

STRIP
AWAY EVERYTHING
SET ASIDE EVERYTHING YOU THINK YOU KNOW ASSUMPTIONS, BELIEFS, AND DOGMA ARE THE ENEMY

SILENCE DON'T PLAY "NICE"
SUSPEND DISBELIEF AND ASSUME EVERYTHING'S POSSIBLE NO GREAT BREAKTHROUGH WAS BORN OF A NAYSAYER
YOUR CYNIC
CALL OUT THE ELEPHANTS THE SOONER YOU GET TRUTH ON THE TABLE, THE FASTER YOU GET RESULTS
CHECK YOUR EDGE
ASK YOURSELF, "IS THIS TRULY UNEXPECTED?" SURPRISE IS THE MOTHER OF INSPIRATION

BREAKTHROUGH

MAKE A MESS LIVE WITH THE PROBLEM
STOP PERFECTING AND JUST START MAKING, DOING, TRYING A PROTOTYPE IS WORTH A THOUSAND DISCUSSIONS
AVOID RUSHING TO THE SOLUTION BETTER THINGS COME TO THOSE WHO EXPLORE BEFORE ACTING

ENLIST A MOTLEY CREW DIAL UP THE DRAMA
GO BEYOND THE USUAL SUSPECTS SPARKS FLY WHEN THINKERS, DOMAINS, AND OUTSIDE DISCIPLINES COLLIDE
CREATE A FULL-SENSORY THEATRICAL EXPERIENCE NARRATIVE ARE HOW HUMANS MAKE MEANING

GET MAKE REAL CHANGE
SHED THE VENEER AND BRING YOUR HUMAN SELF MAGIC HAPPENS WHEN WE'RE PERSONAL, CONNECTED, AND REAL
KNOW YOUR STUFF, EVOLVE, LEAVE A DENT, NOTHING MATTERS UNLESS IT MATTERS

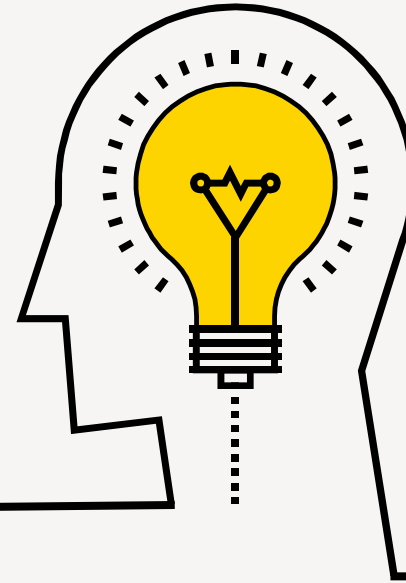
Pre-read Materials

Modernizing the Citizen Journey and Designing Support Systems to Improve Workforce Outcomes for Kentuckians

Agenda

Module	Description	Objective
Act I. Explore		
Headlines 9:00am to 9:15am EST	An interactive exercise designed to encourage participants to forecast what they believe <i>The New York Times</i> , <i>The Wall Street Journal</i> , and <i>The Courier-Journal</i> will be saying about the joint progress of the KWIB and Kentucky in 2025.	Open the day with an energizing activity to create a collaborative mindset and prime participants for the day.
Welcome and Opening 9:15am to 9:20am EST	Provide an overview of the day's journey and rules of the road while KWIB sponsor shares opening remarks and Deloitte sponsorship to level set on key components of the strategic plan.	Help participants align on the day's journey and objectives.
"Walk a Mile in My Shoes" 9:20am to 10:40am EST	A series of facilitated, concurrent breakout sessions designed to help participants understand the journey to work from the perspective of the citizen.	Illuminate some of challenges an individual may face when trying to find a job while transitioning out of incarceration.
"Where Kentucky Works..." 10:40am to 11:10am EST	A facilitated virtual panel discussion focused on highlighting current initiatives designed to enhance the prospects of justice-involved Kentuckians in the workforce.	<ul style="list-style-type: none">• Educate participants on the impetus to create programs;• Share what problems or challenges they are attempting to solve for;• Discuss overall progress to date; and,• Identify potential changes/enhancements they are considering.
"What 1 Thing?" 11:10am to 11:25am EST	One last interactive session designed to get participants to identify one specific idea that want to implement and/or one specific aspects of the journey they want us to address.	To obtain buy in among the group and build equity and support in the proposed direction by encouraging participants to contribute their suggestions on what is important for us to consider in the final design.
Wrap Up and Next Steps 11:25am to 11:30am EST		

Programs in Kentucky



Kentucky Department of Corrections: Division of Reentry Services

Overview

- The Division of Reentry Services was established February 1, 2018, with the mission to improve involvement within the criminal justice system by creating individualized reentry plans, empowering individuals with resources, support and programming, to promote successful reintegration into the community.
- Reentry Coordinators are located in each state prison and every Probation & Parole district. Most Probation & Parole districts also have an Employment Program Administrator.

Moral Reconciliation Therapy

- A cognitive behavioral treatment program, which targets criminal thinking and behavior.

Portal New Directions

- Provides information necessary for everyday living and overcoming barriers to successful reintegration.

Soft Skills Boot Camp

- Teaches positive communication skills that can be used in the workplace and other areas of life.

Kentucky Department of Corrections: Division of Reentry Services



Division of Reentry Services Guiding Goals

Support the department's mission by collaborating with all areas to ensure effective reentry services are provided.

- Training, Standardization, KOMS Reports, Policy & Procedures

Improve and expand community partnerships.

- Second Chance Employers, Faith Based Services, Community Resources, Events

Provide effective programming to the justice-involved population.

- Program Training & Expansion, Programmatic Research, Quality Assurance

Monitor the risk and needs assessment for the Department

- Training, Quality Assurance, Utilization of Case Management Plans

49.6% of individuals who meet with the Employment Program Administrator obtain gainful employment.

2019 Event Numbers

52 Expungement Sessions

34 Reentry Simulations

30 Job/Resource Fairs

48 Program Trainings

169 Quality Assurance Evaluations

1,998 Employment Assessments

3,921 GED Referrals

Division Events

Expungement Sessions: These sessions help citizens determine their eligibility for expunging criminal charges from their records.

Reentry Simulations: Simulations hosted as a training tool for staff and community members. Participants are given a scenario mirroring the experience of a justice-involved individual who has just been released from incarceration and have to work through common barriers.

Resource Expos: Hosted in both the community and in the institutions. They feature resource providers including employers, treatment facilities, justice involved ministries, transitional housing, etc.

Cumberlands and South Central Workforce Development Boards

Overview

The Cumberlands Workforce Development Boards (CWDB) and South Central Workforce Development Board (SCWDB), known as the “South Region,” serve a 23-county area of Kentucky and are aligned in their strategic goals and populations, one of which includes targeted justice-involved individuals involved in “re-entry” efforts. They collaborated recently to launch a re-entry initiative that shares fiscal and programmatic functions throughout the region.

Website Links: www.cumberlandsworkforce.com www.southcentralworkforce.com

Re-entry Solutions

- Building upon the initial pilot year “**Court 2 Career initiative**” launched in 2019, the Re-Entry Solutions program is a community engagement and workforce development initiative that codifies community partnerships among state and local judicial entities (such as County Judges and Attorneys), non-profit/faith-based/ WIOA-funded entities, treatment and recovery providers, employment services and employers. The initiative’s foundation of success and true programmatic innovation is the linkage between these judicial and community-based service providers as well as individualized, local-level triage provided by Workforce Board personnel. As the pilot continued to have programmatic success, gain support and demand, the position and scope of workforce initiatives has evolved into more than simply a “Re-entry” program.

Cumberlands and South Central Workforce Development Boards

Recovery/Rehab Centers

Individuals currently going through treatment and recovery can gain access to Workforce Board Re-entry Program staff for job readiness and other employment-related assistance.

WIOA & Employment Services

Identified job-seekers and clients are pre-screened directly or through available tools (mobile kiosks) for eligibility and referred to appropriate direct service providers in the region. Likewise, program staff expand regional employers' awareness and utilization of available WIOA employer-focused programming.



Individuals receiving personalized support from WDB Re-Entry Personnel

County Judicial System

County Attorneys, County Judges, Detention Centers, Probation & Parole, Family & Drug Court
These individuals and entities identify and refer individuals to Workforce Board Re-entry Program staff for employment services and/or community services.

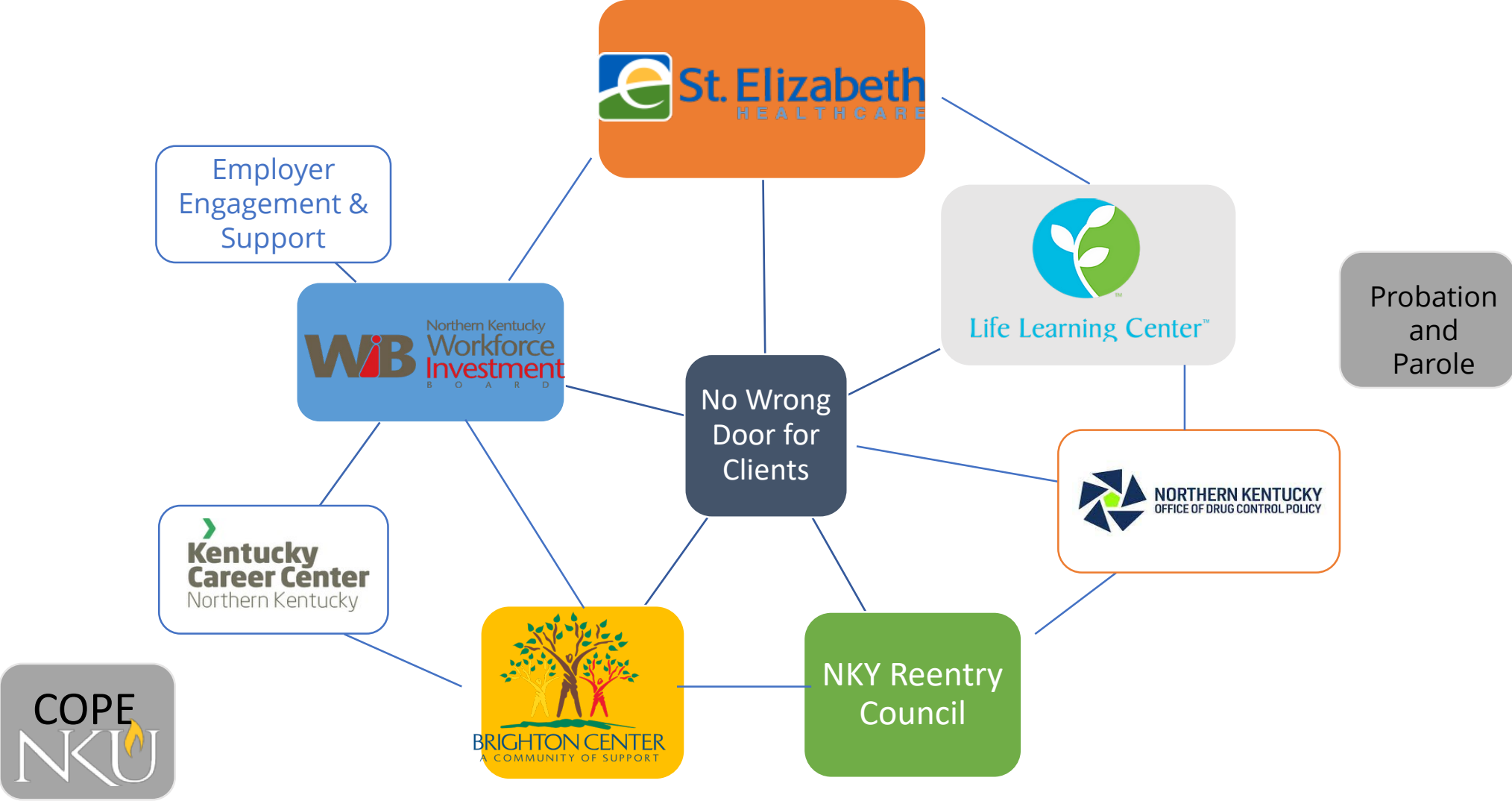
Community Service Organizations

Workforce Board Re-Entry Program staff connect individuals to existing community service orgs and providers such as housing, transportation, childcare, faith-based, and non-profit entities.

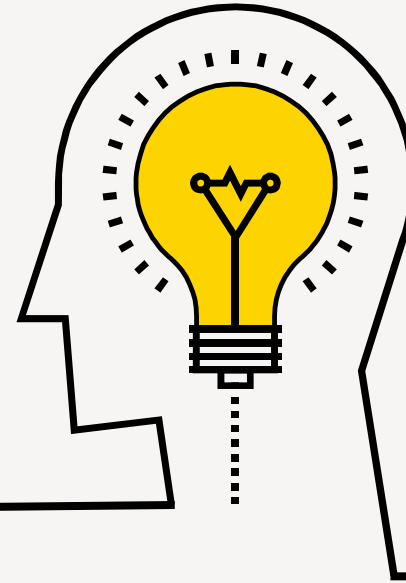
Employers

Workforce Board Re-entry Program staff, in collaboration with other Workforce Board staff develop and strengthen network of re-entry/2nd chance-friendly employers to provide qualified candidates and provide support to hired individuals.

Northern Kentucky Transformational Employment Ecosystem



Programs in Surrounding States



Existing Programs in Other States

Through researching neighboring states, several categories of re-entry programs for justice-involved individuals have been identified.

Community-Based

Citizen Circles Program- Ohio

Citizen Circles create partnerships that promote positive interaction and accountability for offenders upon release.

Community Support Advisory Councils- Illinois

CSACs are community-based partnerships designed to work collaboratively with parole and other existing community resources in the high-impact areas of the state where most parolees return

Alternative Sentencing

Purposeful Incarceration- Indiana

PI works in collaboration with Judges who can sentence chemically addicted offenders and document that they will “consider a sentence modification” should the offender successfully complete an IDOC Therapeutic community.

Community Corrections Alternative Program- Virginia

CCAP is a sentencing option for those convicted of non-violent crimes that emphasizes re-entry and transitional services.

Faith-Based

Purposeful Living Units Serve- Indiana

Purposeful Living Units Serve offers participants alternatives for rehabilitation. Whether participants choose to learn from character-based materials or faith-based materials, the living units are geared towards teaching core fundamental values that challenge and focus on positive reinforcement through learned behavior.

Educational

Education Justice Program- Illinois

Offers upper-division University of Illinois courses and extracurricular activities at Danville Correctional Center, a medium-security men’s prison about 45 miles from the Urbana-Champaign campus.

Study Release- North Carolina

Study release allows offenders to participate in academic or vocational training programs away from the correctional facility and not supervised by a correctional employee or an agent of the Division of Adult Correction and Juvenile Justice.

Employment

Restored Citizens Program- Ohio

The Restored Citizens Program is a secured database of resumes of currently incarcerated individuals and restored citizens.

Certificate of Qualification for Employment- Ohio

The CQE will allow persons living in the community who have a previous felony or misdemeanor conviction to apply to the court to lift the collateral sanction that bars them from being considered for employment in a particular field.

Proposed Programs in North Carolina

North Carolina's State Reentry Council Collaborative provided the following recommendations in 2018 based on extensive research and collaboration regarding post-incarceration transition services and programs.

Housing



- Proposed new funding to hire a **housing support specialist and a peer support counselor** in each of the state's 14 Local Reentry Councils, working with local partners to help returning citizens rent from private landlords, public housing agencies, and other permanent housing providers

Transportation



- Proposed a **pilot voucher system to fund transportation expenses** of people on post-release supervision based on need and at the discretion of post-release supervision officers
- Proposed issuing **new licenses for people in prison with permanent driver's license suspensions** for 3 or more convictions of Driving While License Revoked (DWLR) offenses

Legal



- Proposed **resolving warrants and pending charges** prior to release
- Proposed a toll to the statute of limitations (**stop the clock**) for **child support** until the person is released
- Proposed automatically converting **adult criminal convictions at ages 16 and 17 to juvenile status**
- Proposed amending statutes to better protect people from being charged for **removal of mugshot information**

Educational and Vocational



- Proposed the allocation of \$140,000 for a **pilot program creating two full-time Reentry Education Navigator** positions at two different community colleges entirely dedicated to the needs of justice-involved students
- Proposed the allocation of \$25,000 for the **development of online professional development modules** for faculty and staff across the state who serve individuals with criminal records

Employment



- Proposed enacting a statute that requires all licensing boards to remove subjective terms, such as **"good moral character" and "moral turpitude," as a licensing or certification requirement**

Putting Kentuckians First Lab 1 Poll Everywhere Activities

- **Headlines**

1. Kentucky Leads Nation in Economic and Health Outcomes
2. Kentucky recidivism lowest in nation!
3. Kentucky Collaboration, A Step Ahead Of The Rest!
4. Yet another returning citizen becomes CEO of Big Company! More on pg 5.
5. Kentucky has lowest unemployment rate in 50 years
6. KWIB Leads, truly Innovative!
7. Barriers to Workforce Excellence Overcome in Commonwealth
8. Kentucky's Ex-Offender Recidivism Rate Down to 10%
9. KY Leads Nation in Workforce Participation
10. Kentuckians overcome stigma to create top-ranked workforce.
11. Major manufacturers commit to hiring 10,000 justice involved individuals across the commonwealth.
12. Kentucky Moves from Worst to First in Family Strengthening
13. Kentucky leads the Nation in Low Recidivism Rates for Ex-Offenders.
14. Kentucky celebrates huge reduction in recidivism by employing incarcerated 90% folks! Excuse the spelling
15. KY is 1st in 2nd Chance Programs
16. Kentucky closes two more prisons
17. Kentucky Trailblazers - Leading the Nation - The Proactive Re-entry - Meeting people, Changing Lives, Molding Futures
18. Kentucky changing lives and changing communities!

- **What 1 Thing?**

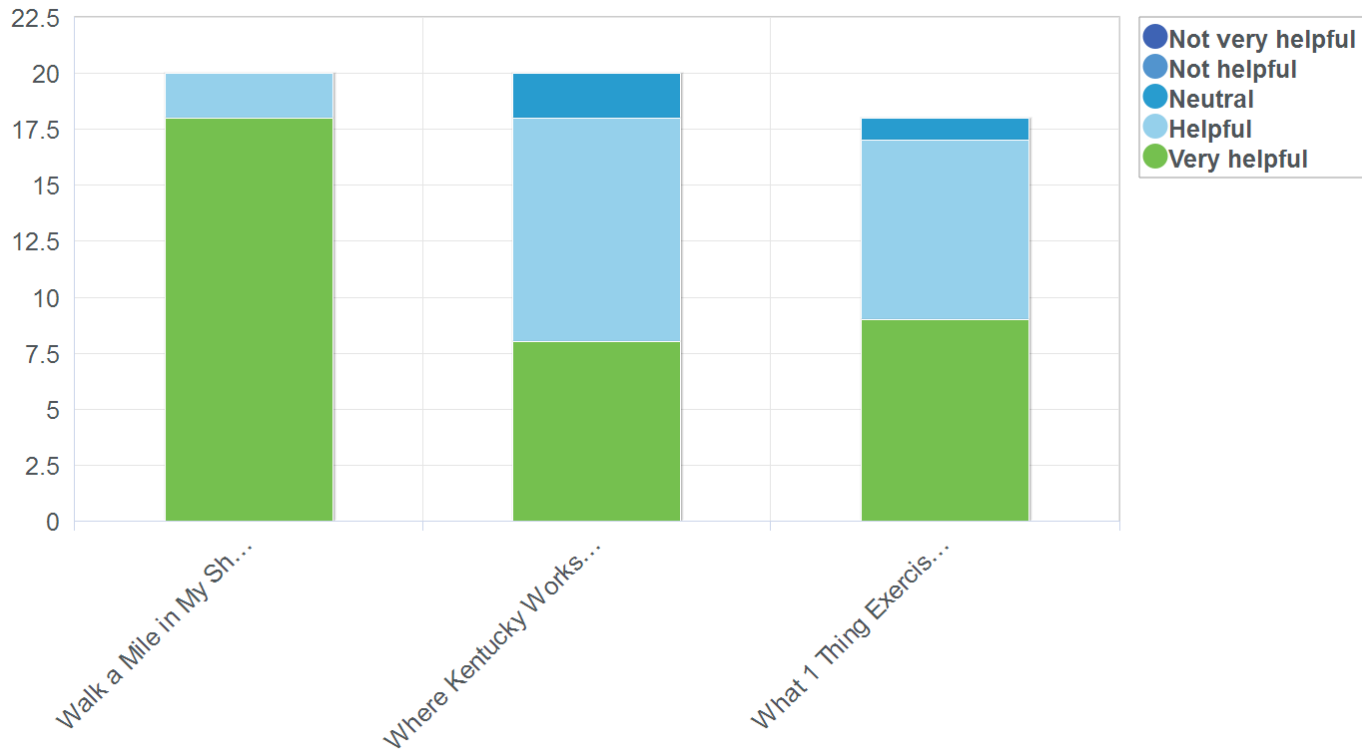
1. Official Id services available prior to release
2. Gain Buy In From Employers
3. No wrong door! One system, all partners connected.
4. Continue to build awareness and debunk concerns
5. Housing First programs
6. Expungements
7. Engaging employers to commit to hire and build relationship prior to release.
8. The proactive community based method. Creating a statewide network similar to SCWB and CWDB.
9. Like ID services prior to release, all preemptive pre-release obstacles are hard targets.
10. Education. Inmates earning GED prior to release is ideal, but if they don't it should be prioritized. Employers willing to hire conditionally on earning
11. Critical to reduce reentry barriers. How does anyone stay out of jail?!
12. Removing cost burdens for required re-entry activities such as, drug screens, PO fee, etc.

13. Partner collaboration to maximize services already in existence
14. Identification & Employer Education (need more that are willing to hire) & educating/preparing inmates prior to release
15. Having credential to be employable
16. Opening the public's eye on the barriers faced after release
17. State IDs before release, without exception.
18. Targeted services for children of incarcerated parents, employment training for this group.
19. Alignment and somehow menus of these alignments so we can quickly engage new community resources and have them be effective. Think about the first day of incarceration and the first day of pre-release work
20. Encourage private sector work with the legal reps to provide jobs
21. 2nd @State ID's!
22. Peer to peer intermediary teams so we share great practices--lets do more.
23. If drug screen required, make it free?
24. People should not have to choose between getting treatment or a job - that came up too much on the simulator
25. Contracts for Re-entry: to provide cost assistance.
26. Community awareness/how private citizens can be supportive? (Friend of..?)

Putting Kentuckians First Lab 1 Feedback

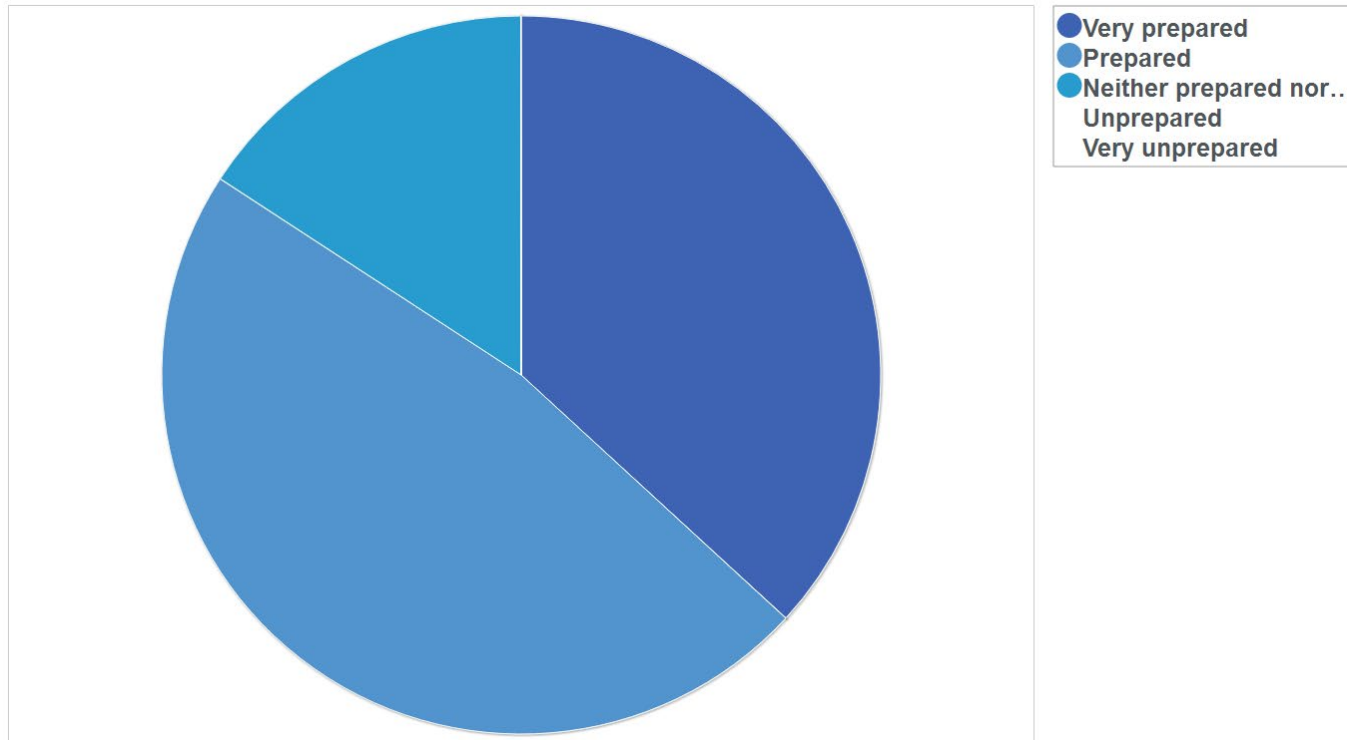
1. How helpful were the following Lab 1 activities in developing a successful pilot for justice-involved individuals:

(Respondents could only choose a **single** response for each topic)



2. Following Lab 1, how prepared do you feel to begin mapping the ideal journey for justice-involved individuals during Lab 2?

(Respondents could only choose a **single** response)



3. Do you have any additional feedback, comments, or suggestions to share regarding Lab 1?

Response		
I thought it was a great session!		
Let's do this!		
<p>Department of Corrections is a valuable tool and organization. However we must expand our minds to the "re-entry" or "justice involved" population is much wider than individuals getting out of Prison or Incarceration. Many offenses require no initial jail time however many of the same barriers are present.</p> <p>Community based early intervention at the county level (judicially) and a community level (for businesses and organizations) is 100% KEY in reducing recidivism, and preventing impactful incarceration. We as a society and the department of corrections are to RE- active - a pro active approach to change this trajectory and intervene in peoples lives can set the stage for progress.</p> <p>Can we invite someone from Social Security Services to discuss solutions for social security cards in local jails and detention centers?</p>		
Funding to help customer		
very helpful, eye-opening to the needs and obstacles of inmates reentering society. We need to do a better job of acknowledging the fact that 85% of those incarcerated will rejoin society at some point. Programs like this one helps us to better understand the challenges they face and the work we need to do!		
Thank you! Wasn't clear on activity in handouts before the exercise.		
Very good session		
This was so great I want to share the experiences you provided with the reentry team at Louisville Urban League. I appreciate the statewide perspectives because they give us so much to learn and explore in our diverse communities. Amazing, committed panelists were very fine. Thank you!		
DOC did a great job :)		
Role plays and simulations are helpful to build empathy and understanding - not to mention identifying potential ways to help individuals overcome barriers.		
Rated the panel neutral - Great info/programs but it is hard to listen and engage with presentations on zoom. Zoom fatigue is real!		
This was great. I think scheduling this simulation for service groups (Rotary, Kiwanis, Urban League groups) paired with a call to action on how private citizens can be helpful in strengthening our social fabric and safety net for justice-involved individuals would be great.		
	Valid Responses	13
	Total Responses	20