

Vocational & Life Skills

Quarterly Report – Grant Cycle 3, Quarter 2

May 14, 2019

Submitted by:

Grace Sankey-Berman, Reentry Administrator



2nd Quarterly report

Quarterly Report - October 1, 2018 – December 31, 2018

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 2 (October 2018 - December 2018).

Number of Individuals Receiving Programming this quarter (October – December 2018)	1502
Types of Programming	Vocational; life skills
Cost per Individual (Average cost per quarter)	\$800
Number of Individuals Successfully Completed Programming this quarter	295

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.	115	19	136	34	\$1272
Bristol Station	38	8	49	17	\$7165
Mental Health Association	392	88	467	152	\$569
Metropolitan Community College	469	92	612	227	\$507
Mid-Plains Community College	54	0	54	0	\$0.00
ReConnect	292	63	388	154	\$307
Trade	131	25	171	58	\$1605
York College	11	0	12	0	\$1424
TOTAL	1502	295	1889	642	\$800

Funds awarded:

The grant cycle includes all of FY 2018-2019 and all of FY 2019-2020. Available funds for this grant cycle (approximately \$3,500,000 per year) were awarded to eight organizations.



Highlighted Developments

During Quarter 2 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 November 2018, NTV ran a story on three individuals who have participated in the Center for People in Need TRADE program: <https://nebraska.tv/news/local/nebraska-corrections-programs-help-inmates-transition-into-communities>

Below is the transcript of that story:

“LINCOLN, Neb. — Inmates face trouble transitioning back into society following a prison sentence, and finding a job is one of the main challenges, according to the Nebraska Department of Correctional Services.

NDCS is offering new opportunities at two facilities by offering participants the type of training they need to transition back into the community and become successful.

“They’re getting back into the rhythm of working again,” said Lorna Ellinger, unit case worker at the Community Corrections Center – Lincoln (CCC-L). “A lot of them are just trying to give back.”

That facility, as well as the Community Corrections Center-Omaha (CCC-O), provides many options for incarcerated individuals. Individuals assigned to work detail complete jobs within NDCS facilities including landscaping, construction, administration, and janitorial services. In addition, there are opportunities to cook, clean and provide tours in the Governor’s Residence. Those who are assigned to work release hold a variety of jobs within the community.

After 25 years in prison, Darren McCracken works as a teacher’s aide, while completing his sentence at CCC-L. He helps other incarcerated men and women to obtain their GED. “The job was available and I had my GED, so I went for it,” he said. “It is very helpful.”

McCracken gained the necessary skills by participating in the NDCS grant-funded TRADE (Tackling Recidivism and Developing Employability) program. The program – an initiative

through the Center for People in Need (CFPIN) – provides a variety of vocational and life skills training services to those transitioning out of the criminal justice system. McCracken recently finished a six-week basic computer course with TRADE, where he learned how to use applications such as Microsoft Word, PowerPoint and Excel. Next, he’s hoping to get his forklift certification.

Charles Blowers recently obtained his forklift certification, along with a construction certification and food handlers permit through TRADE. He has been doing janitorial work at CCC-L and trains other inmates as well as checking inventory.

“It got me back to being worthwhile,” he said. “I’ve had multiple staff members and inmates comment on the cleanliness of the unit. It helped me have a feeling of worth.”

Now, Blowers is making the transition to work release. Those on work release hold positions in restaurants, with construction and landscaping companies, manufacturing plants and other local businesses.

CCC-L and CCC-O conduct orientation sessions to assist with the transition to work release. Individuals must have a state ID or driver’s license and a social security card prior to orientation. During the sessions, participants learn how to complete job applications, how to obtain transportation to and from work and how to talk about their incarceration during job interviews.

“It was informative to sit and listen, ask questions and fill out forms,” Blowers said. “It’s helped me get into a position to succeed. To find a job to fulfill my destiny.”

Stacia Keener, who has been incarcerated for a year and a half, went through a similar job hunt before landing a position as a server at IHOP. She worked there four months before taking a new job at Old Chicago, which was a closer commute by bus.

Keener, who was the lead canteen supervisor at CCC-L on work detail, is now serving at Old Chicago 35-45 hours per week. “Working in the canteen gave me the confidence boost that I needed. That people would trust me to handle money.”

Building that confidence took time. Prior to incarceration, Keener said she never had trouble finding a job. Now, with a felony record, it is more challenging to deal with the questions that employers might ask. Spending time at CCC-L and going to orientation sessions helped her realize that second chances were possible.

“I thought my life was over, but it’s not,” Keener observed. “I’ve been working since I was 15, so it’s not so much learning new job skills as it is learning to deal with the stigma.”



Ellinger, who has been in corrections for 30 years, works to break down the stigma of incarceration every day. She said it is imperative that incarcerated individuals go through programming, volunteer, get back in the community and rejoin the workforce.

"They've done their time and they need to make positive changes so they don't come back here," Ellinger noted. "I just want to see people succeed."

Program Highlights "In their own words"

METROPOLITAN COMMUNITY COLLEGE (MCC)

"Metropolitan Community College's 180 Re-entry Assistance Program (180 RAP) began working with Jose over two years ago, when he was housed at Community Correctional Center - Omaha.

Jose's plan was to take an introductory welding class at MCC and move out of state when he was released from NDCS custody. While Jose started taking classes at MCC, he began to realize he was skilled and truly interested in the welding career pathway. He also began to realize the amount of real support he had with MCC through 180 RAP and the MCC trades instructors. With encouragement from MCC, he applied for a position with Valmont Industries and was hired. Jose has been working at Valmont since and has the goal of becoming a welding inspector. Jose was covered in the American Welding Society journal where he credits much of his success to access to re-entry support while incarcerated. Here is the link to the story. http://www.nxtbook.com/nxtbooks/aws/wj_201809/index.php#/0 Jose continues to work with 180 RAP to achieve his educational goal; he will graduate in the spring of 2019. Jose regularly shares the value of the 180 RAP program with others following in his footsteps and encouraging them that they too, can make a life change. Jose also attends Convict Connection at Metropolitan Community College Re-entry Center on Saturdays. Convict Connection is a peer support group offering support to individuals of various stages of their transition to ensure they are supported and encouraged to remain in the community."

Diane Good-Collins – Program Director

MENTAL HEALTH ASSOCIATION (MHA)

“Lamont’s story starts at a very young age. During his life, Lamont has had five different numbers for various crimes; 5/2003 to 2/2004, 9/2004 to 1/2009, 5/2011 to 11/2011, 4/2013 to 7/2014 and 2/2015 to 11/2018. He has spent his entire adult life behind bars. Lamont met MHA peers and participated in WRAP while in restricted housing at TSCI. During this process, he connected with MHA peers and remained in contact. Upon his release, he had no place to go, except back to where he came from. He worked with MHA and the Tecumseh Re-entry Specialist to complete a referral for Honu Home, a peer-run home for those recently released from correctional institutions battling with behavioral health issues. There was a lot of apprehension about Lamont transitioning to Honu, but also a lot of hope. He was willing to try something different.

Lamont’s first couple of months at Honu were spent trying to adjust to freedom. He became close friends with Courtney, a peer living at Honu Home. Lamont, along with MHA peers, assisted in Courtney’s care until he died the day before Thanksgiving. Lamont struggled with Courtney’s death and with employment. He quit two or three jobs after working only a few days at each one. After getting overwhelmed with everything, he relapsed and came back to the house under the influence of drugs. He was asked to leave and went on the run for a few days before turning himself in to parole. He was sent back to the Nebraska Department of Correctional Services Diagnostic & Evaluation Center for three weeks and then went before the parole board again. MHA peers went to the parole hearing and advocated for Lamont to try again. They paroled him to the Honu Home and stated, “Go back to Honu and write on your mirror, 2020 because if I see you again you will not be released until then.”

In the months that followed, Lamont gained and maintained a full-time job as a maintenance man. Lamont is still employed today and keeps daily contact with the MHA peers. He saved enough money to rent a small apartment, which Lamont, Honu guests, staff and his boss have been working hard to make his own. Lamont has told us numerous times that MHA is his family. He has never had anyone fight and advocate for him the way MHA peers did that day in the parole hearing and his goal is to join MHA and assist others in their journey. Lamont has told his story twice just this week and reached the audience in a way that only Lamont could. In one group, an elderly blind lady had tears in her eyes as Lamont told his story. Come to find out, this mother had a son who died by suicide in prison. They agreed to stay in touch and support Lamont as he transitions to his new home. Lamont will start volunteering with MHA next week and plans to participate in WRAP Facilitator Training and Intentional Peer Support Training, with the hope to be hired as a Peer Specialist at MHA in the future and “pay it forward.”

Kasey Moyer – Executive Director

BRISTOL STATION

The following are responses from Bristol Station participants who were given an anonymous survey about their experiences in the program.


Q: Why did you choose to come to Bristol Station?

- **A:** “Because I needed structure, a new environment to build the new me, and also I didn’t have support at the time, financial or otherwise. That has changed since arrival at Bristol but only due to the support they have offered.”
- **A:** “I need the structure that this place offers. Also being rent free gives me a chance to pay more child support and learning life skills is a plus for me.”
- **A:** “Was in need of stability and some place that would allow me to work, save and get reestablished.”
- **A:** “To start off in a clean and sober environment to strengthen my recovery.”

Q: Has Bristol Station been helpful for you?

- **A:** “Sometimes Bristol Station can be a little tough. But at the end of the day, if you’re trying to better your life, they help you open doors that otherwise weren’t so easily opened. Since arriving at Bristol Station, I have secured a future in Seattle, a valid driver’s license, a commercial driver’s license, clothes, shoes and they worked with me on my finances in order for me to secure a vehicle.”
- **A:** “Yes. If it wasn’t for this program I would probably still be in prison. I could have went to family but I wanted to do this on my own even though they would have let me stay with one of them until I got back on my feet.”
- **A:** “Yes, being here and being accountable for my every movement is teaching me to be accountable to myself. Plus, I have the opportunity to reflect on myself.”
- **A:** “Extremely helpful!!! I have gotten a really good job, a truck, some new teeth and money in the bank. It also has helped me stay clean and sober.”
- **A:** “Yes, the schedule and classes are helpful along with helping me stay sober to rebuild my relationship with my father.”

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 halfway house for those who are indigent and looking to start from absolutely nothing. They know that daunting feeling of having absolutely nothing when you get out of prison. No matter how bad you were or what your charge was...without judgement they help you.”
 - **A:** “Bristol is basically what you want to make of it. If you don’t want to be here or have a bad attitude towards the program you will not like it here or you won’t be here long. Everyone is here to help and want to see you succeed.”
 - **A:** “Bristol Station is an excellent opportunity. They have classes that help you focus on what’s important. The staff is there to help you, not get you in trouble. Most excellent for transition.”
- 

- **A:** “It’s a great place to start off in if you’re sincere about following and respecting the rules and serious about your recovery.”

Q: Do you feel the support/help you have received has been helpful. What staff member(s) have been most helpful and why?

- **A:** “Obviously Tara has been instrumental in my recovery. That has been clear, I think, to everyone. Angela’s positivity makes for a healthy environment. Ed and Ed are your greatest assets as day to day staff. They’re a breath of fresh air.”
- **A:** “Absolutely, the staff works as a team and not one stands out more than the other. They all have a very important role in my success.”
- **A:** “All staff members have been helpful to me at some point. When I had a question or concern, they tried every way possible to answer or help in any situation.”

CENTER FOR PEOPLE IN NEED - TRADE

“During the first quarter of 2019, the TRADE program would like to highlight Robert. Robert is a former participant whose transition back to the community has been very successful. Robert paroled to himself with his own apartment. He has a stable career with Shamrock underground, where he is a crew foreman leading a commercial team of underground fiber optic installers. Robert was also able to use his time at the work release center to save enough money to acquire a vehicle, and has begun rebuilding relationships with his family. Robert also began volunteering with the TRADE program as a guest speaker. During the month of February, Robert came to TRADE and discussed his experience with transitioning back to the community. The obstacles he has encountered, successes he has had, what actions he would do again and what actions he would have done differently. Almost every participant present to hear Robert was very appreciative of Robert taking the time to come and give them encouragement. They were also engaged and asked him questions when he was done speaking.

Matt Hill – Program Manager

RECONNECT

“Our highlight is the increase in our clients following up on second and third visits in our efforts to serve them. It seems we struggled with clients following up on appointments once they received initial services. We can see they are benefiting from our services because they are becoming more engaged which is leading to not only employment success, but success in breaking through reentry barriers which impact them. The assessment tool we use to measure risk is aiding us in targeting the appropriate services and time to clients based on their risk level to avoid overserving and underserving them and allows us to use our resources more effectively.”

LaVon Stennis Williams – Executive Director



ASSOCIATED BUILDERS & CONTRACTORS (ABC)

Jason is now registered as a first year Plumbing Apprentice at the ABC Omaha Training Center. Jason is currently on Parole and is taking advantage of the 18-month paid tuition through the VLS Grant. Jason came to the Omaha office in December seeking enrollment in the January Plumbing class. In conversation, it was discovered he was walking 1 mile to and from work and home daily, so he can maintain his job. When asked if he could get to class twice a week, he stated yes, he would walk adding an additional mile and half those days.

Jason has maintained good standing with his employer and has arranged for a ride one night a week with another student, however, he still walks to work, and then to class once a week. He is in the process of saving for a vehicle but in the meantime, he is committed to honoring his commitments by walking. His dedication to making a change and honoring his goals is remarkable.

April Bulling-June Director of Grant Administration & Education Coordinator

Mid-Plains Community College

“Mid-Plains Community College (MPCC) continues offering up to four *Access to Workforce Opportunities* short course trainings per month at the MPCC McCook Campus location. Quarter 2 of the *MPCC Access to Workforce Opportunities Program* offered a total of nine short courses including:

4 Forklift Operator Safety Training Courses

2 Focus Four Hazards Courses

3 CPR/First Aid Classes

Due to scheduling and transportation difficulties, offering of the CDL Preparatory class has been rescheduled for January 2019.

A total of 67 Work Ethic Camp (WEC) participants received certifications as a result of the nine offered courses during Quarter 2. In addition, an enrollment waiting list has been established for scheduled Forklift Operator Safety Training Courses to accommodate popularity of the course and to ensure maximum enrollment numbers are achieved for each scheduled offering. As a result of the waiting list and overall interest in the “one and done” format of classes, the majority of offered short course trainings enroll the maximum capacity of eight individuals per offering.



Since the MPCC Access to Workforce Opportunities Program commenced in September 2018, a total of 10 short courses have been offered and 75 Nebraska Department of Correctional Services Work Ethic Camp inmate participants have received credentials through the program.”

Alecia Hothan – Area Grants Coordinator

York College

“The highlight of the quarter for the York College Second Chance Education Program was the visit by Kitty Williams for the WW2/Holocaust studies class. Part of our AA degree is that students learn and can understand history. The women in our program chose, as an elective, to take a WW2/Holocaust studies class. This class tackled multiple tough subjects, some of them that the women in our program could relate to. However, a textbook and a lecture can only teach you so much about any given subject. Hearing a perspective from someone who has experienced the subject will grow and define understanding for those learning. This is exactly what happened when Kitty Williams came to visit the class. The women in our program were able to connect to and learn from Kitty in ways that a regular professor could never do. It’s exciting to us because people have different experiences, but they can be very similar as well. The women were nothing but excited when Kitty came to speak to them and we hope to include more experiences like that into our curriculum. The ladies are only three courses away from finishing their AA degrees!”

Alex Boss – SCEP Project Monitor

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





UNIVERSITY OF NEBRASKA AT OMAHA

NEBRASKA CENTER FOR JUSTICE RESEARCH

VOCATIONAL AND LIFE SKILLS QUARTERLY REPORT

**Grant Cycle 3, Quarter 2
October – December 2018**

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Executive Summary

This report presents quarterly data and evaluation updates for the Vocational and Life Skills Program (VLS) through Quarter 2 of Grant Cycle 3. VLS was created by the Nebraska Legislative Bill 907 in 2014 to reduce recidivism and increase meaningful employment for Nebraskans convicted of a crime. The report contains 1) descriptions of the eight funded programs across the state, 2) a snap shot of program participation across the programs, 3) demographics of the participants served by the VLS initiative, and 4) participation breakdowns and descriptions of the skills participants are gaining through VLS programming. VLS continues to update service providers to ensure the best programming is available to Nebraska participants.

The VLS initiative is evaluated by the Nebraska Center for Justice Research (NCJR) to identify the impact these programs and services have in reducing recidivism and increasing meaningful employment. As part of the evaluation, NCJR provides trainings and site visits support to grantees as needed, and manages participant data in a data management system created specifically for VLS. NCJR provides feedback and information to the Nebraska Department of Correctional Services (NDCS) regarding the implementation process and data updates on a monthly and quarterly basis. NCJR collaborated with service providers to create individualized evaluation plans with manageable goals, and is working to complete an overall evaluation of VLS during this grant cycle.

Report Definitions

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.

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.

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 A). Because of this, there will be no comparisons between programs based on successful completion numbers.

TOTAL PARTICIPANTS (CYCLE 3)

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.

Program Descriptions

ASSOCIATED BUILDERS AND CONTRACTORS

ABC is part of a national company that provides trade-specific apprenticeship training and work-based learning opportunities for careers in the construction industry. ABC offers classes in correctional facilities and ABC facilities in Lincoln and Omaha.

BRISTOL STATION - WESTERN ALTERNATIVE CORRECTIONS, INC.

Bristol Station allows ex-offenders to transition into the community in a residential setting. They provide opportunities of self-discovery and encourage participants to develop sustainable pro-social routines. Bristol Station works with the Nebraska Board of Parole and is located in Hastings, NE.

MENTAL HEALTH ASSOCIATION

MHA provides peer-run behavioral case management and "wrap-around" support services in Lincoln. This holistic approach provides participants with access to services on an as-needed basis. Services include evidence-based programming, peer-group activities, and education classes and are provided in a residential setting and in prison.

METROPOLITAN COMMUNITY COLLEGE

MCC is a public education institution that supports the RAP 180 program to provide education and work readiness training both within prison and on the Omaha campus. They provide college courses, workshops, employment consultations, and a food pantry for those in need.

MID-PLAINS COMMUNITY COLLEGE

MPCC is a public education institution that includes a division of Business and Community Education (BCE). The BCE is dedicated to providing communities and businesses with quality educational programs. They provide trainings and certifications on the MPCC campus with the escort and supervision of NDCS employees.

RECONNECT

ReConnect, Inc. offers short courses that balance life skills and cognitive restructuring techniques with employment training to help clients reach their full potential. Located in Omaha, ReConnect hosts job fairs to set clients up with employment opportunities, and provides pre-release services in correctional facilities.

TRADE

TRADE is a program administered by the Center for People in Need. It provides comprehensive services and opportunities to support low-income, high needs ex-offenders in prison and at the CFPIN facility in Lincoln. Services include courses or trainings, but focus on relational, cognitive, and technical skillsets.

YORK COLLEGE

A private education institution that seeks to educate participants and prepare them for gainful employment using a spiritual approach to improve cognitive thinking skills and relationship skills. Participants earn college credit with slightly modified curricula from regular York courses.

VLS Initiative Data Highlights

6,217
Served

823
Returned to
Program

4,188
Successful
Completions

10,281
Completed
Program Areas

4,880
Participations
in NDCS
Institutions

Operating
in **10**
Facilities

Current Program Highlights

ASSOCIATED BUILDERS AND CONTRACTORS

TSCI completed its CORE Curriculum class with all 15 original students. This class also maintained an overall 94% grade point average in the nine module course.

BRISTOL STATION

Clients volunteered to set up Christmas lights and set up for the annual adoption day at the Hastings YMCA.

MENTAL HEALTH ASSOCIATION

MHA was invited to speak at the National Dialogue on Behavioral Health Conference in New Orleans resulting in other states wanting to learn more about peer support programs in criminal justice settings.

METROPOLITAN COMMUNITY COLLEGE

Nine staff members were trained on how to facilitate therapeutic groups for individuals with trauma, a history of PTSD, and substance abuse disorders.

MID-PLAINS COMMUNITY COLLEGE

Forklift Operator Safety training continues to be the most popular course offered and continues to enroll close to the maximum number of participants per class.

RECONNECT

They hosted their third annual Reentry Thanksgiving Luncheon where community supporters were able to meet clients and provide new suits to clients in need.

TRADE

They have been collaborating with CCC-L to get more participants into the POP program.

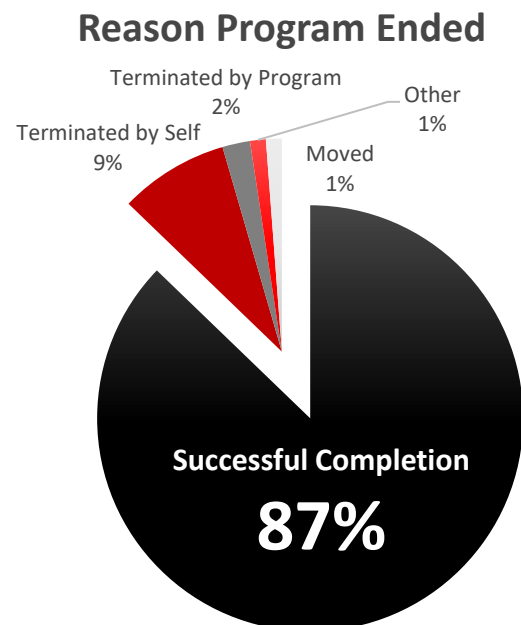
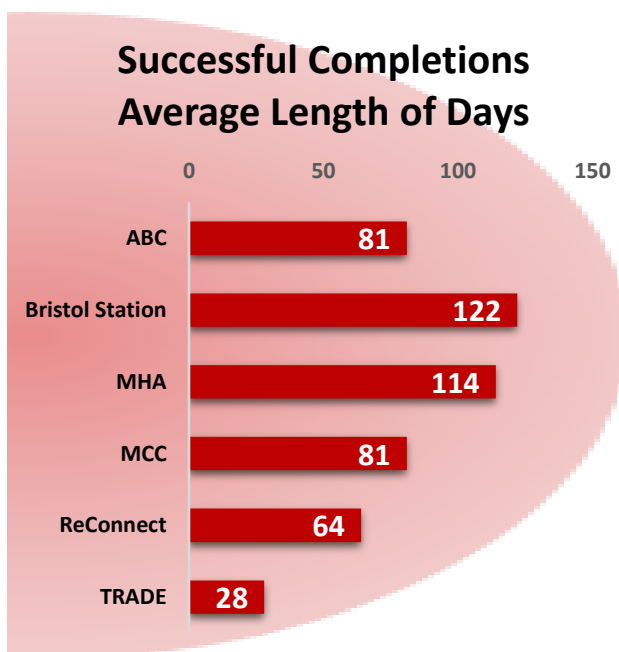
YORK COLLEGE

Some of their students have a 4.0 GPA and report that to be their greatest success thus far in life.

Program Participation Statistics

Participants Served					
Program	New Participants (Q2)	Total Served (Q2)	Successful Completions (Q2)	Total Participants (Cycle 3)	Total Successfully Completions (Cycle 3)
ABC	32	115	19	136	34
Bristol Station	13	38	8	49	17
MHA	155	392	88	467	152
MCC	166	469	92	612	227
MPCC	46	54	0	54	0
ReConnect	113	292	63	388	154
TRADE	49	131	25	171	58
York College	0	11	0	12	0
Total	574	1,505	295	1,889	642

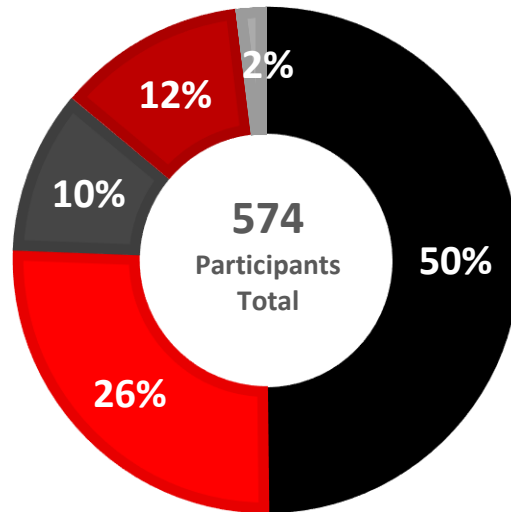
Since the beginning of the current grant cycle, **295** Vocational and Life Skills participants have successfully completed programming across all eight programs. Participants successfully complete the programming when they meet the requirements of their individual plan with program staff in **84** days on average (See Appendix A). Although most participants successfully complete programming, some fail for a variety of reasons: decide to leave on their own accord (terminated by self), are asked to leave by the program (terminated by program), relocate residential location or facility (moved), are referred to another agency (referred to other agency), or they may leave for another reason (other). There were **338** participants who ended programming in quarter two.



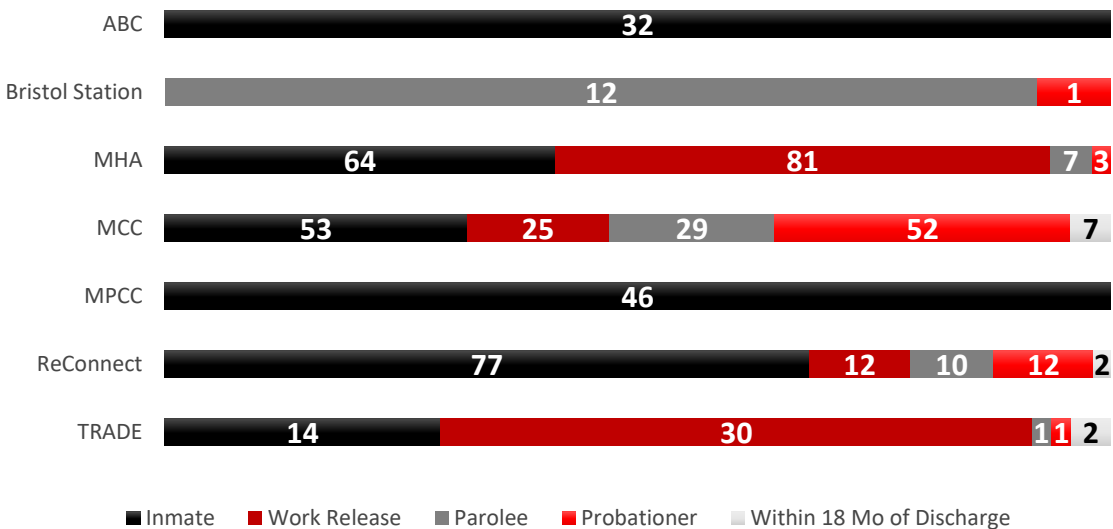
Participant Status

INTAKE STATUS

■ Inmate
 ■ Work Release
 ■ Parolee
 ■ Probationer
 ■ Within 18 Months of Discharge



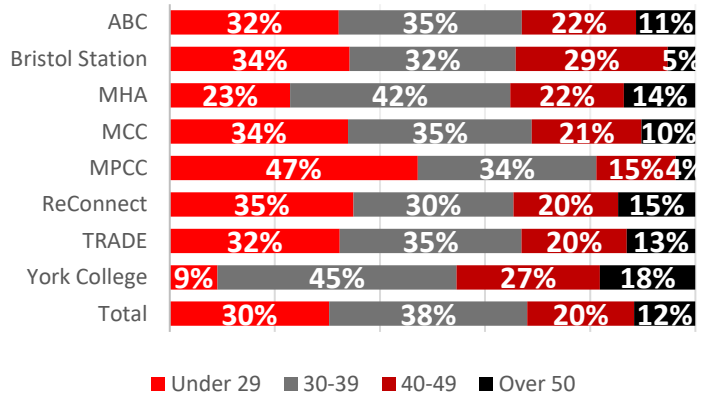
Intake Status by Program



Participant Demographics

Program staff collect a variety of self-reported demographic information from participants in their programs. 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. In this report, we present demographic information on age, race, and sex. There were **176 participants (11.5%)** who identified as Hispanic or Latinx. These participants are most often represented in the other or White racial categories.

AGE BY PROGRAM



% FEMALE BY PROGRAM

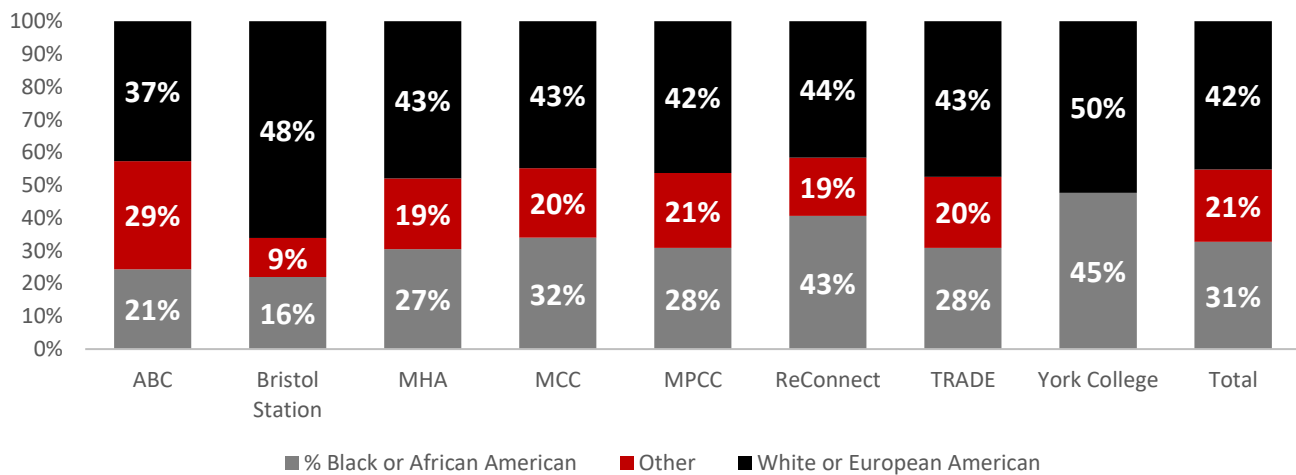
Program Name	% Female
ABC	34.5
Bristol Station	5.3
MHA	24.5
MCC	15.3
MPCC	0.0
ReConnect	6.8
TRADE	28.2
York College	100.0
Total	18.4

% MALE BY PROGRAM

Program Name	% Male
ABC	65.5
Bristol Station	94.7
MHA	75.5
MCC	84.7
MPCC	100.0
ReConnect	93.2
TRADE	71.8
York College	0.0
Total	81.6



RACE BY PROGRAM



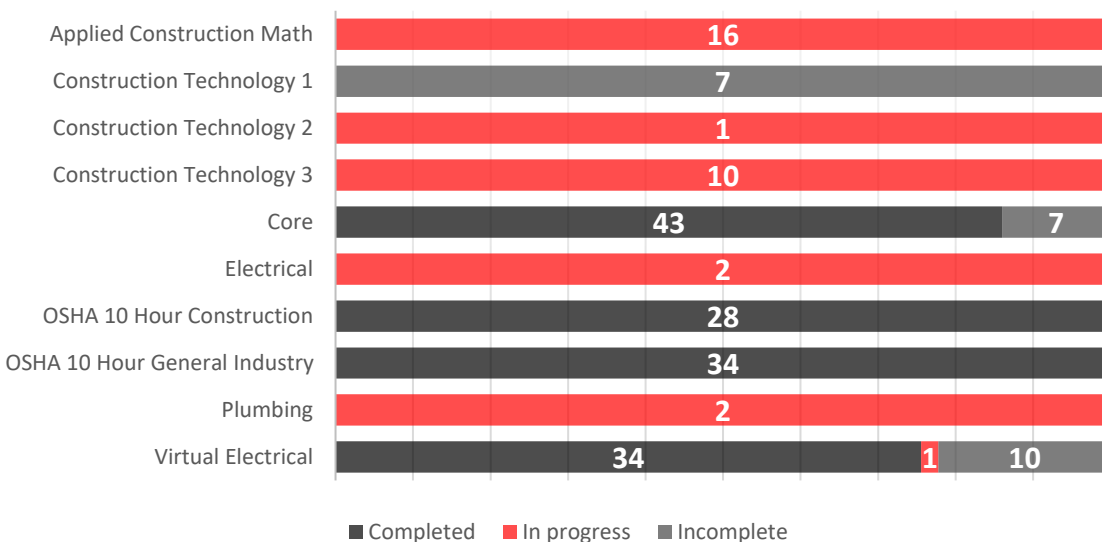
Program Areas

Program area participations for Grant Cycle 3 Quarter 2 (October 2018-December 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.

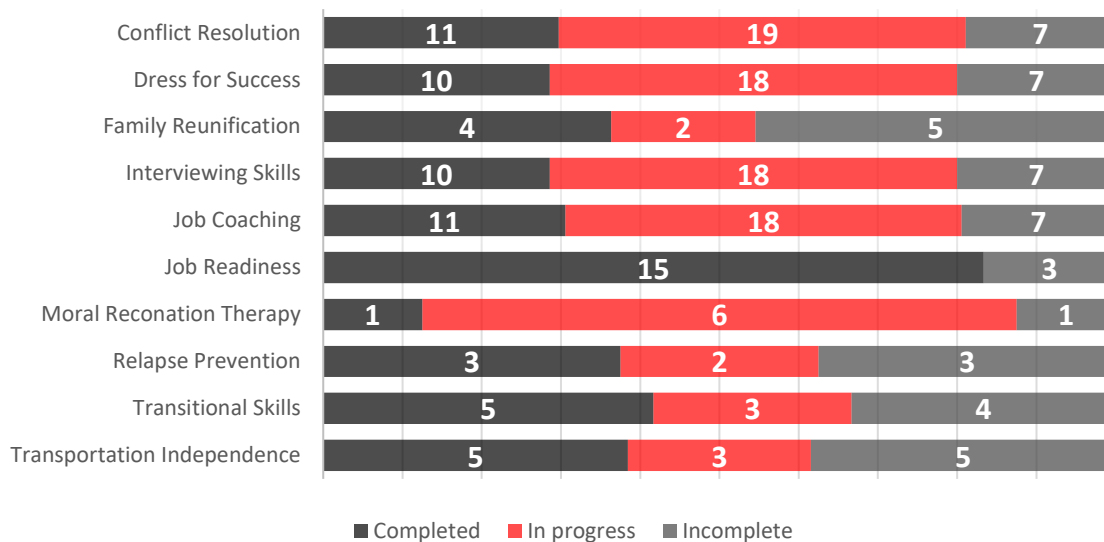
An overview of all program areas each program offers and any updates to program areas is provided in Appendix A of this report. Program areas have changed, and in some cases, will continue to change. Therefore, some of the data presented will not match exactly with previous quarterly reports on program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



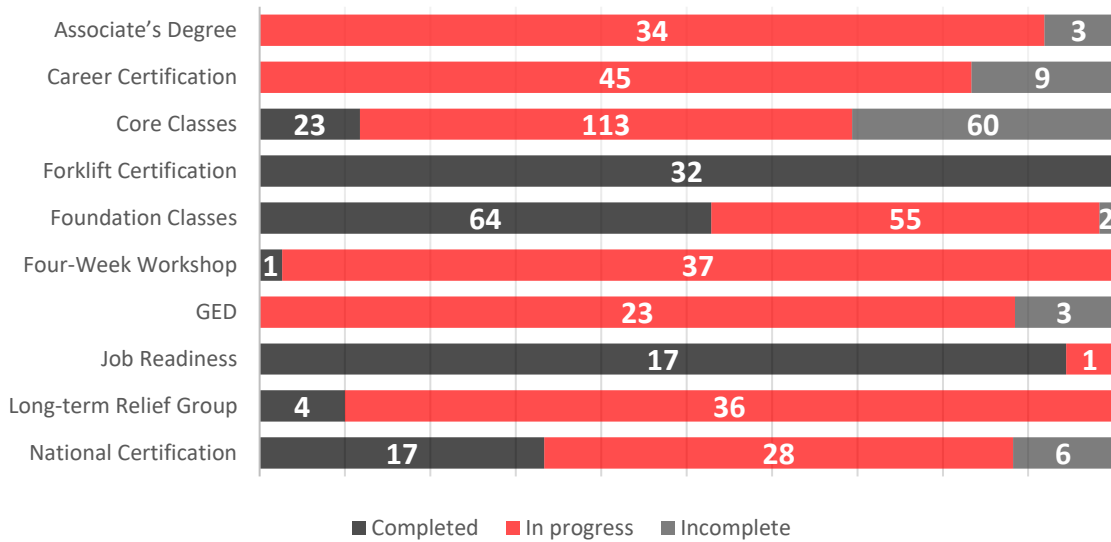
ABC PROGRAM AREAS



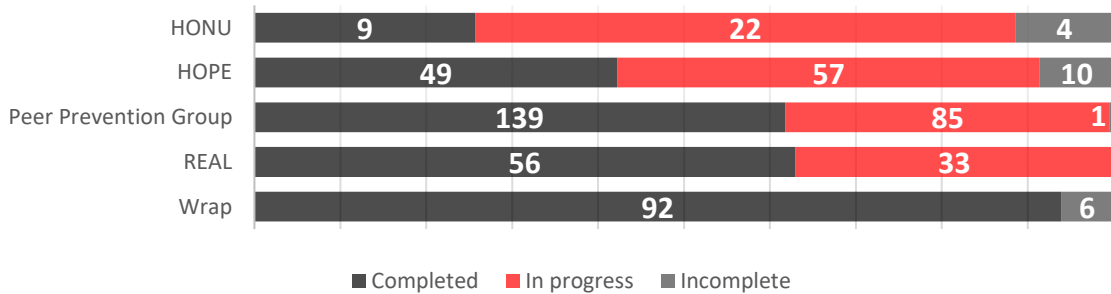
BRISTOL STATION PROGRAM AREAS



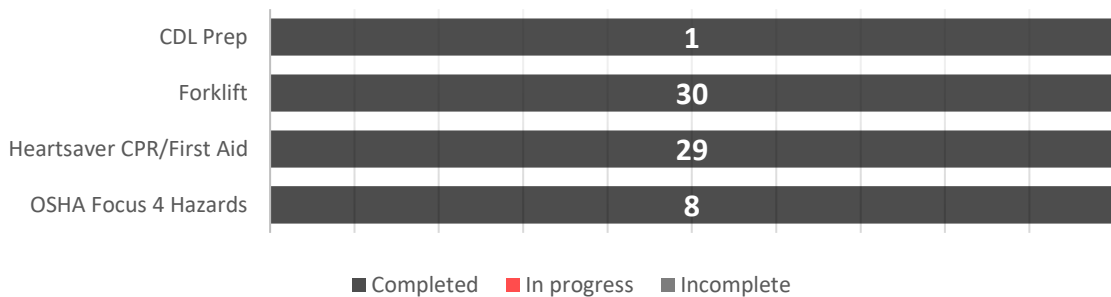
MCC PROGRAM AREAS



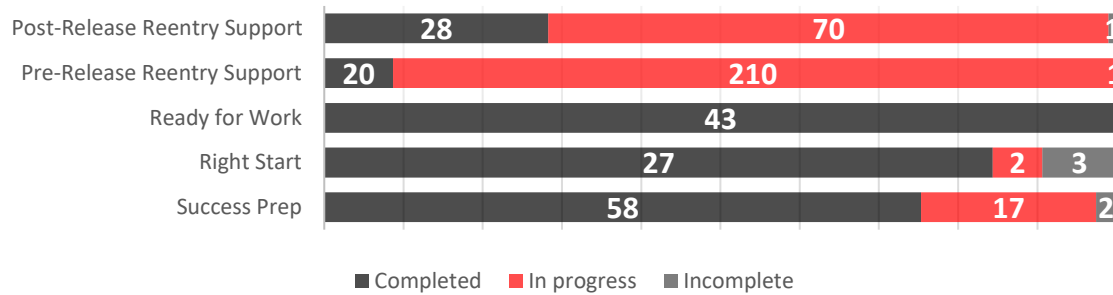
MHA PROGRAM AREAS



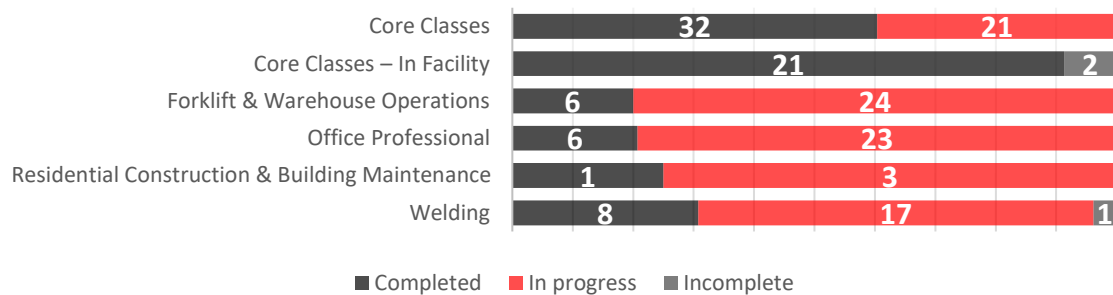
MPCC PROGRAM AREAS



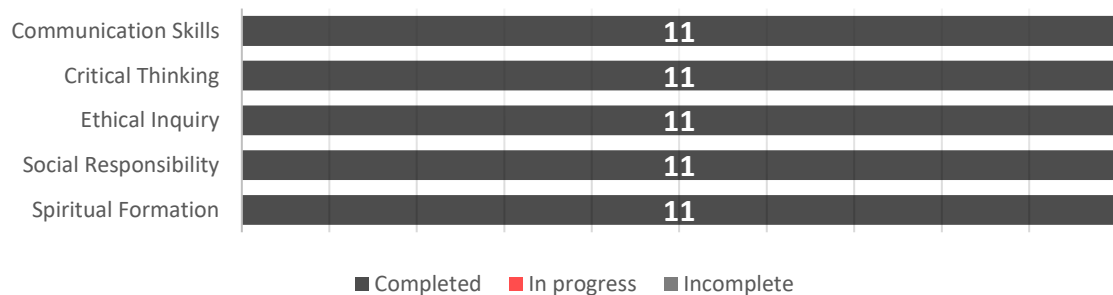
RECONNECT PROGRAM AREAS



TRADE PROGRAM AREAS



YORK PROGRAM AREAS



Appendix A: Program Area Descriptions

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

Associated Builders and Contractors (ABC)

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.

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, 2 nights per week
 - **Location:** NSP, CCCL, CCCO, NCCW, TSCI, WEC, NCCW

- **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, NCCW, TSCI

- **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, NCCW, TSCI

- **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:** 10 weeks, 2 nights per week
 - **Location:** NSP, NCCW, TSCI, WEC, CCCL

- **Reality Works Virtual Welding**
 - **Description:** The VW provides all participants with knowledge of welding safety, basic welding, welding defects and will give them the tools to make weld corrections. Sections include: Welding Types, Careers, Welding Safety, Types of Welders, Welding Equipment, Weld Defects, Welding Basics, Welding Joints and Welding Simulation.
 - **Benefit/Result:** Certificate
 - **Duration:** 10 weeks, 2 nights per week
 - **Location:** NCCW, ABC Lincoln Training Center

- **Reality Works Virtual Electrical**
 - **Description:** The VE provides students with general electrical wiring training as well as instruction on how to do proper household and commercial wiring. This program helps students to safely train their electrical wiring skills by providing repetitive practice as well as assessment exercises and introduces standard electrical symbols and theory in one portable, easy-to-use kit. The Curriculum follows three lesson plans: Electrical Safety, Electrical Principles and Basic Electrical Wiring Skills.
 - **Benefit/Result:** Certificate
 - **Duration:** 8 weeks, 2 nights per week
 - **Location:** NCCW, WEC, ABC Lincoln Training Center

- **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 Center
- **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

Bristol Station—Western Alternative Corrections

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.

- **Residential Reentry**
 - **Description:** Bristol Station Residential Reentry Center is based on the Federal reentry model which utilizes evidence-based practices to deliver offender specific programming while the participant resides at the facility. Reentry services are guided by the Risk, Need and Responsivity (RNR) principles which dictate the degree of targeted interventions and individualized services and programming provided to each participant based off a risk/needs assessment. Bristol Station offers a variety of programming components to foster life and vocational skills. Programming components include, but are not limited to Correctional Case

Management, Moral Recognition Therapy, Offender Workforce Development, Transition Skills Group, and Personal Growth. Community resources are utilized for substance abuse, mental health and offense-specific treatment.

- **Benefit/Result:** Development of employability skills, development of life skills necessary to live a crime free life, obtain and maintain meaningful employment, successfully complete all facets of their individualized program plan aimed at lowering recidivism risk. Successfully reintegrate and transition back into their community.
 - **Duration:** 3-12 Months
 - **Certificate:** None
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Correctional Case Management**
 - Validated risk/needs assessment
 - Individualized program plan development
 - Weekly and biweekly progress meetings
 - Program review team updates
 - Release planning
 - **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 - Community Supervision Tool (ORAS-CST)) 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-CST and QOLI as well. Another part of the correctional case management component is the weekly Program Review Team (PRT) 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 while residing at Bristol Station RRC
 - **Certificate:** None
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Life Skills Programming**
 - **Moral Recognition Therapy**
 - **Description:** Moral Recognition Therapy (MRT) is a systematic treatment strategy that seeks to decrease recidivism among juvenile and adult criminal offenders by increasing 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.
 - **Certificate:** A certificate of completion will be provided upon completion of the group/program.
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Family Reunification/Personal Growth**
 - **Description:** Bristol Station utilizes The Change Companies, evidence-based, Interactive Journaling product, Getting it Right, Contributing to the Community, and Personal Growth. There are multiple journaling sections that focus on a different topic relevant to life skills, family reunification and reentry. The sections are:
 - Relationships/Communication
 - Family
 - Feelings
 - Anger
 - **Benefit/Result:** Increased positive communication with family, development and/or repair of family relationships, development of a positive support system and reduced recidivism risk.
 - **Duration:** The group will be facilitated by a Bristol Station employee and would be offered for a total of eight one-hour sessions.
 - **Certificate:** A certificate of completion will be provided upon completion of the group/program.
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Parenting**

- **Description:** Bristol Station utilizes two different curriculums for parenting. The curriculum utilized would be based on the needs of the participant based on the risk/need assessment. Bristol Station utilizes InsideOut Dad® and/or Parenting Wisely. InsideOut Dad® is an evidence-based fatherhood program which helps reduce recidivism by reconnecting fathers to their families.
- **Benefit/Result:** Development of parenting skills, improved familial relationships, reduced recidivism risk.
- **Duration:** Parenting Wisely is offered online. InsideOut Dad will be facilitated in a group setting over a 12-week period.
- **Certificate:** A certificate of completion will be provided upon completion of the group/program.
- **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Transition Skills**

- **Description:** Bristol Station utilizes The Change Companies, evidence-based Interactive Journaling product, and Transition Skills Program. There are multiple journaling sections that focus on a different topic relevant to reentry, life and vocational skills. 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 life skills that help them make responsible choices and avoid future incarceration, as well as reduced recidivism risk.
- **Duration:** The group is designed so participants 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 participant work hours.
- **Certificate:** A certificate of completion will be provided upon completion of the group/program.
- **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Money Management/Financial Literacy**
 - **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. This program component can also be provided in a group setting.
 - **Benefit/Result:** Development of life skills, a working budget and development of financial responsibility.
 - **Duration:** Ongoing while residing at Bristol Station RRC.
 - **Certificate:** A certificate of completion will be provided upon completion of the group/program.
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Relapse Prevention**
 - **Description:** Bristol Station will utilize The Change Companies', evidence-based Interactive Journaling product, and 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 and reduced recidivism risk.
 - **Duration:** 6 to 8 weeks
 - **Certificate:** A certificate of completion will be provided upon completion of the group/program.
 - **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
 - **Certificate:** A certificate of completion will be provided upon completion of the group/program.
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Managing Mental Health**
 - **Description:** Bristol Station utilizes community resources for mental health needs and medication management. Participants are referred by their assigned case manager to ensure continuity of care or to establish care.
 - **Benefit/Result:** Continuity of mental health and medical needs are addressed
 - **Duration:** Ongoing while residing at Bristol Station RRC
 - **Location:** TBD

- **Health/Medical**
 - **Description:** Bristol Station utilizes community resources for health needs and medication management. Participants are referred by their assigned case manager to ensure continuity of care or to establish care.
 - **Benefit/Result:** Continuity of medical needs are addressed
 - **Duration:** Ongoing while residing at Bristol Station RRC
 - **Location:** TBD

- **Problem Solving/Communication Skills**
 - **Description:** Bristol Station will utilize The Change Companies', evidence based Interactive Journal, and Communication Skills to assist participants in the development of effective problem-solving skills and improved communication skills. Focus is placed on effective communication, strategies for controlling anger, and the benefits of building healthy relationships.
 - **Benefit/Result:** Development of appropriate problem-solving techniques and life skills, as well as reduced recidivism risk.
 - **Duration:** 6 weeks
 - **Certificate:** A certificate of completion will be provided upon completion of the group/program.
 - **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 while residing at Bristol Station RRC
 - **Certificate:** None
 - **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
- **Certificate:** None
- **Location:** Bristol Station Residential Reentry Center, Hastings, NE

Vocational Programming:

○ Vocational Assessment

- **Description:** Bristol Station will complete a comprehensive, evidence-based vocational assessment that will assess employment/education interests utilizing the O'NET interest profiler, as well as an interest and skills checklist. The vocational assessment will also evaluate barriers and skills.
- **Benefit/Result:** Participants will identify employment and/or educational interests which in turn assists in the development of a targeted job search or targeted course of study with vocational training to enhance general labor market access.
- **Duration:** Individualized/On-Going
- **Certificate:** None
- **Location:** Bristol Station Residential Reentry Center, Hastings, NE

○ Employment Readiness

- **Description:** Bristol Station utilizes the evidence-based Offender Workforce Development Specialist (OWDS) curriculum to provide participants with workforce development strategies. Components of the group include vocational assessment, interest and skills profiler, assessment of barriers, identification of transferable and soft skills, job search strategies, completing job applications appropriately, development of a resume, appropriate dress and hygiene, development of interview skills, explaining criminal history effectively, employer expectations and employment retention. Participants will also obtain all necessary documents required to gain employment (i.e. birth certificate, state identification, drivers' license, social security card).
- **Benefit/Result:** Participants will develop employability skills necessary to obtain and maintain meaningful employment, which also leads to a reduction in recidivism risk.
- **Duration:** Employment readiness will be facilitated in a group setting. Components of the group can also be offered in a one-to-one setting to accommodate employment schedules. It can take 1 to 8 weeks to complete all facets of the program.
- **Certificate:** A certificate of completion will be provided upon completion of the group/program.

- **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Resume Development**
 - **Description:** Bristol Station utilizes components of the evidence-based Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants will attend Employment Readiness 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, which will in turn allow opportunity to gain meaningful employment which in turn results in a reduction in recidivism.
 - **Duration:** 1 to 8 weeks
 - **Certificate:** A certificate of completion will be provided upon completion of the group/program, if provided in Employment Readiness Group.
 - **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 Readiness 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, as well as reduced recidivism risk.
 - **Duration:** 1 to 8 weeks
 - **Certificate:** A certificate of completion will be provided upon completion of the group/program, if provided in Employment Readiness Group.
 - **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 Readiness 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 effectively in the workplace in order to minimize the risk of losing an employment opportunity.
 - **Duration:** On going for the duration of their stay at Bristol Station.

- **Certificate:** A certificate of completion will be provided upon completion of the group/program, if provided in Employment Readiness Group.
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Job Coaching/Employment Retention**
 - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants will attend Employment Readiness Group or work one on one with their case manager to learn techniques of maintaining 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, if necessary.
 - **Duration:** On going for the duration of their stay at Bristol Station.
 - **Certificate:** A certificate of completion will be provided upon completion of the group/program, if provided in Employment Readiness Group.
 - **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 identify and obtain appropriate clothing for interviews and employment.
 - **Duration:** 1 to 8 weeks
 - **Certificate:** A certificate of completion will be provided upon completion of the group/program, if provided in Employment Readiness Group.
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Problem Solving/Communication Skills**
 - **Description:** Bristol Station will utilize The Change Companies', evidence based, Interactive Journal, Communication Skills to assist participants in the development of effective problem-solving skills and improved communication skills. Focus is placed on effective communication, strategies for controlling anger and the benefits of building healthy relationships.
 - **Benefit/Result:** Development of appropriate problem-solving techniques and life skills, as well as reduced recidivism risk.
 - **Duration:** 6 weeks
 - **Certificate:** A certificate of completion will be provided upon completion of the group/program.

- **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 while residing at Bristol Station RRC
 - **Certificate:** None
 - **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
 - **Certificate:** None
 - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

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.

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 House, 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 overcoming 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 House**
 - **Description:** The HONU House 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, identify preferred care and support, and develop a course of treatments and medications.
- **Benefit/Result:** Action Plan
- **Duration:** 8 Weeks
- **Location:** Honu House, NDCS Facilities

Metropolitan Community College

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.

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:** This 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. Nine 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

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 Hazzard certification.

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 helps prepare 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/1st Aid/AED techniques. An American Heart - HeartSaver CPR/1st 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

ReConnect, Inc.

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.

Program Areas: Our programs are divided into two categories—Pre-release and Post-release.

Pre- Release: Participants are selected or voluntarily enroll

- **Success Prep** - A five-week life-skills and reentry planning class offered at LCC, NSP, CCCO, TSCI. Success Prep is our foundational class and participants in our other classes are strongly urged to take Success Prep. The class takes participants on an imaginary journey across country in an effort to reach reentry success. Materials are delivered through five modules each referencing a critical factor influencing success which includes understanding the stages of change we must go through to make substantive changes to understanding factors which contributed to incarceration. Participants are taught the importance of setting goals, assessing their lives and concludes with developing a reentry plan for individuals with less than three years to serve or a success plan for individuals with more than three years left to serve. The ultimate goal of Success Prep as with all our programs is to help our clients begin the process of transformation by changing their perspective of prison and taking advantage of opportunities and gaining core life-skills that lead to self-development. Upon completion of Success Prep, participants are encouraged to write to ReConnect, Inc. for information regarding resources needed to plan for reentry or career books to aid in self-development.

Benefits/Results: Helps participants reimagine their prison sentence as an opportunity for self-development and to begin preparing for reentry success by connecting with community resources. Helps participants challenge assumptions which interfere with pro-social thinking and behaviors.

Duration: Five weeks

Location: LCC, NSP, TSCI, OCC

- **Final Number** - A two-week pro-social thinking class that emphasizes the opportunity of starting over through positive thinking, better decision-making and taking advantage of opportunities while in prison, which leads to positive behaviors. The class is designed to prepare participants to look for opportunities to leave prison “better, not bitter” by helping participants explore positive decision making and making better choices. Upon completion of Final Number, participants are encouraged to enroll in Success Prep upon their assignment to an institution.

Benefits/Results: Helps participants rethink their prison sentence through pro-social thinking and positive mindset ultimately leading to positive behavior while both incarcerated and upon release.

Duration: Two weeks

Location: DEC and NCYF

- **Pass It On** - An intense life-skills class focusing on personal development through developing stronger resiliency, problem solving, intra and interpersonal communication skills and self-awareness of strengths regardless of one's surroundings. Unlike all other programs offered by ReConnect, Inc., Pass It On was specifically developed for men serving 15 years to life in hopes of by helping them develop themselves through informal education, they in turn will take what they have learned and pass it on to others, thus, helping to change the prison culture. Emphasis is placed on developing a success plan to guide participants in serving out their sentence more productively.

Benefits/Results: Created for men who are serving sentences of 15 years to life. Pro-social and life skills development will help this group of men redevelop themselves and pass what they've learned onto peers in hopes of changing the prison culture around them.

Duration: Five weeks

Location: TSCI

- **Right Start** – A two-week career assessment class focusing on effective job search strategies using the Holland Career Assessment tool. Participants are taught the benefit of career assessments in guiding job searches which help lead to more stable and satisfying employment, an important element of reentry success. Participants actually participate in a Holland Assessment and are taught how to identify occupations based on their assessment profile and in the context of their criminal background. The class incorporates the use of the Department of Labor Occupational Outlook Handbook.

Benefits/ Results: Helps participants maximize their job search effectiveness through identifying potential career choices based off their results from the Holland Career Assessment tool.

Duration: Two weeks

Location: CCCO

- **How 2 Succeed** – A two week class designed to give participants an introduction into common careers with low entry barriers. How 2 Succeed is a companion course to Final Number and is only available at NCYF. The class is taught using professional videos produced by subject matter experts on topics selected by the youth at NCYF. Participants must complete Final Number in order to be eligible to participate in the How 2 Succeed Classes.

Benefits/Results: Introduces participants to various careers through professional video series taught by industry professionals. Successful completion of Final Number is required to participate in How 2 Succeed classes.

Duration: Two – three weeks depending on the video series

Location: NCYF

- **Special Content Workshops** – From time to time various institutions have requested we provide workshops which consist of a modified presentation of Success Prep. We have conducted such workshops at WEC and TSCI.

Post Release- Participants voluntarily engage or are referred for services

- **Ready 4 Work** - Job readiness workshop and companion to Right Start. A very comprehensive job readiness workshop that goes beyond resumes, interviews and completing job applications. This specialized program utilizes an assessment tool to help clients understand their job readiness strengths and weaknesses so we can target proper support to assist them. Participants are taught best practice strategies for not only finding employment, but also employment retention. Program provides assistance with developing a resume, interview skills, obtaining work related identification in addition to help applying for employment online, which is not the only support provided. Client must complete Ready 4 Work workshop to be eligible for financial help with work identification, transitional housing assistance, birth certificates, bus tickets or help getting work related clothing. Ready 4 Work also includes a reentry orientation.

Benefits/ Results: Help clients overcome employment barriers by helping them find and keep employment through specialized trainings, career assessments and job readiness assessments, employment networking, financial assistance in securing work related identification, and educational workshops.

Duration: 90 minutes and ongoing

Location: ReConnect's Office

- **Job Club**- An opportunity for clients to attend job fairs in which local employers with background friendly policies come and explain opportunities within their organization. In addition to employers, local community resources from banking institutions, child support services, food pantries, and others are invited to the monthly job club events so clients can interact with these resources which are critical to reentry success.

Benefit/Result: Clients are able to interact with local resources in a small or one on one setting to get information needed to connect with community resources.

Duration: 60 minutes

Location: ReConnect's Office

- **Construction Safety" Tool- Box" Training** - A five-day 40-hour construction safety training leading to industry recognized portable

credentials issued by industry professionals. Safety training includes OSHA 10, First Aid, lead paint/ hazardous materials abatement and other safety training

Benefits/ Results: Employment training with the opportunity to earn industry recognized credentials.

Duration: Five days, 40 hours total

Location: ReConnect's Office

TRADE—Center for People in Need

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.

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, Goal setting, Workplace Etiquette, Personal Finance, Basic Computers, Workplace Diversity, Sexual Harassment, Renters Rights, and Job prep (master application, resume, turnaround letter).
- **Description as of 1/12/19:** 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. Master application, resume, turnaround letter, Professional Development certificate.
- **Duration:** Two Weeks, schedule varies when provided in facilities
- **Location:** Center for People in Need, NSP, LCC.

- **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 continue 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 1/12/19:** 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:** Benefits 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 1/12/19:** 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 1/12/19:** Benefit above AND certificates for each individual life skill.
 - **Duration:** Minimum three weeks, maximum 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 1/12/19:** 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 1/12/19:** 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 1/12/19:** 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 1/12/19:** Benefit above AND certificates for each individual life skill.
 - **Duration:** Six weeks
 - **Location:** Center for People in Need

- **People Obtaining Prosperity (P.O.P) program**
 - **Description:** Scholarship program through Southeast Community College. 45 free credit hours. Students must maintain 2.0 GPA or higher to maintain eligibility in the program. Students must maintain 2.7 GPA to apply for credit extension up to 130 credit hours free. Only CCC-L applicants that have completed the TRADE program though CFPIN, NSP, and LCC will be eligible. Applicants must be class

1 and class 2 Misconduct Report free for six months. Participants who are placed on center restriction may also be removed from the program. The program will also cover books for students in the TRADE p.o.p program only. Maximum number of 10 new scholarships will be granted each quarter, or 20 per semester.

- **Description as of 1/12/19:** 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:** Associates degree or certification from an accredited college.
- **Duration:** 45 college credit hours up to 130 college credit hours.
- **Location:** Center for People in Need

York College – SCEP

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.

- **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