

NEBRASKA

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DEPT OF CORRECTIONAL SERVICES

Reentry Services

Vocational & Life Skills

Quarterly Report – Grant Cycle 3, Quarter 5

July - September 2019

Submitted by:

Grace Sankey-Berman, Reentry Administrator



5th Quarterly report

Quarterly Report – July 1, 2019 – September 30, 2019

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 5 (July 2019 - September 2019).

Number of Individuals Receiving Programming this quarter (July-September 2019)	1,649
Types of Programming	Vocational; Life Skills
Cost per Individual (Average cost per quarter)	\$249.27
Number of Individuals Successfully Completed Programming this quarter	411

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 for the QTR
Associated Builders & Cont.	114	18	365	235	756.23
Bristol Station	34	8	89	50	1,892.33
Mental Health Association	224	50	847	626	223.57
Metropolitan Community College	384	155	1,154	889	123.74
Mid-Plains Community College	37	0	142	7	161.54
ReConnect	576	161	855	377	135.40
Trade	268	19	417	137	240.07
York College	0	0	12	12	305.48
TOTAL	1,649	411	3,893	2,333	249.27

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

In 2015, Vocational and Life Skills (VLS) Grantee Mental Health Association (MHA) received a Vocational and Life Skills grant to work with Nebraska Department of Correctional Services (NDCS) to provide reentry services to people in prison and with people living the community who were released from prison. By using the nontraditional Intentional Peer Support model, they have supported and helped thousands of individuals released from prison to successfully transition into the community (Approximately 400 individuals per quarter).

Mental Health Association (MHA) ensures their staff are trained in the evidence-based model of Intentional Peer Support where people who have successfully navigated the return to the community from prison, mental health and/or substance abuse treatment are able to draw from their experiences to help and work with their peers currently living in NDCS facilities.

By providing employment services through the HOPE program and developing relationships with employers, program staff are able to assist people in obtaining employment. Some of the program participants released from prison do not have a work history due to having been incarcerated for an extended amount of time or because they have never had access to employment. MHA works with program participants to develop soft skills needed to find and maintain a job and provide ongoing support and intervention to address problems that may derail an individual's transition into the community and avoid recidivism.

The Honu Home is a 20-bed peer ran transitional housing program for men and women. Individuals are able to learn how to live in a community and avoid isolation, which sometimes plagues newly released individuals who are on their own. In 2018, due to high demand and a long waiting list, Honu Home went from a five-bedroom house to a 20-bed house. Honu staff wanted to create a warm and welcoming environment for their residents when they arrive after being released from prison, but lacked the resources to make the necessary repairs and furnish the building. To meet this challenge, MHA reached out to the community and organized a successful room decoration event. This brought together a diverse group of people from the community including NDCS, parole, the neighborhood association, local businesses and nonprofit organizations that volunteered to decorate one room each. This collective effort made Honu not only welcoming, but also an oasis and an attractive transitional living home for people returning to the community from prison.

MHA believes in community partnerships and works hard to get people that otherwise would not interact with each other or work together. Law enforcement, parole and probation work with the residents to address problems and challenges that may come up. The Food Bank makes sure residents have food security. The men and women newly released are also referred to mental health and substance abuse services to set up meetings to avoid potential temptations and difficulties. MHA is able to leverage their own resources and work with other VLS partners and community services to help individuals or refer them to a variety of wrap around services and educational programs. These include rent wise, parenting, sex education and more. MHA has worked hard to build good relationships with landlords who are willing to rent to people with felony records. They also assists individuals with finding permanent housing.

MHA's Intentional Peer Support services is unique because staff use their personal struggles and experiences to help the participants navigate available resources in the community to meet their needs. It offers formerly incarcerated people the opportunity to work directly with their peers who are still in prison. Kasey Moyer, the Executive Director of MHA shared the challenge many organizations are currently experiencing is the shortage of mental health providers to serve the target population. Intentional Peer Support programming is an evidence-based approach that helps ease the shortage of behavioral health workers and allows trained peers to provide initial support to those individuals. Successful peers bring credibility because they have firsthand experience of how to use the resources, know where to find them, and how to navigate the terrain which can sometimes be challenging. Peers offer understanding and support when an individual struggles or makes mistakes. Therefore, individuals have more opportunities to work on their wellness and recovery. Individuals who have no work history can build one and receive a chance to be gainfully employed, support themselves and their families. "It is a win-win," said Moyer. "Peers are helping each other, earning a livable wage, finding purpose and paying taxes."

MHA's work and collaboration with NDCS has garnered praise and attention at many levels. Moyer has been invited to participate in a Peer Bridger program with the Colorado Department of Corrections via Mental Health America in Alexandria, VA. Having been invited to speak at different conferences and organizations throughout the year, Moyer said she realized the work that MHA has been doing is not only being recognized locally but also nationally. Moyer noted her work would not have become successful without the collaboration with NDCS and other community partners who share the same goals and visions in helping the individuals with non-punishment based services.

Here are the list of some of the conferences MHA participated in:

- Colorado Health Symposium presentation on July 31, 2018 in collaboration with Lincoln Police Department and Community Health Endowment



- National Association of Case Managers presentation in Indianapolis, IND on Oct 1, 2018
- Presentation National Dialogues on Behavioral Health New Orleans, FL on Oct 29, 2018 with Lincoln Police Department
- NIFA Conference in March, 2019
- Stepping Up Initiative April 17, 2019.
- MHA of Palm Beach presentation to the community partners on May 24, 2019
- Iowa/Nebraska Homeless Conference on June 5th, 2019
- National Association of State Mental Health Program Directors Webinar August 15, 2019
- National Association of Case Management in Philadelphia in October 1-3, 2019 and touring the PA Department of Corrections with Nebraska State Penitentiary Warden Michele Wilhelm.

Program Highlights “In their own words”

ASSOCIATED BUILDERS & CONTRACTORS (ABC)

Eblin is a student at the Associated Builders and Contractors (ABC) Omaha Training Center. He is currently enrolled in Plumbing 2. Eblin had his first experience with ABC while incarcerated at the Nebraska State Penitentiary (NSP). He took the OSHA 10 Hour course for Construction and General Industry at the facility. Upon his release, he contacted ABC’s Omaha Training Center and enrolled in Plumbing 1. He has had great success in the coursework, always at or above the class average with his test grades. This fall Eblin expressed to ABC’s office manager, Theresa in Omaha, how much his life had changed due to the ABC program. He is now gainfully employed through acquiring a job that raised his salary by \$3 per hour the day before he spoke to her. He has a home and a car and expressed how his life is so much better that it has ever been. He thanked Theresa and told her that ABC has changed his life. She told him ABC was just the vehicle, but he was the driver who had truly changed his life. We are very proud of Eblin and all of the students involved in the ABC VLS program. All that have been released and continued in the ABC program are currently employed and are at the top of their classes. He is a true success story for the ABC VLS program.

Anne Klute - Executive Director of Associated Builders and Contractors

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:** “I chose to come to Bristol Station to give myself the opportunity to make a good, slow and positive transition back into society. I must admit it was not my first choice, but I am glad I had the chance to come to Bristol Station.”
- **A:** “I came to Bristol for a new start and a new beginning in a new community to surround myself around positive and new people.”
- **A:** “To help me transition into the community, get a job, save money and take relapse prevention.”

Q: Has Bristol Station been helpful for you?

- **A:** “Bristol Station has been very helpful to me. For example, I have some medical issues and Bristol Station was very forthcoming with transportation and direction in which physicians I should go see to address my medical problems. Bristol Station holds you accountable and responsible for your future and destiny.”
- **A:** “They helped me get a start on my new life by providing me with food and shelter so I can get out here on my own. They give me classes and the tools to help me be able to live on my own independently and become a better man and know how to handle situations differently.”
- **A:** “Yes. Bristol has helped me with my state ID and support getting a job. Also, very helpful with anything I need. A very good place for me. Thank you for giving me the opportunity to be here.”

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

- **A:** “Bristol Station is cool. This place gives you almost everything you need to reintegrate back into the community. Bristol Station tries to make sure you have all the tools you need to transition from an incarcerated person to a productive member of society. They feed you, they offer you classes, and they help you find a job. Bristol Station assists you in getting your identification and social security card. They allow you to have your own car, phone and some personal effects. Yes, they do have rules in place for the safety of the residents and the staff, but I would say Bristol Station is a good place to try and get your life back on track after any type of stint with incarceration.”
- **A:** “They're very helpful and understanding and help people like me out that didn't grow up with guidance or who don't know how to deal with certain individuals.”
- **A:** “Bristol Station will help you transition back into the community and will give you all the tools you need to help you succeed in your life. Also, staff is very helpful. If you want to succeed back in the community, I would recommend Bristol Station for parole.”



Q: What do you feel is your biggest accomplishment since coming to Bristol Station? What are you most proud of?"

- **A:** "My biggest accomplishment since coming to Bristol Station has been the opportunity to reconnect and strengthen my relationship with my wife and daughter. It is a big difference trying to hold together a marriage and family from inside of a state facility, so that is another great opportunity Bristol Station allows you by letting you take passes with your family so you can share some time together."
- **A:** "Getting a job and keeping my sobriety."
- **A:** "Keeping a job."

Q: Would you recommend Bristol Station to someone else? Why or why not?

- **A:** "Yes, it is a good transition house. They give you freedoms but yet give you control of your own destiny. There is structure here and resources. It's up to you to use them."
- **A:** "Yes, because it is the best place to be to transition out of prison. They have rules to follow but they also try to help and work with you too."
- **A:** "Yes, to help them get on their feet and keep their motivation towards goals."

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

- **A:** "Yes, the support and help here has been very helpful to me. Mere words cannot express the appreciation I have for the assistance and resources that are available to me. I guess if I had to pick someone, I would say my case manager, Tara. She has been very helpful and understanding."
- **A:** "Ed on day shift – always been helpful with questions I have. Sheila – helpful with questions and takes me to work when the weather is bad. Tara – cares about me and wants me to do well. Jerry on night shift – always asks if I need anything or if he can assist me with anything."
- **A:** "Yes. Gayle has helped me with job searches and resumes. Tara always helps me with paying my bills/debit card. Alex is cool to talk to as my PO."

Angela LaBouchardiere - Executive Director of Western Alternative Corrections (Bristol Station)

CENTER FOR PEOPLE IN NEED - TRADE

Valedez was discharged from CCC-L and paroling back to Columbus he had a discharge plan which included a family member coming to pick him up. It was unclear at the time why the person did not show up. However, we discovered later that they had a car issue and were in a poor cellphone service location. Alejandro decided to reach out to TRADE knowing he was not going to be able to get a bus ticket until the following day from CCC-L back to Columbus. He had no place to stay the night and was going to go to the city mission. He had no transportation and had not cashed his discharge check and had nothing to eat for the remainder of the day.



TRADE connected with Mental Health Association (MHA), Honu home and secured Alejandro a safe place to spend the night with transportation to CCC-L in the morning. TRADE staff took Alejandro to cash his discharge check for food and send him to Honu home. TRADE staff reported to his PRS officer and confirmed that a plan was in place, and that Alejandro was using community resources.

This was a great experience for a number of reasons because the participant was using resources to help make good decisions, there were community resources available for him, and that multiple agencies were able to collaborate so well together in order to help this client succeed and feel valued.

Matt Hill-Trade Program Manager

MENTAL HEALTH ASSOCIATION (MHA)

Carson served an 18 to 20 year sentence for accessory to a murder. She was paroled to Honu home on January 25, 2019 and also began working with HOPE and REAL program. Soon after her arrival, Carson got a job at Valentino's. However, Carson's anxiety took over and made it very difficult for her to work and keep her job. We remember the day Carson's anxiety was so severe the supervisor told Carson's employment specialist with HOPE, Carson was shaking so much, she shook the pizza right off the pan. Carson went through four different jobs in five months while at Honu. It was apparent that employment for her at that time was very much a struggle. Carson had an extended stay at Honu due to her mental health and efforts to adapt back into the community. Carson moved out to a friend's house who was willing to rent her a room on June 23, 2019. She reported to staff and management that she was scared. We encouraged her to come back during the days, hang out and be around the people she now considered her support system and she followed through. Carson began volunteering at Honu and did really well. She is growing and getting more comfortable each day. On September 19, 2019, Carson was hired as a peer specialist at Honu home and she LOVES her job and we've watched her gain confidence. We believe she will be with us for a long time and she will be able to maintain employment and also have purpose.

Kasey Moyer-Executive Director of Mental Health Association

METROPOLITAN COMMUNITY COLLEGE (MCC)

Billy began working with the 180 Re-entry Assistance Program (180 RAP) at Metropolitan Community College (MCC) while incarcerated at the Omaha Correctional Center. When he was released, he entered the New Life Recovery Program, a nine month program at the Open Door Mission. After completing New Life, Billy successfully completed the forklift training with 180 RAP and began working regularly with MCC's Re-entry Center for education assistance and



employment support. Due to his hard work and dedication, Billy earned his GED and secured full time gainful employment. Recently, his wife and children were able to relocate to Omaha from Chicago so he was able to reunite with his family as he successfully transitioned to the community.

Diane Good-Collins – Program Director

MID-PLAINS COMMUNITY COLLEGE

Mid-Plains Community College (MPCC) continues to offer monthly *Access to Workforce Opportunities* short course trainings at the MPCC McCook Campus location. Quarter 5 of the MPCC *Access to Workforce Opportunities Program* offered a total of 10 short courses including:

- 3 Forklift Operator Safety Training Classes
- 3 Focus Four Hazards Classes
- 2 CPR/First Aid Classes
- 2 CDL Preparatory Courses

The *Access to Workforce Opportunities* program is designed to reduce recidivism by teaching incarcerated individuals marketable skills and provides opportunities to earn credentials that will improve chances of obtaining employment following release. Four different short course trainings are offered through the *Access to Workforce Opportunities* program. As of September 20, 2019, seven students have completed all four program offerings, 26 students have completed three program offerings, 33 students have completed two program offerings, and 76 students have completed one program offering. A total of 142 students have been served by the *Access to Workforce Opportunities* program, completing a total of 248 courses since the program commenced.

Alecia Hothan – Area Grants Coordinator

RECONNECT

Davis consistently came in to look for employment. He had numerous employment barriers in the past. Finally, he found employment in maintenance. We helped him look for work, address employment barriers and assisted him with appropriate work clothing and bus tickets to get to work. He was hired at \$18.00 per hour and was eventually given a raise within a very short time to \$24.00 per hour because of his skills and work ethic. This shows all he needed was the opportunity to show his skills.

LaVon Stennis Williams – Executive Director



York College

The end of the semester is approaching with each student having maintained an 'A' average. Also York College Professor Erin Dehart has started a book club with the NCCW students. This book club is not required for their associate degrees. The success of each individual is demonstrated with the new class and with the graduation class of 2019 from NCCW. Each student has gracefully committed to spend their evening reading the book Miss Erin Dehart ordered. The book is called, "Educated" by Tara Westover. Each week the women meet to discuss their ideas and opinions of the material they read. This is an achievement that provides skills to help them express and explore their intellectual minds and open a new paradigm.

cc: Scott R. Frakes, Director
Senator Mike Hilgers, Chair, Executive Board of the Legislature
Rosalyn Cotton, Chair, Board of Parole
Dawn-Renee Smith, Deputy Director





UNIVERSITY OF NEBRASKA AT OMAHA

NEBRASKA CENTER FOR JUSTICE RESEARCH

VOCATIONAL AND LIFE SKILLS QUARTERLY REPORT

**Grant Cycle Three, Quarter Five
July – September 2019**

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Executive Summary

This report presents quarterly data and evaluation updates for the Vocational and Life Skills Program (VLS) through Quarter Five of Grant Cycle Three. 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 snapshot 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 increasing meaningful employment. As part of the evaluation, NCJR provides trainings to support 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 has 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. New participants with each program 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 THREE)

The total number of participants served during Grant Cycle Three 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 THREE)

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 assists formerly incarcerated persons in transitioning 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 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 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 connect clients, employers 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

York College is a private education institution that provides participants with education courses and prepares 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

8,224
Served

1,052
Returned to
Program

5,608
Successful
Completions

13,984
Completed
Program Areas

6,457
Participations
in NDCS
Institutions

Operating
in **10**
Facilities

Current Program Highlights

ASSOCIATED BUILDERS AND CONTRACTORS

ABC has added OSHA classes back to WEC, and are searching for Core, Math, and Virtual Electrical instructors.

BRISTOL STATION

Inspector General Doug Koebernick and Chair of the Judiciary Committee Senator Lathrop visited Bristol Station in October. They attended a quarterly Community Relations Board Meeting and were given a tour.

MENTAL HEALTH ASSOCIATION

MHA gave members of the judiciary committee a tour of the Honu house and discussion with staff, participants, and committee members followed.

METROPOLITAN COMMUNITY COLLEGE

180 RAP students will now be able to shop for food at the MCC food bank provided for food insecure students.

MID-PLAINS COMMUNITY COLLEGE

One-hundred and forty-two participants have been served by the Access to Workforce Opportunities program, completing 248 courses since the program commenced.

RECONNECT

ReConnect reported there is a decrease in morale among the men at the Nebraska State Penitentiary.

TRADE

TRADE recently hosted a job fair with 37 employers that drew in 163 attendees.

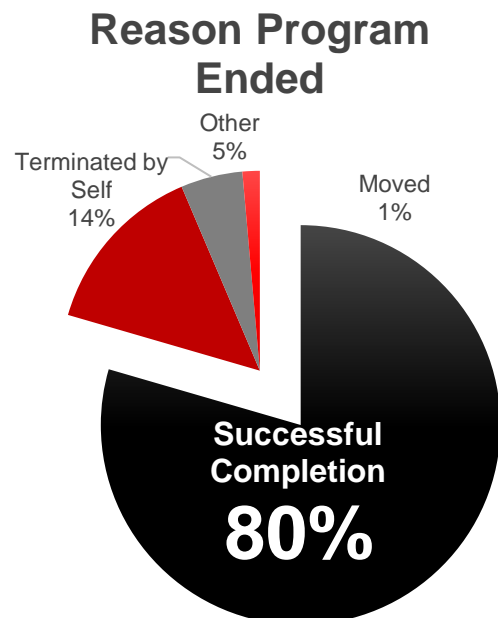
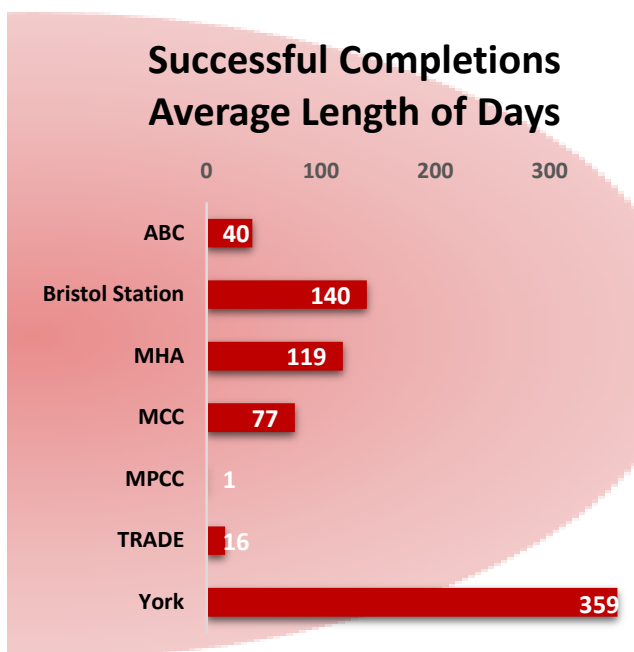
YORK COLLEGE

Professors at York College are reporting that participants writing abilities are improving.

Program Participation Statistics

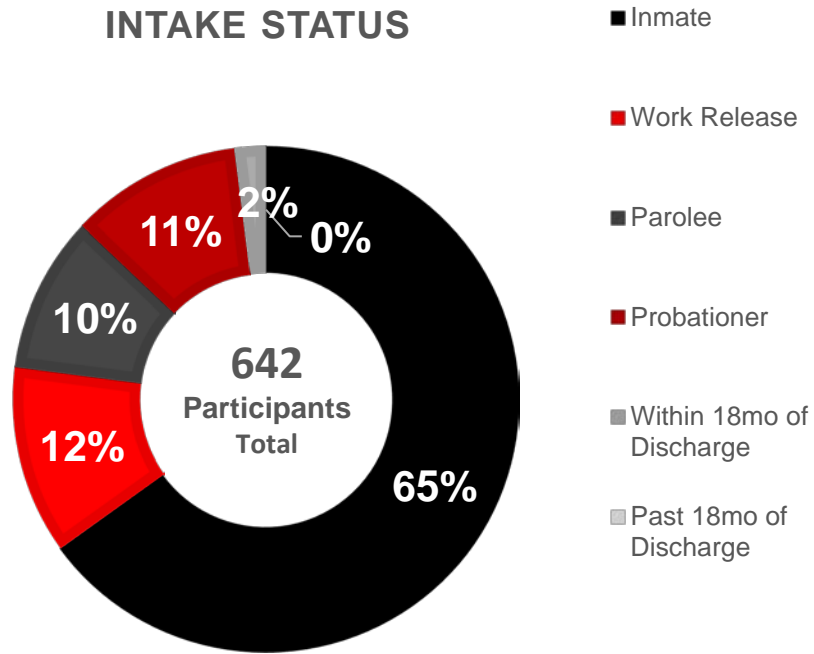
Participants Served					
Program	New Participants (Q4)	Total Served (Q4)	Successful Completions (Q4)	Total Participants (Cycle 3)	Total Successful Completions (Cycle 3)
ABC	24	114	18	365	235
Bristol Station	14	34	8	89	50
MHA	96	224	50	847	626
MCC	209	384	155	1,154	889
MPCC	31	37	0	142	7
ReConnect	182	576	161	855	377
TRADE	74	268	19	417	137
York College	12	12	0	24	12
Total	642	1,649	411	3,893	2,333

Since the beginning of the current grant cycle, **2,333** 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 **107** 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 **517** participants who ended programming in Quarter Five.

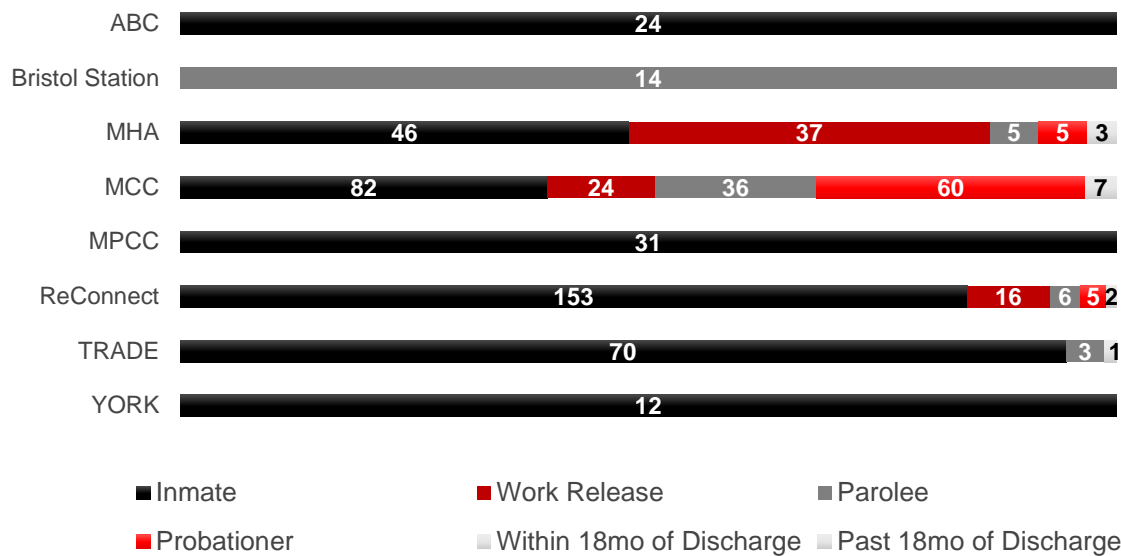


Participant Status

INTAKE STATUS



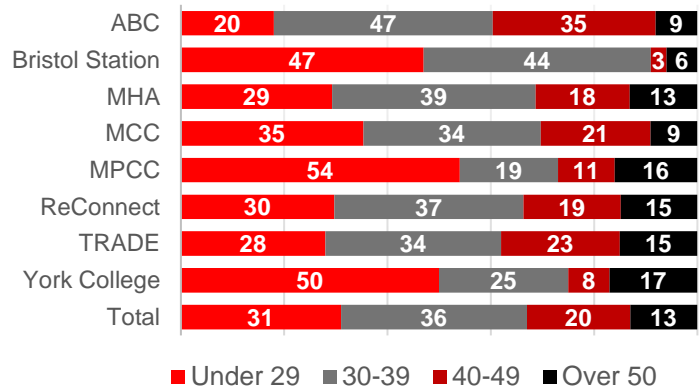
Intake Status by Program



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 **195 participants (11.6%)** 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

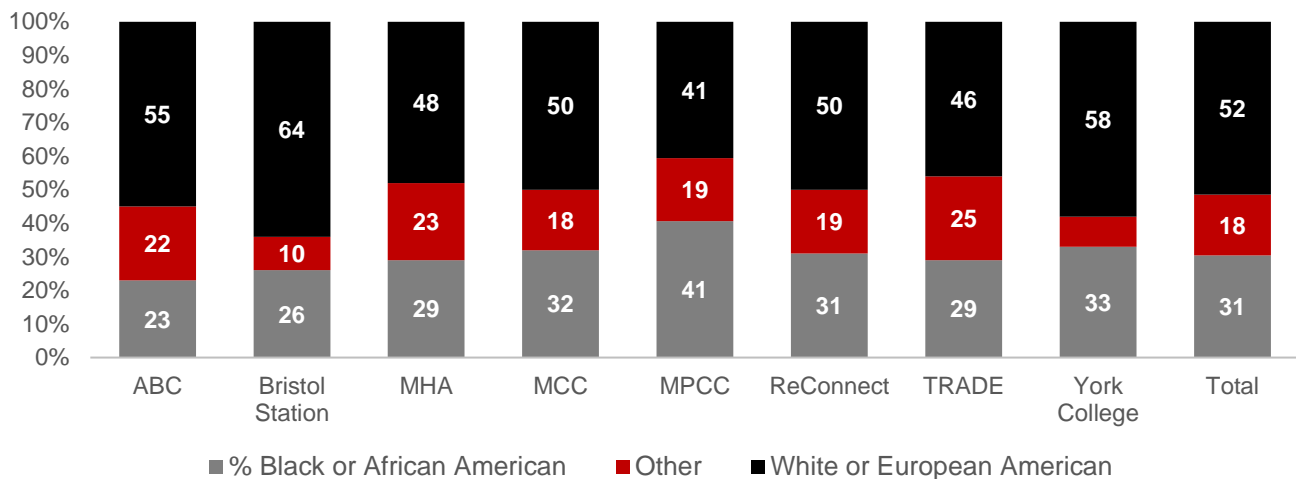
Program Name	% Female
ABC	6.1
Bristol Station	8.8
MHA	19.6
MCC	16.9
MPCC	2.7
ReConnect	5.6
TRADE	25.0
York College	100.0
Total	14.0

% MALE BY PROGRAM

Program Name	% Male
ABC	93.9
Bristol Station	91.2
MHA	80.4
MCC	83.1
MPCC	97.3
ReConnect	94.3
TRADE	75.0
York College	0.0
Total	85.9



RACE BY PROGRAM (%)



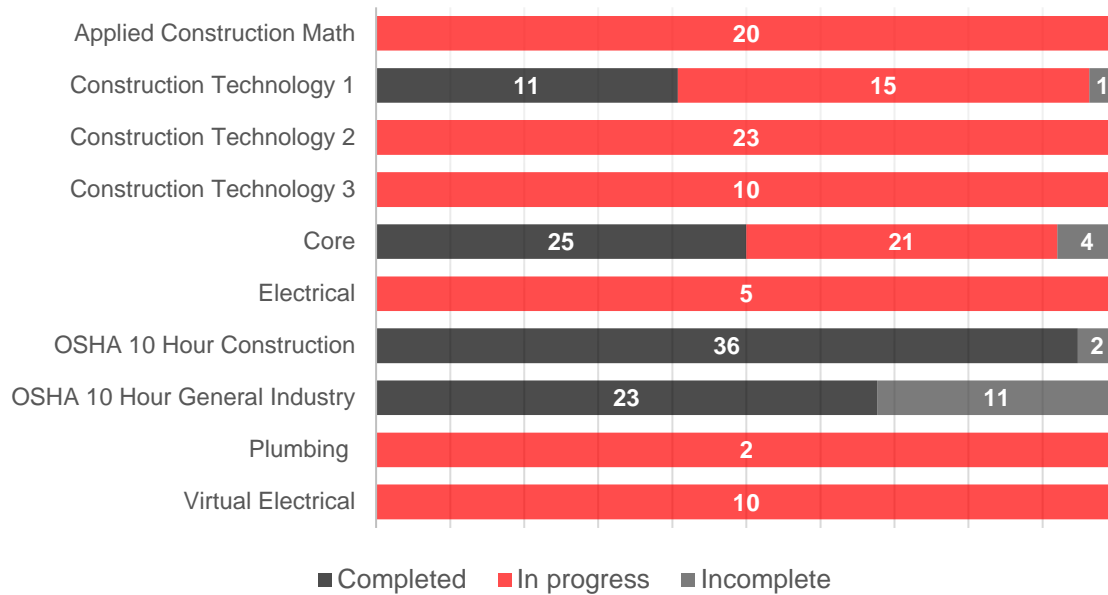
Program Areas

Program area participations for Grant Cycle Three Quarter Five (July 2019 - September 2019) 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.

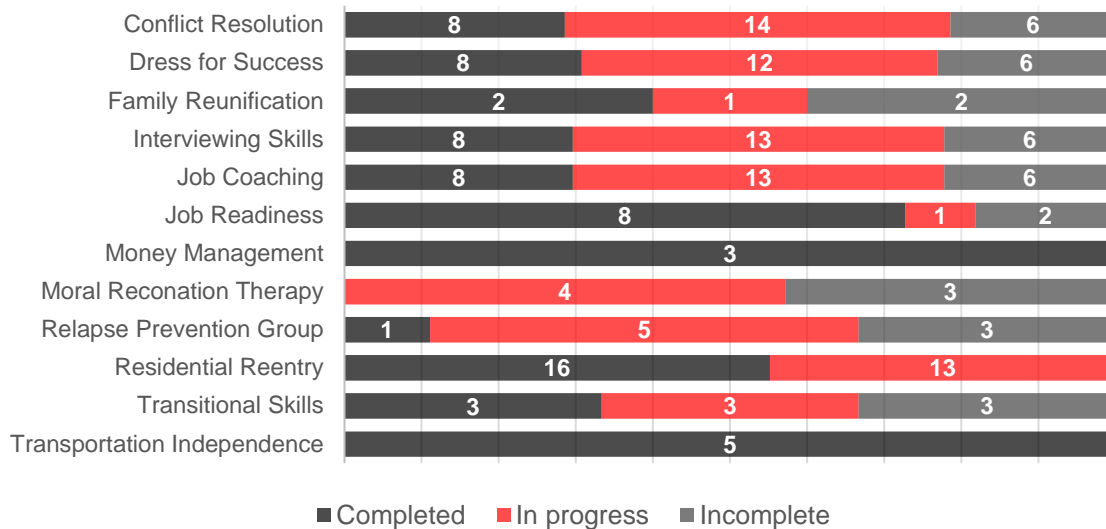
An overview of all program areas each program offers and any updates to program areas is provided in Appendix A of this report. Program areas have changed, and in some cases, will continue to change. Therefore, some of the data presented will not match exactly with previous quarterly reports on program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



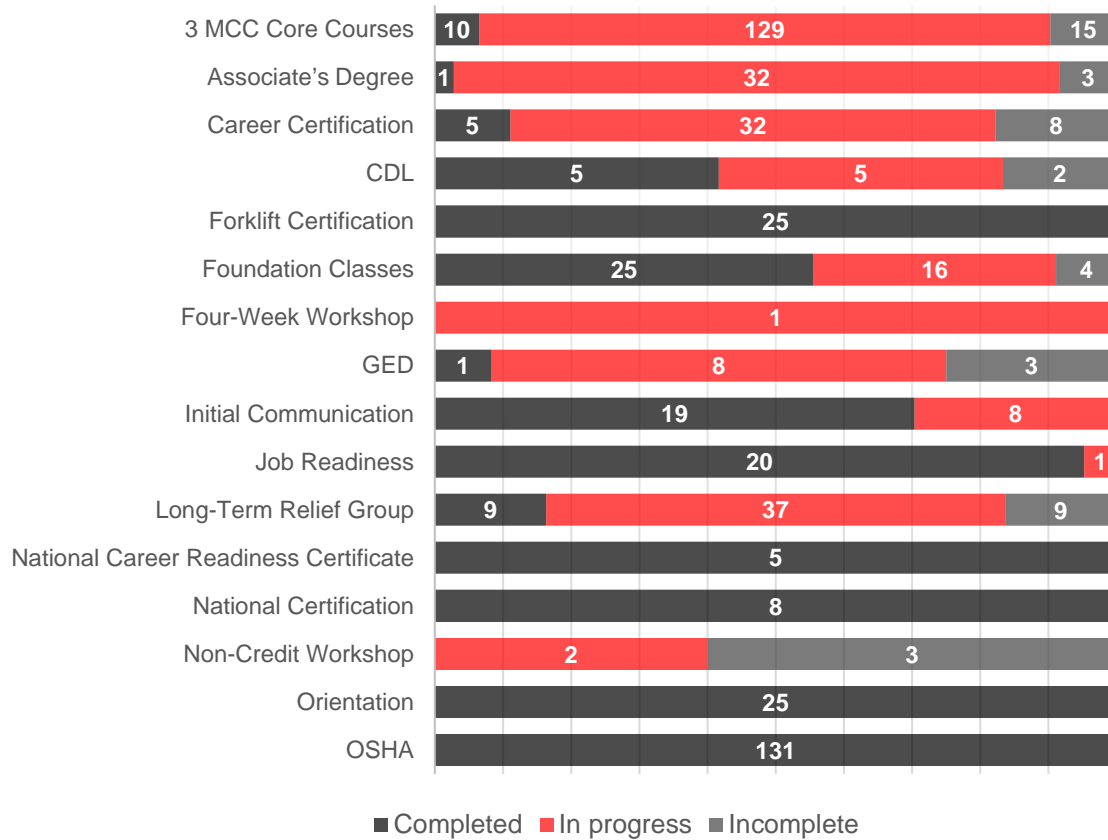
ABC PROGRAM AREAS



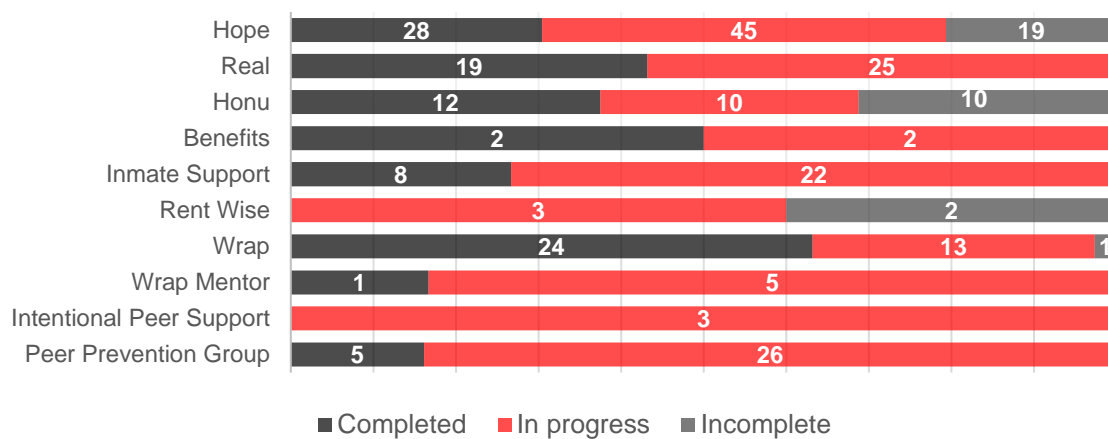
BRISTOL STATION PROGRAM AREAS



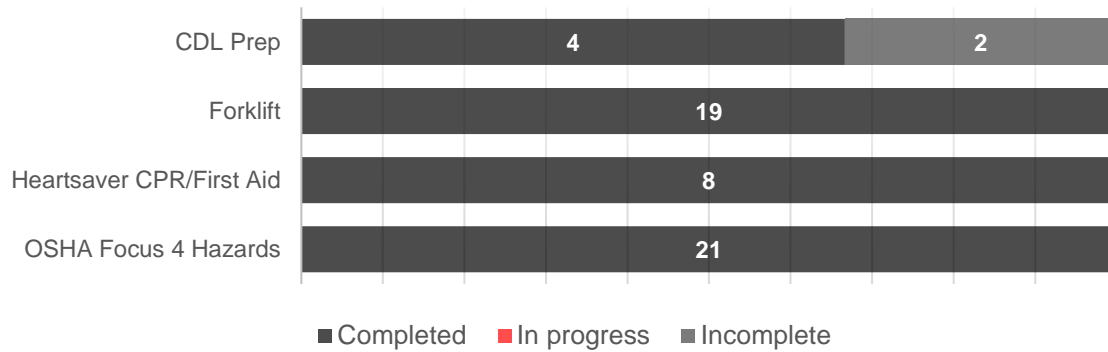
MCC PROGRAM AREAS



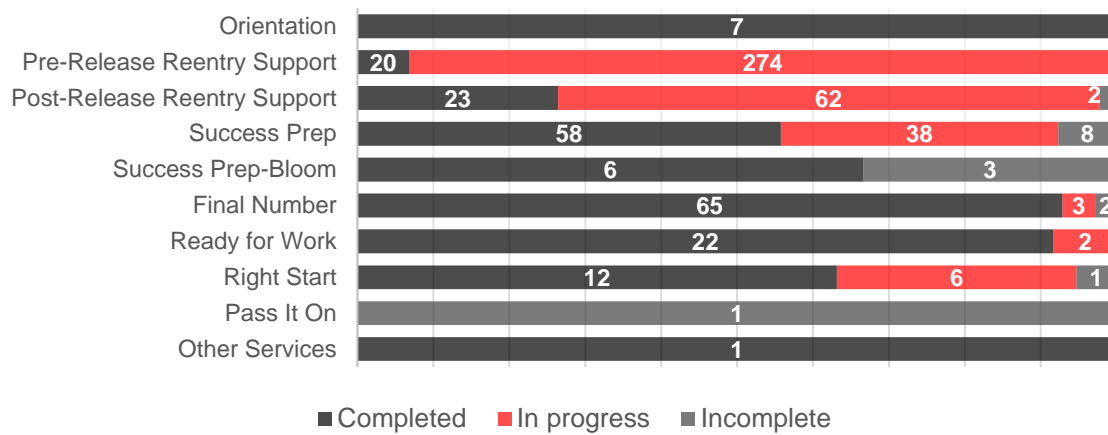
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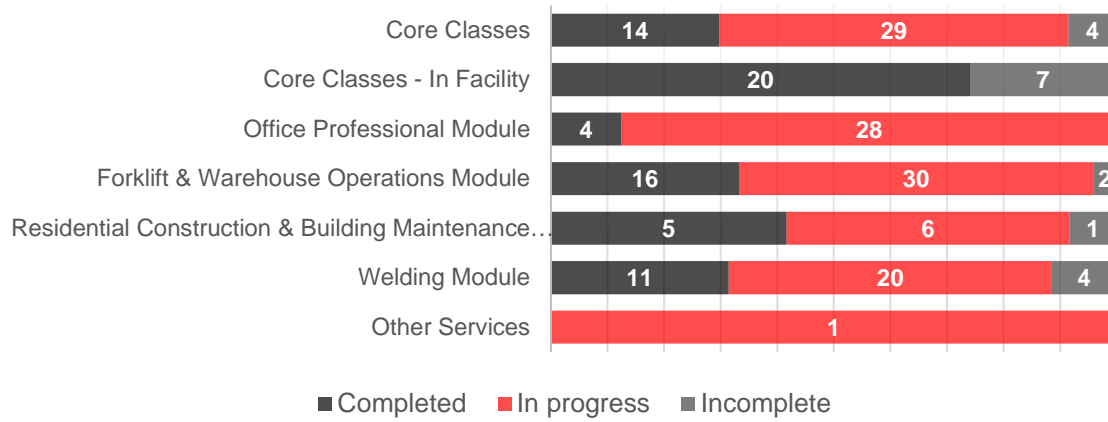
MPCC PROGRAM AREAS



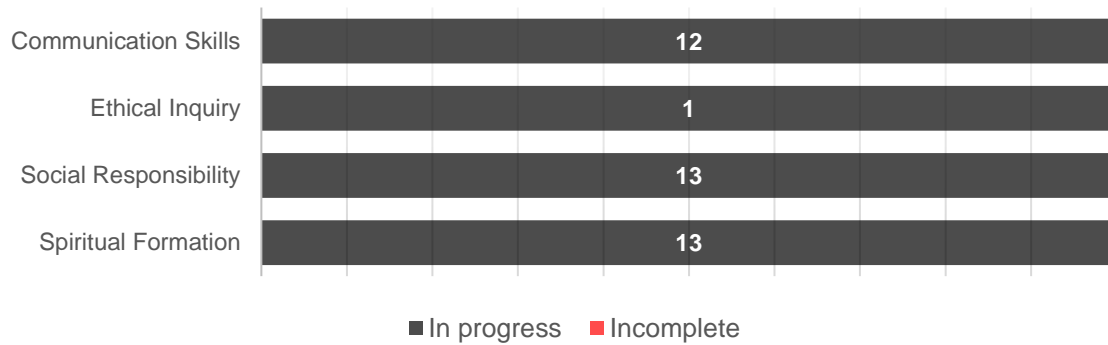
RECONNECT PROGRAM AREAS



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 always offered, 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 emphasizes hazard identification, avoidance, control and prevention. It also focuses on OSHA standards.
 - **Benefit/Result:** Certificate/Card
 - **Duration:** Ten 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. The person 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 hearts and minds of many 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 people understand the fundamentals of math in a way that is engaging, interesting, and relevant. This book’s unique and real-life approach will help people understand how learning and more importantly, understanding math will allow them to reach their 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 (VW)**
 - **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:** Ten weeks, two nights per week
 - **Location:** NCCW, ABC Lincoln Training Center

- **Reality Works Virtual Electrical (VE)**
 - **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:** Eight weeks, two 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 four-year period. Each level will be 26 weeks, one day per week and two-and-a-half 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 to keep up to speed on 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. The four levels North American Technician Excellence (NATE) recognized, present theoretical and practical skills essential to an individual's success as an HVAC installer or technician.
 - **Benefit/Result:** Certificate/Card – 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, one day per week and two-and-a-half 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. They follow blueprints, the National Electrical Code® and state and local codes. To prepare trainees for a

career in the electrical field, NCCER offers a comprehensive, four-level Electrical curriculum that complies with DOL time-based standards for apprenticeship.

- **Benefit/Result:** Certificate/Card – 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 two-year period. Each level will be 26 weeks, one day per week and two-and-a-half 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 three-year period. Each level will be 26 weeks, one day per week and two-and-a-half 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 three-year period. Each level will be 26 weeks, one day per week and two-and-a-half 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 has 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 four-year period. Each level will be 26 weeks, one day per week and two-and-a-half 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, 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 are also 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 shaped based on risk and needs assessments of each individual. Each participant has a different path in the residential side of the program and the vocational and life skills areas. They work with case managers to determine their programming needs.

- **Residential Reentry**
 - **Description:** Bristol Station Residential Reentry Center is based on the Federal re-entry model which utilizes evidence-based practices to deliver offender-specific programming while the participant resides at the facility. Re-entry 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 six 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 percent and 50 percent 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 Re-entry 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:** Six to eight 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:** Four to six 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 one to eight 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:** One to eight 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:** One to eight 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:** Ongoing 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:** Ongoing 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:** One to eight 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:** Six 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 (MHA)

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 can 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 assessments 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 to 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 12 worksheets and a resource guide. The groups are held in the community. The workshop is held one day a week for six weeks. Each session is an hour and a half in length. Participants will receive a certificate at the completion of the course they can give to landlords that can assist in demonstrating 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 five 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 One 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 in their life 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:** Eight Weeks
 - **Location:** Honu House, NDCS Facilities

Metropolitan Community College (MCC)

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:** One 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:** One week for 10 hours; four weeks for 30 hours
 - **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:** One to two 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:** One quarter to one 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:** One quarter
 - **Location:** OCC, MCC, NCCW, NCYF, TSCI

- **3 MCC Core Courses**
 - **Description:** Completion of any three college credit courses
 - **Benefit/Result:** college credit
 - **Duration:** Nine 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:** One quarter to one 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:** One year – Two 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 more than 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, and Reading for Information.
 - **Benefit/Result:** Certificate
 - **Duration:** Three 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 an 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:** Five 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:** Four 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:** Four 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:** Four 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:** Four 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:** Four 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:** Four 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 includes 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 (MPCC)

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**
 - **Description:** 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. This 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**
 - **Description:** 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**
 - **Description:** 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 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**
 - **Description:** 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**
 - **Description:** 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 a 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**
 - **Description:** 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.

- **Success Prep- Bloom**
 - **Description:** A five-week life skills and reentry planning class that has been tailored to address the unique reentry needs and barriers women face.

A client enrolls in the class or is assigned to the class. Intake is completed during the first class. The participant then becomes a client in the class. Upon completion of Success Prep- Bloom, a client is assisted with developing a transition and reentry plan, provided career and educational resources upon request and is assisted with identifying community resources for further help and support upon release. The client is encouraged to engage with R2S upon release.

- **Benefit/Result:** To help clients examine thinking skills and begin preparing for reentry. They do this by addressing issues which may have contributed to their incarceration. They focus on connecting with reentry support and resources.
- **Duration:** Five weeks with follow up support
- **Location:** CCCL- Women Facility only

Post Release- Participants voluntarily engage or are referred for services

- **Ready 4 Work**

- **Description:** Job readiness workshop and companion to Right Start. A 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 the program can target proper support to assist them. Participants are taught best practice strategies for not only finding employment, but also employment retention. The program provides assistance with developing a resume, interview skills, obtaining work-related identification in addition to assisting clients as they apply for employment online. This is in addition to other types of support provided. The client must complete Ready 4 Work workshop to be eligible for financial help with work identification, transitional housing assistance, birth certificates, bus tickets or can assist in getting clients work-related clothing. Ready 4 Work also includes a reentry orientation.
- **Benefits/ Results:** Helps clients overcome employment barriers by assisting them with finding and keeping employment through specialized trainings, career assessments, 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**

- **Description:** 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**
 - **Description:** 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 Preparation (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 consist 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, and 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 giveaway 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 name a few. 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 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. Forty-five 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 who 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 POP 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:** Associate 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

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:** Three and a half years
- **Location:** NCCW