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## Vocational & Life Skills: Quarterly Report - Grant Cycle 3, Quarter 1

UNO Nebraska Center for Justice Research

Grace Sankey-Berman

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DEPT OF CORRECTIONAL SERVICES

Reentry Services

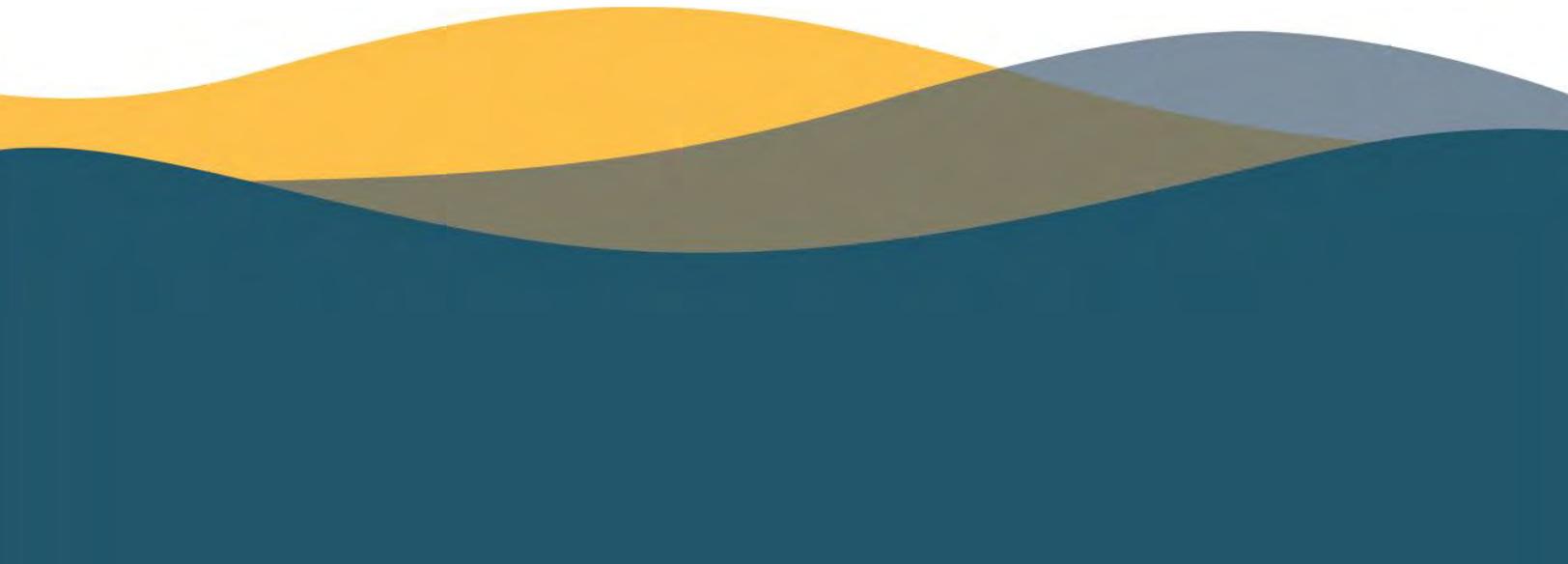
# **Vocational & Life Skills**

**Quarterly Report – Grant Cycle 3, Quarter 1**

**January 15, 2019**

**Submitted by:**

**Grace Sankey-Berman, Reentry Administrator**



# 1st Quarter Report

Quarterly Report - July 1, 2018 – September 30, 2018

## Introduction

Being prepared to work upon release is an important component to successful reentry and how the Nebraska Department of Correctional Services (NDCS) fulfils its mission: Keep people safe. NDCS offers a variety of vocational and life skills training programs.

In 2014, the Nebraska Legislature passed LB 907, which allocated funds for the NDCS to partner with community agencies to provide vocational and life skills training to individuals while incarcerated, on parole or under probation supervision and for up to 18 months after discharge. The providers apply for a grant and are selected based on specific criteria. These grant-funded programs, along with other vocational programs, provide a variety of services intended to increase employability and reduce recidivism.

The current Vocational and Life Skills (VLS) grants (Grant Cycle 3) were awarded in June 2018. Grantees could begin program design and hiring, effective July 1, 2018. The table below includes data collected during Quarter 1 (July 2018-September 2018).

<b>Number of Individuals Receiving Programming this quarter (July – September 2018)</b>	1,397
<b>Types of Programming</b>	Vocational; life skills
<b>Cost per Individual (Average cost per quarter)</b>	\$989
<b>Number of Individuals Successfully Completed Programming this quarter</b>	322

**Funds Awarded for Grant Cycle 3:**

A scoring committee comprised of representatives from the Board of Parole, Nebraska State Probation and NDCS, along with a member of the community, was responsible for evaluating those applicants requesting to be included in Grant Cycle 3. Of those 21 applicants, the eight listed below were chosen. Six are returning grantees from Grant Cycle 2.

Organization	Amount Awarded	Projected # Served
<b>Associated Builders &amp; Contractors</b>	\$ 925,000	880
<b>Western Alternative Corrections, Inc. – Bristol Station</b>	\$ 1,600,000	180
<b>Mental Health Association of Nebraska</b>	\$1,225,000	1000
<b>Metropolitan Community College</b>	\$ 1,500,000	1000
<b>Mid-Plains Community College</b>	\$ 64,500	924
<b>ReConnect, Inc.</b>	\$525,000	1500
<b>Center for People in Need – TRADE</b>	\$ 1,400,000	500
<b>York College</b>	\$ 110,500	30

**Summaries of Grant Cycle 3 VLS Programs**

**Associated Builders and Contractors**

ABC has valuable programs for reducing recidivism with the ability to provide pre-employment training through our safety programs. Their program begins by teaching their Core Curriculum, the foundation course for all National Center for Construction Education Research (NCCER) apprenticeship training programs. The Core class is followed by a building project that allows students to experience work based learning hands on applications in carpentry, plumbing, electrical, HVAC, drywall, roofing, finish carpentry and painting. The main goal of the work based learning project is to allow the students to determine their trade specific area of interest. Once they have established their specific trade interest, they then enroll in a trade specific training program and complete the classroom portion of apprenticeship training, which allows individuals who are incarcerated to have a valuable background in the trades. This experience will give them the confidence to step back into the workforce upon release from incarceration.

**Western Alternative Corrections, Inc. – Bristol Station**

Western Alternative Corrections, Inc. (WAC) was founded in 1999 to focus on providing alternatives to incarceration, programming and services for offenders in Nebraska. Bristol Station Residential Reentry Center, owned by Western Alternative Corrections, Inc., is located in Hastings, Nebraska. The 50 bed facility, which is staffed 24-hours a day, 7 days a week, serves male and female residents in a dormitory-like environment. The Bristol Station team is comprised of a Board of Directors, Executive Director, Case Managers, Home

Reintegration Specialist and Facility Monitors all committed to the mission of Western Alternative Corrections, Inc.

Bristol Station is based on a reentry model which utilizes evidence-based practices to deliver offender specific programming. Reentry services are guided by the risk, need and responsivity principles, which dictate the degree of individualized services and programming. Programming components and services at Bristol Station include, but are not limited to, validated risk/needs assessments, case management, individualized program planning, vocational assessments, employment readiness and cognitive -behavioral programming such as Moral Reconation Therapy (MRT), transition skills, and relapse prevention. The overall goal remains that each individual will successfully transition back into his or her community. In order to achieve this goal each individual 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.

### **Mental Health Association of Nebraska**

Mental Health Association of Nebraska provides programming and services to individuals who have been recently released from the state correctional facilities, or those currently on felony probation/parole. MHA-NE Programs and services provided include CARF accredited, and include Employment Support Services (HOPE), a program that provides targeted supported employment services to adults living with severe behavioral health issues. Crisis Respite services, which will offer a new facility, modeled after the highly successful (KEYA) House. The facility provides crisis respite and transitional housing for up to 90 days; services also include 24-hour peer support, self-advocacy education and self-help training. Program staff will work directly with participants in wellness, recovery activities and in developing (WRAP), Wellness Recovery Action Plans, and problem solving skills. The Crisis Diversion, Outreach and Referral (REAL) Program provides pro-active support services to individuals that have been identified as being in need of rapid and intensive support services before they make bad decisions that could lead to re-incarceration. Participation in all MHA-NE programs and services is voluntary and require the individual to take a leading role in the type and scope of services they receive, thereby “owning” their recovery and making success the likely outcome.

### **Metropolitan Community College’s 180 Re-entry Assistance Program (180 Rap)**

Metropolitan Community College’s 180 Re-entry Assistance Program (180 RAP) provides comprehensive work readiness and life skills training to the incarcerated and re-entry populations through credit educational courses and noncredit workshops. Service for the incarcerated population is provided at Community Correctional Center – Omaha, Lincoln

Correctional Center, Nebraska Correctional Center for Women, Nebraska Correctional Youth Facility, Nebraska State Penitentiary, Omaha Correctional Center and Tecumseh State Correctional Institution. At MCC's Fort Omaha Campus building 9, 180 RAP serves the re-entry population with enrollment into credit programming and noncredit life skills workshops. Another goal of the 180 RAP program is to connect participants to survival and gainful employment. This is accomplished through the 180 RAP Job Center where individuals are provided employment support via resume creation, mock interviews and direct job referrals. Staff provides peer mentoring through continual contact and weekly support groups to prepare participants for their successful transition into the workforce and community. The Computer Center is also available to help participants job seek, brush up on digital literacy, study or receive tutoring assistance. The 180 RAP Closet gives participants access to clothing, food and hygiene items six days a week. Metropolitan Community College's 180 RAP provides a hand up, not a hand out.

### **Mid-Plains Community College (MPCC)**

The Access to Workforce Opportunities Program provides short course trainings to teach marketable skillsets to inmates at the Work Ethic Camp (WEC) in McCook, Nebraska. Short course trainings in Forklift Operator Safety Training, Commercial Driver's License Preparatory Training, Cardiopulmonary Resuscitation (CPR) and First Aid Training, and Focus Four Hazards Training will be offered by MPCC a la carte and on an ongoing basis to accommodate diverse daily and sentencing schedules of WEC inmates. *MPCC Access to Workforce Opportunities Program* completers earn certificates of completion and applicative training credentials that when aligned with existing educational, personal development, and vocational training programs offered at WEC, provides inmates the ability to obtain employment in higher-wage, high-demand jobs following their release.

### **ReConnect, Inc.**

ReConnect2Success, is a reentry program of ReConnect, Inc., a community based non-profit organizations. ReConnect2Success provides pre- and post-release reentry planning and effective wrap-around services to help individuals overcome barriers resulting from incarceration and limited employment skills necessary to successfully return to their families and community. The program places emphasis on employment preparation and retention skills while also helping clients develop comprehensive problem solving and life skills needed to be successful in the workplace, and in life. ReConnect2 Success services include intense case management to help clients address personal issues that impact reentry success, weekly employment readiness and retention workshops, monthly job club where clients meet with local employers, peer mentoring support, daily access to the employment center where clients

work alone or one on one with reentry specialist to search and apply online for jobs, vocational training in the construction industry, family reunification and community engagement support.

### **Center for People in Need – TRADE**

The TRADE (Tackling Recidivism And Developing Employability) Program provides vocational and life skills training and case management services to those transitioning out of the criminal justice system: work release participants, those on felony probation, parolees and individuals who have been discharged from state supervision within the last 18 months. Through a combination of vocational and life skills training and wrap-around services, the TRADE Program seeks to address the array of factors that increase recidivism rates by developing strong support networks which increases the likelihood of employment retention and reduces the likelihood of repeat criminal activity for newly released offenders. Vocational training programs include: Construction/Carpentry, Forklift/Warehouse, Welding (MIG and TIG), and Basic Computer/Office Professional. Life Skills courses will cover such topics as communication skills, work place harassment, goal setting, teamwork and self-help, financial literacy, renter's rights, resume writing, computer skills and job searching. CCC-L participants will also have the opportunity for continuing education through the People onto Prosperity or P.O.P. program. Ten candidates are selected each quarter to enroll into a credited Southeast Community College program with 100% tuition assistance through private funding. The initial program provides 45 free credit hours with the opportunity to re-enroll up to 130 free credit hours total based on a 2.7 GPA or higher. The center also hosts bi-annual career fairs in partnership with Prosper Lincoln and EmployLnk.

### **York College Second Chance Education Program (SCEP)**

SCEP offers inmates at the Nebraska Correctional Center for Women the opportunity to earn an associate's degree while serving time at the facility in York. Students take two courses at a time each trimester and complete the degree in 3.5 years. SCEP students are treated as traditional York College students as much as their situation allows. They are taught by full-time YC instructors and never by adjuncts. Students pay a \$50 fee for each course, taking economic responsibility for a portion of the services they receive. The bulk of the funding from NDCS is used to underwrite tuition and books for the students, with a smaller portion earmarked to fund program evaluation and provide post-release assistance for job searches.

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.	117	13	117	13	\$975
Bristol Station	37	9	37	9	\$4,720
Mental Health Association	318	63	318	63	\$429
Metropolitan Community College	502	109	502	109	\$300
Mid-Plains Community College	8	8	8	8	\$0
ReConnect	276	90	276	90	\$220
Trade	127	30	127	30	\$1,074
York College	12	0	12	0	\$475
<b>TOTAL</b>	<b>1,397</b>	<b>322</b>	<b>1,397</b>	<b>322</b>	<b>\$989</b>

## Highlighted Developments

During the first quarter of Grant Cycle 3, the Vocational and Life Skills (VLS) program attracted some attention from the media about the great work being done by one of our grantees. In July, KETV Channel 7 ran an interview with one of the participants in the 180 Re-entry Assistance Program at Metropolitan Community College: <https://www.ketv.com/article/mcc-teaches-inmates-to-succeed-out-of-prison/22146330>

Below is the transcript of that story:

*“Christina Vollman’s life is finally on Track. She’s back with her family and has a job she loves. But when she was 22, her life was out of control. ‘I couldn’t be a Mom to my 3-year old son. I couldn’t hold a job, and I kept getting arrested for drugs and misbehavior.’ Battling a drug and alcohol addiction, Vollman robbed a gas station, then did 16 years at the York Correctional Center. ‘I got very assaultive, not only on myself, but others. I assaulted many staff. I hurt a lot of people.’*

*Vollman was eventually diagnosed as bipolar, started taking medicine, and became a model inmate. But when she was released in 2016, she had no job skills or education. ‘Where are you supposed to go? What are you supposed to do?’ But after enrolling in MCC’s 180 Re-entry*

*Assistance Program, Vollman's life changed. 'They taught me how to love myself, how to respect myself, how to be a good person in society.' The program provides educational support and mentors, helping Vollman and others like her get the skills they need. 'I learned computers, cell phones, how to pay bills, and without Diane and Sherri and them, I wouldn't have made it on my own.'*

*Now Vollman has a job working in the Re-entry Assistance Program. 'I answer phones, I file, I case note, I send envelopes. Today, I put stickers on folders.' And she is taking classes to become a drug and alcohol counselor. 'I just want to be able to help people. I want what was given to me, for me to be able to give to somebody else.' Proving her past doesn't define her. 'It's about giving back. I hurt society and my family very, very much, and now it's my time to give back.'*

## Program Highlights “In their own words”

### **METROPOLITAN COMMUNITY COLLEGE**

“Metropolitan Community College (MCC) was recognized by Vera Institute of Justice as having the largest re-entry center on a college campus nationwide through 180 Re-entry Assistance Program (180 RAP). Vera intends to write a white paper on how MCC's 180 RAP created a comprehensive, collaborative re-entry center that provides not only academic support but post-release assistance, peer support networks and connection to meaningful employment and community partners.

While MCC's primary goal is to connect the population served to education and training that leads to meaningful employment, the population needs guidance and continued support. 180 RAP successfully provides this through continued coaching and peer mentoring. In addition to these re-entry supports located at MCC's newly renovated Fort Omaha Campus, there is a Computer Center available for 180 RAP participants onsite at the Re-entry Center. Individuals study, complete homework, receive tutoring, complete online job applications, update resumes or turn in supervision reports in the Computer Center. The Re-entry Center also includes a Job Center that serves the incarcerated and re-entry populations daily with resume creation, interview preparation, job referrals and continued employment support to ensure the population remains employed.

The Re-entry Center hosts probation officers onsite and community organizations who conduct re-entry workshops and groups to further support and address the many barriers the incarcerated and re-entry populations face when transitioning into the community and the workforce. The many partnerships created ensure there is a continuum of care from supervision to the community to the workforce.”

Diane Good-Collins – Program Director

## **MENTAL HEALTH ASSOCIATION**

“Tyresha was charged and convicted of felony child abuse in September 2011, where her stay at Nebraska Correctional Center for Women (NCCW) began. She was looking at a 10- to 20-year sentence. Tyresha states, ‘I have never been in any kind of trouble before.’ Once at NCCW, Tyresha couldn’t seem to stay out of trouble, always breaking the rules. Tyresha says she was playing a ‘bad girl’ role while she was there.

I met Tyresha on January 9, 2017 at the Work Release Center. We talked briefly about what it was we at MHA could help her with. Tyresha has a very strong personality, full of confidence and was ready to take on the world. Tyresha looked forward to when the new girls would get there, she needed their stories of being free so that she had something to look forward to. Tyresha talked about when MHA came to the prison for a reentry fair and she remembered how she felt. She said they understood because they have been through a lot of the same stuff. Shortly after that time, Tyresha made the decision to make some serious changes. She had to lose the bad girl attitude. Tyresha was then transferred to the Work Release Center. Upon her arrival, we had met but she was still not able to start work seek. Once she finally got to work seek we started right away on her resume. Tyresha had fears about trying to get a job being a felon as well as having the 5-year period of no work history. She was extremely stressed out. We had a conversation and I told her if she put in the time and effort that she would find a job, and not to give up.

Tyresha’s first job was at U-Stop store. The hours were all over the place, some 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> shifts. It was truly wearing her down. She then got a second part time in hopes to give up some of the crazy schedule she had. The second job was at Buzzard Billy’s. Tyresha stuck with this schedule until she got a job at Kawasaki. Tyresha liked those paychecks and found she could support herself.

Tyresha was also a guest at the Honu Home. Tyresha had told me how scared she was about moving into a place she knew very little about, but she was willing to do whatever it took to

move forward with her life. She was a guest there from September 2017 to January 2018. This gave her the opportunity to save enough money to get her own apartment. She was also able to secure a vehicle as well while there.

Tyresha started volunteering with MHA in July of this year and was hired in August 2018. Tyresha brings a very strong personality and the willingness to help others in their journey. She is passionate about maintaining her recovery and utilizing her own story to provide intentional peer support, offer informed choices, advocate and encourage hope.”

Kasey Moyer – Executive Director

### **WESTERN ALTERNATIVE CORRECTIONS, INC. – BRISTOL STATION**

Interview with multiple participants:

***Q: Has Bristol Station been helpful for you?***

**A:** “Bristol Station has been very helpful for me. Bristol has helped me get my social security, birth certificate and identification. Since I’ve been here the staff has showed me a lot of respect and has given me the care that I needed.”

**A:** “Bristol Station has helped me get my life back on track in society and showing me the steps to be successful and how good it feels to be clean and sober.”

**A:** “Yes, they have challenged me to succeed in life and also helped me push myself to become responsible.”

**A:** “Definitely yes. Bristol Station has provided me with a drug/alcohol free environment. It is also helping me save money for my own place and furniture. I have already, in less than 90 days, gotten a truck, a good job and I’m well on my way to saving up money.”

**A:** “Yes, was able to secure employment and now able to save money.”

**A:** “It gave me the opportunity to prove myself and earn trust and respect through following a very strict set of rules and accountability.”

**A:** “Man, where to start? Bristol helped me having a roof over my head, helped me get a really good job, welding classes which cost a lot of money, let me visit my kids and sister, provide me with a daily meal.”

***Q: What do you feel is your biggest accomplishment since coming to Bristol Station?***

**A:** “Getting a job in just four days and getting my license back.”

**A:** “My biggest accomplishment would be continuing to take my recovery and sobriety serious and giving the steps to be successful and have a positive outlook on my future.”

**A:** “Having a job, being able to provide stuff to my three beautiful kids and complete my welding classes.”

**A:** “Going to school at CCC and finishing a workshop class, as well as pushing myself to work every day and enjoying what I do in life.”

**A.** “Staying clean, following through until I moved into my own apartment.”

***Q: If you had to explain Bristol Station to someone who doesn't know anything about Bristol Station, what would you say?***

**A:** "It's a great place that helps you if you want to change, you just have to put in the work and take it seriously."

**A:** "That it's a great place to be if you're willing to follow their rules and are serious about changing. Let them know it has helped me tremendously and don't know where I'd be today if it wasn't for Bristol Station accepting me."

**A:** "You need to try it out. They have plenty of resources to help you get back on your feet and become independent."

**A:** "A great structure. A great way to get your life together. They have rules that will play a important role in life later on. The staff is nice and respectful. They help you get a job."

**A:** "It's a facility that has programs that help you get incorporated back into the community. They help you get the resources you need. If you need help with anything they help you."

**A:** "Yes, there is a lot of rules but so does jail/prison. These people are here to help. It's a great opportunity. You must recognize it for just that. Read the handbook and understand that they will make you follow the rules and when/if you get here, remember you signed up for this."

**A:** "A little intense structure and accountability can take you a long way toward success. It is worth it."

**A:** "This is the place, no doubt. They would do anything in their power to make you a successful person and all they ask in return is to follow the rules, which is simple."

***Q: Do you feel the support/help you have received at Bristol Station has been helpful? Have staff members been helpful and why?***

**A:** "Yes. Tara – she's definitely went out of her way to help. Gene – he's given good advice. Gayle – she's been able to answer all of my questions and make my day better."

**A:** "Yes the support and help from staff has been helpful because they help me in anyway they can when I have a question or concern. I treat all staff with utmost respect and gradually thank them for their services."

**A:** "Yes, it has been very helpful and Gene keeps my mind positive and tells me to keep going."

**A:** "Tara, because she helps me set realistic goals."

**A:** "I learned to truly respect all the staff and what they were doing to help me. Tara is a very compassionate case manager and supported me with praise and honest concern for my well-being."

**A:** "Everything has been helpful for me after being locked up for 10 years. All the staff has been helpful with everything in pointing me in the right direction."

**A:** "I feel that all the staff help me as much as they can. I understand they are limited to what they can do and I don't ask for much. But I feel Angela's interview over the phone was probably the best help so far. Tara is a BIG help with good advice (the Mustang!!)."

**A:** "I learned to truly respect all the staff and what they were doing to help me. Tara is a very compassionate case manager and supported me with praise and honest concern for my well-being."

Angela LaBouchardiere – Executive Director

## **CENTER FOR PEOPLE IN NEED - TRADE**

“During the 1<sup>st</sup> Quarter of Grant Cycle 3 the TRADE program was able to get our Center for People in need P.O.P. scholarship program up and running. We had four students begin at Southeast Community College. We had three men and one woman begin the Fall 2018 quarter. They are respectively taking business administration, energy technologies, welding, and human services.”

Matt Hill – Program Manager

## **RECONNECT**

“The following example demonstrates the benefits of connecting incarcerated men and women with reentry resources while incarcerated to help in their transition upon release. We know that numerous studies point to the advantage of connecting incarcerated men and women with reentry support as soon as possible, the following example which occurred during the reporting period helps to underscore that this client, like so many others, was able to obtain immediate help from us based on his taking classes and connecting with us while incarcerated. In other words, he was able to hit the ground running, not crawling, upon their release. By being connected with a resource while incarcerated, he knew who to contact for help as opposed to having to search for support, which can often be overwhelming.

The client participated in Success Prep and paroled in July. The client came in July 2018 for our wrap around services to get help with obtaining his Bosnia birth certificate. He was given information to begin the process along with job leads. The client gained employment in July on the overnight maintenance crew and needed help with tools and transportation at a rate of pay higher than what was expected. His prior job skills and knowledge factored into the decision to hire the client into a pre-management position. The position required that he have certain job tools and client faced transportation barriers. ReConnect, was able to provide client with the required tools and bus tickets.

The client remains in contact with us to provide updates on his reentry efforts and recently reported that he was able to use his skill set and experience to finally get hired by a construction company which is the desired career path. The client is appreciative of the services he received that will allow him to better his life during reentry”

LaVon Stennis Williams – Executive Director

## **ASSOCIATED BUILDERS & CONTRACTORS (ABC)**

“ABC aims to advance the principles of the merit shop philosophy, and to provide members and employees with opportunities to succeed. They provide individuals associated with the Nebraska Department of Correctional Services programs with pre-employment training, trade specific apprenticeship training, and work-based learning objectives tailored to participants with career goals within the construction industry. ABC currently offers classes at the Tecumseh State Correctional Institution (TSCI), Nebraska State Penitentiary (NSP), Nebraska Correctional Center for Women (NCCW), Work Ethic Camp (WEC) and the Community Correctional Center – Lincoln (CCCL). Classes being offered are as follows: National Center for Construction Education and Research (NCCER) Core Curriculum, OSHA 10 Hour Construction, OSHA 10 Hour General Industry, Construction Technology which includes sections on HVAC, electrical, drywall, carpentry, masonry and plumbing.

ABC currently has five NDCS VLS participants in the Lincoln and Omaha Training Centers. All five are enrolled in one of the following Technical Trade Apprenticeship programs: plumbing, HVAC and electrical.”

April Bulling-June Director of Grant Administration & Education Coordinator

## **MID-PLAINS COMMUNITY COLLEGE**

“Mid-Plains Community College began implementing Access to Workforce Opportunities classes September 21, 2018. Since commencement of the program, five classes have been offered, each enrolling the maximum number of eight participants. To date, a total of 40 participants have been trained through the Access to Workforce Opportunities program. In addition, an enrollment waiting list has been established for upcoming scheduled classes and an alternate enrollment list is provided for each class registration in an effort to ensure each offered class enrolls the maximum number of participants.”

## **YORK COLLEGE**

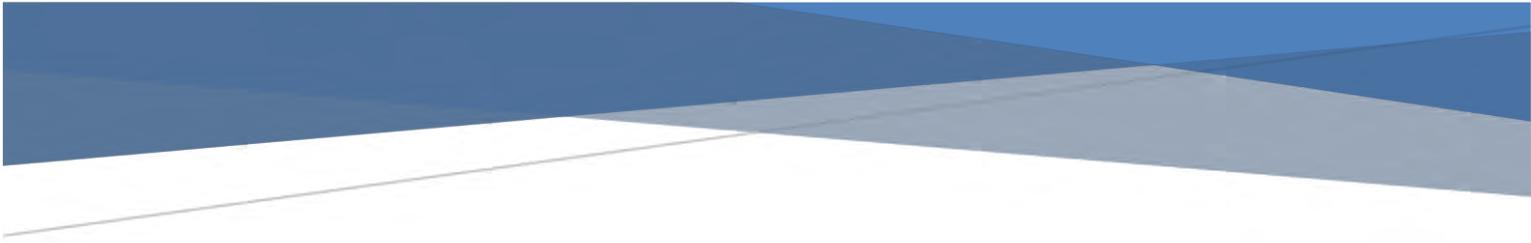
“I got to spend more time in class with Tim Lewis, and what a pleasure that was. While he was talking about business interviews and interviewing, he moved the discussion to where the women were in life. And in the process of his teaching, he said, ‘Ok I am going to put one of you on the spot. But I want you to think about this. Think about this question and come up with your answer. The question is: What are you most proud of in your life?’ And he pointed to one of the ladies and she said that there hadn’t been a lot that she was proud of. She thought that she would never amount to much because going to class and furthering her education wasn’t

something she thought she could do. She said, 'But here I am in York College, taking college classes and getting a 4.0. And I am doing it. I am doing it. I am most proud of this.' She had emotion in her voice and then she looked over to her friend and they high-fived each other. And they said, 'yeah!' And then Tim took this and expounded on it and told each of them that what they were doing was indeed a great thing. And he said what they were doing was hard but they were doing great. And he encouraged them and blessed them.

I want to make sure we understand this. There is at least one woman (there are probably more) here at NCCW who says that the thing she is most proud of in her life is going to York College. And the only way that is possible, the only reason that she would say this is because of the people that have come here to teach. These York College professors, every one of them, have made such an impact on these ladies. They have changed and transformed their lives, and that is an incredible thing. Did you know that York College is the only programming I know of here at NCCW that has a 100% retention rate. Not one person has dropped out and no one is even close. And the only reason, as far as I am concerned, is because of the connection between the faculty and the students."

NCCW Teammate J. Epp

cc: Scott R. Frakes, Director  
Senator Mike Hilgers, Chair, Executive Board of the Legislature  
Rosalyn Cotton, Chair, Board of Parole  
Dawn-Renee Smith, Deputy Director  
Kevin Hand, Vocational & Life Skills Coordinator & Grantees



# VOCATIONAL AND LIFE SKILLS QUARTERLY REPORT

Grant Cycle 3 Quarter 1 (July-Sept., 2018)

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**NEBRASKA CENTER FOR JUSTICE RESEARCH**

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## OVERVIEW

The Vocational and Life Skills Program (VLS) was created by Nebraska Legislative Bill 907 in 2014 with the goals of reducing recidivism and increasing employment for individuals who are incarcerated, have been incarcerated within the past 18 months, or are under Parole or Probation supervision. Eight programs were funded in Grant Cycle 3, which runs from July 2018-June 2020. The Nebraska Center for Justice Research (NCJR) evaluation's primary goal is to identify the types of programming and services that best serve the population by reducing recidivism and increasing employment. NCJR provides support to grantees through trainings and site visits as needed, and manages all participant data entered into the online data management system created specifically for VLS. NCJR continues to provide feedback and information to the Nebraska Department of Correctional Services (NDCS) regarding the implementation process and data updates on a monthly and quarterly basis.

VLS continues to update service providers to ensure the best programming is available to Nebraska participants. New to this grant cycle are Mid-plains Community College and York College. VLS also continues to improve its ability to connect 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 VLS programming in the state. For this grant cycle, NCJR created a customized individual evaluation plan for each service provider. These plans outline the program, implementation evaluation, performance measures, outcome evaluation, and additional procedures the service provider and NCJR will complete in order to report the most accurate and meaningful data as possible, with the ultimate goal of improving the ability of the service provider to provide the best services to participants as possible. These individual evaluation plans put VLS one step closer to successfully integrating data-driven procedures into existing policy. Further, it is the intention of NCJR to develop an overall evaluation of VLS during this grant cycle, which would include measurements provided in the data management system as well as institutional data (recidivism and employment). Progress on the form (e.g., data collected, evaluation design) and procedures (e.g., data verification, data collection) for this overall evaluation are ongoing throughout the grant cycle. The current report provides updates and participant data from grant cycle 3. All graphs and tables are current through the end of Quarter 1.

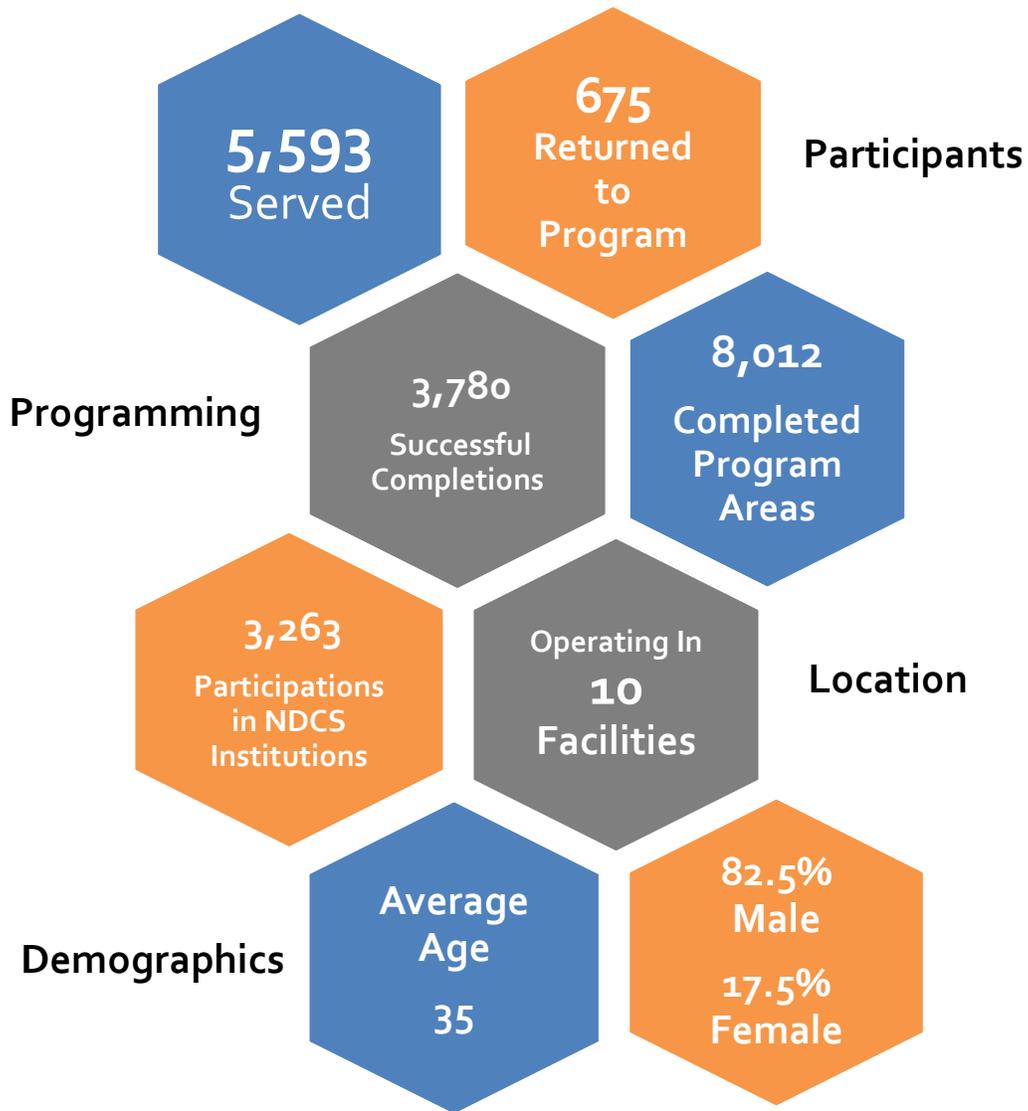
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## GRANT CYCLE 3 DATA OVERVIEW

The Vocational and Life Skills initiative continues to grow and serve more participants with higher quality services. With each quarter, programming quality and quantity is generally increasing. Nearly **82%** of participants are receiving programming in correctional and work release facilities. All programs serve participants in the community in order for participants to receive support after release. Programs continued to expand the reach of services to best serve the VLS population both in facilities and in the community. Program updates are added to Appendix 2 each quarter to reflect new services provided. All data presented in this report from Grant Cycle 3.



## QUARTER 8 SELECTED PROGRAM HIGHLIGHTS

### □ ABC

ABC is now offering virtual electrical and had 30 students enroll in the first class.

### □ Bristol Station

Participants recently had positive interactions with law enforcement at National Night Out where participants volunteered to grill hamburgers and hot dogs for the Hastings community and first responders.

### □ MHA

HONU is almost at full capacity, and participants are finding work immediately following release. They are also growing their team.

### □ MCC

Six VLS eligible students made the Dean's List at Metropolitan Community College for the 2018 Summer Quarter.

### □ MPCC

Eight participants completed a CPR course and are now certified with the American Heart Association CPR/First Aid Certification.

### □ ReConnect

A new employer partner hired two men on job club day. ReConnect also held a successful hygiene drive to replenish supplies.

### □ TRADE

TRADE has a new continuing education program (POP) going, and four participants have started the program.

### □ YORK

Participants are extremely motivated to learn and most students got A's in Bible class.

## 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.

### 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)

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The total number of participants served during grant cycle 3 is reported here. If the same person is a participant in multiple programs, they are counted once in each program as a unique participant.

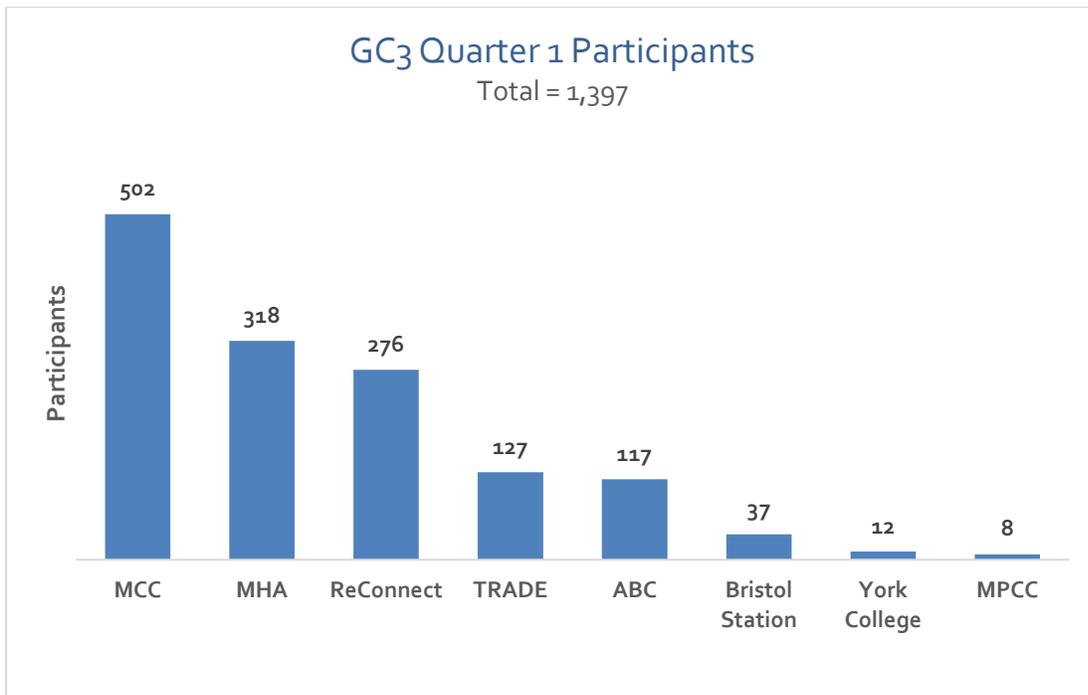
### TOTAL SUCCESSFULLY COMPLETING (CYCLE 3)

---

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, 2018) to the end of the current quarter.

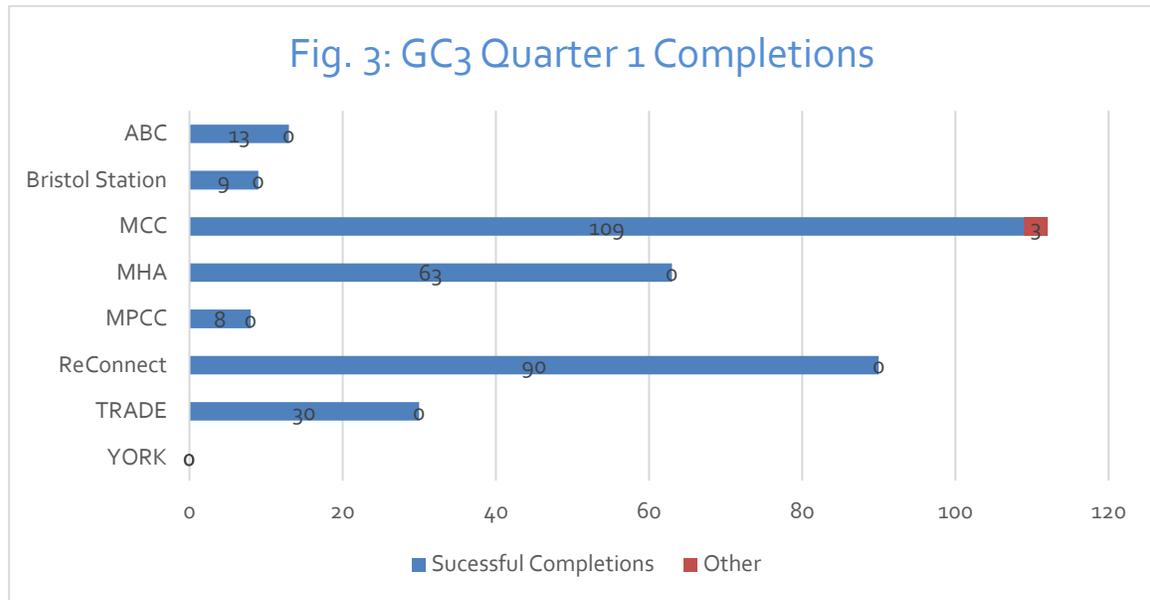
## GRANT CYCLE 3, QUARTER 1: OVERALL PARTICIPATION AND COMPLETIONS

This report provides a brief overview of participant data submitted by grantee programs for grant cycle 3 (July 2018-Sept 2018). 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. Figure 2 presents all participations in grant cycle 3 quarter 1 by service provider.



## GRANT CYCLE 3, QUARTER 1: OVERALL PARTICIPATION AND COMPLETIONS

Since the beginning of this grant cycle, **322** Vocational and Life Skills participants have successfully completed programming across all eight programs. Figure 3 highlights successful completions in Quarter 1 (July-Sept., 2018).

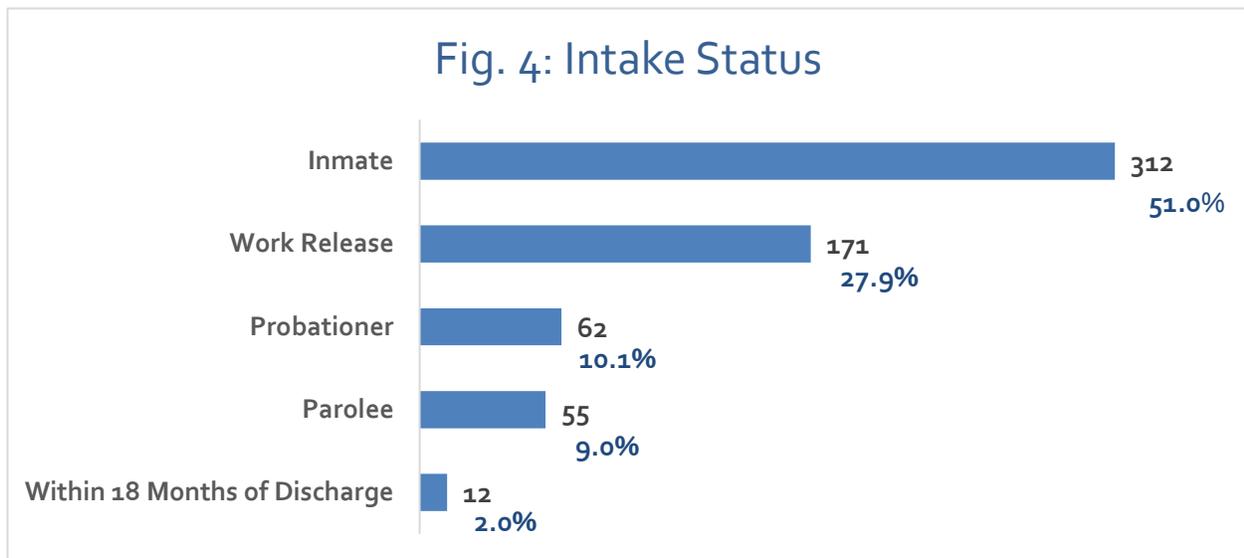


Program	Total Served (Q1) <sup>1</sup>	New Participants (Q1)	Successfully Completed (Q1)	Total Participants (Cycle 3)	Total Successfully Completing (Cycle 3)
ABC	117	42	13	117	13
Bristol Station	37	13	9	37	9
MHA	318	183	63	318	63
MCC	502	171	109	502	109
MPCC	8	8	8	8	8
ReConnect	276	125	90	276	90
TRADE	127	58	30	127	30
York College	12	12	0	12	0
<b>Total</b>	<b>1,397</b>	<b>612</b>	<b>322</b>	<b>1,397</b>	<b>322</b>

<sup>1</sup> All participants are included here if they finished programming in the quarter or they do not have an end date.

## PARTICIPANT STATUS AT INTAKE AND BY PROGRAM

In Grant Cycle 2, Vocational and Life Skills programming became more accessible to individuals inside correctional facilities. Now in Grant Cycle 3, 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 process. Table 2 presents participant Intake Status by service provider and Figure 4 presents frequencies and percentages by Intake Status.

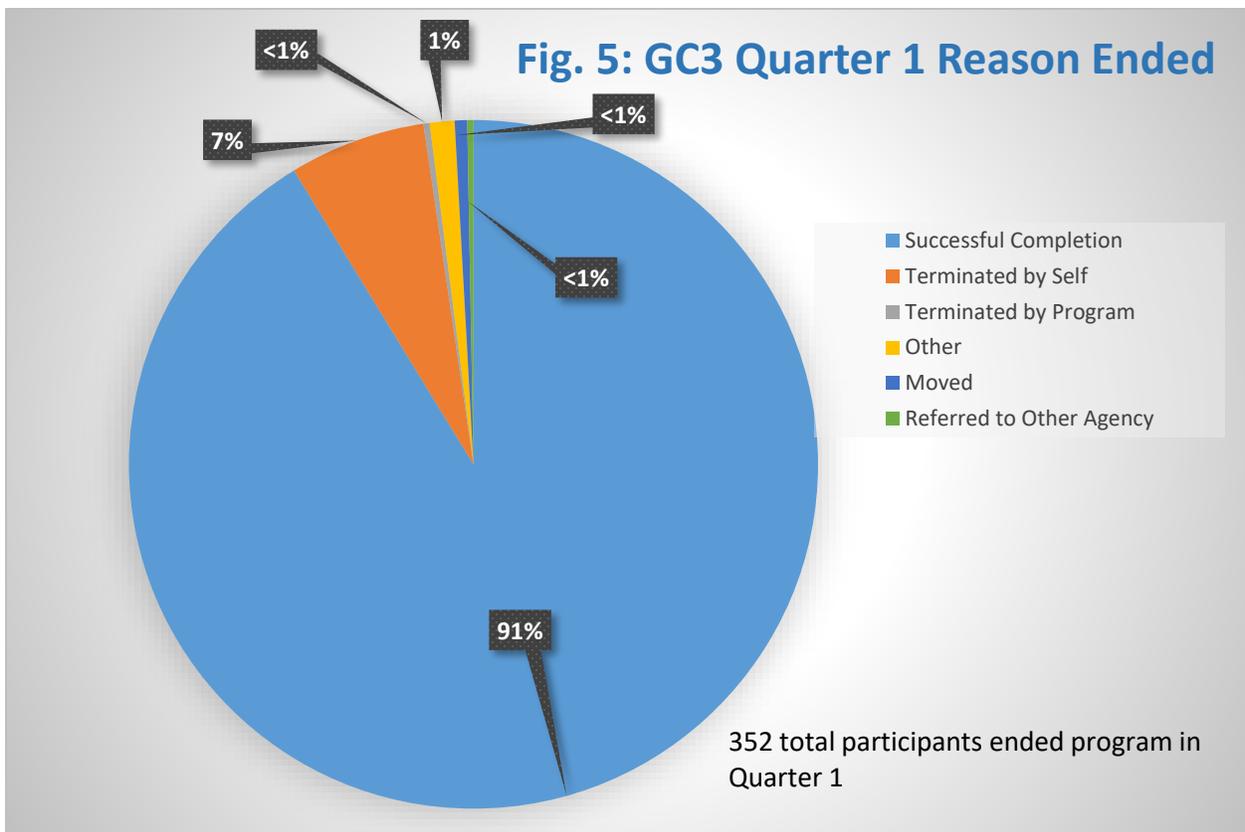


**Table 2: Participant Intake Status by Program**

Program	Inmate	Work Release	Parolee	Probationer	Within 18 Months of Discharge	Total
ABC	42	0	0	0	0	42
Bristol Station	0	0	12	1	0	13
MCC	65	31	22	47	6	171
MHA	64	107	5	2	5	183
MPCC	8	0	0	0	0	8
ReConnect	87	10	15	12	1	125
TRADE	34	23	1	0	0	58
York College	12	0	0	0	0	12
<b>Total</b>	<b>312</b>	<b>171</b>	<b>55</b>	<b>62</b>	<b>12</b>	<b>612</b>

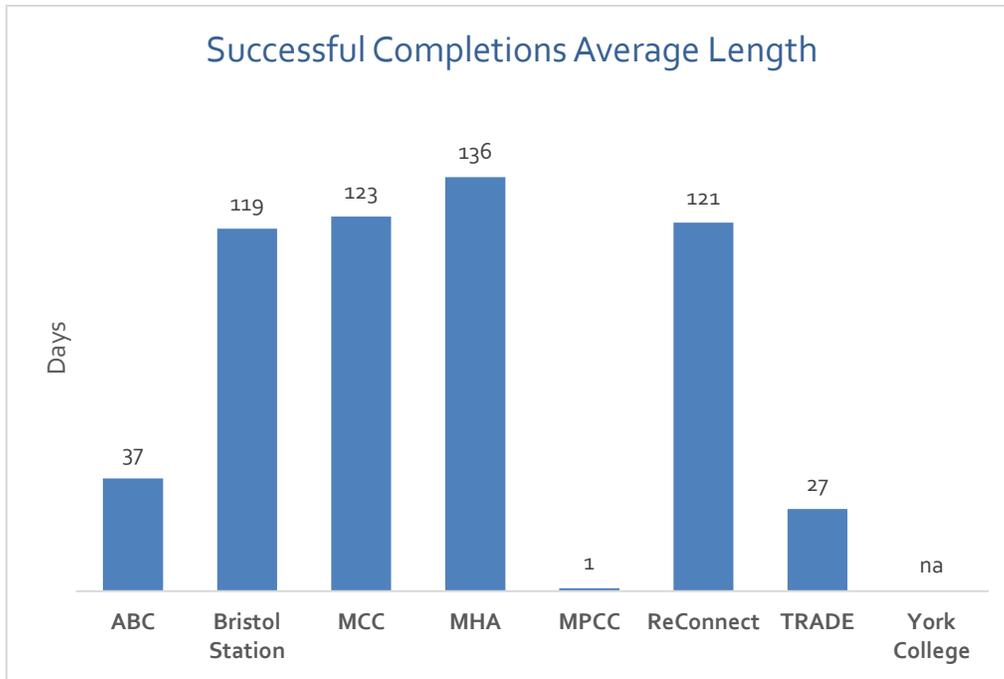
## REASON PROGRAM ENDED AND AVERAGE LENGTH OF STAY

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.<sup>2</sup> Figure 5 presents percentages for reason ended. Further, Figure 6 presents average length of stay for those successfully completing program by service provider.



<sup>2</sup> 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.

## REASON PROGRAM ENDED AND AVERAGE LENGTH OF STAY



## 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. Figure 7 presents participants by sex.

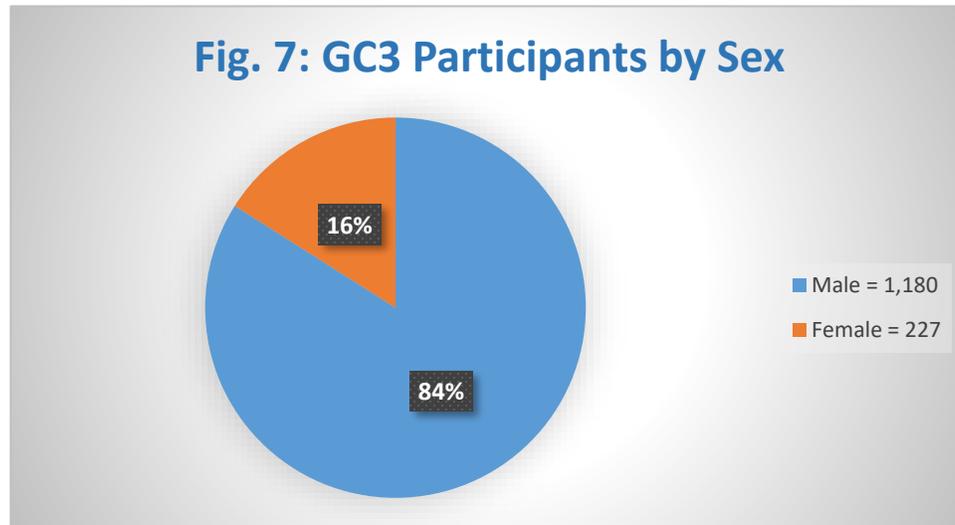


Table 3 presents frequencies and percentages of males and females by service provider. Metropolitan Community College served the highest numbers of males (438) while Mid-Plains Community College served the highest percentage of males (100.0%).

TABLE 3: GC3 QUARTER 1 PROGRAM PARTICIPANTS BY SEX					
Program	# Males	% Male	# Females	% Female	Total Participants
ABC	90	76.9%	27	23.1%	117
Bristol Station	33	89.2%	4	10.8%	37
MCC	438	87.3%	64	12.7%	502
MHA	255	80.2%	63	19.8%	318
MPCC	8	100.0%	0	n/a	8
ReConnect	257	93.1%	19	6.9%	276
TRADE	99	78.0%	28	22.0%	127
York College	0	0%	12	100%	12
<b>Total</b>	<b>1,180</b>	<b>84.5%</b>	<b>217</b>	<b>16.2%</b>	<b>1,397</b>

## PARTICIPANT DEMOGRAPHICS—AGE

Figure 8 presents participants by age category. Over **67%** of participants served began programming while they were between the ages of 20-39. The average age across all participants is **35.6**. These trends remain unchanged throughout the grant cycle. The following graph shows Vocational and Life Skills participant age distributions.<sup>3</sup>

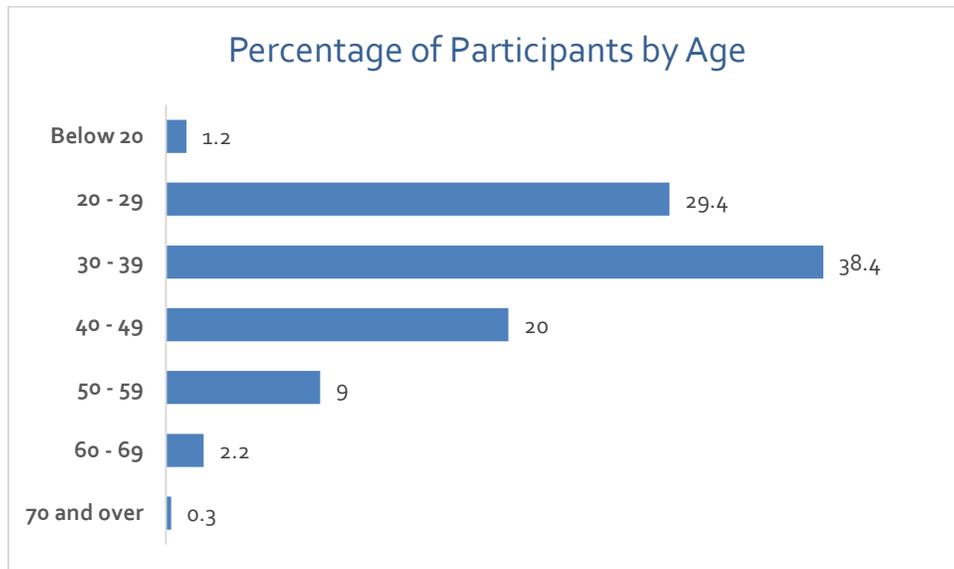


Table 4 displays the number of participants served in each program by age category. All programs served higher numbers of participants in the 20-29 and 30-39 age categories.

Program	Under 20	20-29	30-39	40-49	50-59	60-69	Over 70	Total
ABC	0	14	11	11	2	1	0	39
Bristol Station	0	5	4	3	1	0	0	13
MCC	4	57	63	28	14	5	0	171
MHA	0	36	88	37	17	1	1	180
MPCC	0	2	5	1	0	0	0	8
ReConnect	3	37	40	27	12	5	1	125
TRADE	0	15	23	12	6	1	0	57
York College	0	1	6	3	2	0	0	12
<b>Total</b>	<b>7</b>	<b>167</b>	<b>240</b>	<b>122</b>	<b>54</b>	<b>13</b>	<b>2</b>	<b>605</b>

<sup>3</sup> There were 7 participants who had an incorrect birthdate. They were not included in the age reporting this quarter.

## PARTICIPANT DEMOGRAPHICS—RACE

Figure 9 presents participants by race. Hispanic or Latino/a is captured as a separate ethnicity variable in the data in addition to the racial categories. There are **83** participants (**13.7%**) 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 (**83.6%**) or White (**9.6%**) racial categories in the chart below.

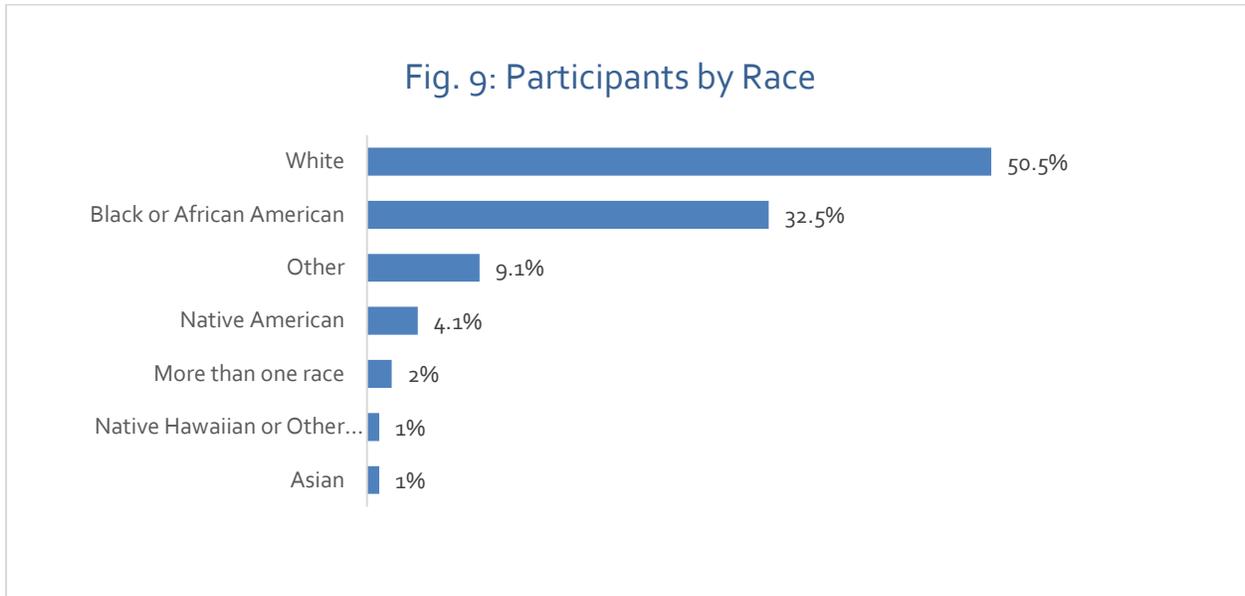


Table 5: Quarter 1 Participants by Race								
Race	ABC	Bristol Station	MCC	MHA	MPCC	ReConnect	TRADE	York College
White	42.8%	85.7%	47.0%	58.0%	62.5%	41.7%	48.3%	58.3%
Black or African American	23.8%	7.1%	25.6%	23.0%	0%	41.7%	37.9%	41.7%
Other	21.4%	7.1%	6.8%	10.7%	37.5%	8.9%	6.9%	0%
Native American or Alaska Native	7.7%	0%	4.1%	3.7%	0%	2.7%	3.3%	0%
More than One Race	7.1%	0%	2.7%	5.3%	0%	1.3%	3.4%	0%
Native Hawaiian/ Other Pacific Islander	0%	0%	0%	0.4%	0%	3.4%	1.7%	0%
Asian	0%	0%	1.4%	1.2%	0%	0%	0.4%	0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

## PROGRAM AREA OVERVIEW

Program area<sup>4</sup> participations for Grant Cycle 3 Quarter 1 (July 2018-Sept 2018) 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.

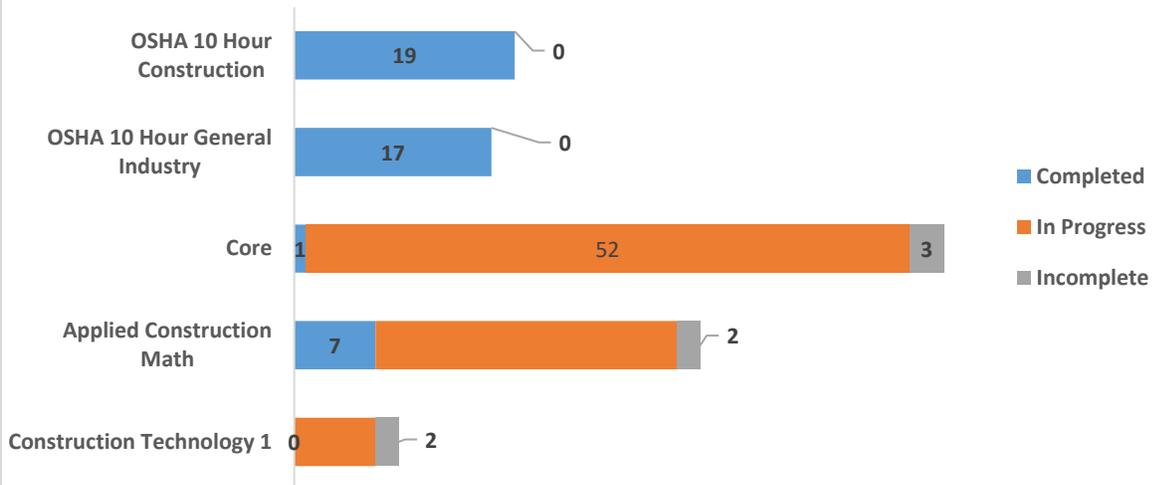
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<sup>4</sup> Program areas for Mid-Plains Community College are unavailable at this time due to technical issues in the data management software. This information will be available for the next quarterly report.

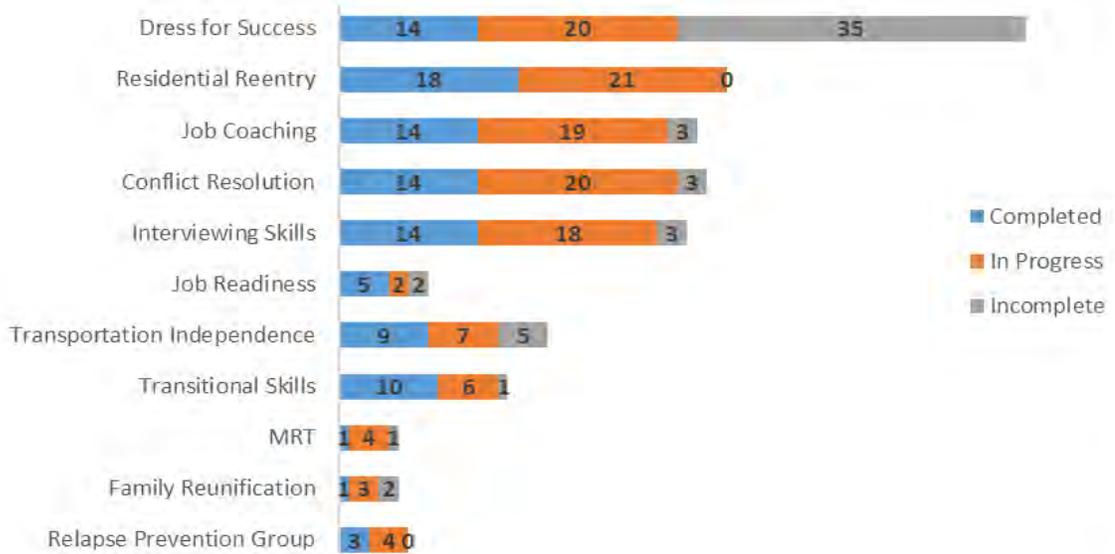
PROGRAM AREAS (GC<sub>3</sub> - QUARTER 1)

**Fig. 10: Associated Builders and Contractors Program Areas**

This list includes the top five program areas by participation.



**Fig. 11: Bristol Station Program Areas**



PROGRAM AREAS (GC<sub>3</sub> - QUARTER 1)

Fig. 12: Metropolitan Community College

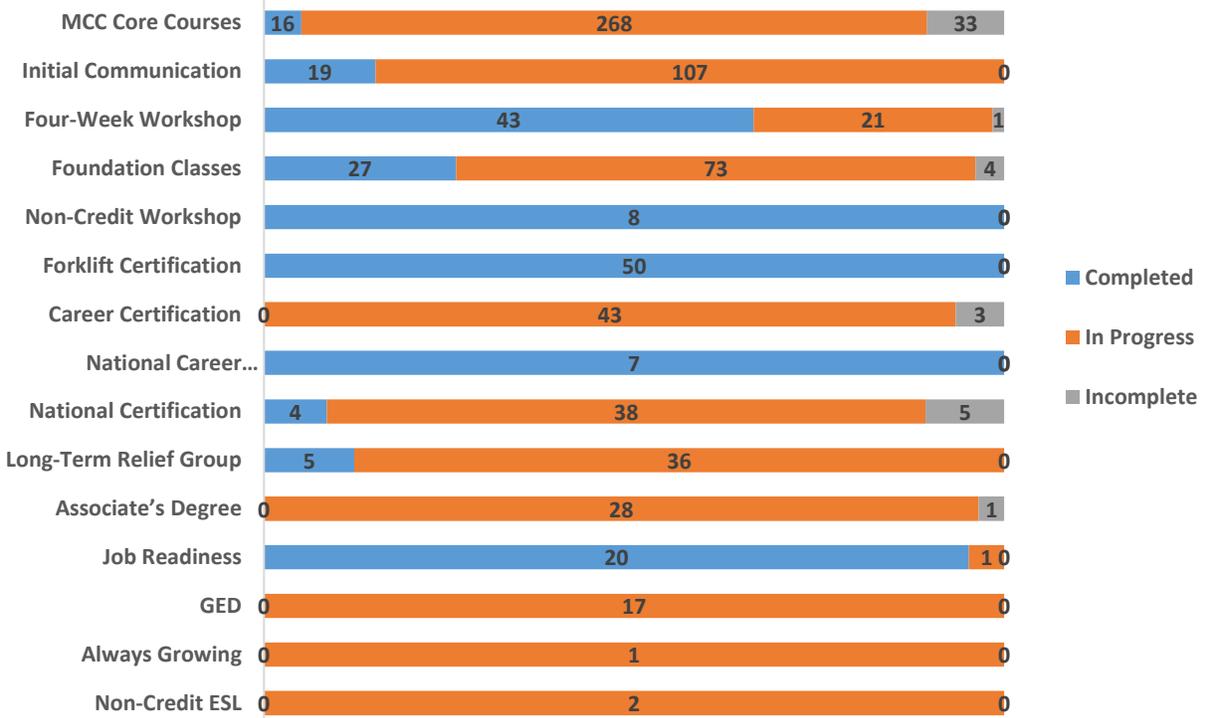


Fig. 13: Mental Health Association

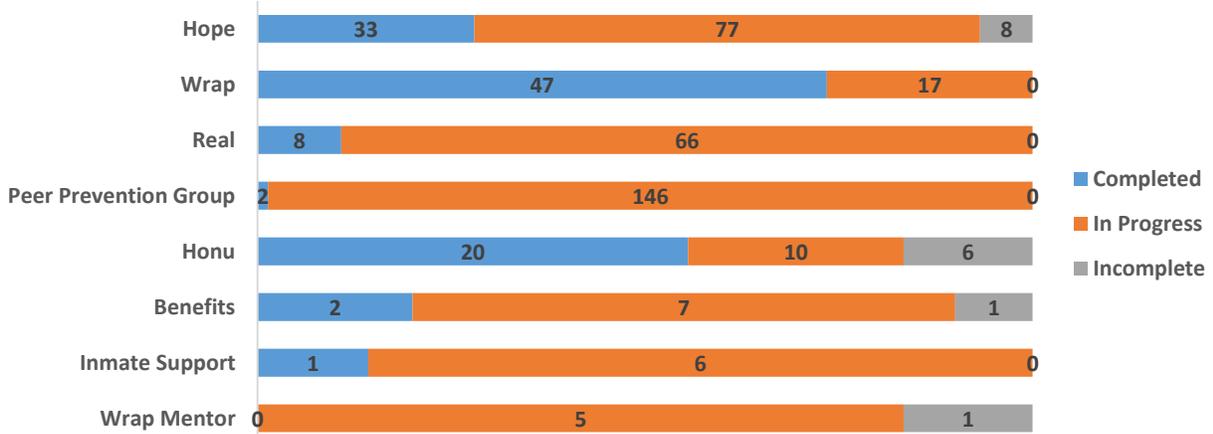


Fig. 14: ReConnect Program Areas

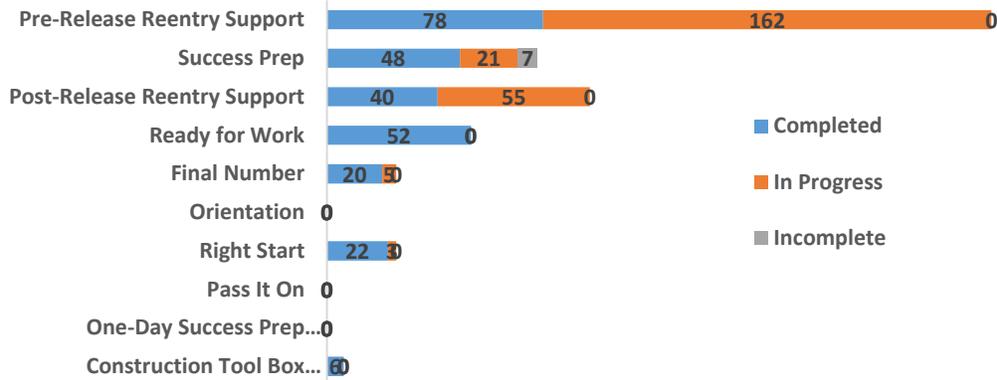
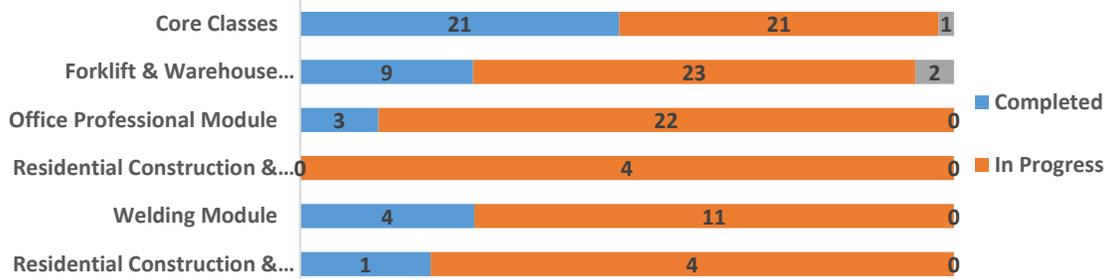


Fig. 15: Center for People in Need - TRADE Program Areas



## APPENDIX 1: VLS PROGRAM SUCCESS OVERVIEW

**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.

**Mid-Plains Community College:** A participant is successful when a short-term certification course is completed. Participants earn CDL Prep certification or certificate cards for forklift, first aid/CPR, and Focus 4 Hazard certification.

**ReConnect:** A participant is successful on a case-by-case basis. Any participant that has completed Success Prep, Final Number, Right Start, or Pass it On while incarcerated is successfully completed. Participants in programming post-release are successfully completed when they reach 85% of their reentry plan which is developed by the client and staff. If a participant does not contact ReConnect for services for 90 days after finishing a program area, that participant will be completed.

**York College:** A participant is considered successful when they complete a course administered by York College. At the end of each trimester, participants are considered successful when their grades are comparable to the general York College population. A participant is successful when completing their 60-hour degree plan and graduates from York College.

## APPENDIX 2: PROGRAM AREA DESCRIPTIONS GRANT CYCLE 3

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.

**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.

### **Correctional Case Management 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 which 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.
  - **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:** 3-12 Months
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
  
- **Program planning and progress**
  - **Description:** Each participant is assigned a case manager for the duration of his/her stay at Bristol Station. The participant meets with the case manager on a weekly basis for the first 6 weeks and then every other week thereafter. The case manager completes the Risk/Need assessment (Ohio Risk Assessment System (ORAS)) and Quality of Life Inventory (QOLI) with the participant which is the basis of the

individualized program plan. Upon discharge from the program the case manager completes the ORAS and QOLI as well. Another part of the correctional case management component is the weekly program review team in which the case managers, home reintegration specialist, executive director and parole or probation officer meet to discuss the progress of each participant.

- **Duration:** Ongoing
- **Location:** Bristol Station Residential Reentry Center, Hastings, NE

### **Vocational Program Areas**

#### ● **Resume Development**

- **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants will attend Employment Skills Group or 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 attend Employment Skills Group or 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 will attend Employment Skills Group or work one on one with their case manager and will utilize interest profilers, such as ONET, to help identify employment interests which 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 attend Employment Skills Group or 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:** On going 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:** On going for the duration of their stay at Bristol Station.
    - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

## Life Skills Program Areas

- **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 would be based on the needs of the participant based on 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 will be 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 offenders 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
  
- **Relapse Prevention**
  - **Description:** Bristol Station will utilize The Change Companies', evidence-based, interactive journaling product, Relapse Prevention. Relapse Prevention will provide group participants with the tools needed to identify the pattern of relapse and interrupt that pattern before they slip back into criminogenic behaviors.
  - **Benefit/Result:** Each participant will identify personal relapse warning signs and develop a relapse prevention plan that will help in maintaining motivation for responsible living and sobriety.
  - **Duration:** 6 to 8 weeks
  - **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
  
- **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:** Mental health resources
  - **Duration:** 4 to 6 Weeks
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
  
- **Health**
  - **Description:** Bristol Station utilizes community resources for health needs. Participants are referred by their assigned case manager to ensure continuity of care or to establish care.
  - **Benefit/Result:** General health knowledge

- **Duration:** 4 to 6 Weeks
- **Location:** Bristol Station Residential Reentry Center, Hastings, NE
  
- **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
  
- **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
  
- **Day Guest**
  - **Description:** The Day Guest program is for previous or new corrections participants who may only utilize Keya or Honu for the day. The Day Guest option is for people who can't or don't want to find sitters for the 5 day respite stay at Keya or who just need to get support for a few hours.
  - **Benefit/Result:** Short-term peer support
  - **Duration:** Up to 1 Day
  - **Location:** Keya or Honu
  
- **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
  
- **Always Growing (also Always Growing II and Always Growing III)**
  - **Description:** Noncredit course that offers basic introduction to conservation practices encouraging the repopulation of the Monarch butterflies while learning about how to grow as a leader and work on a team. The course includes hands-on activities.
  - **Benefit/Result:** The population will learn about conservation practices, basic horticulture and leadership skills, in tandem.
  - **Duration:** Three (3) Four-Week Sessions
  - **Location:** OCC
  
- **Orientation**
  - **Description:** Participants fill out all necessary paperwork, including the Participant Enrollment Form, Holland Code worksheet, and other college paperwork. Participants will leave with an appointment with the lead coach to register for classes, if necessary. Orientations are for any person who has not previously taken classes with us.
  - **Benefit/Result:** Ability to participate in 180 RAP.
  - **Duration:** One Hour
  - **Location:** MCC
  
- **Job Readiness**
  - **Description:** Participants meet with Employment Specialist to create resumes, sign up for an email address, write turnaround and cover letters, submit job applications, transport to and from job interviews and job fairs, and any other necessary service to help participants become job ready. The Employment Specialist also works with the Department of Labor to increase chances of employment.
  - **Benefit/Result:** Resume, Letters, Applications, often job placement
  - **Duration:** One Hour (many often schedule multiple appointments)

- **Location:** MCC
- Fiber Optics Certification Training
  - **Description:** The training is comprised of two separate trainings, the Certified Fiber Optics Technician and Certified Fiber Optics Specialist (CFOT) in Testing & Maintenance (CFOS/T). In the CFOT, students identify fiber types; recognize various connectors used in fiber installation; and install, terminate, splice, and properly test installed fiber cable to existing and basic testing and troubleshooting. The course is recognized by the US Department of Labor and the CFOT exam is sanctioned by the Fiber Optics Association (FOA). The CFOS/T is designed to offer advanced training to anyone involved with the testing and maintenance of fiber optics networks. Participants gain the knowledge and skills needed to use the overall spectrum of testing and maintenance of single mode fiber optics networks and gain a detailed overview of the various pieces of equipment used in testing and maintenance. Topics include a detailed study of ANSI/TIA/EIA-526-(7)A, OTDR fundamentals and uses, OTDR vs. Insertion Loss Testing, Return Loss Testing, and Attenuation testing using the power source and light meter. The CFOT is a required prerequisite for CFOS/T.
  - **Benefit/Result:** Two National Certifications
  - **Duration:** 5 Days Total
  - **Location:** MCC's Center for Advanced and Emerging Technology (CAET)

#### 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
  
- **Relationship Building**
  - **Description:** This four-week noncredit course is designed to enable participants to reengineer attitude and understand its influence on behavior as it relates to mastering soft skill strategies in the workplace and in general. Participants will explore personal capabilities and effective goal setting strategies along with relationship skills. Communication and problem-solving abilities will be investigated to enhance holistic development of participants and improve their employability skills.
  - **Benefit/Result:** Soft Skills
  - **Duration:** Four Weeks
  - **Location:** OCC
  
- **Financial Empowerment**
  - **Description:** This course designed by the Consumer Financial Protection Bureau introduces students to the tools needed for answering financial questions and overcoming barriers/concerns regarding their present and future financial needs. 9 modules will explore the areas of setting goals and planning for large purchases, saving

for emergencies, tracking and managing income, paying bills and other expenses, budgeting, dealing with debt, understanding credit reports, money services, card and loans, and protecting their money.

- **Benefit/Result:** Certificate of Completion
- **Duration:** Four Weeks
- **Location:** OCC

**Overall Program Description:** Mid-Plains Community College's is dedicated to transforming lives through exceptional learning opportunities for individual student success. The MPCC Business and Community Education (BCE) division is dedicated to providing area communities and businesses with quality educational programs including: continuing education opportunities, adult short courses, and customized business training experiences. The MPCC BCE understands the importance of delivering skills and education to satisfy the identified training needs of employers in the College's service area. As public safety issues and recidivism reduction are needs expressed by organizations at local, regional, and state levels, the MPCC BCE strives to implement training and education programs to best accommodate the identified needs.

### Program Areas

- **Forklift Operator Safety Training**
  - **Description:** Given that thousands of injuries result due to forklift accidents in the United States, this class trains participants in OSHA and legally qualifies individuals to operate a forklift. This class makes participants more marketable by equipping them with operating procedures, safety-rule enforcement knowledge, and sufficient training needed in a safe workplace environment.
  - **Benefit/Result:** Certification of Completion and Occupations Safety and Health Administration (OSHA) Forklift Operator Certification
  - **Duration:** One day
  - **Location:** Mid-Plains Campus
  
- **Commercial Driver's License (CDL) Preparatory Training**
  - **Description:** This is a 16 hour course that will help prepares individuals for taking your basic CDL written tests. Areas covered include; general knowledge, pre-trip inspections, air brakes, combination vehicles, and transporting cargo safely.
  - **Benefit/Result:** Certificate of Completion
  - **Duration:** One day
  - **Location:** WEC Classroom
  
- **CPR AND First Aid Training**
  - **Description:** This class will train, and certify, the student to administer lifesaving HeartSaver CPR/1<sup>st</sup> Aid/AED techniques. An American Heart - HeartSaver CPR/1<sup>st</sup>

Aid/AED, as well as a Stop the Bleed certificate, will be offered upon successful completion of the course.

- **Benefit/Result:** Certificate of Completion and OSHA/American Health Association CPR/First Aid Certification
- **Duration:** One day
- **Location:** WEC Classroom
  
- **Focus Four Hazards Training**
  - **Description:** Hazards, OSHA trains the student to be informed of all hazards in the workplace, sufficiently mark the hazards for safety of all concerned, and how to proceed in an emergency situation. This class is recommended for those working in vocational trades.
  - **Benefit/Result:** Certificate of Completion and OSHA Construction Focus Four Hazard Certification
  - **Duration:** One day
  - **Location:** WEC Classroom

**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:** Right Start focuses on utilizing participant's Holland Code to identify job/occupational interests based on the Code and helps clients identify occupations/jobs based on their skills, interests, and experiences. This includes a 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:** 3 week workshop
  - **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:** 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).
  - **Description as of 10/12/17:** 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: resume building, turnaround letter, cover letter, application checklist, and mock interviews.
  - **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.
  - **Description as of 10/12/17:** includes the above AND a Life Skills portion that is made up of budgeting, personal finance, communication, assertiveness, self-confidence, goal setting, and getting things done.
  - **Benefit/Result:** Technology and customers service skills, competency profile, certified typing test, and completion certificate
  - **Benefit/Result as of 10/12/17:** benefit above AND certificates for each individual life skill.
  - **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.
  - **Description as of 10/12/17:** includes the above AND a Life Skills portion that is made up of budgeting, personal finance, communication, assertiveness, self-confidence, goal setting, and getting things done.
  - **Benefit/Result:** Warehouse operation and workplace safety knowledge, forklift certification card
  - **Benefit/Result as of 10/12/17:** benefit above AND certificates for each individual life skill.
  - **Duration:** Six Weeks
  - **Location:** Center for People in Need
  
- **Welding Module**
  - **Description:** This training provides participants with skills in MIG welding techniques, vertical, horizontal, and pipe welding. Participant will also be provided with skills and techniques in grinding, Steele band saw cutting, and plasma cutting, preparing them to enter directly into welding/metal fabrication employment.
  - **Description as of 12/12/17:** includes the above AND a Life Skills portion that is made up of budgeting, personal finance, communication, assertiveness, self-confidence, goal setting, and getting things done.
  - **Benefit/Result:** Welding/Metal fabrication skills and knowledge, National welding safety certification.
  - **Benefit/Result as of 12/12/17:** benefit above AND certificates for each individual life skill.
  - **Duration:** minimum Three weeks/ Maximum 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.
  - **Description as of 10/12/17:** includes the above AND a Life Skills portion that is made up of budgeting, personal finance, communication, assertiveness, self-confidence, goal setting, and getting things done.
  - **Benefit/Result:** Equipment safety, workplace safety, skills for construction industry, competency profile, completion certificate
  - **Benefit/Result as of 10/12/17:** benefit above AND certificates for each individual life skill.
  - **Duration:** Six weeks
  - **Location:** Center for People in Need

**Overall Program Description:** The mission of York College is to transform lives through Christ-centered education and to equip students for lifelong service to God, family and society. Transformation is the cornerstone of the College's mission. Our traditional student population includes a high percentage of enrollees who face socioeconomic and academic challenges, and our faculty, staff, and administrators share a deep commitment to helping them reach their full academic and employment potential. This spirit translates well to the population at the Nebraska Correctional Center for Women (NCCW), particularly for those who are soon to be released and seeking employment. The overarching goal of SCEP is to educate program participants to prepare them for gainful employment to which they are well-suited upon their release from NCCW, thus increasing their chances for successful reintegration into their communities, and decreasing the likelihood that they will recidivate.

### Program Areas

- **York College Associate of Arts Degree Plan:** The sequencing of the courses offered is intentional. The initial orientation course equips them with study skills, preparing them for the academic rigor that is to come. Subsequent semesters tend to provide one course related to a core skill (e.g. speaking, writing, mathematics) and one course designed to expand their general knowledge base (e.g. science, physiology, history). The final year includes a course designed to prepare them for job interviews.
  - **Communication Skills**
  - **Critical Thinking**
  - **Ethical Inquiry**
  - **Social Responsibility**
  - **Spiritual Formation**
- **Benefit:** Associate of Arts Degree
- **Duration:** 3.5 years
- **Location:** NCCW