

PATHWAY HOME 5

Overview

On June 30, 2024, the Department of Labor awarded 17 organizations grants totaling \$ 56,451,467 for the Pathway Home 5 grant program.

The purpose of this program is to provide eligible incarcerated individuals in men's and women's state correctional facilities or local or county jails with workforce services prior to release and to continue comprehensive services after release by transitioning the participants into reentry programs in the communities to which they will return. By providing reentry services to participants while they are still incarcerated and post-release from incarceration, these projects are designed to eliminate the time gap between release from prison and enrollment into a reentry program leading to employment. These grants are job-driven and build connections to local employers that will enable returning citizens to secure employment, while advancing equity for individuals facing significant barriers to labor market reentry, including incarcerated women and communities of color.

Due to the complex nature of this grant program, PH5 grantees are required to employ one full-time staff person with 100% of their time dedicated to the grant as the program manager/director of the project.

Pre-release services will assist inmates, who enter the program within 20 to 270 days from their scheduled release date, to prepare for returning to their communities. Pre-release services must include job preparation, developing individual development plans (IDPs) that identify assistance needed for employment, career exploration and planning, counseling, assistance obtaining state identification required for employment, and assistance with linking incarcerated participants to the social services required to help them transition back to their communities. Pre-release occupational training is highly encouraged. Post-release activities must include skill-building services, such as apprenticeships and occupational training in in-demand industries that lead to industry-recognized credentials.

Pre-release and post-release service delivery is challenging to provide to people transitioning from a correctional institution to the community. Yet, service delivery in both contexts remains critical to the overall success of the enrolled participants and to reduce the likelihood of recidivism. By teaching participants foundational skills such as job readiness, employability, and job search strategies, in addition to providing apprenticeships and occupational training, partners will work to increase the employment opportunities for participants post release, particularly in industry sectors facing increased demand, workforce gaps, or supply chain challenges.

Award Summary

- \$56,451,467 in Pathway Home 5 funds awarded
- Awards range from \$999,999 to \$4 million
- 16 organizations awarded
- Period of Performance: 42 months (July 1, 2024, to December 31, 2027)

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Concordance
St. Louis, MO

Award Amount: \$4,000,000
Applicant Type: Intermediary
Participant Enrollment Goal: 550

Mandatory Partners: South Carolina Department of Corrections pre-release correctional facilities
Virginia Department of Corrections pre-release correctional facilities
Missouri Department of Corrections pre-release correctional facilities

Target Area: St. Louis City, MO; St. Louis County, MO; St. Charles County, MO; Greenville County, SC; Spartanburg County, SC; Laurens County, SC; Anderson County, SC; Pickens County, SC; Richmond County, VA; Henrico County, VA; Chesterfield County, VA.

Project Summary: The purpose of this project is to support Concordance’s workforce training and employment program. Concordance provides pre- and post-release reentry services to incarcerated individuals returning to areas served by a Concordance Reentry Center (St. Louis, Missouri; Greenville-Spartanburg, South Carolina; and Richmond, Virginia). As part of these services, Concordance provides employment training, workforce development, and employment support, as well as guaranteed employment to participants that complete Concordance’s workforce training program.

After six weeks of post-release job readiness coursework, Concordance participants complete a three-week workplace simulation job training, practicing precisely the skills needed to excel at their coming employment position; this training program culminates in an industry-recognized credential in their field. Following this training, participants begin part-time employment for the Concordance Employment Agency, working at a hiring partner job site in the mornings and then continuing support programming in the afternoon. After eleven weeks of part-time work, participants transition to full-time employment at a hiring partner’s job site.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; median earnings goal for 2nd quarter after exit is \$6,000 for grantees in service areas with a minimum wage is \$10 per hour or more or \$5,000 for grantees in service areas with a minimum wage is \$9.99 per hour or less; 60% credential attainment; 65% measurable skill gains; and less than 43.9% recidivism.

Epidaurus (dba Amity Foundation)
Tucson, AZ

Award Amount: \$3,999,381
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: California Department of Corrections and Rehabilitation;
Amistad de Los Angeles; La Entrada de Los Angeles;
HealthRIGHT 360; GEO Reentry Services; LA CADA.

Target Area: County of Los Angeles including the Cities of Los Angeles
Long Beach, and Santa Fe Springs.

Project Summary: Individuals will access project services for a typical minimum of 12 months and will include pre-release services, transitional services upon release, and post-release employment services, followed by 12 months of dedicated follow-up. Services include best-practice assessments, case management, counseling, treatment, support services, paid work experience, and employment training/placement with at least monthly follow-up support. Career Coaches will work with two local Workforce Development Boards, to help with providing leveraged mental health and substance use counseling, and AJCC partners will provide in-prison WIOA services to ensure that participants are in the best position to meet and exceed measures. The program will intensively support participants an expected five days a week with services.

Epidaurus' PH5 grant program, Amity Works, has selected trainings and certifications in growing fields in Los Angeles that do not have restrictions on hiring those with a criminal record. Training is started pre-release, and the program offers multiple employment workshops paid work experience to aid participants in completing occupational training. Participants will be trained as Substance Use Disorder (SUD) Counselors, Certified Apartment Maintenance Technicians, Logistics Technicians, and Construction Laborers. Additionally, for Credential Attainment, each of the four training tracks culminates at the end of training with industry recognized certification, while the program partners to provide services to support participants in achieving a high school diploma or GED certificate.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; median earnings goal for 2nd quarter after exit is \$6,000 for grantees in service areas with a minimum wage is \$10 per hour or more or \$5,000 for grantees in service areas with a minimum wage is \$9.99 per hour or less; 60% credential attainment; 65% measurable skill gains; and less than 41% recidivism.

Family and Workforce Centers of America
St. Louis, MO

Award Amount: \$4,000,000
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: St. Louis County Department of Justice Services

Target Area: St. Louis City, Florissant, Ferguson, Dellwood, Berkeley, Normandy, Jennings, Pagedale, Maryland Heights, Wellston, and University City

Project Summary: Family and Workforce Centers of America (FWCA) PH5 provides reentry services beginning while participants are incarcerated and continuing post-release, leading to skills-based employment while improving individuals' transition back to the community. The intended beneficiaries are adult men and women confined at DJS returning to urban, high poverty & crime areas within St. Louis City and County in Missouri.

FWCA will implement the evidence-based sectoral career pathway employment and training model (includes pre-apprenticeship/apprenticeship) and will integrate it with two evidence-based and informed models 1) the Alliance for Quality Career Pathways Framework (AQCP)¹, providing a model for developing a career pathways program; 2) Integrated Risk and Employment Strategies (IRES) approach², developing an Individual Development Plan based on an assessment of participants along two dimensions, criminogenic risk/needs, and workforce readiness; and 3) Sectoral Based Employment (SBE) and Apprenticeship Model, which develops industry-specific training programs preparing unemployed and under-skilled workers for skilled positions and connect them with employers to fill such vacancies. Using the IRES model, FWCA will implement employment and career services pre- and post-release, including comprehensive case management and robust support services to ensure participant success.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; median earnings goal for 2nd quarter after exit is \$6,000 for grantees in service areas with a minimum wage is \$10 per hour or more or \$5,000 for grantees in service areas with a minimum wage is \$9.99 per hour or less; 60% credential attainment; 65% measurable skill gains; and less than 43.9% recidivism.

The Fortune Society (Fortune)
New York, NY

Award Amount: \$4,000,000
Applicant Type: Direct
Participant Enrollment Goal: 475

Mandatory Partners: New York State Department of Corrections & Community Supervision: Fishkill Correctional Facility, Otisville Correctional Facility, and Queensboro Correctional Facility

Target Area: Beacon, Otisville, Long Island City, and Nassau and Suffolk Counties

Project Summary: Once participants have attended Fortune’s Pathway Home program orientation and Case Managers screen them for eligibility, pre-release services inside the targeted correctional facilities will include a three-week Career Development Workshop aligned with the evidence-based Cognitive Behavioral Interventions for Employment (CBI-EMP) curriculum that also integrates digital equity instruction; optional hard skills construction training (OSHA 30-hour, 4-hour Flagger, and 40-hour Site Safety Training courses); benefits access and legal assistance services; case management; and IDP development.

Fortune will transport participants from DOCCS facilities to Fortune’s Long Island City, Queens multi-service center. Post-release, participants will continue to receive case management and reentry support services from their pre-release Case Manager while also being connected to an Employment Specialist who will serve as their personal job developer, referring participants to interview opportunities while continuously cultivating and sustaining employer/hiring partnerships. Fortune will leverage Education & Employment Program’s menu of hard skills training, including offerings in the fields of culinary arts, green building operations and maintenance, environmental remediation, social services, commercial driving, construction and building restoration, bike mechanic engineering, information technology/coding, and horticulture/horticulture maintenance. Participants requiring additional on-the-job experience will be referred to Fortune’s established Transitional Work Program (TWP) for subsidized, 10-week internship placements within various Fortune departments or with our many employers host site partners

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; median earnings goal for 2nd quarter after exit is \$6,000 for grantees in service areas with a minimum wage is \$10 per hour or more or \$5,000 for grantees in service areas with a minimum wage is \$9.99 per hour or less; 60% credential attainment; 65% measurable skill gains; and less than 32% recidivism.

Georgia Department of Labor
Atlanta, GA

Award Amount: \$4,000,000
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: Georgia Department of Corrections facilities: Atlanta Transitional Center; Metro Reinvestment Center; Metro Reentry Facility; Metro Transitional Facility; Phillips State Prison; and Phillips Transitional Center.

Target Area: DeKalb, Fulton, and Gwinnett counties

Project Summary: The Georgia Department of Labor’s (GADOL) project utilizes three evidence-based and informed models and a multi-tier system of support (MTSS), a framework successfully used in secondary education. GADOL has chosen MTSS for its reentry programs, given the need for carefully coordinated services between multiple service professionals. MTSS will incorporate a single CM and ES assigned pre-release and continuing post-release to work with the program participant (PP) to develop an Individual Development Plan (IDP) with an initial Career Pathway (CPW) within 15 days of enrollment. A Vocational Skills Trainer (VST) will assess educational levels and ensure provision of pre-release remedial education and high school equivalency (HSE) instruction as needed.

All enrollees will participate in GADOL’s Employability Skills Training (EST) Course. Participants will work with their CM and ES to update the IDP 30-45 days prior to release. Depending on the industry, participants may enroll in their education or entry-level occupational skills training (OST) pre-release, completing assessments and classroom activities that do not require a hands-on application. This is proven to aid in completion of training programs post-release. This will ensure that within 60 days post-release, the PP has completed their first credential. The goal is to have each PP employed between 60 and 180 days post-release, receive a minimum of 12 months of follow-up, and connect with community support service providers

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; median earnings goal for 2nd quarter after exit is \$6,000 for grantees in service areas with a minimum wage is \$10 per hour or more or \$5,000 for grantees in service areas with a minimum wage is \$9.99 per hour or less; 60% credential attainment; 65% measurable skill gains; and less than 27% recidivism.

Goodwill Industries of Southeastern Louisiana, Inc (SELA)
New Orleans, LA

Award Amount: \$4,000,000
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: Louisiana Department of Public Safety and Corrections:
Elayne Hunt Correctional Center, Lafourche Parish
Sheriff's Department, Terrebonne Parish Sheriff's
Department, St. Bernard Parish Sheriff's Department

Target Area(s) Louisiana Parishes of Ascension, Assumption, Avoyelles,
Concordia, East Baton Rouge, East Feliciana, Jefferson,
Lafourche, Livingston, Orleans, Plaquemines, Pointe
Coupee, St. Bernard, St. Charles, St. Helena, St.
James, St. John the Baptist, St. Tammany, Tangipahoa,
Terrebonne, Washington, West Baton, Rouge, and West
Feliciana. Detroit City and Wayne County, MI.

Project Summary: Goodwill SELA's Goodwill Re-Integration Program-Pathway Home 5 (GRIP-PH5), pre-release services include (but not limited to) Job Preparation, development of individualized development plans (IDP), identify and assist in mitigating barriers to employment, career exploration and planning, counseling, assistance obtaining state identification required for employment, and Pre-release occupational training.

Post-Release services will vary greatly based on each participant's needs, skills, and IDP. Goodwill SELA works with partner agencies to leverage all available resources. GRIP-PH5 participants that need job preparation/readiness training post-release will be referred to Goodwill's Education Advancement & Readiness (GEAR) Program. GEAR is composed of three phases, Creating My Path, Job Readiness Skills, and Career Launch.

All Participants will maintain the same case manager, known as Career Navigators, pre- and post-release to assist in overcoming barriers.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; median earnings goal for 2nd quarter after exit is \$6,000 for grantees in service areas with a minimum wage is \$10 per hour or more or \$5,000 for grantees in service areas with a minimum wage is \$9.99 per hour or less; 60% credential attainment; 65% measurable skill gains; and less than 8% recidivism.

Jobs for the Future (JFF)
Boston, MA

Award Amount: \$4,000,000
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: Colorado Department of Corrections facilities:
Colorado State Penitentiary, Centennial Correctional Facility, La Vista Correctional Facility, Arkansas Valley Correctional, Skyline Correctional Facility

Target Area: Adams, Arapahoe, Boulder, Denver, El Paso, Jefferson, Larimer, Pueblo, Mesa and Weld counties.

Project Summary: With their partner, Breakthrough Alliance of Colorado, JFF will build pathways to quality jobs that begin before release and facilitate alignment of state-wide infrastructure that brings together the Colorado Department of Corrections, essential service providers, and fair chance employers in collaborative partnership to support successful reentry. JFF will leverage its apprenticeship, fair chance employer expertise and PH5 funding to accelerate the scaling of Breakthrough’s proven program model that provides personal and professional development training, connection to employment, and lifetime care management to individuals impacted by the legal system. Collectively, this project will prepare and connect 400 individuals for quality jobs and add at least 10 fair chance employers to Breakthrough’s employer network.

JFF will support the strategic expansion of Breakthrough’s existing pre-release services to build out additional pre- and post-release training opportunities that prepare participants for quality jobs in the top industries in those counties; and to recruit and prepare a minimum of 10 additional fair chance employers to their growing network. JFF will use our proven Fair Chance Corporate Cohort model—a 12-week virtual program where participants assess their company’s current employment practices, explore their own assumptions and biases around hiring people with records, and create a customized implementation plan for their organization. Additionally, JFF will support Breakthrough in developing a construction apprenticeship program that prepares participants for jobs repairing roads and bridges through the Bipartisan Infrastructure Law. Through Breakthrough’s extensive community partnerships and commitment to lifetime care management, participants will access the support they need to overcome barriers to reentry and thrive in quality jobs.

The **proposed Outcomes** are: 75% employment rate 2nd quarter after exit; 75% employment rate 4th quarter after exit; \$7,000 median earnings 2nd quarter after exit; 60% credential attainment; 80% measurable skill gains; and less than 28% recidivism.

OIC of South Florida (OIC-SF)
Ft. Lauderdale, FL

Award Amount: \$4,000,000
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: Florida Department of Corrections facilities: Dade Correctional Institute, Everglades Reentry Center, Homestead Correctional Institution, Sago Palm Reentry Center, Okeechobee Correctional Institution, Atlantic CRC (Female), South Florida Reception Center(Male), West Palm Beach CRC (Male)

Target Area: **Broward County:** Fort Lauderdale, Dania Beach, Hallandale, Pompano Beach, Wilton Manors, Lauderhill, Oakland Park, & West Park; **Miami Dade County:** Miami, Hialeah, Opa-Locka, N. Miami, and Miami Gard Urban communities in Miami-Dade County: Little Haiti, Liberty City, Little River, and West Little River.

Project Summary: OIC- SF’s PH5 project utilizes three evidence-based and informed models and a multi-tier system of support (MTSS)¹², a framework successfully used in secondary education. OIC-SF has chosen MTSS for its reentry programs, given the need for carefully coordinated services between multiple service professionals. MTSS will incorporate a single CM and ES assigned pre-release and continuing post-release to work with the program participant (PP) to develop an Individual Development Plan (IDP) with an initial Career Pathway (CPW) within 15 days of enrollment. A Vocational Skills Trainer (VST) will assess educational levels and connect PP to pre-release remedial education and high school equivalency (HSE) instruction as needed. All PPs participate in OIC’s Employability Skills Training (EST). PPs work with their CM and ES to update the IDP 30-45 days prior to release. Depending on the industry, PPs may enroll in their education or entry-level occupational skills training (OST) pre-release, completing assessments and classroom activities that do not require a hands-on component. This is proven to aid in completion of training programs post-release and ensure that within 60 days post-release, the PP has completed their first credential. The goal is to have each PP employed between 60 and 180 days post-release, receive a minimum of 12 months of follow-up, and connect with community support service providers.

The **proposed Outcomes** are: 60% employment rate 2nd quarter after exit; 65% employment rate 4th quarter after exit; \$6,000 median earnings 4th quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 25% recidivism.

Opportunities Industrialization Centers of America, Inc. (OICA)
Philadelphia, PA

Award Amount: \$4,000,000
Applicant Type: Intermediary
Participant Enrollment Goal: 400

Mandatory Partners: Multnomah County Inverness Jail, Multnomah County Detention Center, Edgecombe County Detention Center, Nash County Detention Center, Dauphin County Work Release Center, Dauphin County Prison, and Capitol Pavilion

Target Area: Multnomah and Washington Counties, OR, Nash, Edgecombe, Halifax, Northampton, Wayne, and Wilson Counties, NC, and Dauphin County, PA

Project Summary: OICA affiliates implements a model based on the Linking Employment Activities Pre-Release (LEAP) pilot program previously funded by the US DOL. Our design adds the evidence-based sectoral employment and training model that was tested by Public/Private Ventures in an impact evaluation study and integrates two evidence-informed frameworks: 1) the Alliance for Quality Career Pathways Framework (AQCP), which provides a model for developing a career pathways program, and the 2) Integrated Risk and Employment Strategies (IRES) approach, which develops an individual care/development plan based on assessment of participants along two dimensions: criminogenic risk/needs and workforce readiness. We believe this comprehensive model of utilizing workforce and criminal justice research and promising practices will lead to the twin objectives of fostering sustained employment for individuals while promoting community safety through a reduction in recidivism.

Participants will receive soft skills job training, career pathway exploration, case management and connections to support services that will begin pre-release and continue with OICA's Pre-Academy cohorts. Additionally, participants will be encouraged to explore/enroll in GED programs and/or Occupational Skills Training (OST) training that results in credentials for in-demand careers in construction, manufacturing, transportation and warehousing, healthcare, and other occupations. Affiliates will provide follow-up supports and services to participants for twelve months following their exit from the program.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; employed participants will achieve median earnings averaging \$5,000 in the second quarter after exit in NC and PA and \$6,000 in OR; 60% credential attainment; 65% measurable skill gains; and less than 16% in PA, <20% in NC and OR.

Southern Mississippi Planning and Development District (SMPDD)
Gulfport, MS

Award Amount: \$2,999,000
Applicant Type: Direct
Participant Enrollment Goal: 300

Mandatory Partners: George/Green County Correctional Facility,
Kemper/Neshoba County Correctional Facility, Leake
County Correctional Facility, Marion/Walthall
Correctional Facility, Stone Correctional Facility

Target Area: Clarke, Covington, Forrest, George, Greene, Hancock,
Harrison, Jackson, Jasper, Jefferson Davis, Jones, Kemper,
Lamar, Lauderdale, Leake, Marion, Neshoba, Newton,
Perry, Pearl River, Scott, Smith, Stone, and Wayne
counties

Project Summary: Pathway Home to Southern Mississippi is an all-inclusive re-entry project that will reduce the recidivism rate and increase the workforce participation rate by preparing and connecting returning citizens to sustainable jobs, while mitigating barriers to successful re-entry with wraparound services and intensive case management pre and post-release. Targeting inmates returning to the 24-county Twin Districts Workforce Development Area, SMPDD will conduct pre-release and post-release activities in five county-run facilities throughout the region. With plans to serve 300 participants, the Pathway Home to Southern Mississippi has partnerships in place with like-minded social service organizations and six major employers in the region. These collaborative efforts will be instrumental in giving the returning citizens the best chance at successful re-entry and at becoming productive members of society.

SMPDD partners with the five Community Colleges in the workforce area and funds Workforce Coordinators within the one-stop centers as a way to increase provider coordination and better serve the customers. This practice also serves to facilitate access to Eligible Training Provider data, Individual Training Account information, and ultimately track credentials earned. Co-enrollment in WIOA may occur (dependent upon funding) in order to leverage training funds, for On-the-Job Training (OJT), Individual Training Accounts (ITAs) and possibly Internships. It is projected that approximately 20% (60) of reentry participants will be co-enrolled in WIOA. This determination will be dependent upon many factors including the participant's Individual Development Plan

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; employed participants will achieve median earnings averaging \$5,000; 60% credential attainment; 80% measurable skill gains; and recidivism rate lower than 37%.

Southwest Alabama Partnership for Training and Employment
Mobile, AL

Award Amount: \$1,499,999
Applicant Type: Direct
Participant Enrollment Goal: 150

Mandatory Partners: Mobile County Jail

Target Area: Mobile County, AL

Project Summary: Southwest Alabama Partnership for Training and Employment provides pre- and post-release case management and essential support assistance through an established network of social service providers to improve the enrollees experience during the first 72 hours of release. Participants will be equipped with the skills to develop and follow an Individualized Development Plan (IDP), to secure quality employment, maximize the use of the community resources to survive, thrive, and ultimately not return to incarceration. Also, pre-release industry-driven work readiness instruction provides employer recognized entry level credentials.

Post-release occupational skills training will be in one of the state's top five high-demand, high-paying industries, where worker shortages are prominent throughout the workforce region. These industries are manufacturing, agriculture/construction, healthcare, information technology, and transportation/distribution/logistics. Also, post-release employment and training opportunities include on-the-job training, apprenticeships, and advanced training through eligible training partners approved by WIOA. The training will be available through two area community colleges Bishop State and Coastal Community Colleges.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; median earnings goal for 2nd quarter after exit is \$6,000 for grantees in service areas with a minimum wage is \$10 per hour or more or \$5,000 for grantees in service areas with a minimum wage is \$9.99 per hour or less; 60% credential attainment; 65% measurable skill gains; and less than 29.2% recidivism.

The WorkPlace
Bridgeport, CT

Award Amount: \$2,499,999
Applicant Type: Direct
Participant Enrollment Goal: 250

Mandatory Partners: State of Connecticut, Department of Correction; Manson Youth Institute; Bridgeport Correctional Center; Osborn Correctional Institution

Target Area: Fairfield/New Haven County; Bridgeport

Project Summary: The WorkPlace approach and model will incorporate four important elements to assist individuals in successfully re-entering the workplace and society. These elements include (1) embracing a holistic service design that engages participants both pre/post-release (2) utilizing a proven employment readiness solution (3) providing occupational training and (4) delivering high-quality case management services that focus on placement, and ongoing support services.

Participants will have access to simulated occupational skills training via virtual reality headsets. These headsets do not have internet connectivity, for security reasons, but are loaded with occupational courses in a variety of careers. This methodology can help participants gain direct work experience pre-release—which will prepare them for successful career pursuits post-release.

Participants will be evaluated using motivational interviewing strategies and other assessments to measure their foundational and soft skills. Case management staff will assess participants' literacy and numeracy, educational level, work experience, and soft skills to develop individual service strategies. Following the assessment, each participant will receive an Individual Development Plan (IDP), which will guide both pre- and post-release activities. Staff will also provide benefits screenings, coping skills, and additional supports. Post-release staff will continue to support participants' job search efforts, providing access to (and assistance in using) online job sites and help to create a portfolio of employment-related documents.

The **proposed Outcomes**, as per TWP's SOW, are: 76% employment rate 2nd quarter after exit; 73% employment rate 4th quarter after exit; \$29,120 median earnings 2nd quarter after exit; 60% credential attainment; 70% measurable skill gains; and less than 50% recidivism.

Total Action Against Poverty
Roanoke, VA

Award Amount: \$3,999,999
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: Roanoke City Adult Detention Center; Roanoke County-Salem Jail; Botetourt-Craig Jail; Western Virginia Regional Jail; New River Valley Regional Jail; Southwest Virginia Regional Jail Authority; Southwest Virginia Regional Jail Authority; Bland Correctional Center; Marion Correctional Center

Target Area(s) Roanoke City, Alleghany County, Bland County, Botetourt County, Bristol city, Buchanan County, Carroll County, Craig County, Covington city, Dickenson County, Floyd County, Franklin County, Galax city, Giles County, Grayson County, Lee County, Montgomery County, Norton city, Pulaski County, Radford city, Roanoke County, Russell County, Salem city, Scott County, Smyth County, Tazewell County, Washington County, Wise County, and Wythe County.

Project Summary: Total Action Against Poverty (TAP) will provide eligible, incarcerated individuals at regional jails and prisons with workforce services prior to release and to continue services after release by transitioning the participants into reentry programs in the communities to which they will return. Our model targets state prisons and jails, categorizing our population into two groups: (1) Group A participants are skilled and hold occupational credentials and therefore will be provided robust reentry services, including job readiness and placement; and (2) Group B participants are low skilled (low educational functioning level with a lack of employable skills and credentials) and therefore need skills training in addition to the robust reentry services. Our aim is to ensure that participants are connected to workforce system partners. We will begin the process by assisting participants prior to release in completing a Wagner-Peyser registration through the Virginia Workforce Connection (VaWC) system, often called VOS (Virtual One Stop).

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$6,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 20.6% recidivism.

Towards Employment
Cleveland, OH

Award Amount: \$3,999,011
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: Northeast Reintegration Center; Lorain Correctional Institution; Lorain/Medina Community Based Correctional Facility; McDonnell Center Community Based Correctional Facility

Target Area(s) Cuyahoga County and Lorain County

Project Summary: CLEAR will work in collaboration with partner correctional facilities, training providers, social service agencies, workforce organizations and employers to prepare individuals for employment through pre- and post-release reentry services including comprehensive case management, career readiness, technical training and robust wraparound services, employer engagement, job placement and job retention supports. Eligible participants at each facility will be assigned a TE caseworker to support them from program enrollment pre-release through 12 months following placement in employment. This will include transition planning beginning 30 days prior to release, intensive case management through the 72-hour transition period, referrals to necessary legal or social services, and long-term career coaching and support for retention in post-release programs including post-secondary education or credential training (including registered apprenticeships) and, ultimately, employment. CLEAR will prepare individuals for jobs in 3 in-demand industries (Manufacturing, Construction, and Culinary) that offer regular hours, benefits, and opportunities for career growth and wage increases.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; \$6,000 median earnings 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 10% recidivism.

University of Rhode Island Research Foundation (URIRF)
Kingston, RI

Award Amount: \$1,454,078
Applicant Type: Direct
Participant Enrollment Goal: 150

Mandatory Partners: Rhode Island Department of Corrections: Anthony P. Trivisono Intake Service Center, High Security Center, Rhode Island Maximum Security Prison, John J. Moran Medium Security Facility, Minimum Security Facility, Gloria McDonald Maximum and Medium

Target Area: Bristol, Kent, Newport, Providence, and Washington counties

Project Summary: The project will assist up to 150 eligible incarcerated individuals enter manufacturing career pathways that result in industry-valued certifications, educational credentials, and placement in high quality, high paying jobs. Occupational pathways include Fast Track to CNC, Machine Maintenance Technician, Welding or Building Trades.

Participants will receive continuous case management pre- and post-release. Participants and Case Managers will develop an Individual Development Plan (IDP) pre-release that will serve as the bridge document to manage continuity of services during the pre-release period and the transition process. It will address factors such as family supports, healthcare needs, behavioral healthcare needs, housing stability, access to transportation, goals and progress on education and training activities – including financial literacy, and connections to community-based support services. The pre-release IDP information will expedite the WIOA or Real Jobs RI enrollment processes for eligible candidates to leverage training funds and participant support.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; median earnings will be \$6,000 in the second quarter after exit; 60% credential attainment; 65% measurable skill gains; and less than 45% recidivism (lower than the state average).

Workforce, Inc. dba RecycleForce
Indianapolis, IN

Award Amount: \$4,000,000
Applicant Type: Direct
Participant Enrollment Goal: 400

Mandatory Partners: Indiana Department of Correction: Duval Residential Center

Target Area: Indianapolis, Indiana

Project Summary: The proposed project will identify inmates incarcerated in male facilities in the Indiana Department of Correction who are interested in training for employment in specific high demand industries in the community, including logistics, recycling, manufacturing, hazardous material handling, and construction. RecycleForce has aligned its training in accordance with the Biden administrations Invest in America initiative. This includes receiving funding for EPA Brownsfields Training through the Bipartisan Infrastructure Law coupled with research grants with the Ames National Lab to carry out critical research tied to the CHIPS and Science Act. RecycleForce will work with Ivy Tech Community College to expand its crosswalk program to incorporate more trainings in the Green Jobs field.

RecycleForce and its collaborative partner, Hoosier Initiative for Re-entry (HIRE), the reentry program of the Indiana Department of Correction, will deliver pre-release employment and career services and employability skills training. Immediately upon release from incarceration, program participants will report to RecycleForce for employment in a transitional job with a flexible schedule to accommodate criminal justice oversight, the opportunity to earn portable and stackable certifications and credentials and high school equivalency, mentoring, individualized wraparound services, employability skills building, job placement assistance, and follow-up.

The **proposed outcomes** are: 55% employment rate 2nd quarter after exit; 45% employment rate 4th quarter after exit; participants will earn a median wage of \$5,000 2nd quarter after exit; 60% credential attainment; 65% measurable skill gains; and recidivism rate will be lower than 10%.