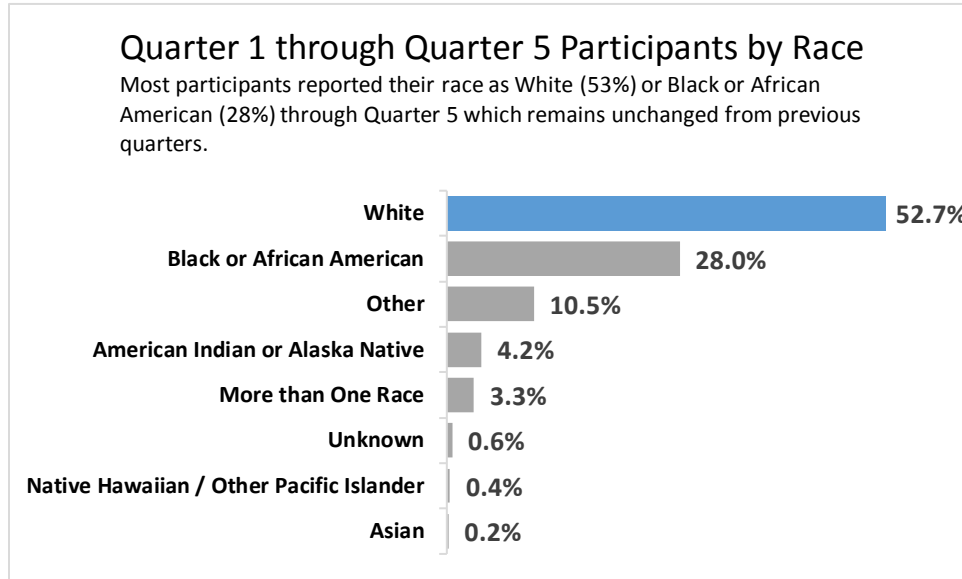
The table below displays the number of participants served in each program by age category. Most programs followed the trend in serving higher numbers of participants in the 20-29 and 30-39 age category.

Program	Under 20	20-29	30-39	40-49	50-59	60-69	Over 70	Total
ABC	2	111	159	90	43	3	0	408
Bristol Station	0	50	46	22	11	2	0	131
CFPN—TRADE	0	81	106	56	43	7	0	293
MCC	32	250	289	168	73	16	2	830
MHA	2	115	136	85	60	12	2	412
Prepared Place	0	5	2	4	4	0	0	15
ReConnect	24	207	244	124	77	24	1	701
ResCare	23	209	175	66	35	1	0	509
Total	83	1,028	1,157	615	346	65	5	3,299

⁶ There were 4 participants who had incorrect birthdates and were not included in the age reporting this quarter.

PARTICIPANT DEMOGRAPHICS—RACE

Note: Hispanic or Latino/a is captured as a separate ethnicity variable in the data in addition to the racial categories. There are **357** participants (**10.8%**) listed as Hispanic or Latino/a during this grant cycle. Those that identify as Hispanic or Latino/a are most often represented in the Other (**74.5%**) or White (**16.3%**) racial category.



QUARTER 1 THROUGH QUARTER 5 PARTICIPANTS BY RACE

Race	ABC	Bristol Station	CFPN-TRADE	MCC	MHA	Prepared Place	ReConnect	ResCare
White	48.3%	67.9%	49.0%	54.6%	56.8%	62.5%	45.6%	57.8%
Black or African American	26.0%	27.5%	32.7%	27.0%	26.9%	18.8%	35.5%	19.8%
Other	13.5%	0.8%	10.2%	10.7%	7.5%	6.3%	12.1%	11.0%
American Indian or Alaska Native	4.2%	3.8%	3.7%	3.3%	5.3%	6.3%	3.6%	5.9%
More than One Race	7.8%	0.0%	3.7%	4.0%	2.9%	0.0%	2.8%	0.0%
Unknown	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.1%
Native Hawaiian/ Other Pacific Islander	0.2%	0.0%	0.3%	0.2%	0.2%	0.0%	0.3%	1.2%
Asian	0.0%	0.0%	0.3%	0.2%	0.2%	6.3%	0.1%	0.2%
Total	100%	100%	100%	100%	100%	100%	100%	100%

PROGRAM AREA OVERVIEW

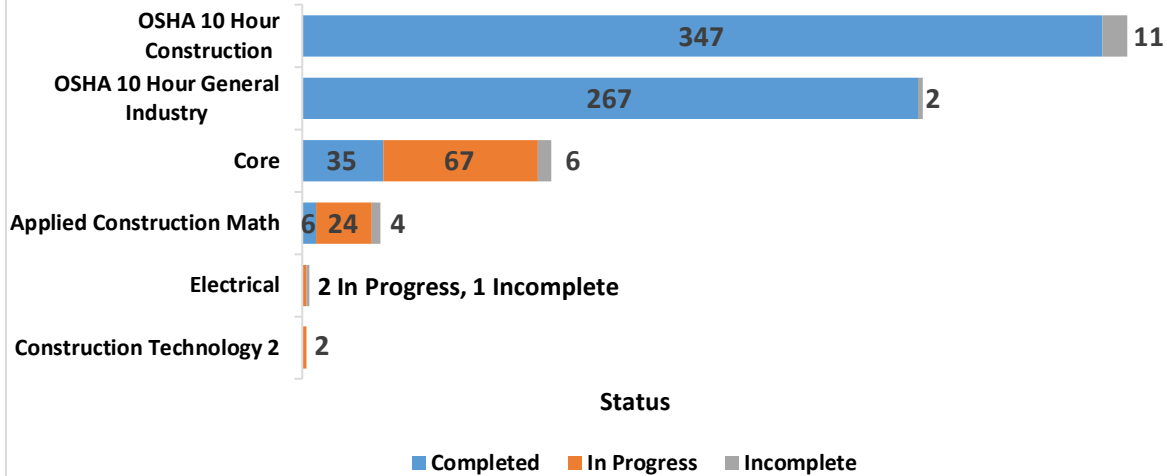
Program area participations for Quarter 1 through Quarter 5 (July 2016-September 2017) are presented below. Program staff work with each participant to develop an individualized plan of programming unique to their needs. Many participants are involved in multiple program areas at each program and some program areas offered are not suitable for each participant. It is not necessary for a participant to complete each program area to be considered a successful participant. Some may only complete one program area, while others may participate in multiple areas either back-to-back or simultaneously in order to complete the program. It is only when participants complete the necessary program areas that program staff will mark an individual as successfully completing. This is determined on an individual basis.

An overview of all program areas each program offers and any updates to program areas is provided in Appendix 2 of this report. Program areas have changed, and in some cases, will continue to change. Therefore, some of the data presented will not match exactly with previous quarterly reports on program areas.

PROGRAM AREAS (QUARTER 1-QUARTER 5)

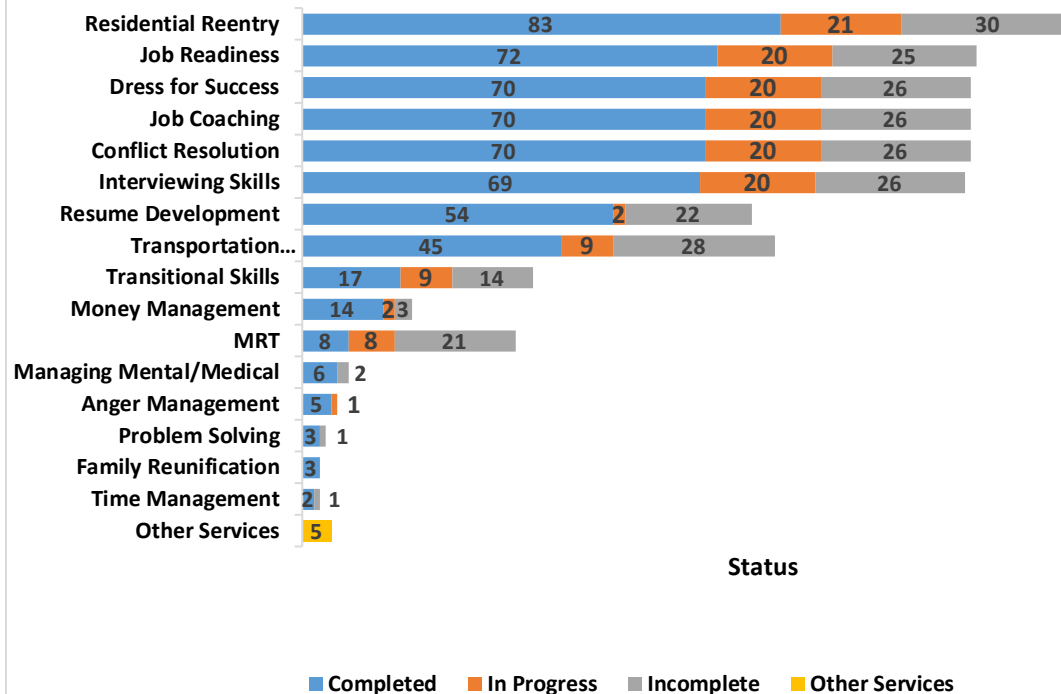
Associated Builders and Contractors Program Areas

There were 774 total program area participations from Quarter 1 through Quarter 5. Of these participations, 655 were completed and 95 were in progress. There were 24 incomplete program areas.



Bristol Station Program Areas

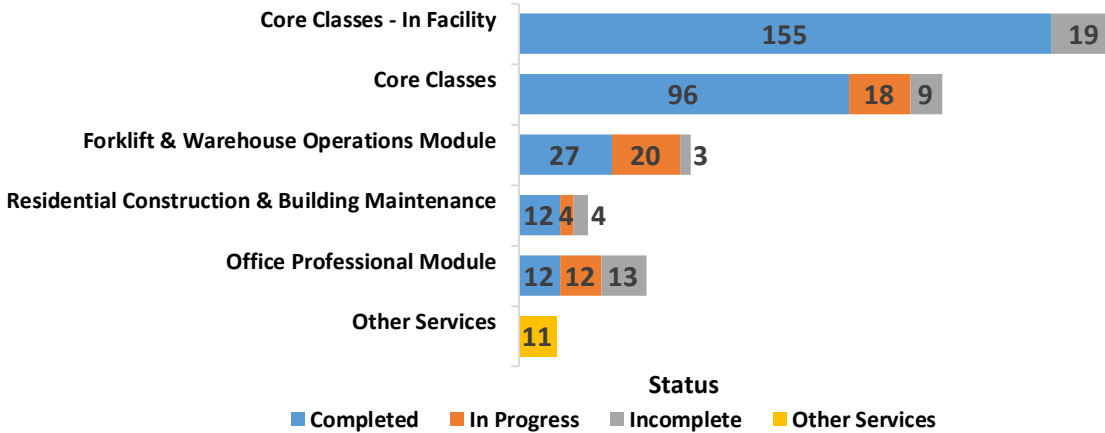
There were 999 total program area participations from Quarter 1 through Quarter 5. Of these participations, 591 were completed and 152 were in progress. There were 251 incomplete program areas. 5 other services were provided.



PROGRAM AREAS (QUARTER 1-QUARTER 5)

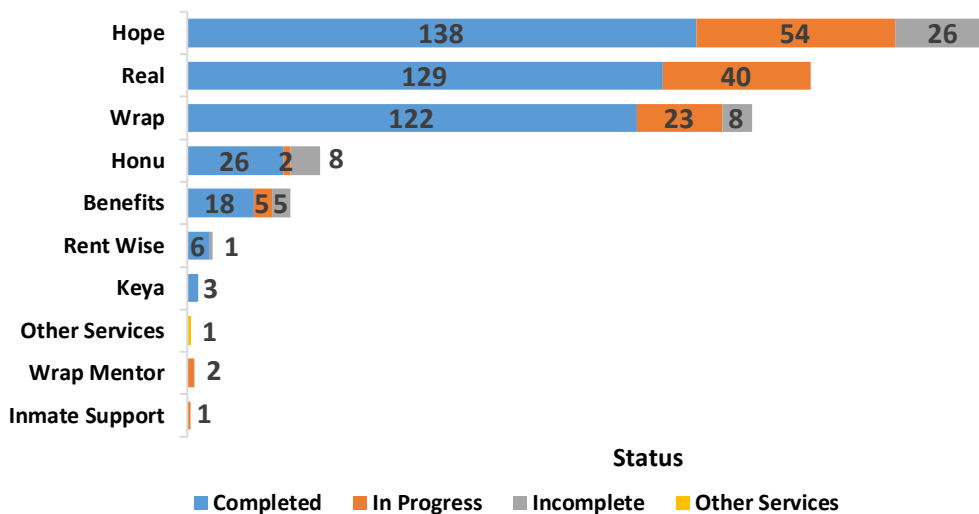
Center for People in Need-TRADE Program Areas

There were 415 total program area participations from Quarter 1 through Quarter 5. Of these participations, 302 were completed and 54 were in progress. There were 48 incomplete program areas. 11 other services were provided.



Mental Health Association Program Areas

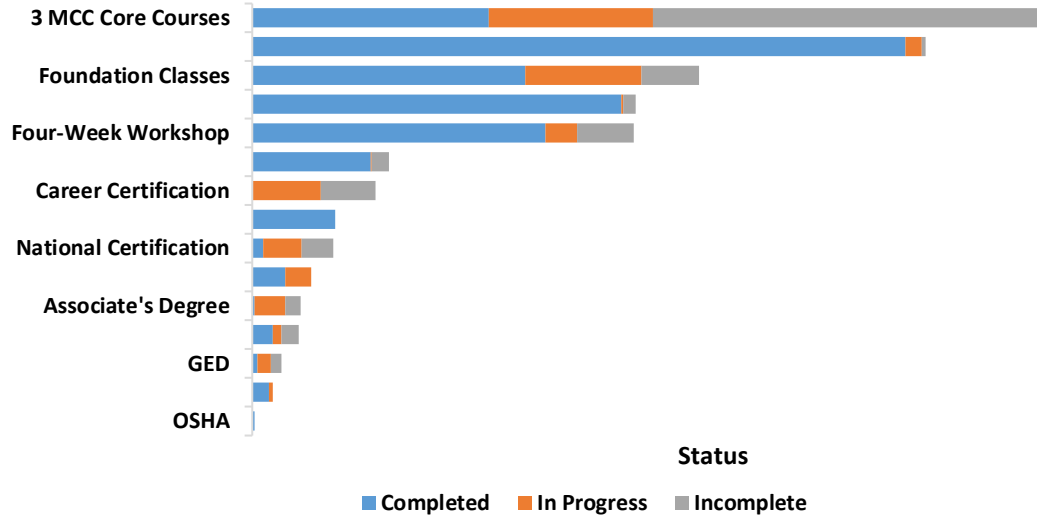
There were 618 total program area participations from Quarter 1 through Quarter 5. Of these participations, 442 were completed and 127 were in progress. There were 48 incomplete program areas. 1 other service was provided.



PROGRAM AREAS (QUARTER 1-QUARTER 5)

Metro Community College Program Areas

There were 1,793 total program area participations from Quarter 1 through Quarter 5. Of these participations, 1,147 were completed and 283 were in progress. There were 363 incomplete program areas.

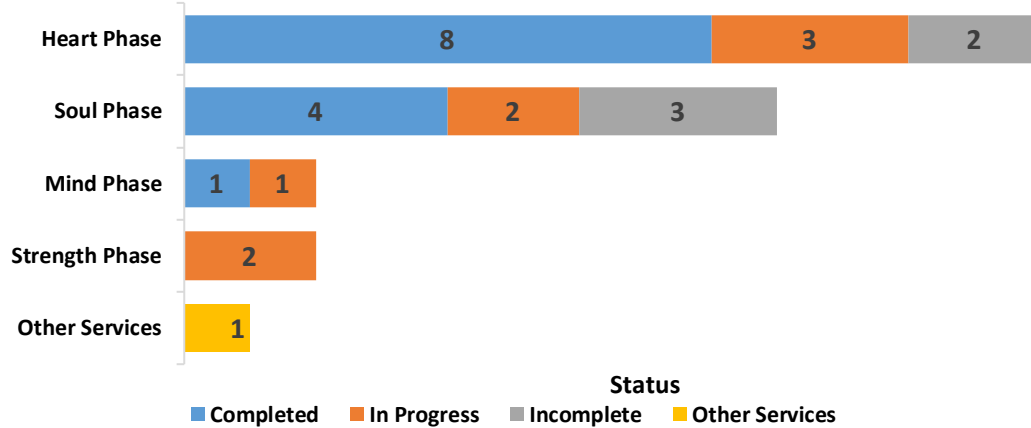


MCC Program Areas	Completed	In Progress	Incomplete	Grand Total
3 MCC Core Courses	128	89	213	430
Initial Communication	354	9	2	365
Four-Week Workshop	159	17	31	207
Foundation Classes	148	63	31	242
Non-Credit Workshop	200	1	7	208
Forklift Certification	64	1	9	74
Career Certification	0	37	30	67
National Certification	6	21	17	44
MCC Certificate of Completion	11	5	9	25
Associate's Degree	1	17	8	26
Long-Term Relief Group	18	14	0	32
National Career Readiness Certificate	45	0	0	45
GED	3	7	6	16
Non-Credit ESL	9	2	0	11
OSHA	1	0	0	1
Grand Total	1,147	283	363	1,793

PROGRAM AREAS (QUARTER 1-QUARTER 5)

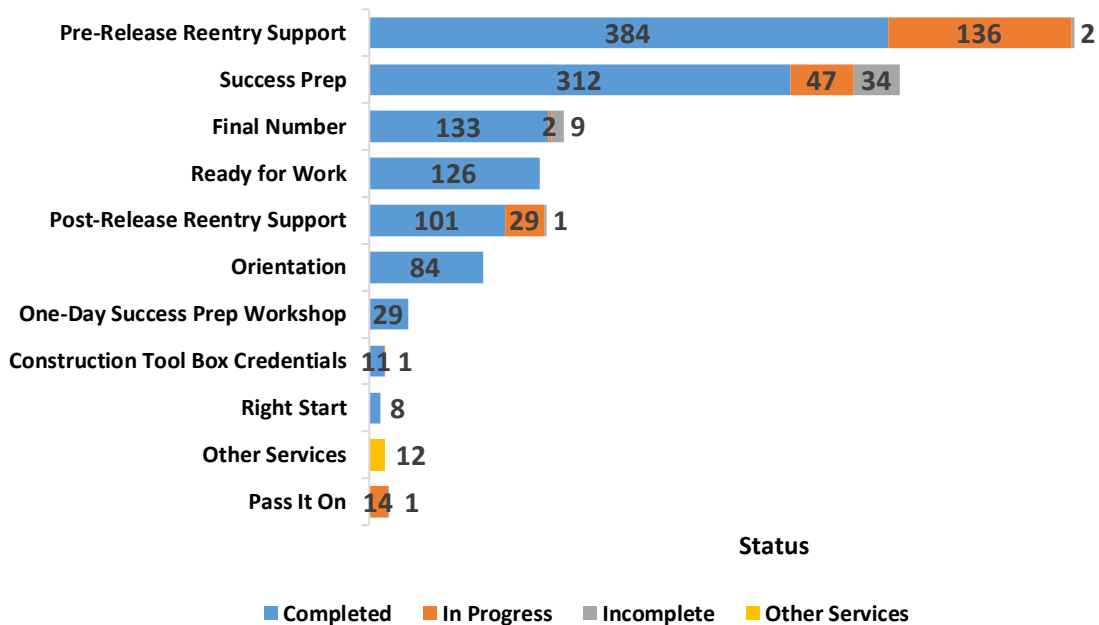
Prepared Place Program Areas

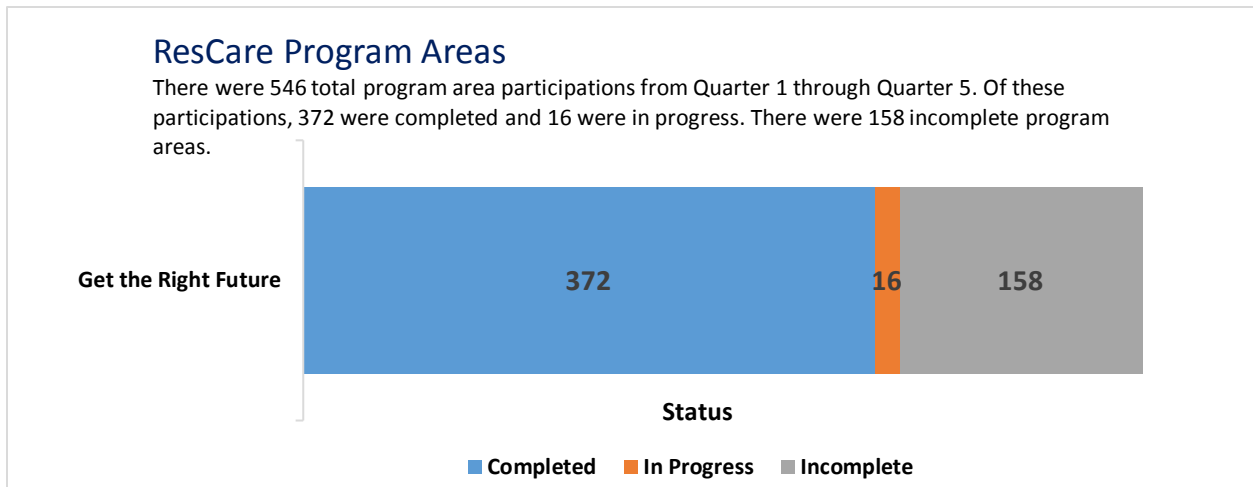
There were 27 total program area participations from Quarter 1 through Quarter 5. Of these participations, 13 were completed and 8 were in progress. There were 5 incomplete program areas. 1 other service was provided.



ReConnect Program Areas

There were 1,476 total program area participations from Quarter 1 through Quarter 5. Of these participations, 1,188 were completed and 229 were in progress. There were 47 incomplete program areas. 12 other service was provided.





⁷ ResCare is no longer funded to provide VLS programming after September 2017. Program areas are left as they were at this time. Future progress reports on data will not include ResCare.

Associated Builders and Contractors: Participants are marked as successfully completing programming depending on where they are taking classes and their individual needs. Success is generally captured after completing OSHA 10 Hour Construction and General Industry training while in correctional facilities. Some participants also move on to a core class in facilities or may take additional classes out in the community after release.

Western Alternative Corrections Bristol Station: Every participant's success will look different. The program plan is very individualized based on risk and needs assessments. Each participant has a different path in both the residential side of the program and the vocational and life skills areas and they work with case managers to determine their programming needs.

Center for People in Need (TRADE): TRADE participants in facilities successfully complete once they have finished the Core classes. Those at the work release facility or on parole are successful once the core class is completed and they gain employment. For all other participants, completing Core and one vocational module or securing employment is a successful completion.

Mental Health Association: A participant in the Hope program area is successful after maintaining employment for 90 days. A participant in the Benefits program is successful after all applications and a benefit analysis is complete. A Real participant's success varies as it is a highly individualized program. A participant at the Honu house is successful when he or she is able to transition out of the Honu house. Participants may be involved in one or multiple program areas and will be marked successful after completing their program plan.

Metropolitan Community College (180 RAP) : A participant that completes a class, workshop, or other program area is successful based on the individual plan that is set up with staff. Some participants are in long-term educational courses leading to a degree and may be active for years while others may only participate in a short-term training or workshop.

ReConnect: A participant is successful on a case-by-case basis. Any participant that has completed Success Prep or Final Number is successful, as is anyone who secures employment. This may vary for those receiving programming in facilities who wish to continue services once released. If a participant does not contact ReConnect for services for 90 days after finishing a program area, that participant will be completed.

ResCare Workforce Services: A participant is successful if he or she completes all four weeks of the Get the Right Future program or secures employment during the course of the programming.

Williams Prepared Place: A successful participant will have gained and maintained employment, completed substance abuse treatment program without reoffending, and will have spent six months in aftercare.

APPENDIX 2: PROGRAM AREA DESCRIPTIONS (UPDATED THROUGH Q5)

The following program area descriptions provide information on different services offered in each program. Each area details the services provided, the benefit or result a participant can hope to get from completing the area, the duration of programming, and the locations the program area is offered. Not all program areas or services are offered at all times and participants may not participate in all program areas during their programming. As each participant goes through programming differently based on their individual needs, these descriptions provide more insight into the program area participations reported. Program areas are updated quarterly to reflect what is currently offered.

ASSOCIATED BUILDERS AND CONTRACTORS (ABC)

Overall Program Description: The goal of the program is to provide individuals associated with the Nebraska Department of Correctional Services programs with pre-employment training. ABC offers this training through trade-specific apprenticeship training and work-based learning opportunities to facilitate transition to future careers in the construction industry.

Program Areas

- **NCCER Core Curriculum**
 - **Description:** The NCCER Core Curriculum is a prerequisite to all other Level 1 craft curriculum. The CORE curriculum includes Basic Safety, Introduction to Construction Math, Introduction to Hand Tools, Introduction to Power Tools, Introduction to Construction Drawings, Introduction to Basic Rigging, Basic Communication Skills, Basic Employability Skills and Introduction to Material Handling.
 - **Benefit/Result:** Prerequisite/Certificate/Card
 - **Duration:** 12 weeks attending 2 nights per week
 - **Location:** NSP, CCCL, CCCO, NCCW, TSCI, WEC

- **OSHA 10 Hour Construction**
 - **Description:** This course provides the worker with an overview of the safety applications on a construction site and increases awareness and understanding of governmental regulations and applications to the trade practices. All certificates received are issued directly from the OSHA Training Institute Outreach Program and meet every application to the OSHA requirements currently in place.
 - **Benefit/Result:** Certificate/Card
 - **Duration:** 10 hours
 - **Location:** NSP, CCCL, CCCO, NCCW, TSCI, WEC

- **OSHA 10 Hour General Industry**
 - **Description:** This training program is intended to provide entry-level general industry workers information about their rights, employer responsibilities, and how to file a complaint as well as how to identify, abate, avoid, and prevent job related hazards on a job site. The training covers a variety of general industry safety and health hazards that a worker may encounter. Training should emphasize hazard identification, avoidance, control and prevention, not just OSHA standards.
 - **Benefit/Result:** Certificate/Card
 - **Duration:** 10 hours
 - **Location:** NSP, CCCL, CCCO, NCCW, TSCI, WEC

- **Construction Technology 1, 2, and 3**
 - **Description:** This curriculum will ground the trainee in the basic knowledge and principles of carpentry, masonry, concrete finishing, electrical work, HVAC, and plumbing. He or she will become skilled in different phases of a project from start to finish. Once completing this course, the trainee will be able to interpret construction drawings; perform quality concrete and brickwork; frame walls, ceilings, and floors of a structure; and install the proper wiring and piping for electrical, and plumbing systems.
 - **Benefit/Result:** Certificate/Card
 - **Duration:** 12 weeks per level, 2 nights per week
 - **Location:** NSP, NCCW, TSCI

- **Applied Construction Math**
 - **Description:** Just seeing the word “math” strikes fear and frustration in the heart and mind of most students. Teachers also understand that a math lesson gets the same reception of any other dreaded chore: “eat your Brussel sprouts, take out the garbage, and learn your MATH”. Students and teachers must see the relevance in learning before they will invest the time and commitment needed to master the subject. This book will help you understand the fundamentals of math in a way that is engaging, interesting, and relevant. This book’s unique and real-life approach will help you understand how learning and more importantly understanding math will allow you to reach your personal goals as a student and craft professional.
 - **Benefit/Result:** Certificate
 - **Duration:** 9 weeks 2 nights / week
 - **Location:** NSP, NCCW, TSCI, WEC

- **HVAC**
 - **Description:** HVAC Curriculum is a four level program that will be taught during a 4-year period. Each level will be 26 weeks, 1 day per week and 2.5 hours per day for a total of 80 hours. The increasing development of HVAC (heating and air-conditioning systems) technology causes employers to recognize the importance of continuous education and keeping up to speed with the latest equipment and skills. Hence, technical school training or apprenticeship programs often provide an advantage and a higher qualification for employment. NCCER's program has been designed by highly qualified subject matter experts with this in mind. Our four levels, North American Technician Excellence (NATE) recognized, present theoretical and practical skills essential to your success as an HVAC installer or technician.
 - **Benefit/Result:** Certificate/Card – and ultimately earning license in the trade
 - **Duration:** 1 year per level, 1 night per week
 - **Location:** ABC Training Centers

- **Electrical**
 - **Description:** Electrical Curriculum is a four level program that will be taught during a 4 year period. Each level will be 26 weeks, 1 day per week and 2.5 hours per day for a total of 80 hours. Electricians install electrical systems in structures; they install wiring and other electrical components, such as circuit breaker panels, switches, and light fixtures, and they follow blueprints, the National Electrical Code® and state and local codes. To prepare trainees a career in the electrical field, NCCER offers a comprehensive, 4-level Electrical curriculum that complies with DOL time-based standards for apprenticeship.
 - **Benefit/Result:** Certificate/Card – and ultimately earning license in the trade.
 - **Duration:** 1 year per level, 1 night per week
 - **Location:** ABC Training Centers

- **Drywall**
 - **Description:** Drywall Curriculum is a two level program that is taught during a 2-year period. Each level will be 26 weeks, 1 day per week and 2.5 hours per day for a total of 80 hours. Drywall applicators often install walls and ceilings, as well as place insulation, soundproofing, and fire stopping materials behind and onto those walls and ceilings. They may also apply textures and trims to enhance both the interiors and exteriors of the buildings. The two-level curriculum for Drywall covers such subjects as Thermal and Moisture Protection, Steel Framing, and Acoustical Ceilings.
 - **Benefit/Result:** Certificate/Card
 - **Duration:** 1 year per level, 1 night per week
 - **Location:** ABC Training Centers

- **Carpentry**

- **Description:** Carpentry Curriculum is a three level program that is taught during a 3-year period. Each level will be 26 weeks, 1 day per week and 2.5 hours per day for a total of 80 hours. Carpenters make up the largest building trades occupation in the industry and those with all-around skills are in high demand. Carpenters are involved in many different kinds of construction activities, from building highways and bridges to installing kitchen cabinets. Carpenters construct, erect, install, and repair structures and fixtures made from wood and other materials. This four-level curriculum covers content such as Building Materials, Cabinet Fabrication, and Advanced Wall Systems.
- **Benefit/Result:** Certificate/Card
- **Duration:** 1 year per level, 1 night per week
- **Location:** ABC Training Centers

- **Masonry**

- **Description:** Masonry Curriculum is a three level program that is taught during a 3-year period. Each level will be 26 weeks, 1 day per week and 2.5 hours per day for a total of 80 hours. The study of masonry is one of the world's oldest and most respected crafts. Masonry construction existed for thousands of years. The remains of stone buildings date back 15,000 years, and the earliest manufactured bricks unearthed by archaeologists are more than 10,000 years old. These bricks were made of hand-shaped, dried mud. Among the most well-known works of masons are the pyramids of ancient Egypt and Notre Dame Cathedral in Paris. NCCER's three-level curriculum encompasses modules such as Mortar, Metalwork in Masonry, and Estimating.
- **Benefit/Result:** Certificate/Card
- **Duration:** 1 year per level, 1 night per week
- **Location:** ABC Training Centers

- **Plumbing**
 - **Description:** Plumbing Curriculum is a four level program that will be taught during a 4-year period. Each level will be 26 weeks, 1 day per week and 2.5 hours per day for a total of 80 hours. Most people are familiar with plumbers who come to their home to unclog a drain or install an appliance. In addition to these activities, however, plumbers install, maintain, and repair many different types of pipe systems. For example, some systems move water to a municipal water treatment plant and then to residential, commercial, and public buildings. Other systems dispose of waste, provide gas to stoves and furnaces, or supply air conditioning. Pipe systems in power plants carry the steam that powers huge turbines. Pipes also are used in manufacturing plants, such as wineries, to move material through production processes. NCCER's four-level curriculum covers topics such as Plumbing Tools, Types of Valves, and Potable Water Treatment.
 - **Benefit/Result:** Certificate/Card – and ultimately earning license in the trade.
 - **Duration:** 1 year per level, 1 night per week
 - **Location:** ABC Training Centers

Overall Program Description: It is the mission of Western Alternative Corrections, Inc. to provide offenders with an opportunity of self-discovery and re-education relating to behavior and thought process. Through the implementation of a two-pronged approach utilizing both behavioral and cognitive systems, offenders begin to reconfigure their perceptions, interpretations and responses to stimuli; thus reinforcing constructive behavior and focus on goals that replace old habits and mindsets with healthier conduct. This treatment philosophy is evident through the service delivery of the company and community based service providers utilized by Western Alternative Corrections, Inc. The result will be an enhancement of community and offender safety, while at the same time empowering offenders to become valuable assets to their families, friends, and employers.

Program Areas

- **Residential Reentry**
 - **Description:** Bristol Station is based on the Federal reentry model which utilizes evidence-based practices to deliver offender specific programming. Reentry services are guided by the Risk, Need and Responsivity principles that dictate the degree of individualized services and programming. Bristol Station offers a variety of programming components to foster life and vocational skills. Some of the programming components include, but are not limited to Correctional Case Management, Moral Reconciliation Therapy, anger management, transition skills, parenting, job readiness and conflict resolution. Community resources are utilized for substance abuse, mental health and offense-specific treatment. Participants may utilize the residential re-entry program area by residing at Bristol Station during their reentry programming.
 - **Benefit/Result:** The overall goal remains that each individual will successfully reintegrate with their family and transition back into their community. In order to achieve this goal each individual, in conjunction with their case manager, will develop a dynamic transition plan to foster employability skills, obtain and maintain gainful employment, and successfully complete all facets of programming aimed toward lowering recidivism risk.
 - **Duration:** 3-6 Months
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Resume Development**
 - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants work one on one with their case manager to develop a functional resume.
 - **Benefit/Result:** With the aid of their resume, Participants will have more access to interviews with perspective employers.
 - **Duration:** 1 to 2 weeks
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Interviewing Skills**
 - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants will work one on one with their case manager to develop behavioral interviewing skills, learn how to answer interview questions in an appropriate manner, prepare a narrative to explain their criminal history in an interview, and participate in mock interviews.
 - **Benefit/Result:** Development of effective interviewing skills to increase likelihood of obtaining gainful employment.
 - **Duration:** 1 to 3 weeks
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Job Readiness**
 - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants working one on one with their case manager will utilize interest profilers, such as ONET, to help identify employment interests that in turn assists in the development of a targeted job search. Participants will obtain all necessary documents required to gain employment (i.e. birth certificate, state identification, driver's license, and Social Security Card). Participants will learn how to fill out job applications on-line and using paper formats. Participants will also be introduced to effective job search strategies.
 - **Benefit/Result:** Participants will be ready to begin their job search in order to find a personally rewarding career. Increased likelihood of obtaining gainful employment.
 - **Duration:** 1 to 3 weeks
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Dress for Success**
 - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants will work with their case manager to locate local resources for clothing and obtain appropriate clothes for interviews and working conditions.
 - **Benefit/Result:** Participants will have appropriate clothing for interviews and work.
 - **Duration:** 1 week
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Conflict Resolution**
 - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants will work one on one with their case manager to learn proper techniques in dealing with supervisors and fellow co-workers when conflict arises in the work place.
 - **Benefit/Result:** Participants will be able to appropriately address stressors and communicate in the workforce in order to minimize the risk of losing their employment.
 - **Duration:** Ongoing for the duration of their stay at Bristol Station
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Job Coaching**
 - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants will work one on one with their case manager to learn techniques of maintaining their employment.
 - **Benefit/Result:** Participants will be able to recognize and utilize techniques of personal communication to ensure career goal enrichment. Participants will also learn how to go about appropriately leaving a place of employment.
 - **Duration:** Ongoing for the duration of their stay at Bristol Station
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **MRT**
 - **Description:** Moral Reconciliation Therapy (MRT) is a systematic treatment strategy that seeks to decrease recidivism among juvenile and adult criminal offenders by increasing moral reasoning. MRT is a “systematic, cognitive-behavioral, step-by-step treatment strategy designed to enhance self-image, promote growth of a positive, productive identity, and facilitate the development of higher stages of moral reasoning.” MRT systematically focuses on seven basic treatment issues:
 - confrontation of beliefs, attitudes and behaviors
 - assessment of current relationships
 - reinforcement of positive behavior and habits
 - positive identity formation
 - enhancement of self-concept
 - decrease in hedonism and development of frustration tolerance
 - development of higher stages of moral reasoning
 - **Benefit/Result:**
 - MRT is designed and developed to target issues specific to an offender population.
 - MRT has shown to reduce the recidivism rate of offenders by between 30% and 50% for periods up to 20 years after release
 - MRT improves offender compliance to rules in an institution or while under supervision in the community
 - MRT will increase offenders’ moral reasoning, decrease dropout rates, increase sense of purpose and reduce antisocial thinking and behavior
 - **Duration:** MRT is delivered in weekly open-ended groups, which allows for maximizing resources. There are 12 steps in the MRT curriculum.
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Family Reunification**
 - **Description:** The Family Reunification course utilizes the journaling program titled; Getting it Right, Contributing to the Community, Personal Growth by The Change Companies. Participants will be assigned homework and the last session of the family reunification class would involve the participants’ family attending.
 - **Benefit/Result:** Increased positive communication with family, development and/or repair of family relationships and development of a positive support system.
 - **Duration:** The group will be facilitated by a Bristol Station employee and would be offered for a total of four one-hour sessions.
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Parenting Skills**
 - **Description:** Bristol Station utilizes two different curriculums for parenting. The curriculum utilized for the participant are based on the needs of the participant from the risk/need assessment. Bristol Station utilizes 24/7 Dad™ & Parenting Wisely. The 24/7 Dad™ program, offered through the National Fatherhood Initiative, is the most comprehensive fatherhood program available. Individuals having the need for additional parenting skills/training outlined in their Individual Program Plan (IPP) will be referred to community agencies for this support service.
 - **Benefit/Result:** Development of parenting skills
 - **Duration:** Parenting wisely, offered through Family Works, Inc., is eight hours of classroom time and the course would be set up in four, two-hour sessions.
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Transitional Skills**
 - **Description:** Bristol Station utilizes The Change Companies, Interactive Journaling product, Transition Skills Program. The group will be facilitated by WAC Staff and will be no larger than 12 participants. There are multiple journaling sections that focus on a different topic relevant to re-entry. The sections are:
 - Realistic expectations
 - Healthy relationships
 - Managing your time
 - Handling social influences
 - Roadblocks in transition
 - Thinking for a change
 - Authority figures
 - Managing your anger
 - Your safety net
 - **Benefit/Result:** Participants work to develop key skills that help them make responsible choices and avoid future incarceration.
 - **Duration:** It is designed so that residents can join the group at any point in the process, which generally takes approximately nine weeks. The group will meet for no less than one hour and will be scheduled to compliment the participants' work hours.
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Money Management**
 - **Description:** Participants will work independently with their assigned case manager utilizing the "Basic Money Management" workbook. The curriculum will address challenges with the management of finances and making healthy financial choices.
 - **Benefit/Result:** Development of a working budget and development of financial responsibility.
 - **Duration:** Ongoing
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Managing Mental/Medical**
 - **Description:** Bristol Station utilizes community resources for mental health needs. Participants are referred by their assigned case manager to ensure continuity of care or to establish care.
 - **Benefit/Result:** N/A
 - **Duration:** N/A
 - **Location:** N/A

- **Health**
 - **Description:** Bristol Station utilizes community resources for health needs. Participants are referred by assigned case manager to ensure continuity of care or to establish care.
 - **Benefit/Result:** N/A
 - **Duration:** N/A
 - **Location:** N/A

- **Problem Solving**
 - **Description:** Bristol Station will utilize The Change Companies' Communication Skills, evidence-based, interactive journaling techniques that will address three problem areas for participants: effective communication skills, anger management, and healthy relationships.
 - **Benefit/Result:** Development of appropriate problem solving techniques and skills.
 - **Duration:** 6 weeks
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Time Management**
 - **Description:** Participants will work with their case manager to assist in identifying and practicing good time management techniques.
 - **Benefit/Result:** Participants will utilize good time management techniques to maximize their efficiencies and minimize unhealthy down time.
 - **Duration:** Ongoing
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Anger Management**
 - **Description:** Bristol Station will utilize The Change Companies', evidence-based, interactive journaling techniques that apply Motivational Interviewing principals, cognitive-behavioral strategies and the behavior change model to address anger and the triggers.
 - **Benefit/Result:** Participants will develop frustration tolerance skills, anger-reducing techniques in order to make changes in their thinking, feelings and behaviors.
 - **Duration:** 4 to 6 Weeks
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Transportation Independence**
 - **Description:** Participants will work one on one with their case managers to obtain and maintain a reliable mode of transportation.
 - **Benefit/Result:** Participants will have obtained a vehicle or other mode of transportation that is suitable to their needs.
 - **Duration:** 1 to 6 months
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

Overall Program Description: MHA-NE programs and services are designed to work together to provide people living with severe behavioral health issues with meaningful and effective "wrap-around" support services. This holistic approach provides program participants with the ability to access the services they need as they need them.

Program Areas

- **Hope**
 - **Description:** Supported employment programs help people find competitive jobs that are based on the person's preferences and abilities.
 - Eligibility is based on an individual's choice. Employment specialists coordinate plans with the treatment team if desired by participant.
 - Competitive employment is the goal. The focus is community jobs that pay at least minimum wage or better. The job search starts immediately.
 - There are no requirements for completing extensive pre-employment assessment and training or intermediate work experiences.
 - Follow-along support is continuous. Choices and decisions about work and support are individualized based on the person's preferences, strengths, and experiences.
 - **Benefit/Result:** Employment
 - **Duration:** 90 Days
 - **Location:** Honu, Region V, Community

- **Real**
 - **Description:** REAL provides ongoing community-based support services to participants including advocating and supporting participants wishing to find their own housing, referral and assistance obtaining other community services, interpersonal and conflict resolution skills, and helping inmates prepare for discharge back into the community. Some of the REAL program services include:
 - Assistance in finding and maintaining safe, affordable and adequate permanent housing of their choice
 - Assistance over-coming barriers and challenges
 - Community integration activities
 - Support groups
 - Community education on reentry
 - Acquiring basic life needs (food, clothing, personal hygiene products)
 - System navigation (behavioral and physical health services)
 - Other assistance as identified by the participant
 - **Benefit/Result:** Housing and Public Assistance
 - **Duration:** Varies by Participant Need
 - **Location:** In Community, Region V, Facilities, Honu House, Keya House

- **Honu**
 - **Description:** HONU Home provides participants with 90 days of transitional housing in a safe, stable and supportive environment along with:
 - 24/7 peer support, wellness and recovery education to help them manage their behavioral health issues, life skills training including tenant education (RentWise), communication and interpersonal skills, navigating the community, transportation and other activities identified by the participant, warm line where anyone can call in and access a friendly and supportive person to talk to, basic life needs - food, clothing, personal hygiene products, accessing healthcare, healthcare system navigation, and community/social integration activities
 - **Benefit/Result:** Transitional Living
 - **Duration:** Up to 90 days
 - **Location:** Honu House

- **Keya**
 - **Description:** Keya is a short-term stay facility for participants transitioning to treatment facilities or other housing. Participants complete Wellness Vision and Action Plan and participate in group events.
 - **Benefit/Result:** Keeps participants out of ER and expensive treatment centers
 - **Duration:** Up to five days
 - **Location:** Keya House

- **Benefits**
 - **Description:** The comprehensive benefits program is designed to help individuals who receive social security benefits be able to make informed choices when they return to work. Often times, benefits are affected by income from work. Beneficiaries receiving Social Security Disability Insurance and/or Supplemental Security Income receive a written benefits analysis that is tailored to the individual participant's benefits situation and stated work goal. The Benefits Specialist will provide education about applicable work incentives. Follow-up services are provided at regular scheduled intervals and at critical touch points which are identified at the initial meeting. Beneficiaries can receive assistance in communicating with the Social Security Administration, Nebraska Department of Health and Human Services, General Assistance, Housing or any other public assistance. The Benefits Specialist promotes, teaches, and emphasizes benefits literacy.
 - **Benefit/Result:** Documentation/Income/Housing/Other Public Assistance
 - **Duration:** Varies based on need
 - **Location:** Region V

- **Inmate Support**

- **Description:** Peer and social support for those individuals still incarcerated.
- **Benefit/Result:** Support
- **Duration:** Varies by Participant Need
- **Location:** NDCS Facilities

Rent Wise

- **Description:** RentWise is a six module curriculum that helps individuals prepare to be successful renters. Participants in the group receive a RentWise Workbook and Organizer.
- **Modules include:** Communication and Conflict Resolution, Managing Money, Finding a Place to Call Home, Getting Through the Rental Process, Taking Care of Your Home, and When You Move Out. The workbook contains the six modules and the organizer provides a place for renters to store rental records such as leases and letters to and from the landlord. The workbook also includes twelve worksheets and a resource guide. The groups are held in the community. The workshop is held one day a week for six weeks and each session is an hour and a half in length. Participants will receive a certificate at the completion of the course that they can show to landlords that they have a desire to be good tenants.
- **Benefit/Result:** Certificate
- **Duration:** Six Weeks
- **Location:** In Community, Region V

- **Wrap**
 - **Description:** WRAP has been proven to be a highly effective education tool that provides participants with the opportunity to individually craft their own wellness program. MHA-NE was instrumental in bringing WRAP to Nebraska in 2005. All staff have participated in WRAP workshops, and MHA currently has two advanced (Train the Trainer) and 12 group facilitators on staff.
 - **The key elements of a WRAP Plan include:**
 - **Wellness Toolbox:** This is a listing of things the participant has done in the past, or could do, to help them stay well, and also things they could do to help them feel better when they are not doing well.
 - **Daily Maintenance Plan:** Helps the participant recognize those things which they need to do to remain healthy. The three elements of the plan include 1.) A description of yourself when you are well; 2.) The Wellness Tools you know you must use every day to maintain your wellness; and 3.) A list of things you might need on any day to stay well.
 - **Identifying Triggers and an Action Plan:** Triggers are external events or circumstances that may produce very uncomfortable emotional or psychiatric symptoms, such as anxiety, panic, discouragement, despair, or negative self-talk.
 - **Identifying Early Warning Signs and an Action Plan:** Early warning signs are internal and may or may not arise in reaction to stressful situations. In spite of a person's best efforts to take care of themselves, they may begin to experience early warning signs, subtle signs of change that indicate they may need to take further action.
 - **Identifying When Things Are Breaking Down and an Action Plan:** Sometimes a person experiences feelings and behaviors that indicate he or she needs to take immediate action to prevent his or her mental health from worsening. When the consumer writes the action plan, he or she prepares for times when things are breaking down by listing actions that will reduce symptoms.
 - **Crisis Planning:** Similar to a medical advanced directive, the crisis plan gives the person the opportunity to identify how they would like to be treated when a crisis occurs. Although not recognized as a legal document in Nebraska, many law enforcement and emergency services personnel will honor it wherever possible.
 - **Post Crisis Planning:** A prepared course of action to help the person regain their mental wellness, identifying preferred care and support personnel, course of treatments and medications.
 - **Benefit/Result:** Action Plan
 - **Duration:** 8 Weeks
 - **Location:** Honu House, NDCS Facilities

Overall Program Description: MCC currently provides an extensive array of education and work readiness training both within area correctional facilities and to individuals re-entering society.

Program Areas

- **Initial Communication**
 - **Description:** Meet with students to discuss career planning, program determination, scholarship information, registering for classes and training, financial aid/funding information, conduct assessments, create educational plans and assist students with community resources referrals.
 - **Benefit/Result:** Help students determine a career pathway and/or access immediate employment or community resources. Initial communication helps to determine program participants' next steps.
 - **Duration:** Varies
 - **Location:** OCC, CCC-O, NCYF, TSCI, NCCW, MCC (Re-Entry)

- **Forklift Certification**
 - **Description:** Comprehensive training for population to gain forklift certification
 - **Benefit/Result:** Receipt of Certificate of Completion and possible employment
 - **Duration:** 1 day
 - **Location:** MCC's Fort Omaha Campus or South Omaha Campus

- **OSHA: One-day training**
 - **Description:** Comprehensive training in mandated job safety requirements and guidelines
 - **Benefit/Result:** Receipt of OSHA certification and possible employment
 - **Duration:** 1 week or 4 weeks (1 week for 10 hour; 4 week for 30 hour)
 - **Location:** OCC, MCC

- **Non-Credit Workshops**
 - **Description:** Life skills training and education
 - **Benefit/Result:** Receipt of Certificate of Completion, acquire life skills and possible employment
 - **Duration:** 1 – 2 days
 - **Location:** OCC, CCC-O, NCYF, TSCI, NCCW, MCC (Re-Entry)

- **National Certification – Certified Production Technician, Manufacturing Skills Standards Council**
 - **Description:** Participants complete four courses in safety, quality practices and measurement, manufacturing processes and production and maintenance awareness. After successfully passing four assessment tests, participants receive a national certification.
 - **Benefit/Result:** Opportunities for gainful employment in manufacturing
 - **Duration:** 1 quarter to 1 year (depending on location of participant)
 - **Location:** OCC, MCC

- **GED**
 - **Description:** Noncredit study to prepare for official GED testing (high school equivalency)
 - **Benefit/Result:** Acquisition of official GED
 - **Duration:** Dependent on skill level of participant
 - **Location:** MCC

- **Non-Credit ESL**
 - **Description:** Noncredit course offering basic introduction to the English language by those whose second language is English
 - **Benefit/Result:** Building language skills in order to communicate more effectively
 - **Duration:** Dependent on skill level of participant
 - **Location:** OCC, MCC

- **Foundation Classes**
 - **Description:** Credit classes: WORK 1400 Employability Skills and WORK 0900 Intro to Microcomputers
 - **Benefit/Result:** These are the core classes for the program and give participants skills to succeed in other MCC courses. They develop life skills, as well.
 - **Duration:** 1 quarter
 - **Location:** OCC, MCC, NCCW, NCYF, TSCI

- **3 MCC Core Courses**
 - **Description:** Completion of any 3 college credit courses
 - **Benefit/Result:** college credit
 - **Duration:** 9 months or longer
 - **Location:** OCC, NCYF, NCCW, TSCI, CCC-O, MCC

- **MCC Certificate of Completion - noncredit**
 - **Description:** Issued to program participants who complete MCC noncredit workshops or trainings
 - **Benefit/Result:** Helps participants to build life skills
 - **Duration:** Ongoing
 - **Location:** OCC, NCYF, NCCW, TSCI, CCC-O, MCC

- **MCC Certificate of Completion – credit (Diversified Manufacturing)**
 - **Description:** Participants who complete four core diversified manufacturing courses receive a certificate from MCC and have an opportunity to receive a national certification
 - **Benefit/Result:** Participants will be introduced to various employers with gainful employment opportunities
 - **Duration:** 1 quarter to 1 year (depending on location of participant)
 - **Location:** OCC, MCC

- **Career Certificate:** Professional Skills, Financial Studies, General Management, Customer Service Representative, Manufacturing Process Operations, Residential Carpentry, General Construction/Remodeling
 - **Description:** Participants complete an average of 28-32 focused credit hours
 - **Benefit/Result:** Participants achieve a career certificate and may continue on to the next stackable credential
 - **Duration:** 1 year – 2 years (depending on location of participant)
 - **Location:** OCC, MCC

- **Associate degree**
 - **Description:** Any one of the 100+ associate degree programs offered at MCC
 - **Benefit/Result:** Receipt of an associate degree
 - **Duration:** Dependent on student commitment and schedule
 - **Location:** OCC, NCYF, NCCW, TSCI, MCC

- **Long Term Relief**
 - **Description:** Group created to support individuals who have been incarcerated for over 10 years and/or served multiple sentences with the purpose of increasing knowledge of current technology, referrals to community resources for transition preparation and to build peer support.
 - **Benefit/Result:** Successful transition to community and healthy relationships
 - **Duration:** Ongoing or self-terminated
 - **Location:** CCC-O and MCC

- **ACT National Career Readiness Certificate (NCRC)**
 - **Description:** The NCRC measures and certifies essential work skills needed for job success. It is widely used by employers, educators, workforce developers, and others to provide evidence that job seekers have the skills employers are looking for. During this course, participants will have an opportunity to participate in NCRC testing. The testing consists of three assessments: Applied Mathematics, Locating Information, Reading for Information.
 - **Benefit/Result:** Certificate
 - **Duration:** 3 Hours
 - **Location:** OCC, NCCW, TSCI, MCC, NCYF, CCCO

Four-Week Workshops

- **Welding**
 - **Description:** Noncredit training and credit education
 - **Benefit/Result:** Skilled laborers for entry level welding employment upon release
 - **Duration:** 4 weeks to 11 weeks
 - **Location:** OCC

- **Keyboarding**
 - **Description:** Introduction to keyboarding and keyboard skill building
 - **Benefit/Result:** Able to navigate keyboard and utilize technology more efficiently
 - **Duration:** 4 weeks
 - **Location:** OCC

- **Mastering Soft Skills: Time Management**
 - **Description:** Enables participants to explore the value of time and diagnosing time management issues in personal planning as well as workplace.
 - **Benefit/Result:** Improve personal development and gain employability skills
 - **Duration:** 4 weeks
 - **Location:** OCC

- **Mastering Life Skills: Decision Making**
 - **Description:** Assists students in the study of identification and choice determination of alternatives based on the values and preferences as it relates to individual decision making
 - **Benefit/Result:** Achieve maximum results in personal and employment related areas
 - **Duration:** 4 weeks
 - **Location:** OCC

- **Mastering Soft Skills: Goal Setting**
 - **Description:** Participants explore personal capabilities and effective goal setting strategies along with relationship skills.
 - **Benefit/Result:** Establishing steps in a timeline in which goals and objectives are accomplished
 - **Duration:** 4 weeks
 - **Location:** OCC

- **Mastering Soft Skills: Relationship Building**
 - **Description:** Participants reengineer attitude and understand its influence on behavior as it relates to mastering soft skill strategies in the workplace and in general.
 - **Benefit/Result:** Enhanced holistic development of participants and improved employability skills
 - **Duration:** 4 weeks
 - **Location:** OCC

- **Note Taking and Listening**
 - **Description:** Four-week workshop where participants will explore various note-taking strategies and develop mind maps that assist in retention and application of information in the classroom and in general.
 - **Benefit/Result:** Completion Certificate
 - **Duration:** Four Weeks
 - **Location:** OCC

- **Communication Skills**
 - **Description:** Effective communication skills, including listening and responding.
 - **Benefit/Result:** Healthy communication skills as well as the opportunity to take college credit courses
 - **Duration:** Four Weeks/1.5 hours each week
 - **Location:** NCYF

- **Conflict Resolution**
 - **Description:** Appropriate conflict resolution for different situations
 - **Benefit/Result:** Effective ways to deal with conflict, the opportunity to take college credit courses
 - **Duration:** Four Weeks/1.5 hours each week
 - **Location:** NCYF

- **Practical Skills**
 - **Description:** Problem solving solutions for today's youth
 - **Benefit/Result:** Learning to utilize positive behaviors for life choices.
 - **Duration:** Four Weeks/1.5 hours each week
 - **Location:** NCYF

- **Choices**
 - **Description:** Teaches healthy behavior choices for a productive life.
 - **Benefit/Result:** Learning to utilize positive behaviors for life choices.
 - **Duration:** Four Weeks/1.5 hours each week
 - **Location:** NCYF

Overall Program Description: Our organization's mission and the objectives of ReConnect2Success, our reentry program, relates to increasing public safety and reducing recidivism by helping men and women returning from prison gain skills, connect with resources, and grow their capacity to become self-sufficient so they are no longer vulnerable to engaging in behaviors that cause them to reoffend or prey on the community. Our program's primary purpose is to help increase the reentry success rate of returning men and women by providing them with the support to help them reach their full potential while recognizing the concerns of public safety.

Program Areas

- **Orientation/Pre-Release Reentry Support/Post-Release Reentry Support/Ready for Work**
 - **Description:**
 - ReConnect2Success (R2S) is a comprehensive reentry program that provides support and services to help clients navigate reentry barriers with focus on employment.
 - Client is referred to program by parole, probation, community partners, or voluntary walk-in.
 - Client participates in **Orientation** Workshop that focuses on helping client identify and address overall reentry barriers and develop a reentry plan.
 - Client must complete the Orientation Workshop to participate **Ready4 Work**-Job and Career Readiness workshop to prepare clients for the world of work with emphasis on employment readiness and job retention skills.
 - Client participates in **Reentry Support** to help client manage reentry plan, meet reentry goals and effectively utilize available community resources
 - **Benefit/Result:** To help clients begin to develop skills to make them more successful in the labor market
 - **Duration:** Workshop plus ongoing support. In 4-6 weeks, we hope to have participants employed.
 - **Location:** ReConnect2Success Office

- **One-Day Success Prep Workshop**
 - **Description:** Life Skills Program offered only once while visiting WEC facility
 - **Benefit/Result:** Certificate
 - **Duration:** One day
 - **Location:** WEC

- **Success Prep**
 - **Description:** Success Prep is a 5-week life skills program offered in LCC, NSP, TSCJ, CCCO, OCC, and NCYF. Client enrolls in the class or is assigned to the class. Intake is completed during the first class, and participant becomes a client. Upon completion of Success Prep, Client may participate in pre-release reentry support. Client is assisted with developing transition and reentry plan, provided career and educational resources upon request and helped with identifying community resources for help upon release. Client is encouraged to engage with R2S upon release.
 - **Benefit/Result:** To help clients examine thinking skills and begin preparing for reentry and to help them look at their prison sentence as a positive experience for growth
 - **Duration:** 5 weeks with follow up support
 - **Location:** NDCS facilities

- **Final Number**
 - **Description:** The purpose of Final Number to prepare participants to take advantage of opportunities provided in prison to make this their final number. Client participates in Final Number, a two-week workshop. Upon completion, client is encouraged to enroll in Success Prep. Client may begin requesting reentry support and participate in Reentry Support Programming and will begin receiving help to develop reentry planning, explore job and career options, and hone life skills.
 - **Benefit/Result:** Help clients to shift their thinking regarding prison so they can take advantage of all opportunities to make this their final number. Also prepares clients to participate in Success Prep.
 - **Duration:** 2 weeks
 - **Location:** DEC only

- **Construction Tool Box Credentials**
 - **Description:** Provides training that leads to what the profession refers to as portable credentials in the construction industry.
 - **Benefit/Result:** To help participants gain entry level industry recognized credentials to maximize their opportunities for employment
 - **Duration:** 40 hours – 5 Days
 - **Location:** ReConnect2Success Office

- **Right Start**
 - **Description:** Beginning August 8, ReConnect, Inc. will offer Right Start, new class at CCCO which focuses on utilizing participant's Holland Code to identify job/occupational interests based on the Code. This is a 90-minute career interest assessment and participants will be given the Holland Self- Directed Search Assessment, along with information and best practices for conducting an effective job search that will lead to employment in an area that matches their interest based on their Holland Code. Participants will then be instructed on how to use the US Dept. of Labor to identify occupations in the context of their criminal background, educational and skill level. ReConnect, Inc. will purchase five Occupational Outlook Handbooks and leave at CCCO for check out by participants.
 - **Benefit/Result:** Holland Code and ability to use the Department of Labor to identify occupations.
 - **Duration:** 90 minutes
 - **Location:** CCCO

- **Pass It On**
 - **Description:** Beginning in September, ReConnect, Inc. will offer Pass It On, an intense 5-week Life Skills program that strictly focuses on personal development in terms of resiliency, problem solving, and communication. The unique feature of Pass it On is it targets men serving lengthy sentences up to life and prepares them to help change the culture of prison by developing themselves through inform education and self-development and it also teaches them facilitation skills so what they learn they may teach to others. Pass it On was developed to meet the needs of the men who participated in Success Prep, and liked the class, but failed to see how the class could help them because of the length of their sentences. Once the participants finish the course, they will go on to facilitate the course to further growth and development.
 - **Benefit/Result:** Pro-Social Skills
 - **Duration:** Five Weeks
 - **Location:** TSCI

Overall Program Description: ResCare's purpose is to assist people to achieve their highest level of independence, and this philosophy guides the nearly 50,000 employees of ResCare in every one of its lines of business. In our existing Nebraska reentry program, this purpose is expressed by RWS through our commitment to understanding each ex-offender's needs, addressing their unique barriers to employment, and offering them the post-incarceration support and motivation they need to move forward in their lives.

Program Areas

Get the Right Future/Pathway (includes the following components)

- **Weekly Job Search**
 - **Description:** Research local job listings and apply for positions as appropriate
 - **Benefit/Result:** Identify employment opportunities that are available. Gain meaningful employment.
 - **Duration:** 4 weeks
 - **Location:** Omaha, Norfolk, Gering

- **Master Application**
 - **Description:** Document that contains job seeker's skills, employment history, education and reference information
 - **Benefit/Result:** Accurate and complete employment applications with little need for research
 - **Duration:** 1 day
 - **Location:** Omaha, Norfolk, Gering, NCCW, NSP

- **Turnaround Letter**
 - **Description:** Letter to employer that describes the job seeker's conviction and subsequent personal and professional growth
 - **Benefit/Result:** Job seeker shares conviction information in a positive manner
 - **Duration:** 1 day
 - **Location:** Omaha, Norfolk, Gering, NCCW, NSP

- **Resume PRO**
 - **Description:** ResCare online resume generator
 - **Benefit/Result:** professional and complete resumes in various styles that uses key words for recruitment search engines
 - **Duration:** 1 day
 - **Location:** Omaha, Norfolk, Gering, NCCW

- **NE WORKS Resume**
 - **Description:** Complete set of employment tools for job seekers including employment opportunities, resume posting, education, training, and labor market information
 - **Benefit/Result:** Networking, job opportunities, labor market education
 - **Duration:** over 4 weeks
 - **Location:** Omaha, Norfolk, Gering

- **Cover Letter Template**
 - **Description:** Provides a personalized introduction of the job seeker and position-specific skills, education, and employment history
 - **Benefit/Result:** Allows job seeker to tailor relevant skills and abilities directly related to the employment opportunity
 - **Duration:** 1 day
 - **Location:** Omaha, Norfolk, Gering, NCCW, NSP

- **2 Mock Interview & Turn Talk**
 - **Description:** Simulated job interview to prepare job seeker for future interviews
 - **Benefit/Result:** Reduces stress and anxiety related to interviewing. Provides feedback to the job seeker to prepare for future employer interviews. Provides accountability and opportunity to disclose conviction and share how conviction has positively impacted professional and personal growth.
 - **Duration:** 2 days
 - **Location:** Omaha, Norfolk, Gering, NCCW, NSP

- **Community Service (2 days)**
 - **Description:** voluntary work to help an organization
 - **Benefit/Result:** Opportunity for job seekers to provide service to the community to build mutual trust and respect. Allows job seeker to practice soft skills. Provides opportunity to observe and provide feedback regarding soft skills.
 - **Duration:** 2 days
 - **Location:** Norfolk

- **4 (minimum) ResCare Academy Certificates**
 - **Description:** online courses to close skill gaps and strength skill sets to prepare job seekers for employment
 - **Benefit/Result:** enhance and gain additional job readiness skills, soft skills and marketable skills. Job seeker demonstrates competency by a score of 80% or higher on learning test and receives a certificate of achievement
 - **Duration:** 4 weeks
 - **Location:** Omaha, Norfolk, Gering, NCCW

Overall Program Description: TRADE’s mission is to provide comprehensive services and opportunities to support low-income, high needs families and individuals as they strive to lift themselves out of poverty and achieve economic self-sufficiency. This is done by assisting other human service agencies that are providing for the social and economic needs of low-income, high needs families and individuals, providing for the emergency, basic needs of families through delivery of direct services, actively advocating for systemic changes through federal, state and local policy makers, developing and supporting educational programs, increasing job training, and improving computer skills for low-income workers.

Program Areas

- **Core Classes**
 - **Description:** The Core Schedule is held over a two-week period with participants spending four hours in class, five days a week. Core classes currently consists of the following: Effective Communication, Conflict Resolution, Workplace Etiquette, Personal Finance, Healthy Relationships, OSHA general industry, Basic Computers, Victim Impact, Workplace Diversity, and Relapse Prevention, Job prep (master application, resume, turnaround letter.)
 - **Benefit/Result:** Positive Workplace Attitudes and Behaviors, as well as personal responsibility. OSHA general 10-hour safety card, master application, resume, turnaround letter, communication workshop certificate.
 - **Duration:** Two Weeks, schedule varies when provided in facilities
 - **Location:** Center for People in Need, NSP*, LCC*
 - *Relapse prevention, OSHA not offered in facilities

- **Family Support**
 - **Description:** The Center for People in Need provides yearlong case management and a multitude of community based support programs. These other support services include: daily food programs, emergency utility assistance, low income bus passes, healthcare enrollment and general assistance enrollment, city wide resource handbook, six major client give away events per year to include, back to school, and holiday specific events. Trade graduates earn bonus points through program participation to be used for household items such as, kitchenware, bedding, furniture, clothing, and cleaning supplies.
 - **Benefit/Result:** Support to overcome barriers to success
 - **Duration:** Indefinite based on federal low-income qualifications
 - **Location:** Center for people in need

- **Office Professional Module**
 - **Description:** This training encompasses a wide variety of occupations that continues to be in growth distribution mode for the foreseeable future. There are a wide variety of occupations that fall under the heading of Office and Administrative Support Occupations. Example occupations are customer service representative, administrative assistants, retail salespersons and managers, insurance processing and claims clerks, dispatching and distribution workers to names a few. Our skill-building courses include but are not limited to the following topics: typing and keyboarding for business professionals, computer training, customer service training and business telephone etiquette, Microsoft Office software education and training. Each lesson will build on the lesson before it, utilizing a combination of classroom training and hands on scenarios in office settings.
 - **Benefit/Result:** Technology and customers service skills, competency profile, certified typing test, and completion certificate
 - **Duration:** Six Weeks
 - **Location:** Center for People in Need

- **Forklift & Warehouse Operations Module**
 - **Description:** This training provides participants with skills in warehouse and dock safety, proper lifting techniques, handcart and pallet jack handling, pallet loading and stacking and inventory control. Successful program participants receive forklift certification, preparing them to enter directly into warehouse/forklift employment.
 - **Benefit/Result:** Warehouse operation and workplace safety knowledge, forklift certification card
 - **Duration:** Six Weeks
 - **Location:** Center for People in Need

- **Residential Construction & Building Maintenance**
 - **Description:** Construction carpentry skills training provides trainees with knowledge and skills in the use of carpentry tools and materials, rough carpentry and framing, exterior finishing, and interior finishing. The training will cover the use of hand tools, portable power tools, stationary power tools, wood and wood products, fasteners, blueprint reading and building codes, building layout, floor framing, wall and ceiling framing, the use of scaffolds and ladders, roof framing, windows and doors, interior finish, insulation and wall finish, and stair framing and finish. Training will occur in both the classroom and in the construction lab. Contextualized instruction will be used for construction carpentry skills.
 - **Benefit/Result:** Equipment safety, workplace safety, skills for construction industry, competency profile, completion certificate
 - **Duration:** Six weeks; **Location:** Center for People in need

PREPARED PLACE

Overall Program Description: Hope of Glory Ministries brings restoration and hope to homeless and addicted individuals in the Greater Omaha Area by providing family support, housing, employment, spiritual support, and substance abuse counseling services. Our purpose is to assist individuals and families to attain self-sufficiency through spiritual awareness programs, rehabilitation programs, life skills, career development and job training. Hope of Glory's Prepared Place program is a transitional living facility offering prisoner re-entry supportive services and substance abuse treatment, serving men and women who would otherwise be homeless during their transition from incarceration, on parole, or under supervision of State/ Federal Probation back into the community. Our mission directly aligns with the NDCS's call for non-profit community-based organizations to provide life skills training that prepares such individuals for and results in meaningful employment. The mission statement embodies our systemic approach, attending not only life skills, career development and job training, but also by providing basic needs supports for family, housing, spiritual and substance abuse counseling. **Note:** William's Prepared Place rebranded to Prepared Place in March 2017.

Program Areas

- **Heart Phase**
 - **Description:**
 - Two month minimum & four month maximum
 - 90 days restriction
 - Assigned to counselor
 - Intake screening paperwork completed
 - CD evaluation completed
 - 30-day treatment plan
 - Review and demonstrate understanding of rules, policies, and guidelines
 - **Benefit/Result:** Transition to Soul Phase
 - **Duration:** Two-four months
 - **Location:** Prepared Place

- **Soul Phase**
 - **Description:**
 - Two month minimum & four month maximum
 - Adapt to the program's community, principles and environment
 - Demonstrate acceptance of the program's principles and culture
 - Gain employment or participate in community service
 - Regular completion of power statements, gratitude lists, daily inventory
 - Weekly budget completed
 - **Benefit/Result:** Transition Certificate
 - **Duration:** Two-four months
 - **Location:** Prepared Place

- **Mind Phase**
 - **Description:**
 - Two month minimum & four month maximum
 - Advanced participation actions
 - Service work completed
 - Role model for new program members
 - Community give back
 - Relapse prevention plan completed
 - **Benefit/Result:** Transition to strength phase
 - **Duration:** Two-four months
 - **Location:** Prepared Place

- **Strength Phase**
 - **Description:**
 - Aftercare actions
 - Confirm pre-discharge/discharge plan
 - Floor leader
 - **Benefit/Result:** Graduation certificate
 - **Duration:** Two-four months
 - **Location:** Prepared Place



VLS ADVISORY GROUP MEETING MINUTES

Call to Order: September 12th, 2017, 1:03p.m. By Mike Rothwell at NDCS Central Office Conference RM C

Attendees: Mike Rothwell NDCS Deputy Director of Programs, Grace Sankey-Berman NDCS ReEntry Administrator, Kevin Hand NDCS Vocational Life Skills Coordinator, Tim Pendrell NDCS Grants Administrator, Steve Fannon NDCS ReEntry Manager, Natasha Haupt NDCS Grants Monitor, Jericho Johnson NDCS NCCW Case Manager, Dave Grauman NDCS Legal, Charles West NDCS CCCL Warden, Dr. Ryan Spohn UNO Director Nebraska Center for Justice Research, Johanna Peterson UNO Manager Data, Diane Good-Collins Metropolitan Community College Director 180 ReEntry Program, Kasey Moyer Mental Health Association Executive Director, LaVon Stennis-Williams ReConnect Executive Director, Doug Koebernick Legislative Oversight Inspector General, Ella Mae Scully CCCL NDCS Central Office Inmate Clerk

Reports:

❖ Introduction

- Mike opened by welcoming and thanking everyone for attending. He explained that this VLS Advisory Group was created with a mixture of people to get together and try to solve problems before they happen. There have been issues of grantees getting paid in the past. Introductions were done one by one, individually.

❖ Overview

- Grace gave a brief description of LB907. The increase of Vocational and Life Skills (VLS) and educational programs in facilities was going well; participants were getting more information and training before release. The data in our quarterly reports show significant increase of participants across all programs. These reports also show how the programs are working. VLS program evaluator University of Nebraska Omaha's (UNO) Nebraska Center for Justice Research (NCJR) created Quick Base an online data collection system which is used to collect all VLS data.

❖ Grantee Information

- Kevin started with a brief slide show of the details of LB907.
 - \$3.5 million per year was granted for VLS.
 - Grantee must provide VLS programming to receive funding.
 - Services provided to adults and juveniles who are incarcerated, incarcerated within the prior 18 months or serving period of supervision on probation or parole.
 - Started in February 2015 with eight grantees.

- 1st grant cycle 2/1/15 – 6/30/16, Serving five facilities, 2,400 participants served, 887 successful completions.
- 2nd grant cycle 7/1/16 – present, Serving 10 facilities, 2,662 participants served, 1,483 successful completions.

The grantees were asked to make a video about their program(s), and an edited shorter version was compiled so that it can play throughout all the facilities.

❖ **ReEntry Support**

- Steve oversees the ReEntry specialist that help the individuals start thinking and getting their release plans ready. The specialists are assigned to all the facilities. There is the first contact at intake, halfway through sentence, 120 days prior to release, and 30 days prior to release. Any and all kites that are channeled to ReEntry prior to the 120 day initial visit have a response time like all other kites.

❖ **Agenda Items**

- *Performance by individual grantees*
 - LaVon expressed how it takes up to three weeks to gain or even slightly see trust start to evolve from the participants. Within the first year she has seen that the grantees have been working together and thinks that is great. There is hope seen in the facilities with the participants knowing that there are resources that can assist them. Wants to start an apprentice program, but not able to with the facilities short staffed like TSCI.
 - Steve has noticed a significant difference in orientation. Some of the participants are coming in with knowledge and spreading the word about ReEntry.
 - Diane has seen a difference in corrections. Corrections staff is starting to realize and appreciate the programs and push the others towards the programs. Great to see a change in the staff. There is not enough capacity within the facilities which make it competitive inside with other programs with only certain times and rooms available.
 - Kasey also agrees that there's not enough room at the facilities, and specifically mentioned CCCL. (Space remains an issue)
 - Charles stated that if any of the grantees can find the space or adequate room to follow up with the facilities for use.
 - Mike explained that when the buildings were designed that space for class was not in mind. The prison system started off as a bed driven system that is trying to evolve into a program driven system instead. As an example, there has been talk of expanding WEC because there is no place for recreation. That is not acceptable; they need to have outdoor recreation. It is another source of relieving cooped up stress. Less stress results can be seen in the offenders' mood which affects the staff's attitude, where they are already stretched to their limits in some facilities because of staff shortage.
 - LaVon asked Mike "what is Strong R?", she hears the term used a lot. He explained that it is a series of questions that assess each individual for the highest risks to reoffend and

needs. It helps all the offenders get the help that they need, not just help. Determines what programs get put into their case plan.

- Kasey asked if more information on the participants could become available in accordance to safety. A gentleman had “jammed”, and showed up at MHA asking for assistance. A personal opinion was that he seemed to be “a little off”, but the MHA staff did their best to help this gentleman without knowing his background and the risk. He was a convicted murderer with a mental illness, and had been off his meds for a few days.
- Mike said that the most critical time is between release and when the participants start the program services. The tiniest gap can leave room for a mistake. He wants to see a group that consists of resources, i.e. personnel, programs, specifically tailored to each individual. Those people that make that group would then work with that individual all the way up to when the participant gets taken to the transitional homes.
- *Best Practices*
 - Grace stated that what is being done seems to be working, but wants to examine and see where gaps are.
 - Kasey likes promising practices to best practices to evidence based practices. Likes that information can be used for evidence based later if needed. She is willing to share fidelity reviews.
 - LaVon said it is hard to measure success unless you look at attitudes. Bench marks need to be reevaluated (**Misconduct Reports**)
 - Mike said three months of work should be measured as success. Look for ways to celebrate program completion, bench mark incentives.
 - Ryan said it’s hard to measure success if a participant quits the program because of employment. Short term out comes maybe need to look at measuring hope. Long term out comes possibly look at employ recidivate. Maybe there should be a ReEntry check list that is tangible and can be directly used. He likes the Strong R because it highlights the three biggest needs. Need to prove impact on misconducts to legislature in order to keep grant money.
 - LaVon stated that the VLS program is giving the participants hope. Bureau of Justice of Administration is coming out with ways to change attitude that will change prisons.
 - Grace commented that the less time the participants have to sit around and be bored.
 - Johanna has had conversations about collecting data, what kind of data and outcomes.
 - Diane does not want misconduct reports. Does not turn down services to those participants, but makes them work for their services. Earn it so to speak.
- *Barriers to Success*
 - Diane stated that the internet is a huge barrier to success. Why can’t the participants use their email to email the programs? An incarcerated male from Colorado was able to

contact MCC through his email. The internet is world based. Everything requires the internet, applying for a job, applying for school, etc. (Snail mail is still the approved process)

- Ella mentioned that her family would have to purchase a “package” in order for to use email.
 - Kasey was told not to reply to any letters or emails from participants.
 - LaVon said that ReConnect replies on letterhead as long as it is program related and there are no personal ties between the sender and office personnel. Also claims that the biggest barrier is employers. The Department needs to get on board with the Chambers, show the community that the Department supports and backs their own programs and people in what they are doing. Also, because she doesn’t think enough people know about the program.
 - Diane agreed and said MCC does the same as ReConnect.
 - Grace asked to meet with Kasey, LaVon and Diane afterwards to see what the guidelines are on replying to participant mail. In reference to LaVon, she said that meeting with the Chambers is already on the agenda.
 - Mike commented on how it is unfortunate that the media seems to highlight the worst in everything. The best marketing is you. Dawn-Renee Smith and Cara Wilwerding are doing a good job getting the word out.(more VLS coverage, NDCS communication, Channel news and the reader)
 - Charles asked if there was any way that ReEntry could put in computers without going through the Department.
 - Jericho said that there is ReEntry ambassadors that facilitate the emails received.
 - Tim suggested one email with their name entered in the subject line, with all department access.(Need to follow up)
- *Unmet Needs*
- Diane asked when the 18 month time period activates, as soon as they are out on parole or off parole.
 - Kevin informed that whether on parole or probation, participants may utilize the program up to 18 months after they are released.
 - Ella voiced that she noticed, for her age group at CCL she has not gotten to the halfway point. Therefore she has not had any interaction with the ReEntry specialist. Because life is different for 50+ felons, she thinks it would be very beneficial to everyone to have more support groups for depression and resources. Majority of these groups or classes are only offered at one specific time of either the day or week. For those that work, like herself, it makes it hard to utilize those resources when she has to weigh out work vs. class, transportation, time missed etc.(follow up) Reentry Ambassadors may be trained.

- LaVon would like to hear the word inmate replaced with other words as clients or participants. Treating and referring to the participants as they are participants and/or clients, does and will have an impact on their own self-worth. Changes are being seen. She can and has been seeing changes everywhere. It's working! (Work in progress)
- Grace wants the case manager white binders and bulletins updated.

Announcements: Senator Ebke is trying to get a four hour block with the legislature for all of the grantees to present themselves. (Presentation took place on October 19th)

The VLS Advisory Group meetings will be held on a quarterly basis, Kevin will send out the invites.

Adjournment: September 12th, 2017, 2:47p.m. By Mike Rothwell

SECRETARY APPROVAL: *Natasha Haupt September 21, 2017*
(Signature & Date)

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