

Adult Re-entry & Employment Strategic Planning

Re-entry Process Map

A joint program between Iowa Department of Corrections and Iowa Workforce Development



The mission of the Iowa Department of Corrections:
Creating Opportunities for Safer Communities

Reentry Process Flow (TO – BE Model)

Assessment and Safety Case File

Interventions

Reentry Lifecycle

Education / Vocational Training

Job Retention Activities

Orientation (Arrival up to 60 days)

Initial Assessment: Initial assessment of needs and risks. Review of criminal history, substance use, mental health, and other factors. Development of a Safety Case File.

RISK
All the risks are assessed and categorized as Low, Medium, or High.

Case Management: Assigning a case manager to provide support and guidance throughout the reentry process.

Transition (Between Orientation & Pre-Release)

Case Management: Ongoing support and coordination of services.

Legal Services: Assistance with legal matters, including parole and probation.

Community Connections: Establishing connections with family, friends, and community resources.

Pre-Release Phase

Case Management: Finalizing plans and ensuring readiness for release.

Legal Services: Finalizing legal matters and ensuring compliance with requirements.

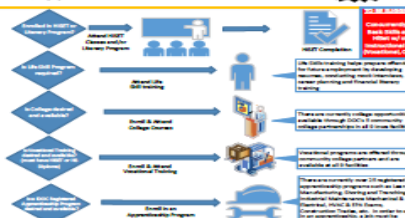
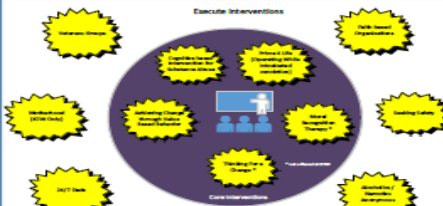
Community Connections: Finalizing connections and ensuring support is in place.

Post Release / Community Reentry

Case Management: Ongoing support and monitoring of progress.

Legal Services: Ongoing legal support and advocacy.

Community Connections: Ongoing support and connection to resources.



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National Fatherhood Initiative

NAMI Iowa

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Legal Services: Ongoing legal support and advocacy.

Community Connections: Ongoing support and connection to resources.

EARLY LEARN

GED and **GED** are training programs that Reentry Clients are eligible for. Not all participants are being notified of a range of options and opportunities.

Case Management: Ongoing support and monitoring of progress.

Legal Services: Ongoing legal support and advocacy.

Community Connections: Ongoing support and connection to resources.

proteus

AmericanJobCenter

United Way

Worship K. Davis Center

WORKS

Orientation (Arrival up to 60 days)

Note – the process map starts after initial IVVI assessment that occurs in the Reception Center



Review Assessment - Iowa Violence and Victimization Instrument (IVVI), and perform Dynamic Risk Assessment for Offender Reentry (DRAOR) and Custody Classification



If IVVI Risk is elevated (moderate and above), Interventions are required



The DRAOR is used to develop the institution Case Plan



Custody Classification is used to determine if off-grounds clearance is available


Orientation (Arrival up to 60 days)


Interventions

Assess Intervention Needs


 Determine Veteran Status


 Review Support System and Release Plan


 Identify family concerns that need to be addressed


 Review of substance abuse History


 Identify potential barriers that may impact reentry

 Screen for domestic violence / assaultive behavior

 Identify history of trauma

 Assess Physical Disability Needs

 Assess Mental Health Status

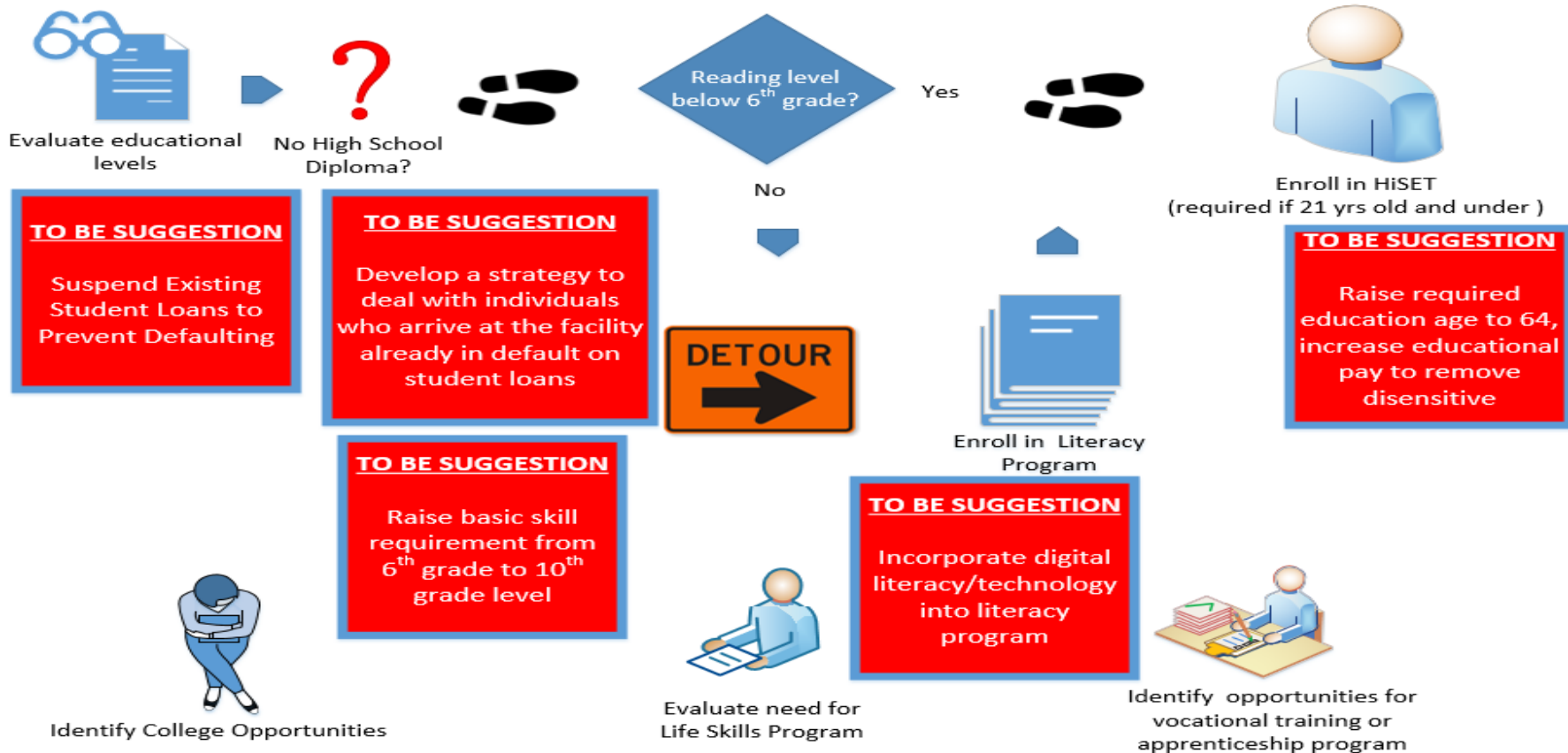
 Pregnancy Planning (ICIW only)

 Review active charges and criminal history

TO BE SUGGESTION

Add dyslexia screening (currently, no funding) and add an ADHD coping intervention

Orientation (Arrival up to 60 days)



Orientation (Arrival up to 60 days)

TO BE SUGGESTION

Be sure to intertwine Career Goals with Educational Goals while Incarcerated

TO BE SUGGESTION

Implement additional job and/or aptitude assessments to assist incarcerated individuals (II's) in choosing vocation training



Identify current employment skills

TO BE SUGGESTION

Evaluate the use of NCRC – most II's are classified as "bronze" and this can be an impediment to employment



National Career Readiness Certificate (NCRC) – if available and desired



Comprehensive Adult Student Assessment System [CASAS] Work Readiness Checklist – *Education Enrolled Only*

Transition (Between Orientation & Pre-Release)



DRAOR is updated every 4 months and at major events



Update & Execute Institutional Case Plan

Explore Release Plan Options (i.e. Where will you reside?)

Discuss timeframe of anticipated release



Use Custody Classification as input into employment opportunities

Approved to work off grounds (off-site)?



Off grounds employment / Private Sector Employment opportunities



Approved to work on-grounds only?



Jobs in and around the facility

Transition (Between Orientation & Pre-Release)

Execute Interventions

Veterans Groups

Faith-based Organizations

Cognitive based Intervention for Substance Abuse

Prime 4 Life (Operating While Intoxicated conviction)

Motherhood (ICIW Only)

Achieving Change through Value Based Behavior



Moral Recognition Therapy *

Seeking Safety

24/7 Dads

Thinking For a Change *

* not offered at ICIW

Alcoholics / Narcotics Anonymous

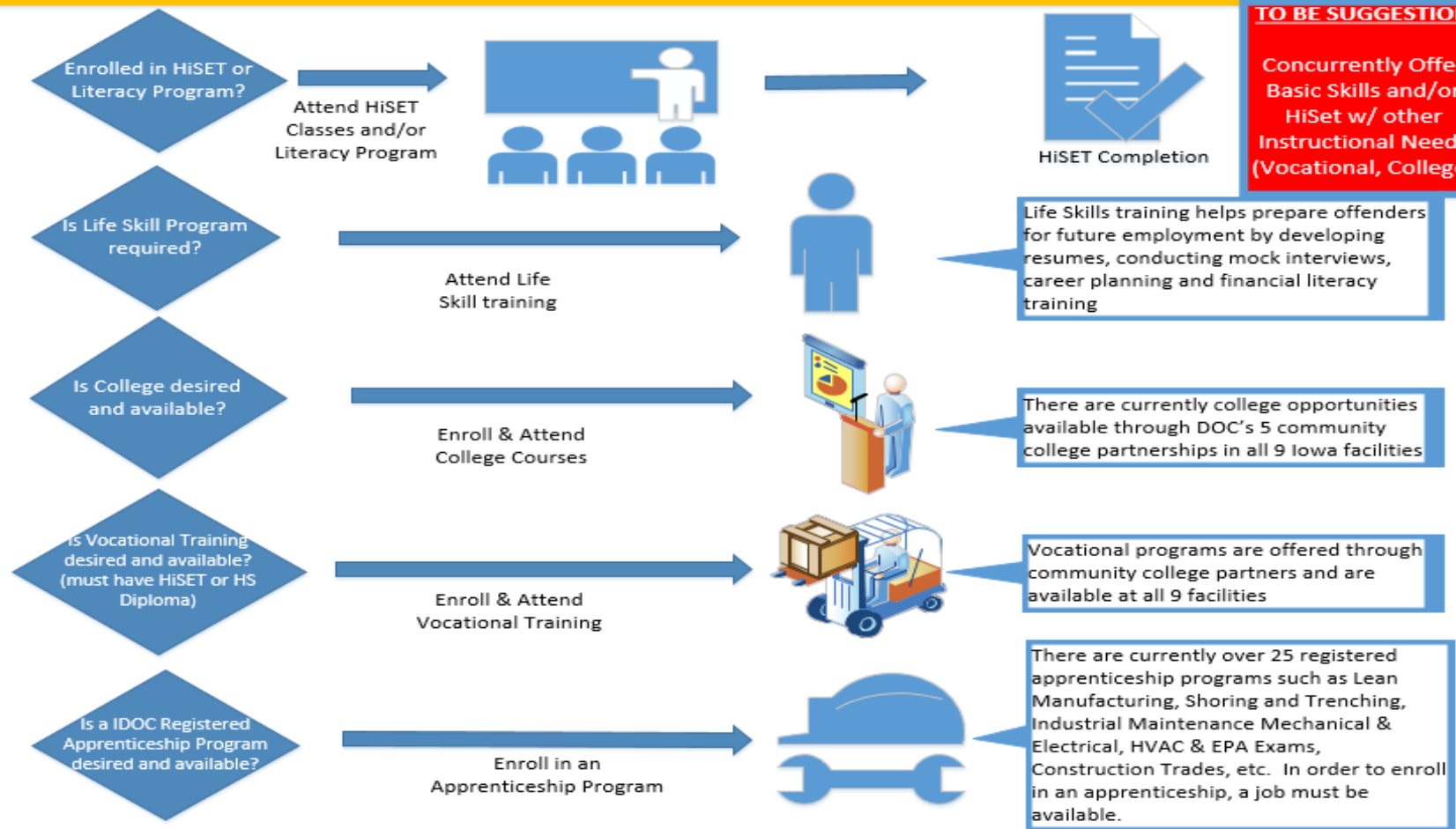
Core Interventions

Interventions

Transition (Between Orientation & Pre-Release)

TO BE SUGGESTION

Concurrently Offer Basic Skills and/or HiSet w/ other Instructional Needs (Vocational, College)



Transition (Between Orientation & Pre-Release)

Resume Building

Career Plans

TO BE SUGGESTION

Conduct and provide performance evaluations for jobs (TBD if include all jobs or just apprenticeship)

Mock Interviews

TO BE SUGGESTION

Increase the Reentry Workforce Advisors so there is one in each facility



Iowa Workforce Development Services

TO BE SUGGESTION

Implement an IWD Career Center to support employment searches for IIs

Bringing Your "A" Game

Job vs. Career (O*NET and NCRC)

EMERGE

Financial Literacy Training

Pre-Release Phase



Vital Document Preparation

Drivers License /
State Identification,
Social Security Card,
Birth Certificate, etc.

TO BE SUGGESTION

Purchase mobile kiosks
to bring to the
correctional facilities to
provide driver license /
state ids to II's



Address any Department of Human Services
Issues (children)

TO BE SUGGESTION

Review gender
specific services and
resources



Set Up Healthcare Insurance - Medicaid,
and Safenet RX (if applicable)



Finalize Release Plan (housing,
transportation, etc.)



Community Reentry Service Provider
Coordination (Substance Abuse, Mental Health,
Supplemental Security Income /Social Security Disability Income,
Iowa Vocational Rehabilitation Services, Veterans, etc.)

Pre-Release Phase

Interventions



Continue / Complete Current Interventions and Core Programing

TO BE SUGGESTION

Ensure Enrollment in Selective Services



Begin Aftercare Planning
(Substance Abuse, Mental Health,
etc.)

TO BE SUGGESTION

Bring back "Dress for Success" to ICIW



Set up post release appointments (Veterans group, Substance Abuse, Mental Health, etc.)

TO BE SUGGESTION

Improve coordination of substance abuse evaluations with community resources

Pre-Release Phase

TO BE SUGGESTION

Add a financial planning class to facilities that don't have one



Continue / Complete / Refer

TO BE SUGGESTION

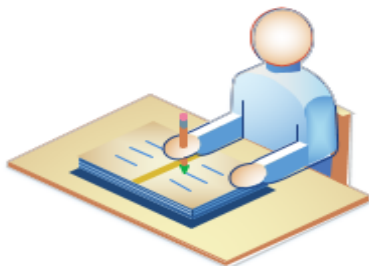
Set up a "Hard" hand-off to a resource (i.e. "Reentry Navigator") to assist with post-release education opportunities



Continue / Complete Current Education and Training Activities

TO BE SUGGESTION

Increase assistance options to complete the FAFSA while incarcerated



Complete FAFSA, Apply for Post-Secondary Education Opportunities Outside of Facility

Pre-Release Phase

TO BE SUGGESTION

Structured approach to employer outreach (i.e. Employer Outreach Initiative)



Remote Job Interviews



Job Searches

IOWA
WORKFORCE
DEVELOPMENT



Job Fairs



Referral to American
Job Center

Post Release / Community Reentry



Complete the Iowa Risk Revised assessment to determine level of supervision and if the DRAOR - Community Based Corrections assessment is needed



TO BE SUGGESTION

Develop new ideas to address housing barriers (i.e. tiered rent 25%, 50%, 75%, then 100% over a year)

Parole Officers are able to access ICON and get detailed information on the Community Based services that have been established



Update & Execute Post Release Case Plan

Institutional Records are available in ICON

TO BE SUGGESTION

Improve the connections between ICON and the IWD data systems to facilitate better data sharing

TO BE SUGGESTION

Engage DSM Civil Rights Commission to educate DOC on how to advocate for Returning Citizens

Post Release / Community Reentry



Assess programing received in the institutions



Determine if additional programing is needed (Aftercare, non-core programs, veterans, individual therapy, parenting classes, etc.)



Make necessary referrals

Interventions

TO BE SUGGESTION

Create and maintain a Resource Guide that list available community resources

**National
Fatherhood
Initiative®**



Aftercare Services



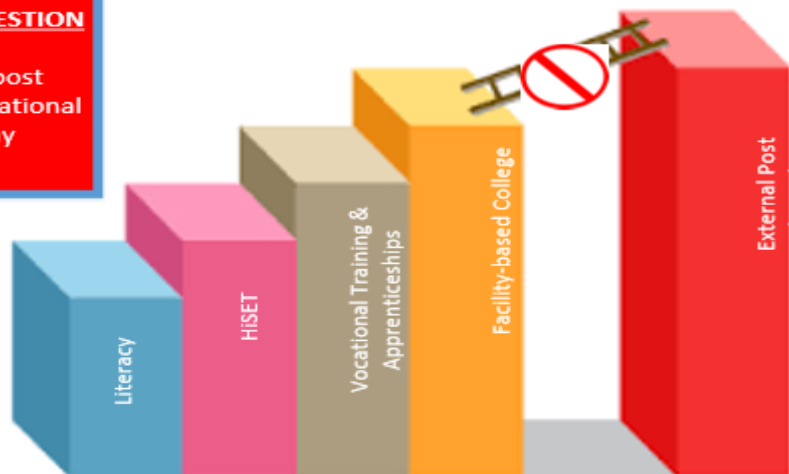
nami | Iowa
National Alliance on Mental Illness



Post Release / Community Reentry

TO BE SUGGESTION

Create a post release educational pathway



Currently a gap exists between Post Secondary activities in the institution and educational opportunities continuing after release



PACE – Resource for certification programs and post-secondary degrees



GAP – funding for non-certification programs

PACE and GAP are existing programs that Returning Citizens are eligible for, but are currently not being utilized as a source of post release educational funding

Post Release / Community Reentry

Reentry Employment and Training Partners



TO BE SUGGESTION

Implement a role to assist matching employers with Returning Citizens (i.e. a "job developer")



United Way
of Central Iowa



TO BE SUGGESTION

Implement an employer outreach program with regular employer education on the benefits of hiring Returning Citizens



Thank you!
