

**1. Statement of the Problem: Need:** The Imperial Valley Regional Occupational Program's (IVROP), Imperial Valley (I.V.) Second Chance Project will provide technology career-based training to 45 incarcerated adults at the Imperial County Jail, in Imperial County, California. The project will also serve medium to high-risk offenders. **Background:** On October 1, 2011 California implemented Assembly Bill 109, which shifts housing for low level offenders from prison to the local jail. The Imperial County Jail is tasked with housing/supervising inmates, some serving up to a 16 year sentence. The reform is hoped to reduce recidivism rates in California (61% per 2013 CA. Dept. of Corrections and Rehab). Currently, the Jail does not have reentry or career training for its inmates, which is expected to increase over time, and compound as repeat offenders return to jail. According to the Jail, the baseline recidivism rate for the targeted population is 94%. The rate was compiled by cross referencing Imperial County Court records and Sheriff booking information on. For the purposes of this baseline percentage, Imperial County defines recidivism as arrest and conviction for a new crime within two years of release from custody for a previous criminal conviction. This does not include arrest and disposition for technical violation of parole, probation, court ordered or mandatory supervision.

**Facility and Target Population:** The Project will target Imperial County Sheriff's Office Jail inmates. The Jail has 88 sworn uniformed staff and 37 non-sworn support personnel and operates on twelve hour shifts. Prior to AB 109 Realignment, the jail was used for persons sentenced to one year or less. The Jail houses county/state and federal prisoners. Of the 372 county inmates, 86% are male, and 14% are female; 40% are sentenced inmates. Of the sentenced inmates, 50 were eligible to participate in jail based programs. Of those eligible to participate 77% were male, 23% were female; 100% are incarcerated for felonies. **Selection:** A needs assessment using surveys, SWOT analysis, and focus groups was implemented. The

population was selected based on the exacerbating lack of training and employability skills, along with the lack of coordinated support services, training, and educational opportunities available after release. A strategic focus will serve inmates that will receive post-release supervision by the Probation Department and/or Day Reporting Center. A survey of 69 potential targeted inmates in early March 2014, revealed a high need for job training and reentry related skills. Of the inmates surveyed, 100% felt they would benefit from job training; 100% needed post release services related to job readiness and employability, and 49% had less than a high school diploma. Results of a prior focus group of 24 inmates revealed a bleak outlook for success in the community. Some of the challenges mentioned included: high unemployment and lack of job opportunities (unemployment hovers at 22.5%), lack of education or high school diploma); criminal past/record; and a lack of services that help with reintegration.

**Assessment of local demand for training:** Research was conducted with local labor market experts on technology based career trainings, high growth industries, and employment trends. The Imperial County is the epicenter for developing “green technology” and renewable energy in California. The construction of a 117 mile transmission power line that connects Imperial County to San Diego County allows the County to tap into expansive renewable energy potential, with the ongoing development of several new solar, wind, and geothermal plants throughout the county. I.V. Second Chance will leverage partnerships with these industries and provide relevant career training that will improve the likelihood of post-release employment for participants. Interviews with local labor market and industry professionals, and economic development experts yielded the following employment projections: Solar Jobs=3,500 construction and 150 permanent; Geothermal=2,500 construction and 400 permanent; Wind=300 construction and 25 permanent. Given projected demand and research, it is likely job/career training in these high

growth industries will lead to employment. **Existing Job Training Initiatives:** There are no current job training initiatives in place for Imperial County inmates. IVROP is a local service provider for Individual Training Accounts and job placement through the Imperial County Workforce Development Office (ICWDO). This will be the first structured project to offer job training, placement, and reentry related services to incarcerated adults in the County Jail.

**Equipment, classroom, facility, security, and personnel needs:** I.V. Second Chance will use grant funds to hire a Project Coordinator, one Intern Counselor, two Reentry Development Specialists, a Career Tech Instructor, and a part-time GED/Basic Skills instructor. The Jail will provide the in-kind services of its uniformed staff to assist with security during project activities. The Jail will provide indoor/outdoor classroom/learning labs for participants to engage in hands on projects related to their career training. The indoor classroom was female inmate dining hall, and measures approximately 250sq. ft., which provides ample space for instruction, storage of tools, supplies, and classroom materials. The classroom is centrally located in the jail and is conducive to security needs and inmate transitions from holding cells. Some minor refurbishment is needed. It is expected that participants will partake in remodeling efforts of the classroom as part of their training (such as framing, wiring, drywall and texturing). These efforts will not disrupt instruction or impact the classroom space needed. The Jail has 3 outdoor spaces available for outdoor learning labs; each space averaging approximately 550 sq. feet. The outdoor lab spaces are within the jail perimeter, adjacent to outdoor recreational areas and within buffer areas between facilities. The intent of the outdoor lab is to practice hands on training. As an example, participants will create forms, pour concrete, build structures, and install solar panels. Instructional materials and tool, computers, and classroom furniture will be purchased using grant funds. Office space and office equipment will be provided by IVROP and ICSO.

**2. Program Design/Implementation: Goal 1:** Increase post-release employability and job readiness of 45 offenders in technology-based jobs. **Goal 2:** Provide services and activities that promote and encourage positive reintegration skills and behaviors. **Goal 3:** Improve the employability of participants by providing educational intervention. **Objectives: 1.** 80% of participants will complete at least one Technology Career Training course. **2.** 80% of participants will complete at least 15 hours of evidence based curriculum classes (reentry curriculum, parenting, relationship, or substance abuse prevention). **3.** 70% of participants that require educational intervention will either reach basic skills proficiency or obtain their GED or high school equivalency. **4.** 80% of participants that complete technology training will obtain industry-recognized credentials. **5.** 85% of participants will complete at least 15 hours of employment readiness activities. **6.** 15 participants will successfully complete work-based learning at a gainful employment site for a maximum of 120 hours. **7.** 80% of participants that enter job placement will remain placed for at least one quarter. **8.** 80% of successful completers will avoid reincarceration for up to six months.

**Identifying, referring, and assessing participants:** Project eligibility screening will be coordinated with Jail and Probation booking/intake, inmate classification assessment/jail program eligibility, and in-house correctional assessment and intervention questionnaire. The eligibility criteria will include: incarcerated adults between 6-18 months before release from jail (Sheriff's data); will be referred to Probation or the Day Reporting Center upon release; must demonstrate interest and aptitude within selected trainings. Prior to referral, the project will assess basic skills of inmates using the Test of Adult Basic Education, and will assess career interest and aptitude using a computer based inventory, and career technical education pre-assessment. Upon identification, a referral will be made by the Jail to I.V. Second Chance. The

Project Counselor will interview each participant and use the results from STRONG, a validated assessment tool for risks and barriers, that includes educational, emotional, and substance abuse screening. Educational testing will review if participants are basic skills deficient or need ESL. The RDS will refer participants who lack basic skills to the basic skill instructor to ensure they achieve proficiency. The Counselor will use assessment results along with participant input to craft an Individualized Reentry Plan (IRP). The IRP will assist in developing a strategy for participants to overcome identified barriers through program activities. Project services include **Career Development** (Career Technical Education, and employment readiness); **Educational Intervention** (basic skills development or GED prep, or ELS); **Reentry Skills and Cognitive Behavioral Therapy**; (Moral, Reconciliation Therapy, reentry curriculum, parenting, relationship, or substance abuse prevention); **Job Placement Assistance** (job search assistance and Community Classroom training); and **Six Month Follow-Up** assistance. The RDS will review the IRP periodically to ensure participants receive services and attain progress.

**Partnerships:** IVROP has direct linkages with employers through advisory councils, employment groups and through established working relationships. IVROP has strong linkages with the industry sectors targeted. IVROP has been involved in the delivery of employment-related services to the community for 30 years and has partnerships with all community, educational, workforce development, employer associations, local labor unions, and economic development agencies. IVROP has insight into the current technical expectations of these organizations. IVROP is involved in all workforce areas that positively impact the support of high-risk offenders. Workforce employer partners include: Imperial County Workforce Development Office, Imperial Valley Economic Development Corporation, San Diego Electrical

Joint Apprenticeship and Training Committee, Arrowhead Construction, Dermas Floor Covering, Silverado Power, Abatti Companies, Arctic Air, and WA Green Construction.

**Technology Career Training Curriculum:** We will promote “green technology” and renewable energy as career training pathway. I.V. Second Chance will offer training in basic construction; heating, ventilation, and air conditioning (HVAC); and basic electrical which will include solar panel installation. All of these trainings are offered through IVROP and lead to industry recognized credentials/certificates that are recognized by local employers.

**Competencies include the following:** 1) **Construction and Building Technology:** Orientation/Safety; Materials/Tools/Equipment; Project Planning and Design, Construction Design, Blueprints and Estimations, Foundations, Framing, Roofing, Exterior Siding and Trim; Windows, Doors, and Skylights; Plumbing; Heating and Air Conditioning; Electrical Wiring; Insulation; Interior Walls and Ceilings; Floor Coverings; Cabinetry and Finish Work; Photovoltaic Design and Installation. 2) **HVAC:** Orientation and introduction; tools and machinery; thermodynamic principles; refrigeration cycle; Refrigeration components; Basic compression refrigeration; Basic electricity; Trouble-shooting; Introduction to Heat pumps; Proper use of Torch; Maintenance. 3) **Basic Electrical Installation:** Orientation and Safety/ Tools/Equipment, Material Handling and Transport; Basic Electricity Terms and Calculations; Electrical installation; Grounding and GFCI Installation; Circuits; Introduction and Requirements of Cabling; Meter Bases, Entry Panels, Sub-panels and system grounding; Introduction to National Electrical Code; Wet/Damp Location installations; Introduction to Conduits; Reading prints and plans. 4) **Solar Installation:** Photovoltaic Systems; Solar Radiation; Site Survey and Planning; Inverters; Metering; Cost Survey; Maintenance.

For over 30 years, IVROP has provided job training throughout the Imperial County to update/improve job skills, and prepare for advanced training. IVROP is accredited by the Western Association of School and Colleges and its training curricula are vetted by educators and industry professionals, and are aligned to California Standards for Teaching Professions with relevant job skills that lead to employment. The trainings include the necessary job skills and competencies, along with real-world work experience, and transferable job skills that will help prepare participants for post-release employment.

Participants will attend a 15-hour Job Readiness workshop, topics include: (1) self awareness-self assessment, (2) financial needs, (3) labor market information, (4) résumé development, (5) completing master applications, (6) job search strategies, (7) mock job interviews, (8) attitude in the workplace, (9) Dress for success, (10) using virtual media, (11) after the interview, and (12) understanding employer expectations.

**Job Placement:** The RDS will work with participants to identify and coordinate job placement. The RDS will recruit potential job sites by working with employment agencies to monitor new and emerging employment opportunities. They will also inform employers about tax credits/incentives for hiring participants. Upon placement, the RDS will monitor participants on a bi-weekly basis and provide job coaching for job retention as needed.

**Community Classroom:** In work-based learning, 15 participants will be placed at a worksite for 120 hours. Participants will be matched with employers based on their skills, interest and aptitude. This will allow participants to learn meaningful skills, expand abilities as a worker and learn all aspects of that particular career field, and hopefully lead to a full-time job placement.

**Evidence- Based Programs:** The IRP will be used to develop a strategy for participants to overcome barriers and increase positive behavioral skills. The Project will use the following

evidence based curricula: 1) *Moral Reconciliation Therapy* (MRT)- a cognitive-behavioral program, combines education, group and individual sessions designed to lower recidivism by increasing moral reasoning. 2) *Nurturing Parenting*- is psychoeducational and cognitive-behavioral program for the prevention and treatment of child abuse and neglect. Nurturing Parenting focuses on “re parenting” to replace existing, learned, abusive patterns. 3) *Prep Within My Reach* (WMR)- Uses cognitive-behavioral marital therapy, and communication-oriented marital enhancement. Prep (WMR) enhances communication, problem-solving skills and protects positive connections and prevents marital problems from developing. 4) *Living in Balance* (LIB)-a psychoeducational and experiential addiction treatment program emphasizes relapse prevention. LIB sessions are designed to enhance functioning in key areas that are often neglected with prolonged drug use: physical, emotional, and social well-being, vocational development, daily living skills, sexuality and recreation.

**Follow-Up:** Each participant will receive follow-up from a RDS for up to six months after release. The RDS will monitor participants, talking with the employer, visiting the worksite, or training site. During this time, participants will be contacted at least once per week. Post-support includes counseling and referral services designed to encourage ongoing success and placement and helps reduce any other barriers that may impact a participant’s employment retention or reincarceration. Computerized case-tracking supports follow-up contacts, track employment or post-release training. Post-release services include job development services designed to upgrade employment, or help finding a new job if a participant loses his job and supportive services, such as purchasing tools or work clothes, or housing referrals.

**Meeting Mandatory Requirements:** 1. Partnerships with employers with technology-related opportunities is evidenced by letters of support. 2. I.V. Second Chance will use



STRONG, a validated assessment tool, to identify and target medium to high-risk offenders. 3. A baseline two year recidivism (94%) has been included for the target population. 4. The Imperial County Jail has policies and procedures in place which restrict access to the internet by inmates. 5. The project includes case management, and individualized re-entry plans. 6. The project proposal outlines the plan for collecting and reporting project and participant data, post employment outcomes and recidivism.

**Meeting Priority Considerations:** 1. Selected trainings lead to industry certifications or prerequisites and foundations for advanced career pathways. 2. Partner employers will receive ongoing training on successful approaches to work with participants, 3. In-kind support for this proposal has been leveraged. All evidence is included by the attached letters of support and is listed in the budget summary and outlined in the proposal.

**Allowable Uses of Funds:** 1. Classroom occupational training and hands-on training that lead to permanent employment in a technology-related field. 2. Alignment with pre-apprenticeship programs. 3. Basic skills training: Adult basic education, GED Prep, English as a Second Language (ESL), and Job readiness trainings. 4. Job search and job placement assistance. 5. Equipment and supplies necessary for participation and completion of the training program. 6. Training instructor(s) with relevant technology career training and Adult Education experience. 7. Case management, and post-release services for a maximum 6-month period. 8. Individualized Reentry Plans for each participant, along with the facilitation of evidence based curriculums that target positive behaviors through reentry (Moral Reconciliation Therapy), parenting, relationships, and substance abuse prevention.

**3. Capabilities and Competencies: Management:** IVROP is experienced in managing local, State and Federal grants, and operating more than 120 programs over the last fifteen years.

IVROP is able to meet the fiscal and reporting requirements along with data gathering, analysis and program evaluation, and mandatory performance reporting. The organization is led by Edwin P. Obergfell, Superintendent, with over 20 years of administrative experience and directing workforce and training projects for youth and adults. Mr. Obergfell oversees, (b) (6), Grant Coordinator (1FTE) for Project I.V. Second Chance, who will dedicate 40 hours per week to coordinate and evaluate the project. (b) (6) has 12 years of coordination experience; program evaluation; and developing health and human services, educational, and career technical programs for students, youth, adults and families. (b) (6) has experience developing and coordinating programs for youth and adult ex-offenders; and recently authored a successful Face Forward Youth Offender Project in August of 2013, funded by the Department of Labor. (b) (6) serves as a liaison with the Imperial County Sheriff's Department, and Probation Department by coordinating career technical education resources, resource development and grant applications, and interagency coordination. (b) (6) is IVROP's representative on for the Community Corrections Partnership. He coordinates responsible fatherhood services to probationers and county inmates, which includes case management; parenting, fatherhood and healthy relationship classes; peer counseling and support; and job readiness assistance.

A counselor will be hired to provide assessments, counseling, Individualized Reentry Plan (IRP) development, small group workshops in Moral, Reconciliation Therapy, reentry curriculum, parenting, relationship, and substance abuse prevention. The counselor will have three years experience with a Masters in Counseling and working on their counseling license. Two Reentry Development Specialists (RDS) will be hired to work with participants during every aspect of the project. They will be on-hand to provide personalized case management services. The RDS is a

life (case) manager for the participants, working with participants to enhance their lives and opportunities for success by facilitating timely enrollment and completion of planned activities; job readiness; and with post-release services and follow-up for up to six months. The RDS provides job placement assistance, works with employers and advocates on behalf of participants to arrange job placement. A job description for the RDS is attached. They must have two years experience working with “reentry candidates” and have a BA degree.

Grant funds will be used to hire a Career Technology instructor(s) for basic construction; basic electrical; heating, ventilation, and air conditioning; and solar panel installation training. The instructor(s) must have at least three years experience teaching in an adult setting, and must have an appropriate Adult Education Credentials. A part-time instructor will be hired to teach the participants basic skills and secondary courses required to pass the GED test. The instructor must have at least three years experience teaching in an adult setting, along with experience teaching English as a Second Language, a B.A. and appropriate Adult Education credentials.

**Organizational Capability:** IVROP has extensive experience in operating youth offender grants through the Department of Labor and Employment Development Department from 2002 to present. In 2002, we received an EDD grant to work with at-risk youth by providing them with service learning, community service, job readiness and work-based learning experiences. We monitor performance outcomes. In 2003 we received a Youth Offender Demonstration Grant providing academic skill development, workforce preparation, work experience and service learning. Working with 118 youth, we achieved all our outcomes as required by DOL.

Over the last three years, IVROP has implemented two state grants targeted at offenders and ex-offenders, which were funded through the Employment Development Department. IVROP implemented Project PUENTE from 3/2008 through 3/2010. Project Puente targeted 159 youth

and adults between the ages of 14 through 24, who were involved in gangs or in danger of becoming involved in gangs. The target population included youth and adults that were on probation or involved in the justice system, along with adult ex-offenders. Services include case management, job placement and retention. The project encouraged youth and adults to pursue career technical training in entry level healthcare positions (nursing assistant, front and back office work). The project had high levels of success in meeting/exceeding enrollment, participation, placement, basic skills gains, and diploma GED attainment. IVROP's newest Face Forward grant was funded by DOL in August of 2013. The program recently completed its planning phase and is currently recruiting the first cohort of 65 youth offenders ages 16-24.

#### **4. Impact/Outcomes, Evaluation, and Sustainment, and Plan for Collecting Data:**

A collaborative evaluation and data collection model with the Imperial County Sheriff's Office (ICSO), Probation Department (ICPD), Superior Courts, and the Community Corrections Partnership (CCP) will support continual improvement, reporting requirements, and success in meeting project goals and objectives. The evaluation process will begin upon funding notification with the development of an evaluation logic model, data collection systems, baseline data collection, and data analysis and evaluation protocols created.

IVROP's evaluation design includes formative and summative data collection, analysis, and reporting on implementation outcomes aligned to DOJ/BJA Performance Measures that assess the project's effectiveness and support quarterly reporting through BJA's online Performance Measure Tool (PMT). PMT data will be monitored and collected monthly using a "dashboard" system to collect participant demographic information, Individualized Reentry Plans, attendance, completion (and non-completion), and other activities for each participant. The dashboard summarizes data and activities by month and generates charts and graphs with monthly and

overall project totals in order to analyze real-time project performance and outcomes. These data will be analyzed and compared monthly to measure the project's progress and effectiveness. The following outlines some additional data to be collected: Specific technology trainings completed/not completed; services provided, e.g. supported services, educational services, substance abuse, mental health, cognitive based services, mentoring, etc.; risk assessment; employment outcomes; court and criminal involvement, re-arrest, and recidivism tracking.

Project staff will collect data and collaborate with the ICSO and ICPD on collecting mutual participant data. The use of multiple evaluation methods and instruments facilitate data triangulation to determine progress toward meeting objectives. Several evaluation methods (pre/post assessments and observation tools) provide formative data. Quarterly evaluation meetings will be held to review all evaluation data with program staff and stakeholders. The County Sheriff, Corrections Captain, Chief Probation Officer, Assistant Chief and Adult Division Director and Supervisors along with representatives from the CCP will be encouraged to provide feedback to ensure on-going communication regarding activities. These data will be used to examine Project I.V. Second Chance implementation and to assist decision makers with adjustments and continual improvement. Specific project instruments have been developed or secured, and will be refined and finalized by the first quarter of project implementation. Attendance rosters and sign-in sheets will be used to monitor overall project enrollment, ongoing participation, and completion (and non-completion) of each project activity. Participation hours will be tracked using attendance rosters and spreadsheets and will be analyzed on an ongoing basis against monthly project outcomes. Curriculum specific pre-post assessments for all trainings will determine acquisition of knowledge and skills for all educational classes. The pre/post assessment will be administered before instruction is provided to collect baseline

knowledge. At the end of classes, a post test will be used to measure gains (or unexpected losses) after education classes are provided. Project staff will use an in-house observation tool, in conjunction with Probation's use of the STRONG to gather longitudinal evidence of "reentry readiness." The STRONG will be administered by Probation staff during intake. Project staff will use structured observations during activities, and will use in-house customer satisfaction surveys at the conclusion of all planned services to evaluate the quality of activities. Focus group meetings held throughout the year will solicit feedback on "likes/dislikes" of the project, in order to improve or capitalize on specific efforts. This information will be collected and evaluated monthly to evaluate the implementation and satisfaction of project services.

**Integration and Long-term Support:** There is significant interest among Imperial County's Community Corrections Partnership (CCP) to secure Second Chance Act Technology funds. The CCP includes local justice system: sheriff, probation, district attorney's office, superior court, and local police departments. Other partners include behavioral health, social services, higher education, career technical education, and workforce development. The goals of Second Chance Grant directly correlate with CCP goals to reduce recidivism by developing reentry services and support for inmates and probationers. Long-term planning by the CCP includes ongoing integration of existing services, and breaking down departmental "silos" in order to effectively provide services through a targeted approach that promotes successful rehabilitation and community reentry. New developments by the CCP and I.V. Second Chance include agreements for sharing inmate data through probation, jail, and court records to track and identify mutual participants, which assists in tracking the recidivism rate. This information will be extrapolated to measure the success of the Project and other interventions provided by partner agencies, which assists with continuous program improvement and data based decision making.

Ongoing sustainability exists through integration of partnerships, resources and services. Currently, the Imperial County Jail has developed a GED class for inmates, with continued growth depending on future demand and funding. The Jail is cooperating with on a pilot program with IVC (Imperial Valley College), to provide courses on selected life skills. The program is funded through the Board of Governors Fee Waiver program. The IVC pilot program is highly sustainability, and includes plans to provide career technical education. Additional services include anger management classes and responsible parenting. These services are leveraged using free community resources, AB109, Inmate Welfare Trust, and funding allocated by the CCP. Over the last two years the Sheriff's Office and Probation Department have cemented stronger collaboration via AB 109 realignment. An outcome of the collaboration is the realization of the County of Imperial Day Reporting Center (DRC). The intent of the DRC is to offer a detention alternative to traditional incarceration for selected participants. The DRC will provide substance daily check-ins, cognitive skills training, random drug testing, job skills training/placement, substance abuse counseling, anger management, family and parenting counseling, educational services/GED, life skills, relapse prevention, mental health assessment, and vocational skills. The DRC will commence by early spring 2014 and will coordinate with the I.V. Second Chance by co-enrollment of "participants" that creates a support pipeline from incarceration (County Jail), to re-entry (Second Chance, IVC, Jail services), to supervision (Second Chance, Probation, DRC), to follow-up support that reduces recidivism (Second Chance, DRC, and Probation). The DRC will continue to be supported by A.B. 109 beyond grant funding, and will continue to provide services to individuals transitioning from incarceration to supervision and reentry. I.V. Second Chance is a catalyst for change of the local justice system, advancing resource coordination and leveraging stakeholders to support the local jail and probationer population.