



Reentry Workforce Development Survey

A rapidly tightening labor market is forcing employers across the country to consider workers they once might have turned away, and workforce boards are looking at alternatives to meet the shortage of skilled labor. In response, the National Association of Workforce Boards partnered with the Council of State Governments Justice Center to conduct a survey of state and local workforce boards to learn how they are using Workforce Innovation and Opportunity Act (WIOA) and other funding to provide training and employment services to formerly incarcerated individuals to help them succeed in the workforce.

The survey was conducted between March 26 and April 27, 2018. Surveys were sent to 549 local boards, 41 state boards with local boards, and 16 state boards that also serve as local boards, including the boards in the U.S. territories. Responses were received from 159 local boards, for a response rate of 29 percent; 12 state boards with local boards, for a response rate of 30 percent; and eight state boards also serving as local boards, for a response rate of 50 percent.

State boards that also serve as local boards were asked to categorize themselves in one of four groups with the following results:

Category	#
The state provides some services to individuals with criminal records with state-designated funds, and separate services to individuals with criminal records with locally-designated funds.	1
The state only uses its state-designated funds to provide services to individuals with criminal records.	1
The state only uses its locally-designated funds to provide services to individuals with criminal records.	3
The state co-mingles state and local funding to provide services to individuals with criminal records.	3

The data from the states that provides some services to individuals with criminal records with state-designated funds, and separate services to individuals with criminal records with locally-designated funds were included in both the state and local analyses, with state-related responses included in the former, and the local-related responses in the latter. The data from the state that only uses its state-designated funds to provide services to individuals with criminal records were only included in the state analysis. The data from the states that only use their locally-designated funds to provide services to individuals with criminal records were only included in the local analysis. The data from the states that co-mingle state and local funding to provide services to individuals with criminal records also were only included in the local analysis, as they only were asked to respond to the questions on the local survey.

This analysis was developed, conducted, and written by Terri Bergman, under the auspices of the National Association of Workforce Boards, and in partnership with the Council of State Governments Justice Center (CSGJC). Sherri Moses, CSGJC, provided advice and support throughout.

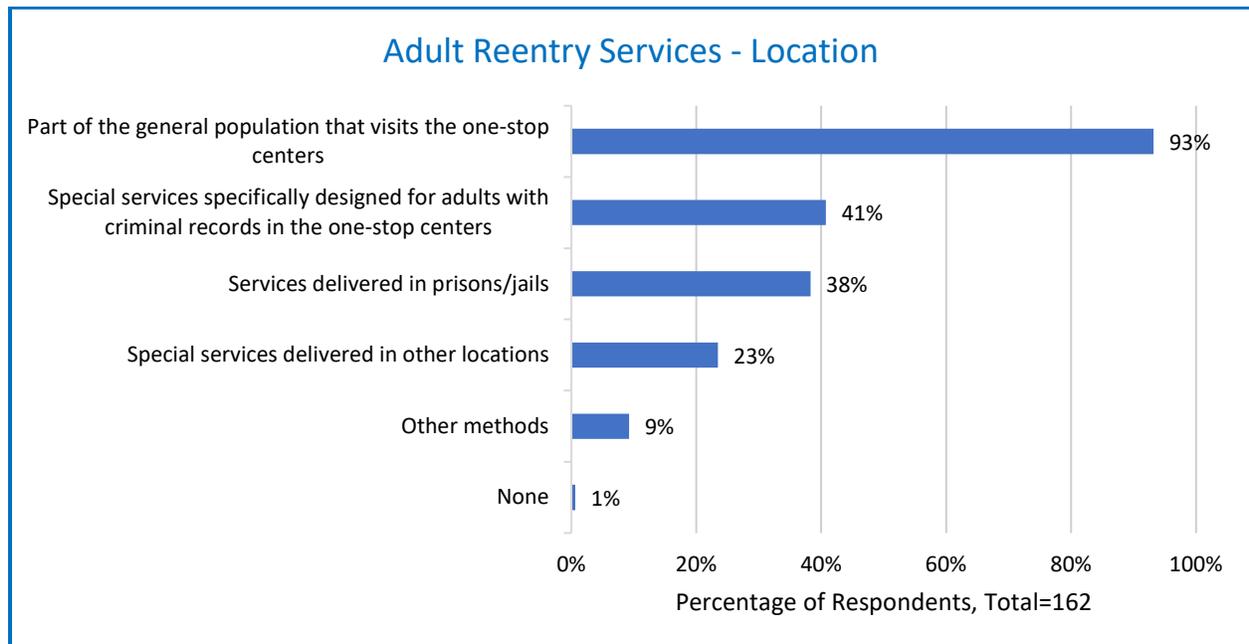
Local Analysis

This analysis incorporates the responses of the 159 local boards, along with the responses of the one state that provides some services to individuals with criminal records with state-designated funds, and separate services to individuals with criminal records with locally-designated funds, the three states that only use their locally-designated funds to provide services to individuals with criminal records, and the three states that co-mingle state and local funding to provide services to individuals with criminal records, for a total of 166 responses. Not all of the respondents answered each question, and the analysis is based solely on the respondents for each question, ignoring all of the non-responses.

Adult Reentry Services

Service Delivery

Almost all of the responding boards (93%) serve adults with criminal records as part of the general population that visits the one-stop centers. Significant percentages of boards also provide special services specifically designed for adults with criminal records at the one-stop centers (41%), and/or provide services for them in prisons or jails (38%).



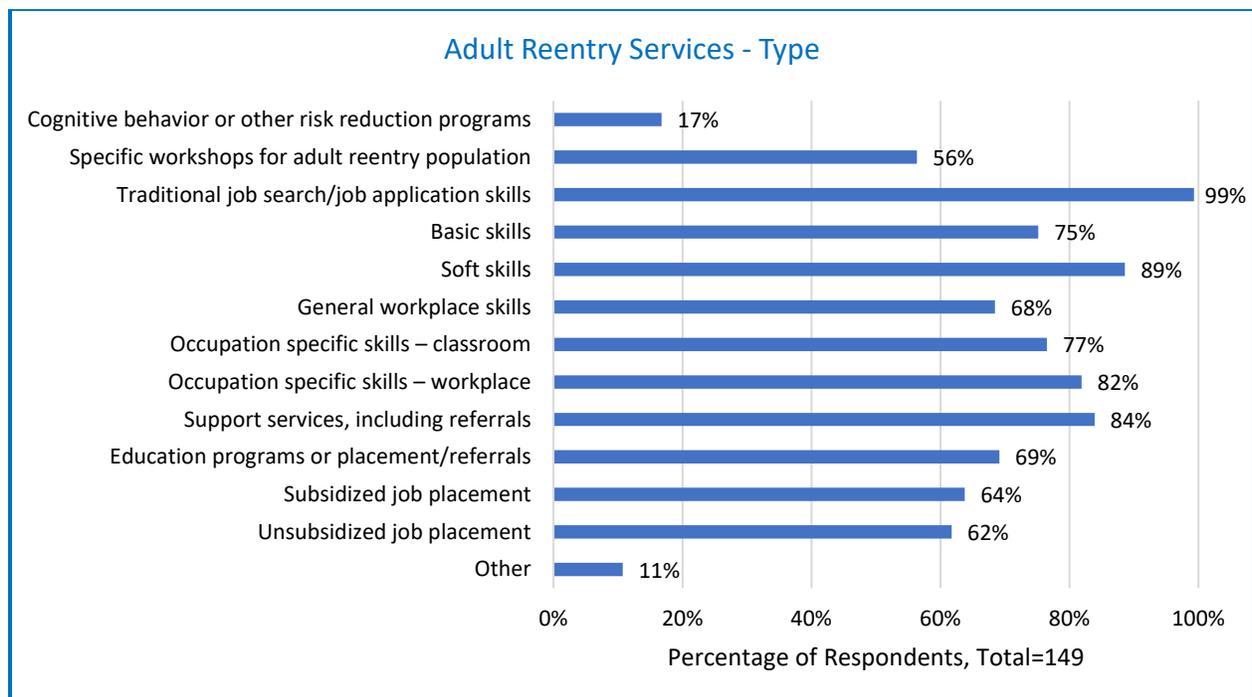
Twenty-three percent (23%) of boards provide services specifically designed for adults with criminal records in other locations. These other locations include:

- Parole or probation (nine respondents),
- Half-way houses or rehabilitation facilities (five),
- Court (two),
- Diversion or justice centers (two),
- Various community and job centers (nine),
- Education (two),
- Homeless shelters (two), and
- Mental health center (one).

Nine percent (9%) of responding boards serve adults with criminal records in other ways, including:

- Outreach to the reentry population:
 - Meeting with individuals just before or just after release (three respondents),
 - Conferences or workshops (three),
 - Brochure (one),
- Outreach to employers (one),
- Participation in a reentry council (one),
- Contracting out (one), and
- Support to a community-based organization (one).

Only one respondent indicated that the board does not provide any services to the adult reentry population. This is probably not representative of the universe of workforce boards, as it is likely that more workforce boards that do not serve adults with criminal records are present in the non-response population. Therefore, it is best to consider the responses in this section on adult reentry services reflective of boards with adult reentry services and not reflective of the percentage of boards that do or do not provide adult reentry services.

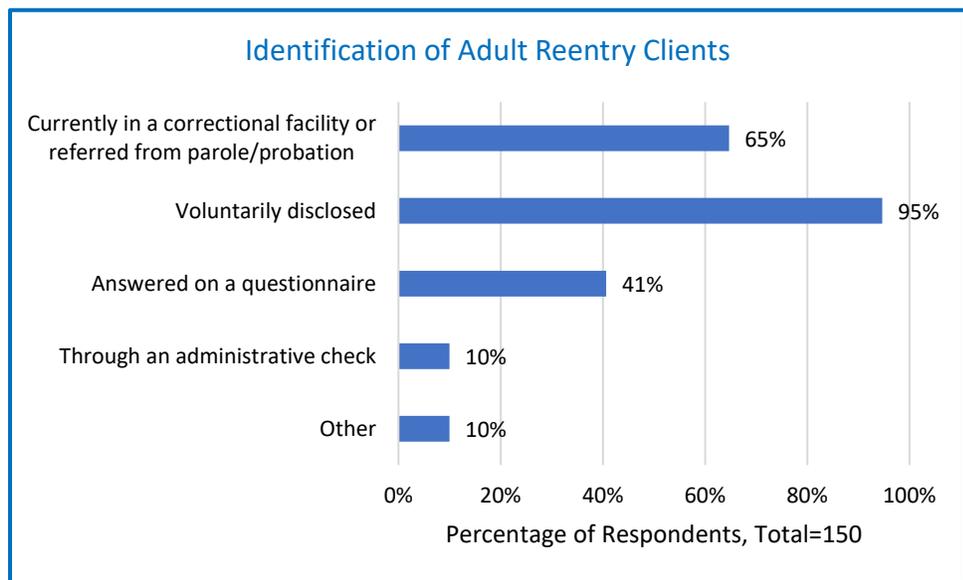


Workforce boards provide a wide array of services to the adult reentry population, most significantly:

- Traditional job search/job application skills (e.g., job boards, resume, interview, career planning) (99%),
- Soft skills (e.g., team work, problem solving, appropriate workplace behavior, financial literacy) (89%),
- Support services, including referrals (e.g., transportation, housing, healthcare, childcare) (84%),
- Occupation specific skills – workplace (e.g., on-the-job training) (82%),
- Occupation specific skills – classroom (77%), and
- Basic skills (e.g., English as a second language, reading, writing, arithmetic) (75%).

Eleven percent (11%) of respondents indicated that they provide other services to adult reentry clients, including:

- Transitional job placement (subsidized, try-out jobs that are not on the employers' payroll) (three respondents),
- Various administrative services including expungement, I-9 replacement, traffic ticket assistance, veterans services, and public benefits screening (two),
- Case management (one), and
- Needs-related payments (one).

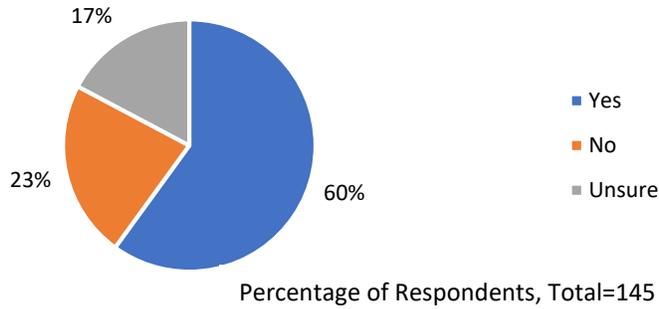


Most responding boards (95%) identify adult reentry clients through voluntary disclosure. A significant percentage (65%) identify them because they are currently in a correctional facility or are referred from parole or probation, and another 41 percent of boards identify them from answers on a questionnaire.

Ten percent (10%) of boards mentioned other means for identifying adult reentry clients, including:

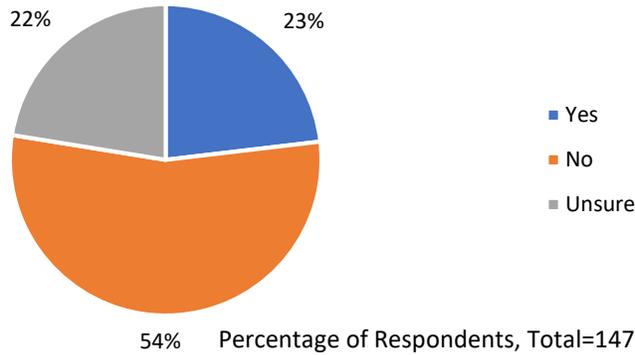
- Through various referral and partner sharing agreements (eight respondents),
- Administrative records from various corrections agencies (three), and
- State requirement for obtaining a job (one).

Use of Job Readiness Assessment with Adult Reentry Clients



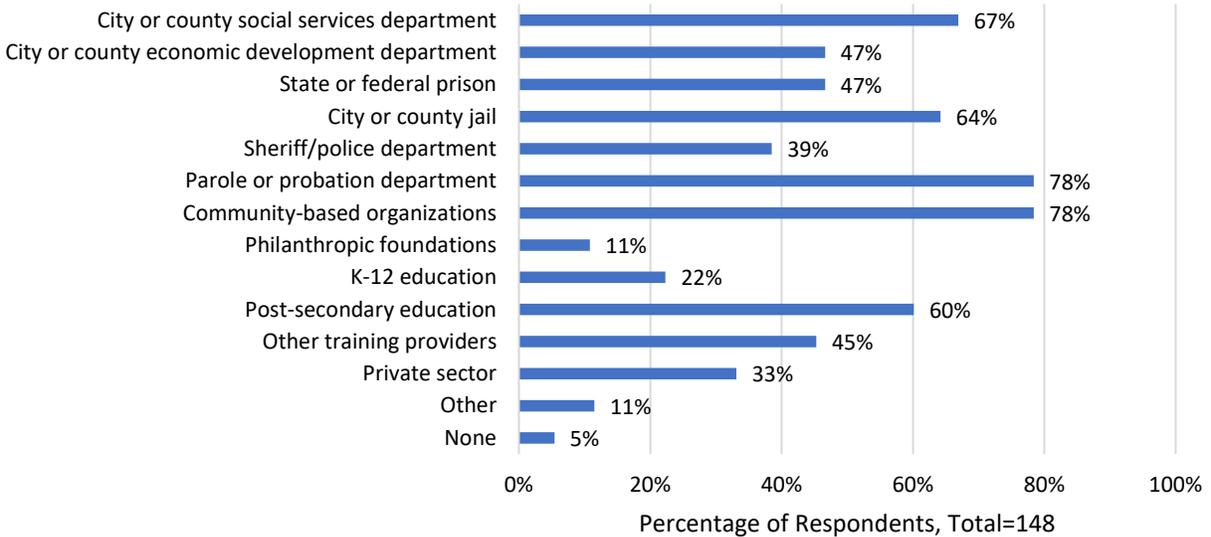
Workforce boards are more likely than not to provide adult reentry clients with a job readiness assessment (60%).

Use of Risk Assessment with Adult Reentry Clients



However, they are relatively unlikely to provide adult reentry clients with risk assessments – only 23 percent of board respondents do so.

Adult Reentry Services - Partners



In serving adult reentry clients, most workforce boards (95%) work with partners, most frequently:

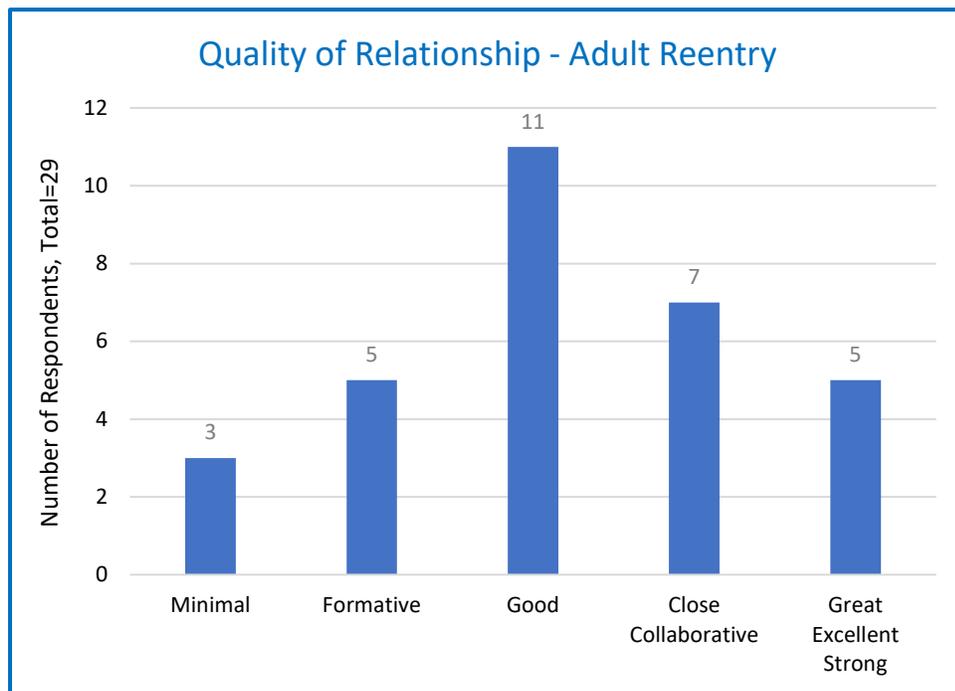
- Parole or probation department (78%),
- Community-based organizations (78%),
- City or county community/human/social services department (67%),
- City or county jail (64%), and
- Post-secondary education (60%).

Eleven percent (11%) of respondents identified other partners they work with, including:

- Various social service agencies and organizations (seven respondents),
- Education, including adult education, school districts, and community college (five),
- Judges and public defenders (one), and
- State ex-offender reentry program (one).

Relationship with Corrections

Those workforce boards that indicated partnerships with state or federal prison, city or county jail, sheriff or police departments, or parole or probation departments were asked to describe their relationships with the corrections system.



Relationship Quality. Twenty-nine (29) respondents discussed the quality of their relationships, some for corrections in general, others for specific relationships with the sheriff, parole or probation, or jail or prison. Some discussed local vs. state relationships. Some provided different answers, depending on the entity. A classification of their ratings can be seen at left.

Some comments stressed the long-term nature of the relationship:

Our workforce board has a 20-year history of closely working with corrections.

Some comments focused on the complex and evolving nature of the relationships:

While this relationship is fairly new (6 months), it is evolving and has been very positive.

Overall very good, but obviously there is always room for improvement.

It's complicated, because state legislation takes people from state prison and places them in county jails.

Others recognized how dependent the relationships can be on the people involved:

It used to be more robust before the work-release sergeant left about ten years ago.

The name and number of our staff person is given to ex-felons throughout the state for assistance when coming back to our area.

Formal Relationships. Thirty-three (33) of the workforce boards discussed various formal relationships with the corrections system. Two boards indicated that they are connected by being under the same county government umbrella. Ten (10) boards indicated that they have staff who are part of the local Reentry Task Force, while two noted that someone from corrections serves on a board committee or partners in the one-stop center. Three boards have formal agreements specifying their mutual responsibilities, and two have regularly scheduled meetings.

Nine boards are involved in “partnerships” in the delivery of services, while two boards have contracts from corrections to provide services.

Referral. Eighteen (18) boards characterized the relationship as one of referral. Referrals were mentioned from corrections and law enforcement agencies; prisons and jails; county judges, drug courts, and veterans courts; probation and parole; and half-way houses. One board noted a major investment in its referral system:

The biggest endeavor we are entering is a commitment to establish an electronic referral system that will connect recently released individuals to their local AJC [American Job Center, one-stop center].

Another board noted the symbiotic role referral plays within the corrections and workforce systems:

We allow them to offer a referral to us as a carrot for good behavior and we enroll those they refer, so they do the risk assessment for us.

Services in Corrections. Nineteen (19) boards focused on the services they provide in corrections facilities. Nine boards discussed sending staff to the facilities to make presentations or conduct workshops, while one conducted sessions via video conferencing. One of these boards discussed the types of training it provided:

We provide soft skills, resume writing, and interview skills training for those individuals that are scheduled for release.

Two boards noted that they have staff that work in the correctional facilities, three operate one-stop centers in the facilities, and one is discussing the possibility of establishing a center there. An additional two boards have grants to provide services in the facilities.

Services outside Corrections. Fifteen boards described the services they provide to adults with criminal records outside of correctional facilities. Boards mentioned providing assessment, soft skills training, and occupational training. One board mentioned conducting job fairs, and another “a quarterly week-long job readiness academy and job fair.” And two boards focused on their role in finding job placements for the adults. One board characterized its work this way:

We work closely with our wardens and probation offices to give services in a timely manner, for those to be released and those that are already released.

Finally, two of these boards noted that they have grants to support the services they provide to the adults with criminal records.

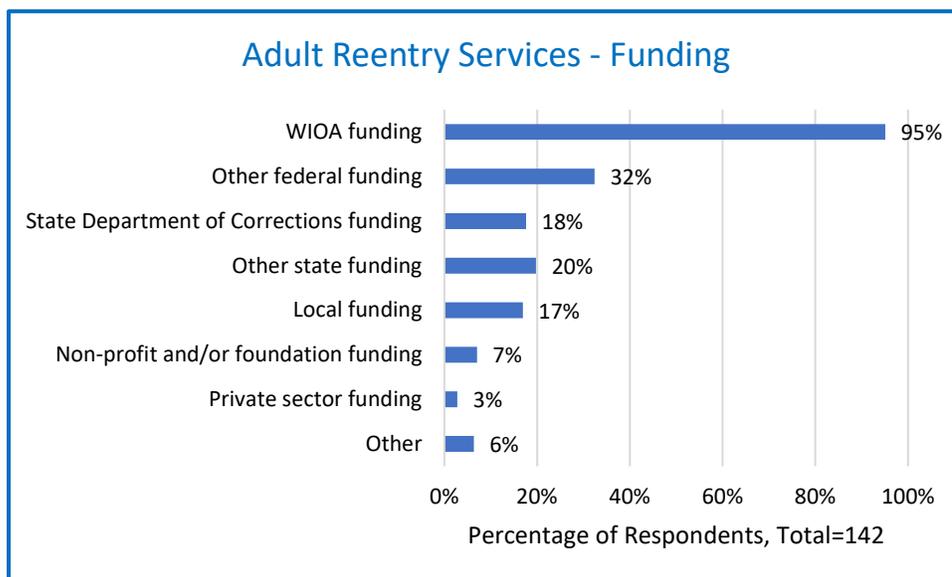
One board provided a very detailed discussion of its services, both inside and outside of correctional facilities:

We work with corrections in a variety of designs and environments. We have collaborations with the State Department of Corrections (DOC) for a pre to post release programming which includes cognitive behavioral interventions. We also work with the DOC on the coordination of training initiatives with our technical college for the delivery of aligned, credentialed, career pathway training inside and outside the prison fences. We collaborate on similar activities with local county Jails and partner with work-release facilities. We have also established significant relationships with alternative to revocation, differed prosecution, diversion, drug courts and intoxicated driver programs. Additionally, we have relationships with probation and parole agents, judges and public defenders. All of these efforts rely on collaboration with our AJC and community-based partners.

Funding

Almost all (95%) of the workforce boards use WIOA funding to operate their adult reentry services. No other funding source is even close.

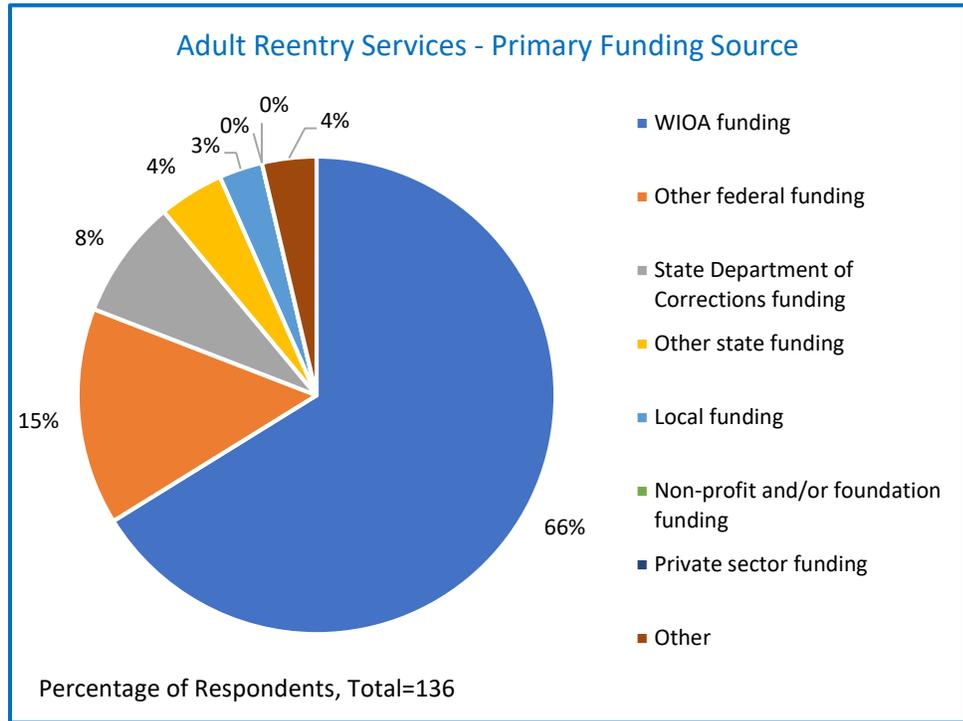
Only 32 percent of boards use other federal funding, and 20 percent use other state funding. Even fewer – only 18 percent – tap state



Department of Corrections funding.

Six percent (6%) of responding boards noted using other funds, including:

- Grants (federal and state) (four respondents), and
- Contract with the sheriff and probation (one).

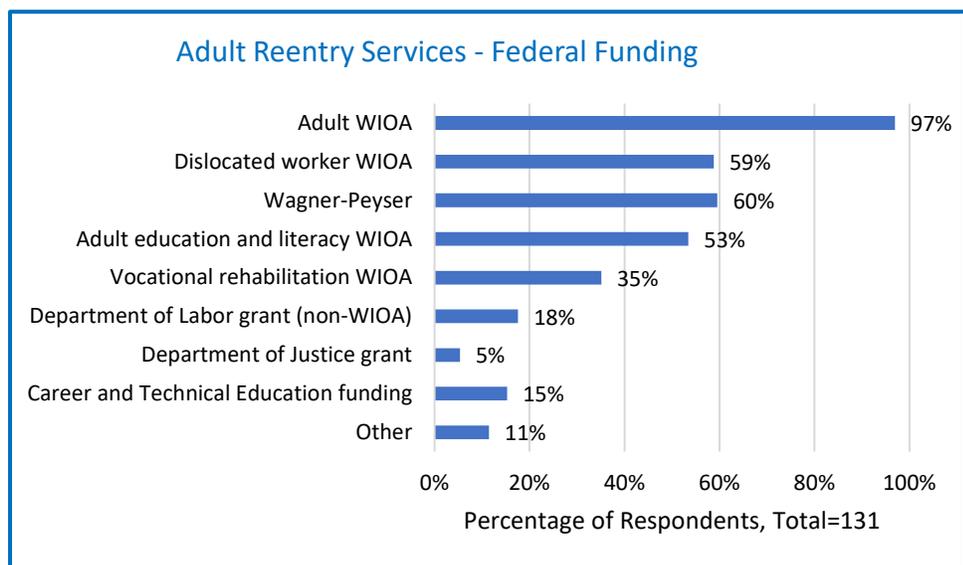


Not only do more boards use WIOA funds than any other funding source, WIOA funds are the primary funding source for 66 percent of the boards.

Only 15 percent of boards rely primarily on other (non-WIOA) federal funding sources, and only 8 percent rely primarily on state Department of Corrections funding.

The 4 percent of boards that identified

other funds as their primary source of adult reentry program funding cited grants (two respondents) and state general services funds (one).



Almost all (97%) of the workforce boards use WIOA funds designated for adult participants. Other federal funds used by workforce boards are:

- Wagner-Peyser (employment service/labor exchange) (60%),
- WIOA funds designated for dislocated workers (59%), and

- Adult education and literacy (WIOA) funds (53%).

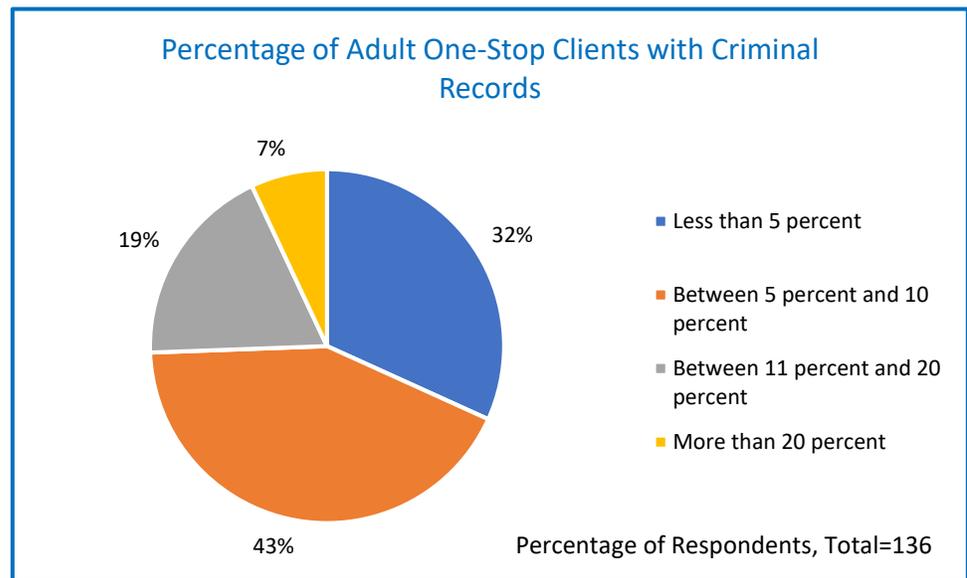
Only 5 percent access federal Department of Justice grants.

The 11 percent that identified using other federal funds cited:

- Other WIOA funds (youth [ages 16-24] and governor’s discretionary) (two respondents),
- Federal welfare (TANF - Temporary Assistance to Needy Families, SNAP - Supplemental Nutrition Assistance Program, formerly food stamps) (four),
- Grants (two), and
- Federal funding available to colleges (one).

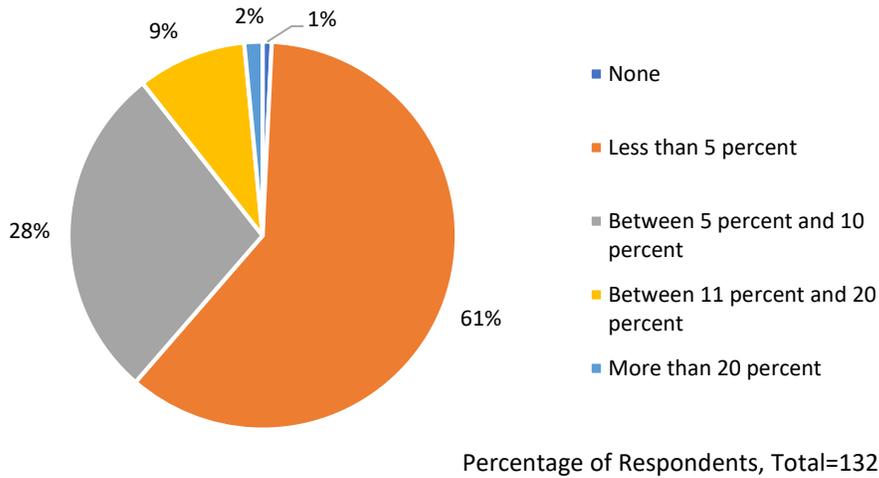
Administration

For most workforce boards (68%), adults with criminal records are more than 5 percent of the adults they serve through the one-stop centers. For 26 percent, adults with criminal records are more than 11 percent of the adults they serve in the one-stop centers, and for 7 percent, adults with criminal records are more than 20 percent of the adults they serve in the centers.



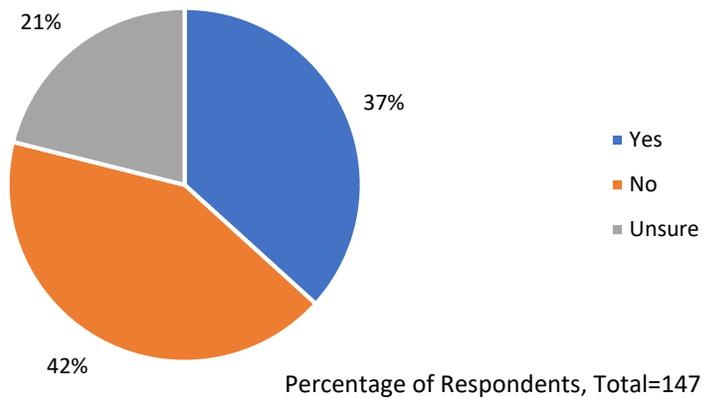
However, for almost one-third of the boards (32%), adults with criminal records are less than 5 percent of the adults they serve in the one-stop centers.

Percentage of Adult Training Clients with Criminal Records

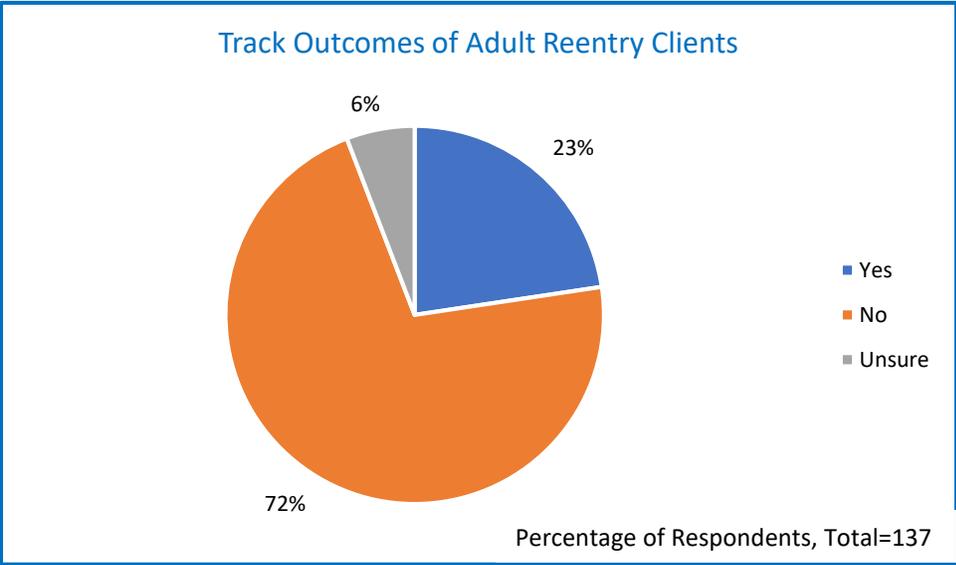


Far fewer adults with criminal records find their way into the boards' training programs. For 62 percent of boards, adults with criminal records make up less than 5 percent of their adult training clients (including the 1 percent of boards that serve no adults with criminal records in their training programs).

Share Data of Adult Reentry Clients with Department of Corrections



Fewer boards (37%) share data on their adult reentry clients with the Department of Corrections than do not (42%).



Only 23 percent of boards track results for their adult reentry clients separately from their general adult population.

One of the boards indicated that it tracks all of the WIOA measures separately for adult reentry clients. Some indicated that they track the number served, but one can

assume that that is the case for all the boards that track outcomes separately for adult reentry clients. For those that provided them, the details on other outcomes they track are shown in the table below:

Measures	Details	#
Services provided	Types cited: orientation, workshops, training, employment services	3
Job placement (#/%)	Rates vary between 50 and 88 percent	15
Job retention	Rates vary between 68 and 98 percent	8
Earnings (avg/median)	Wages vary between \$11.30 and \$20.75	6
Recidivism	Rates vary between 14 and 28 percent	5
Skill gains	Job readiness or Work Keys scores	2
Number of employers	(none provided)	1
Direct referrals	(none provided)	1

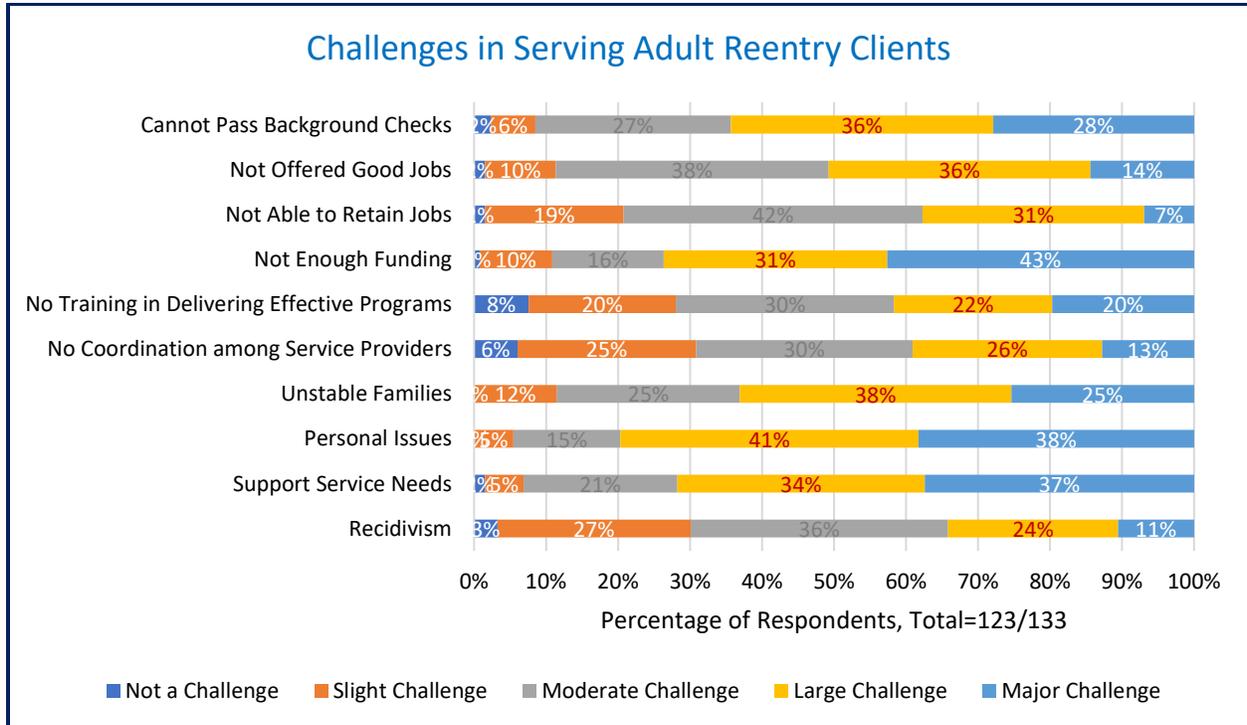
Challenges

Boards were asked to rate, on a scale of 1 to 5, ten challenges and/or issues they face when it comes to maintaining adult reentry services, where 1 is not a challenge, 2 is a slight challenge, 3 is a moderate challenge, 4 is a large challenge, and 5 is a major challenge.

The majority of boards rated all of the challenges/issues at a 3 (moderate challenge) or higher. The issues the majority rated as a 4 (large challenge) or higher are:

- Adults with criminal records who receive program services cannot pass background checks,
- Adults with criminal records are rarely offered good paying, full-time jobs that lead to self-sufficiency,
- There is not enough funding available to work specifically with adults with criminal records,
- Adults with criminal records have family stability issues that need to be addressed before services can be effective,

- Adults with criminal records have personal issues that need to be addressed before services can be effective (e.g., drugs, alcohol, mental health), and
- Adults with criminal records have support service needs that keep them from working (e.g., difficulty accessing transportation to the job site).



The challenges/issues rated most difficult were:

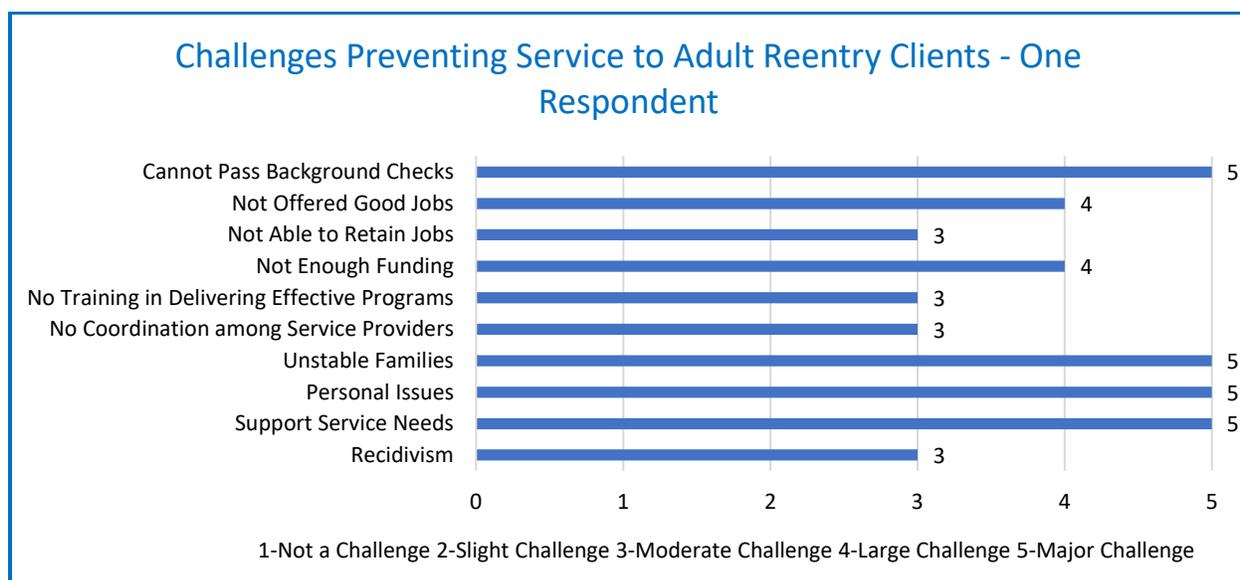
- There is not enough funding available to work specifically with adults with criminal records (rated a 5-major challenge by 43 percent of boards),
- Adults with criminal records have personal issues that need to be addressed before services can be effective (rated a 5 by 38 percent of boards), and
- Adults with criminal records have support service needs that keep them from working (rated a 5 by 37 percent of boards).

Thirteen percent of the boards noted other challenges impacting their ability to provide services to adults with criminal records. For those that provided them, the details are shown in the table below:

Challenge or Issue	Rating	Number of Respondents
Housing	Major Challenge	3
Lack of documents needed for employment	Major Challenge	1
Need for transitional services	Large Challenge	1
Tracking data	(unrated)	1

One respondent had indicated that the board *does not* provide services to adults with criminal records. This respondent was asked to rate the same ten challenges and/or issues that *prevent* the board from providing adult reentry services. The board rated four challenges/issues as a five (major challenge):

- Adults with criminal records who receive program services cannot pass background checks,
- Adults with criminal records have family stability issues that need to be addressed before services can be effective,
- Adults with criminal records have personal issues that need to be addressed before services can be effective (e.g., drugs, alcohol, mental health), and
- Adults with criminal records have support service needs that keep them from working (e.g., difficulty accessing transportation to the job site).



Youth Reentry Services

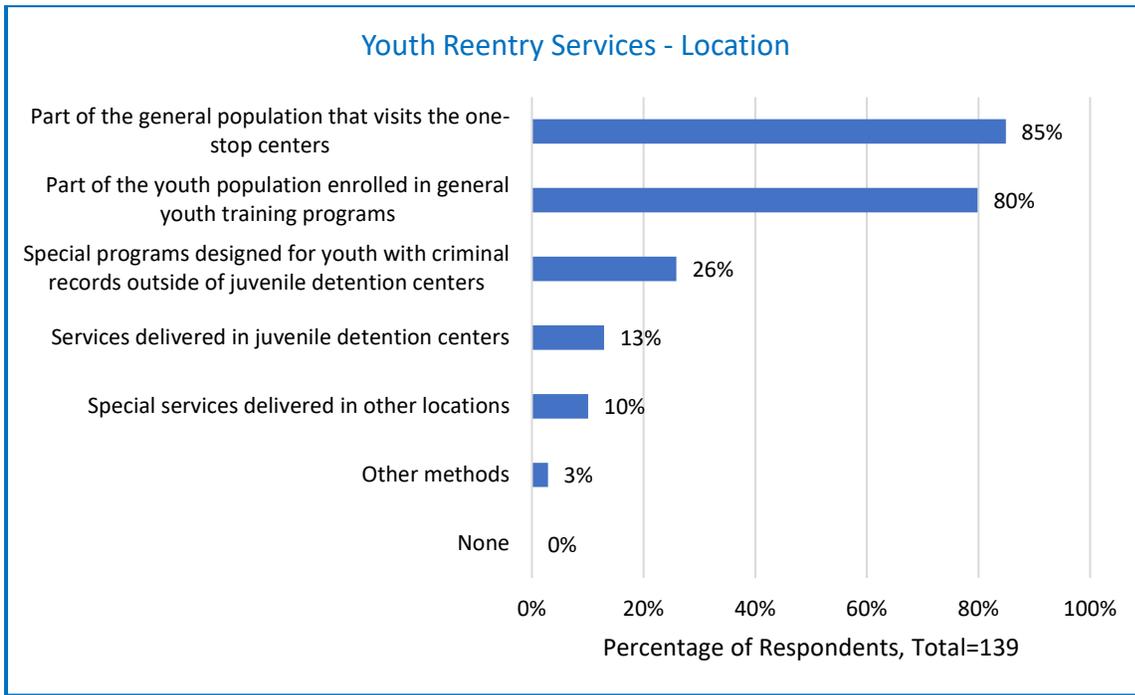
Service Delivery

All of the responding boards provide services to youth with criminal records, with 85 percent providing services to them as part of the general population that visits the one-stop centers, and 80 percent as part of the general population enrolled in youth training programs. Only 26 percent provide special programs for youth with criminal records outside juvenile detention centers, and even fewer, 13 percent, with special services delivered in juvenile detention centers.

Ten percent (10%) provide special services for youth with criminal records in other locations, including;

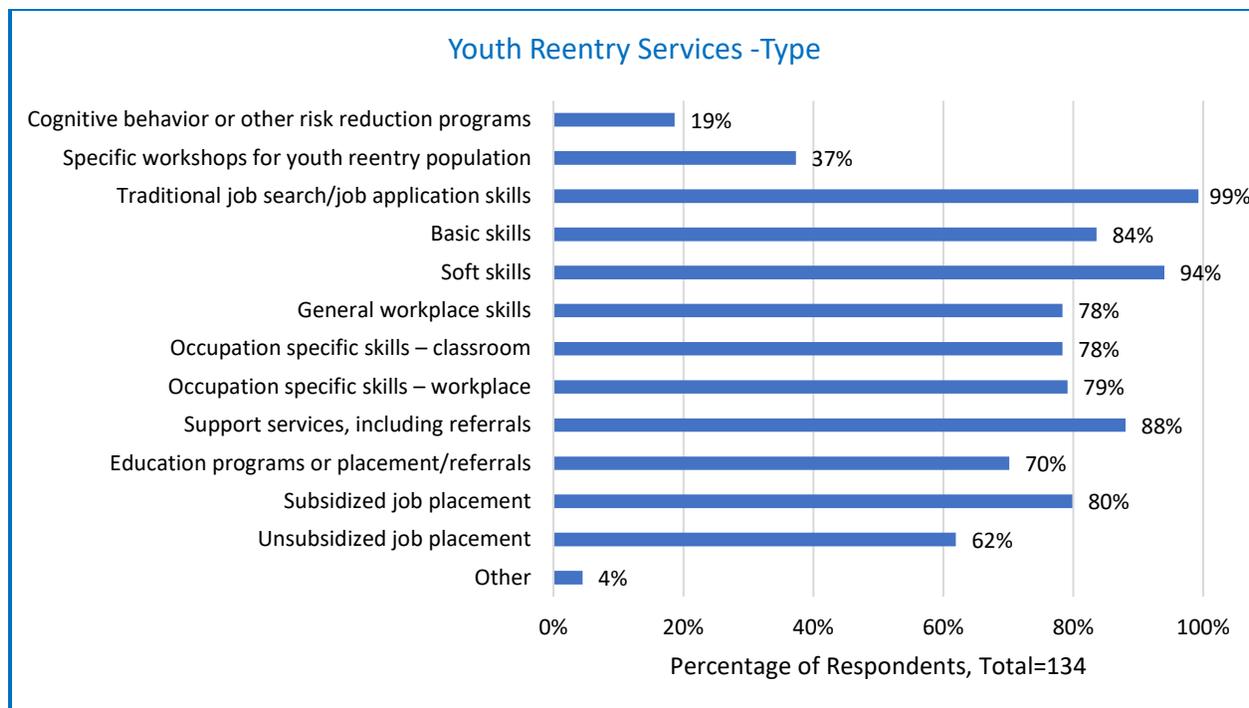
- Parole or probation (two respondents),
- Local jails (two),
- Education settings (two),
- Employment and training centers, including Job Corps (three),

- Social service agencies and organizations (two), and
- Contracting out (one),



Three percent (3%) of respondents provide services to youth with criminal records in other ways, citing:

- Pay-for-success program (one respondent),
- Community organizations (one),
- Homeless shelter (one), and
- Referral (one).



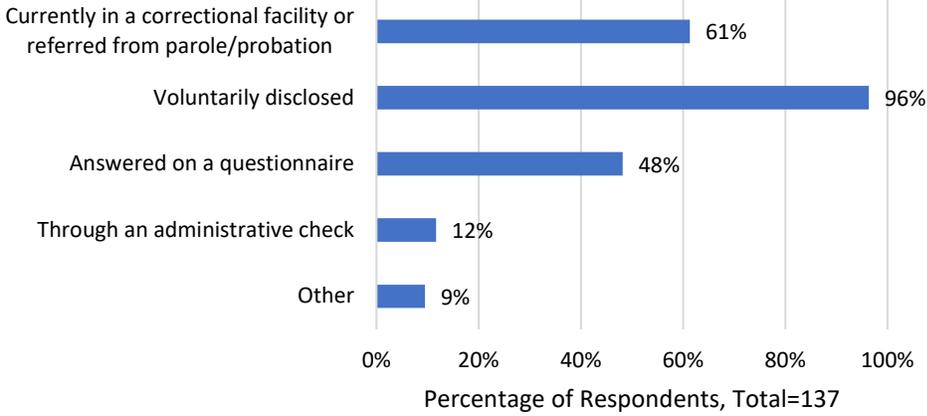
Workforce boards provide a wide array of services to the youth reentry population, most significantly:

- Traditional job search/job application skills (e.g., job boards, resume, interview, career planning) (99%),
- Soft skills (e.g., team work, problem solving, appropriate workplace behavior, financial literacy) (94%),
- Support services, including referrals (e.g., transportation, housing, healthcare, childcare) (88%),
- Basic skills (e.g., English as a second language, reading, writing, arithmetic) (84%),
- Subsidized job placement (80%),
- Occupation specific skills – workplace (e.g., on-the-job training) (79%),
- General workplace skills (e.g., office equipment skills, computer skills) (78%), and
- Occupation specific skills – classroom (78%).

Four percent (4%) of respondents provide other services, including:

- Work experience (one respondent), and
- Federal bonding program (one).

Identification of Youth Reentry Clients

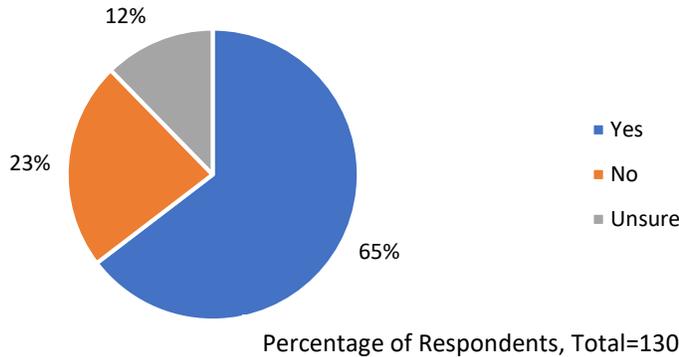


Most responding boards (96%) identify youth reentry clients through voluntary disclosure. A significant percentage (61%) identify them because they are currently in a correctional facility or are referred from parole or probation, and another 48 percent of boards identify them from answers on a questionnaire.

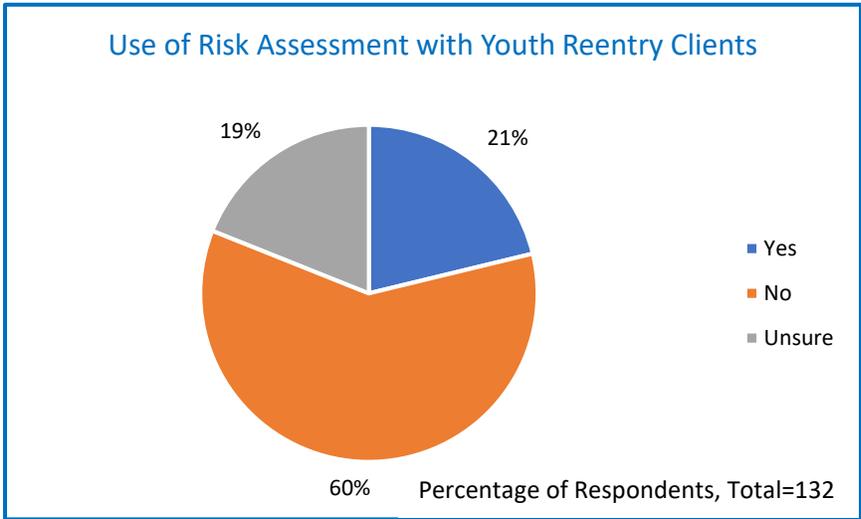
Nine percent (9%) of boards mentioned other means for identifying youth reentry clients, including;

- Coordination with or referral from the juvenile justice system (seven respondents),
- Partner referrals (two), and
- Verification on a public offender database (one).

Use of Job Readiness Assessment with Youth Reentry Clients



Workforce boards are more likely than not to provide youth reentry clients with a job readiness assessment (65%).

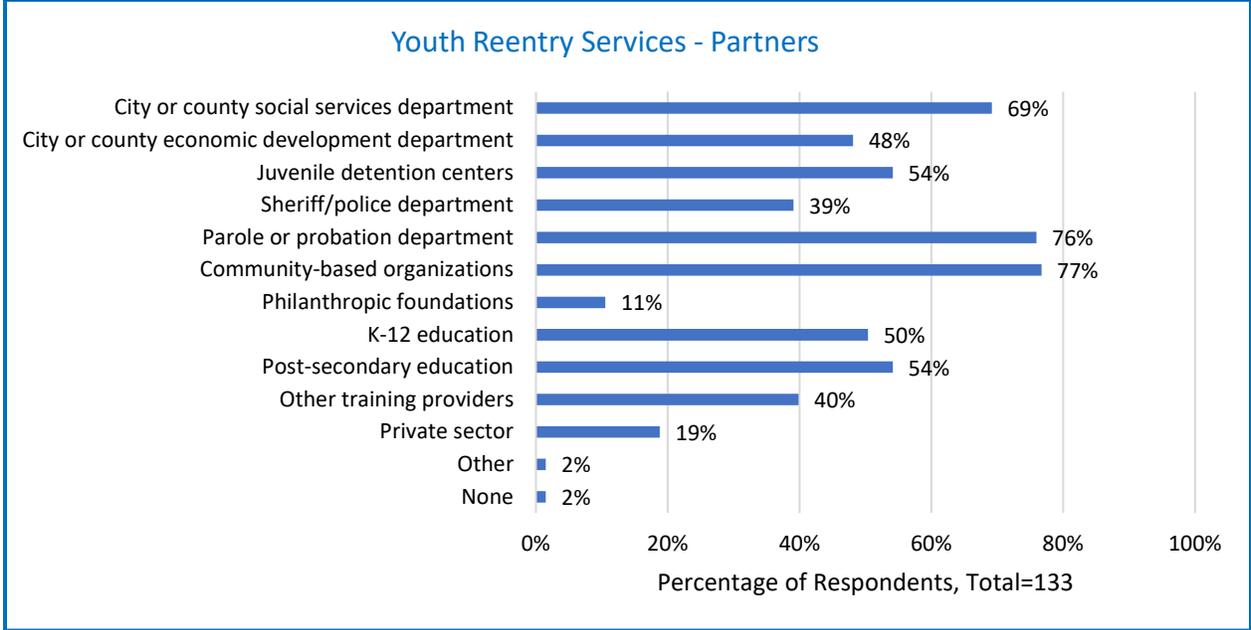


However, they are relatively unlikely to provide youth reentry clients with risk assessments – only 21 percent of board respondents do so.

Almost all workforce boards (98%) partner with other organizations in the delivery of youth reentry services, most frequently:

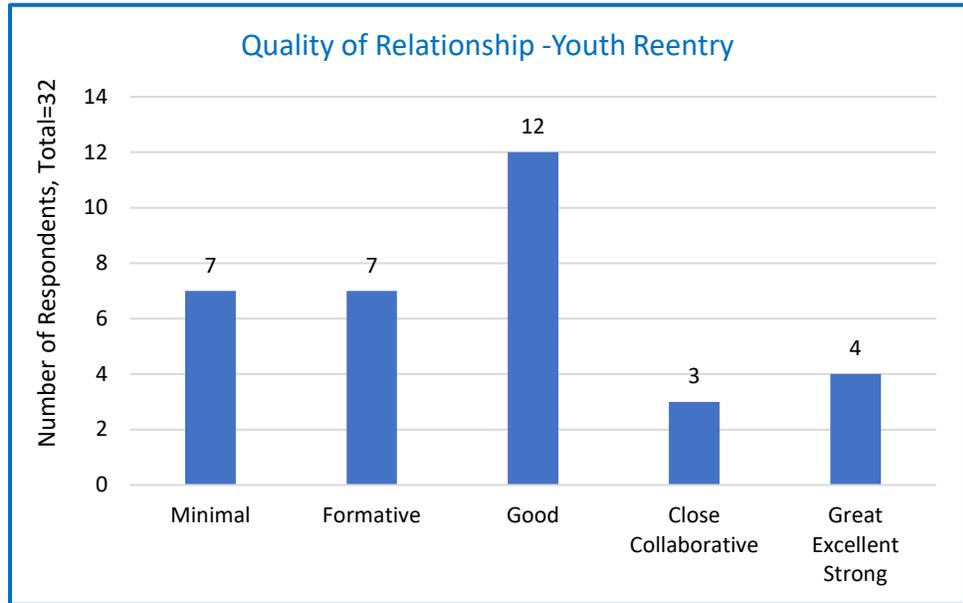
- Community-based organizations (77%),
- Parole or probation department (76%),
- City or county community/human/social services department (69%),
- Juvenile detention centers (54%),
- Post-secondary education (54%),
- K-12 education (50%), and
- City or county economic/labor/workforce development department (48%).

Two percent (2%) of workforce boards partner with other organizations. One respondent identified this as the faith community.



Relationship with Corrections

Those workforce boards that indicated partnerships with juvenile detention centers, sheriff or police departments, or parole or probation departments were asked to describe their relationships with the corrections system. The answers provided for youth reentry services are similar to those provided regarding adult reentry services. In fact, two boards actually responded that they were the same.



Quality. Thirty-two (32) respondents discussed the quality of their relationships, some for corrections in general, others for specific relationships with juvenile justice, law enforcement and county police, or probation. Some provided different answers for different entities. A classification of their ratings can be seen at left.

One indicated that the relationship had withered since a grant had concluded:

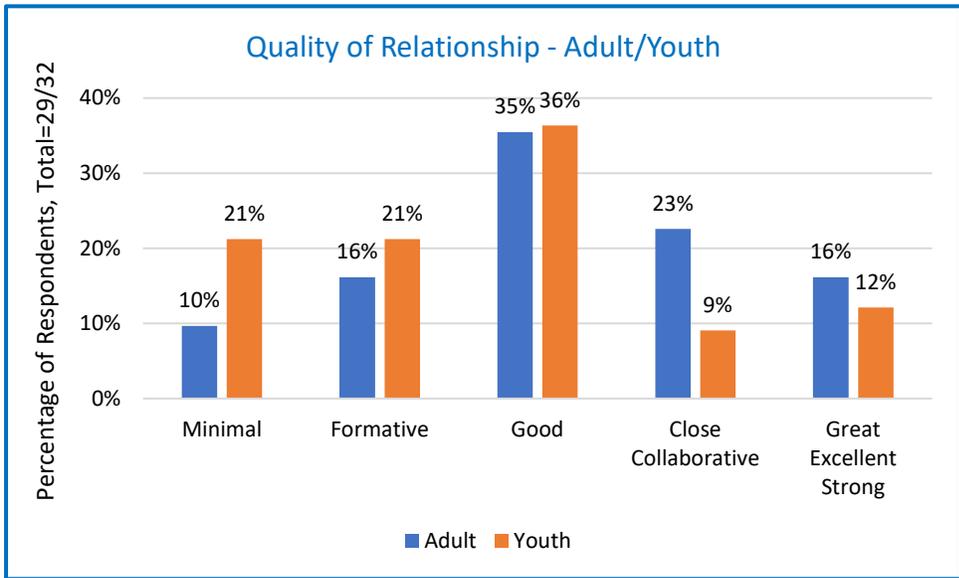
At one time strong (Youth Opportunity Grant), now there is little coordination.

Another hoped to leverage improvement from existing adult reentry work:

This is a relatively new conversation for our region. We are looking to build off of our adult re-entry work and relationships.

And a third suggested a strategy for improvement:

Our workforce board has a positive relationship with youth corrections, but it would be enhanced by more regular communication and planning structures.



While the classification of responses from the workforce boards is far from scientific, it is possible to compare the language boards used to describe the quality of their relationships with corrections. This seems to suggest that relationships with adult corrections are stronger, and that relationships with

youth corrections are at a more formative stage.

Formal Relationships. Seventeen (17) of the workforce boards discussed various formal relationships with the corrections system. As was the case with adults, two boards indicated they are connected by being under the same county government umbrella, one specifying that they “regularly communicate and share information, and attend regional meetings together.” One board indicated that it had a staff person that chairs the County Reentry Coalition, and two boards indicated that someone from corrections (in one case, the corrections system administrator) serves on the workforce board’s youth council.

Six boards discussed “working relationships” with local and state agencies, the juvenile justice system, or the court system and probation, and one mentioned conducting cross training and co-enrollment. Four discussed “partnerships” with the jail and community corrections, and three have contracts with juvenile corrections or probation.

Two of the boards indicated that they have regular meetings with corrections, including one that said:

We meet with corrections staff to obtain referrals, provide information on services available, and collaborate on services for existing clients. We have a partnership for accountability, and we locate work sites for youth reentry clients.

Referral. Twenty-one (21) boards indicated that they receive referrals from the corrections system, juvenile services, or parole and probation. One board indicated the value for the community from this referral relationship:

The board receives referrals to reduce recidivism.

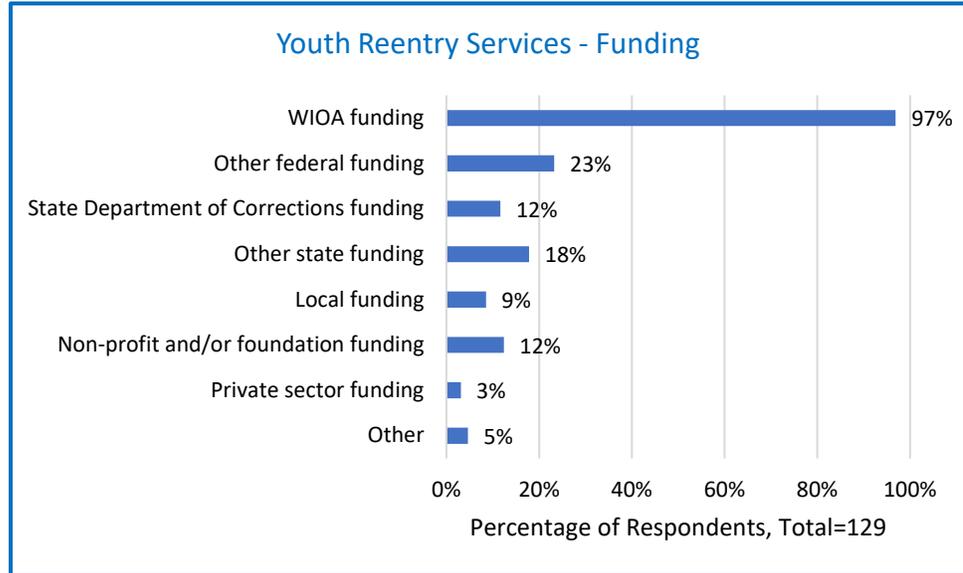
Services in Corrections. Five workforce boards noted that they provide services within juvenile detention centers. These services include orientation, recruitment, and enrollment; as well as workshops on such topics as job search and interviewing.

Services outside Corrections. Six boards discussed the services they provide to youth with criminal records once they are outside of corrections facilities. One board indicated that it provides a youth program for youth on probation; others noted that they provide readiness training, work experience (youth and summer jobs), and job placement.

Funding

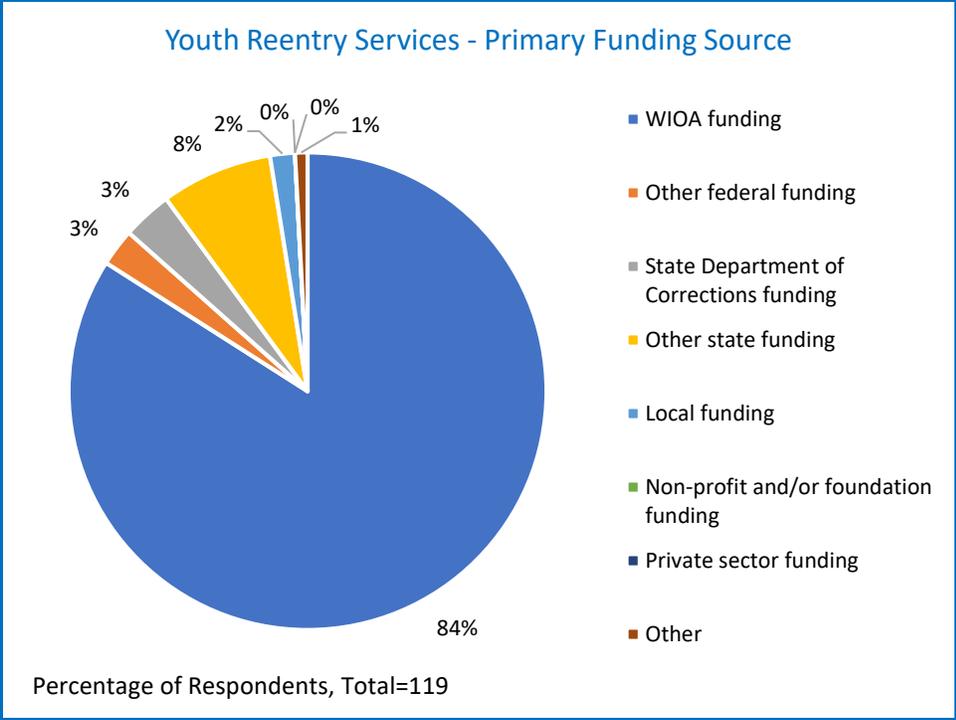
Almost all (97%) of the workforce boards use WIOA funding to operate their youth reentry services, far outstripping any other funding source.

Only 23 percent of boards use other federal funding, and 18 percent use other state funding. Even fewer – only 12 percent – tap state Department of Corrections funding.



Five percent (5%) of responding boards noted using other funds, including:

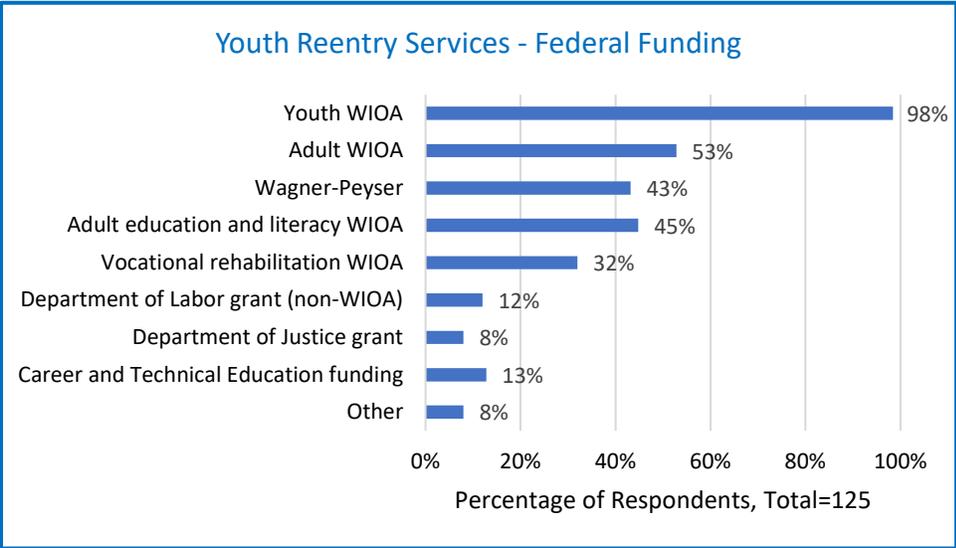
- Grants, including one from LinkedIn (three respondents),
- Juvenile services (one),
- County funds (one), and
- SNAP employment and training (one).



Not only do more boards use WIOA funds than any other fund, WIOA funds are the primary funding source for 84 percent of the boards. Only 3 percent of boards rely primarily on other (non-WIOA) federal funding sources.

At the state level, only 3 percent of boards rely primarily on state Department of Corrections funding, while 8 percent rely on other state funding.

Two boards identified other funds as their primary source of youth reentry program funding, with one citing grants.



Almost all (98%) of the workforce boards use WIOA funds designated for youth participants. Other federal funds used by workforce boards are:

- WIOA funds designated for adults (18 and older) (53%),
- Adult education and literacy (WIOA) funds (45%), and

- Wagner-Peyser (employment service/ labor exchange) (43%).

Only 8 percent access federal Department of Justice grants.

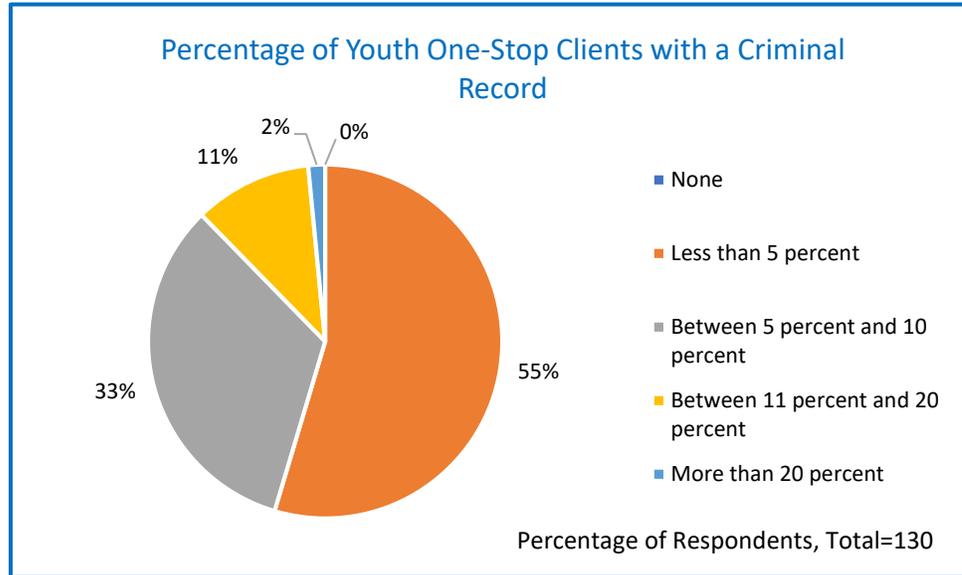
The 8 percent that identified that they used other federal funds cited:

- Grants (two respondents),

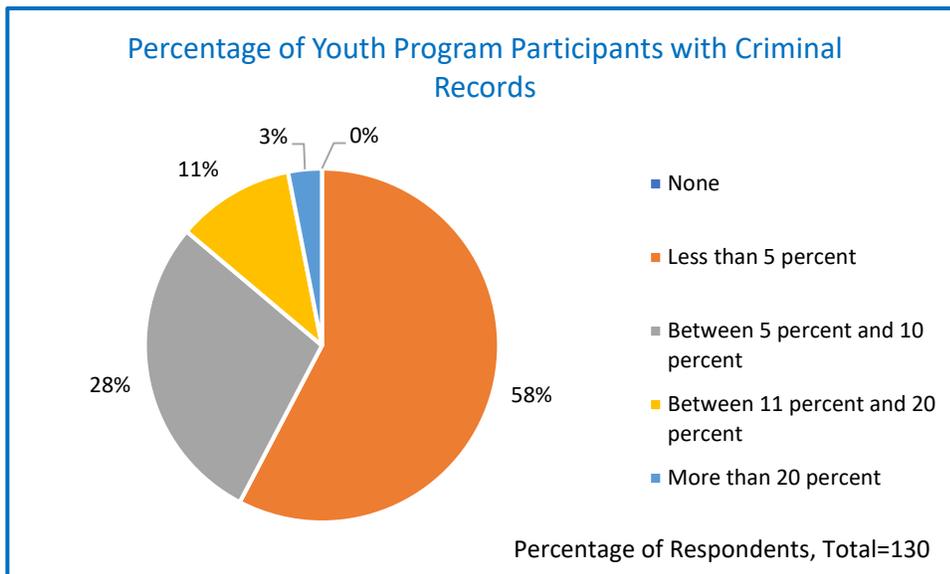
- Youth training programs (Job Corps and YouthBuild) (two),
- Federal welfare (TANF Youth) (one), and
- Federal funding available to colleges (one).

Administration

For slightly more than half of the responding workforce boards (55%), youth with criminal records are less than 5 percent of the youth they serve through the one-stop centers (though all workforce boards serve at least one youth with a criminal record in their one-stop centers). For 33 percent, youth with criminal records are between 5 and 10



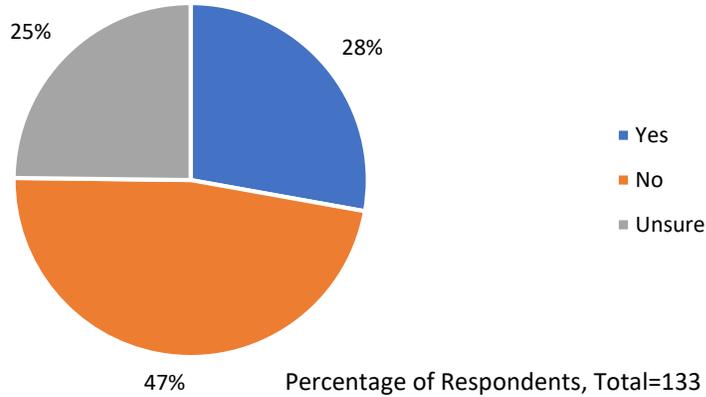
percent of the youth they serve in the one-stop centers, and for 11 percent, youth with criminal records are between 11 and 20 percent of the youth they serve in the centers. In only 2 percent of the boards are youth with criminal records more than 20 percent of the youth they serve in the one-stop centers.



The figures for youth training programs are similar to the figures for one-stop center services. For 58 percent of responding workforce boards, youth with criminal records are less than 5 percent of those they serve in youth programs (though all workforce boards serve at least one youth with a criminal record in their youth

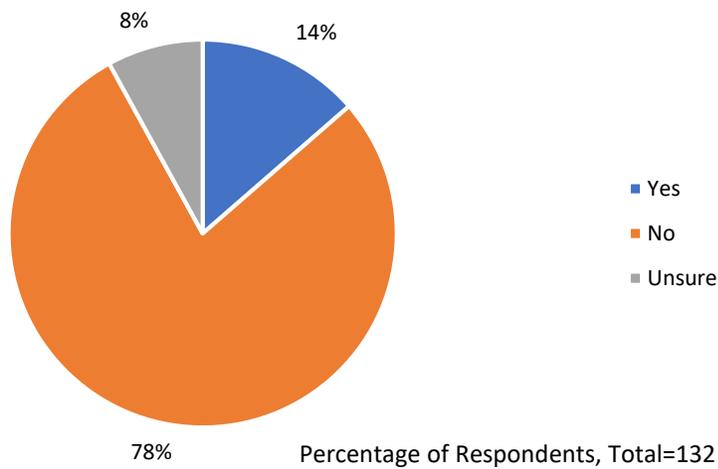
programs). For 28 percent, youth with criminal records are between 5 and 10 percent of the youth they serve in their youth programs, and for 11 percent, youth with criminal records are between 11 and 20 percent of the youth they serve in their youth programs. In only 3 percent of the boards are youth with criminal records more than 20 percent of the youth they serve in their youth programs.

Share Data of Youth Reentry Clients with Department of Corrections



Fewer boards (28%) share data on their youth reentry clients with the Department of Corrections than do not (47%).

Track Outcomes of Youth Reentry Clients



Only 14 percent of boards track results for their youth reentry clients separately from their general youth population.

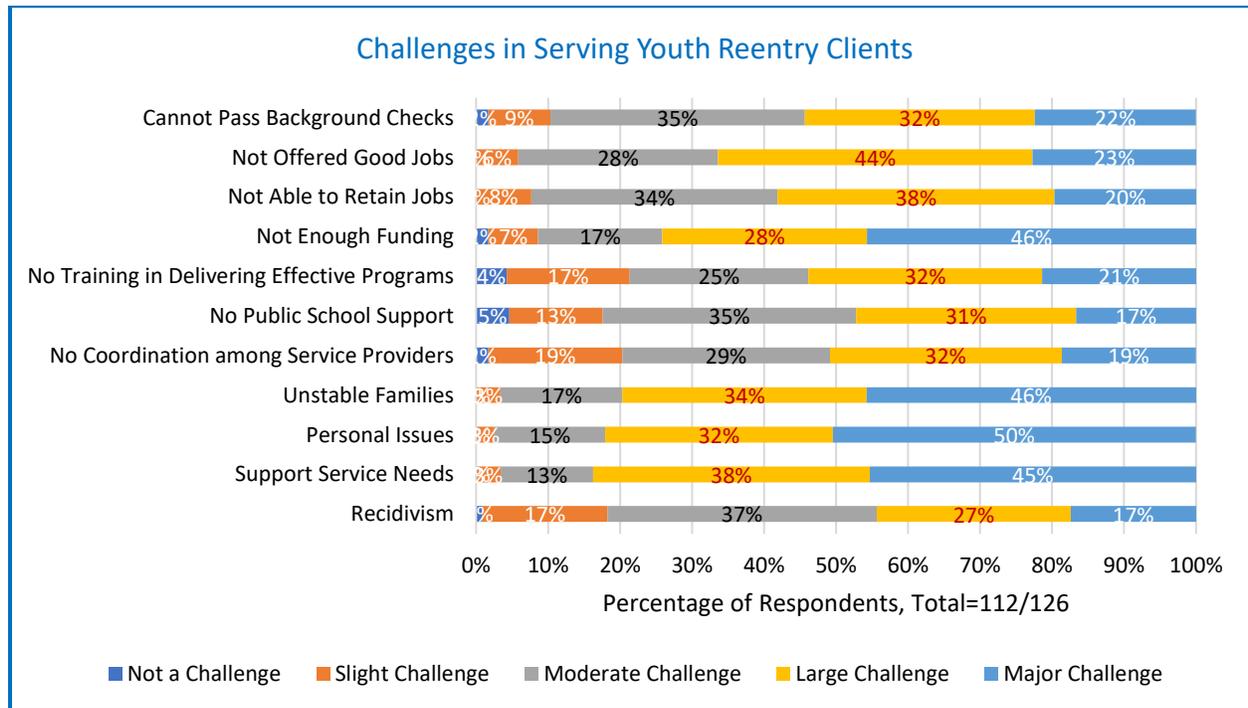
Six of these boards indicated that they track all of the WIOA measures separately for youth reentry clients, and one of these indicated that it also tracks the

vocational rehabilitation outcomes separately for these clients. For those that provided them, the details on other outcomes they track are shown in the table below:

Measures	Details	#
Services provided	Case progress	1
Job placement	One cited a rate of 55 percent	3
Earnings	One cited a wage of \$9.75	1
Recidivism	(none provided)	3

Challenges

Boards were asked to rate, on a scale from 1 to 5, ten challenges and/or issues they face when it comes to maintaining youth reentry services, where 1 is not a challenge, 2 is a slight challenge, 3 is a moderate challenge, 4 is a large challenge, and 5 is a major challenge.



The majority of boards rated all of the challenges/issues at a 3 (moderate challenge) or higher. In fact, there were only two challenges/issues where the majority didn't rate as a 4 (large challenge) or higher:

- Youth with criminal records do not complete programs because they go back to jail/correctional facilities, and
- Youth with criminal records are not supported by the public school system.

The challenges/issues rated most difficult are:

- Youth with criminal records have personal issues that need to be addressed before services can be effective (e.g., drugs, alcohol, mental health) (rated a 5-major challenge by 50 percent of boards),
- Youth with criminal records have family stability issues that need to be addressed before services can be effective (rated a 5 by 46 percent of boards),
- There is not enough funding available to work specifically with youth with criminal records (rated a 5 by 46 percent of boards), and
- Youth with criminal records have support service needs that keep them from working (e.g., difficulty accessing transportation to the job site) (rated a 5 by 45 percent of boards).

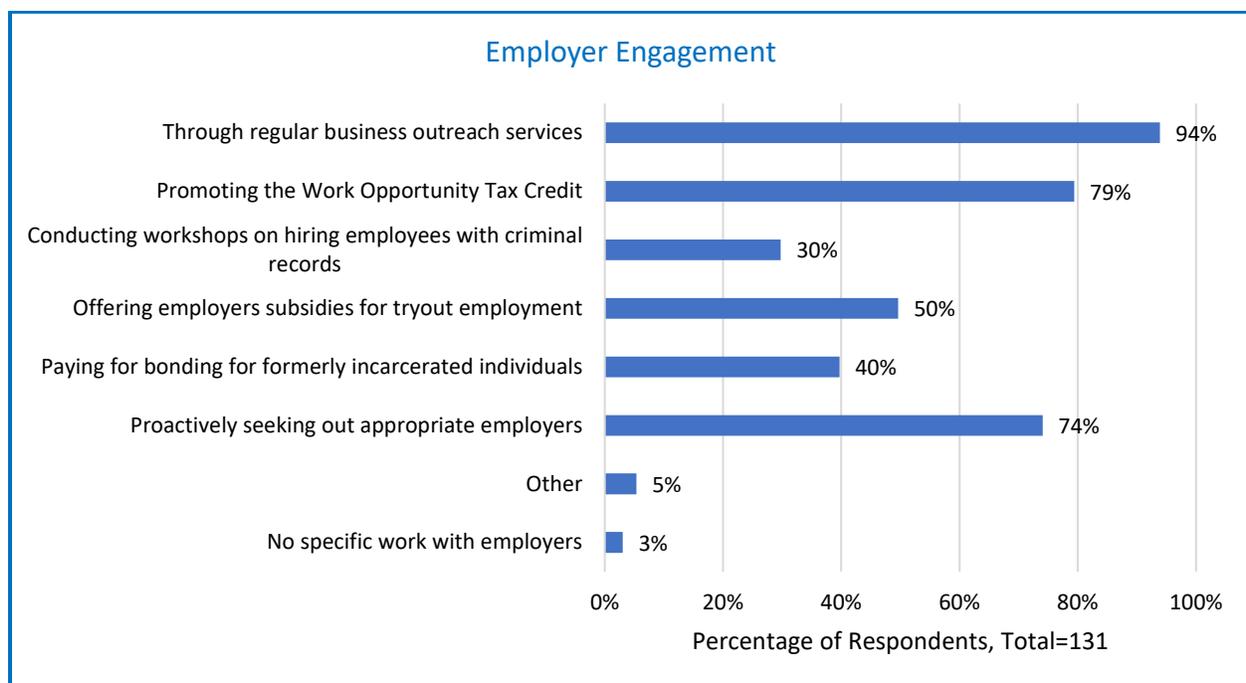
Nine percent of the boards noted other challenges impacting their ability to provide services to youth with criminal records. For those that provided them, the details are shown in the table below:

Challenge or Issue	Rating	Number of Respondents
Housing	Major Challenge	3
Generational involvement in the justice system	Major Challenge	1
Youth with criminal records usually drop the program as soon as probation requirements are met	(unrated)	1

Final Issues

Employer Engagement

Only 3 percent of responding workforce boards indicated that they do not conduct specific work with employers around hiring formerly incarcerated individuals. Ninety-four percent (94%) of the boards indicated that they engage with employers about employing formerly incarcerated individuals as part of their regular business outreach services. Seventy-nine percent (79%) promote the Work Opportunity Tax



Credit; 74 percent proactively seek out employers in industries and/or with occupations that would be appropriate for formerly incarcerated individuals and pitch the idea of employing these individuals; and 50 percent offer employers subsidies for tryout employment for individuals with criminal records.

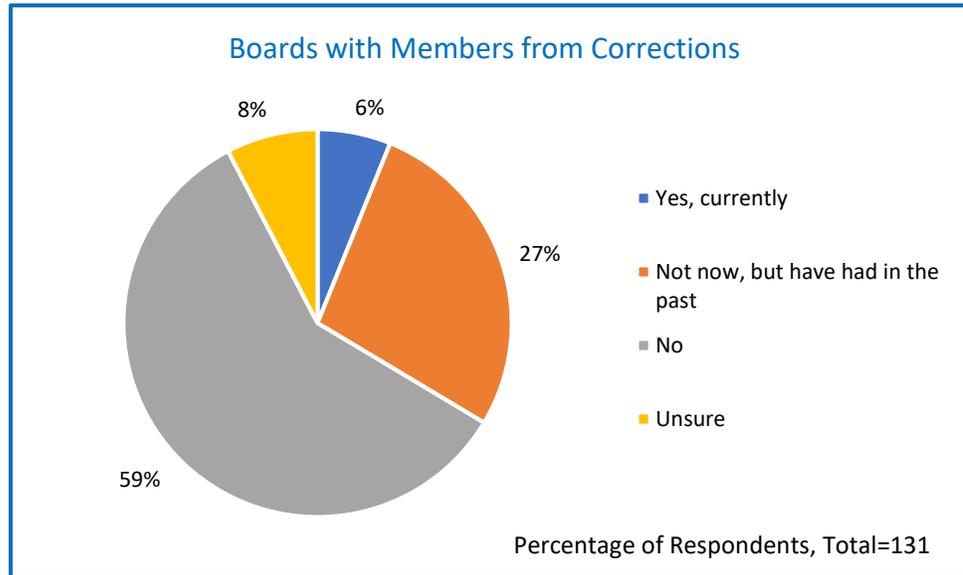
The 5 percent of workforce boards that indicated other engagement activities with employers cited:

- Job fairs specifically for people with criminal backgrounds (two respondents),

- Partnerships with business organizations (two),
- Supported employment through the Summer Youth Employment Program (one),
- State Work Opportunity Tax Credit (one), and
- Federal bonding program (one).

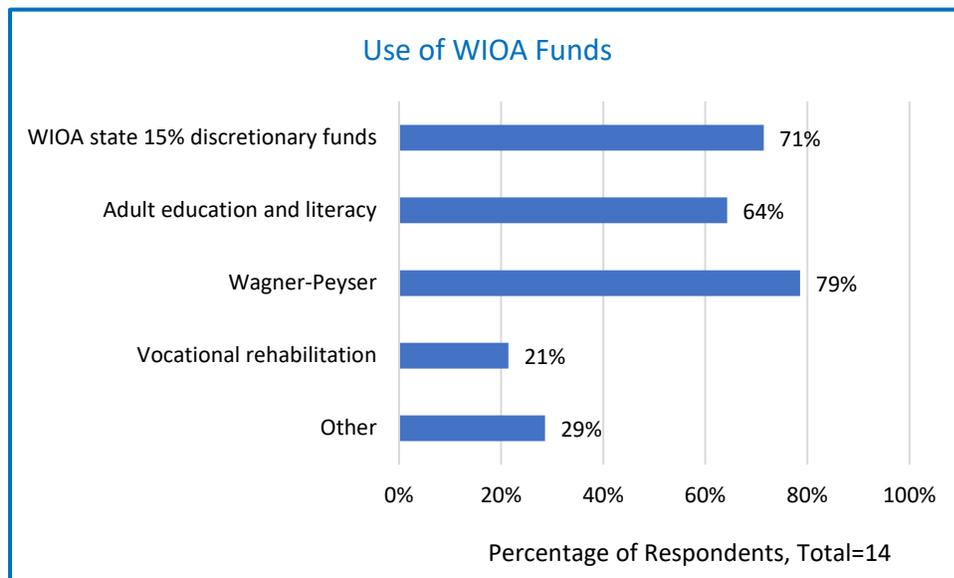
Workforce Board Membership

Few workforce development boards – only 6 percent – have a member from corrections. Another 27 percent do not have a corrections board member currently, but have had one in the past. Over half (59%) have never had a board member from corrections.



State Analysis

This analysis incorporates the responses of the 12 state boards with local boards, along with the responses of the one state that provides some services to individuals with criminal records with state-designated funds, and separate services to individuals with criminal records with locally-designated funds, and the one state that only uses its state-designated funds to provide services to individuals with criminal records, for a total of 14 responses.



States that are using their WIOA funds to operate reentry programs are generally using funds from three of the act's four programmatic titles:

- I. Workforce Development Activities (WIOA state 15 percent discretionary funds) (71%),

- II. Adult Education and Literacy (64%), and
- III. Wagner-Peyser (employment service/labor exchange) (79%).

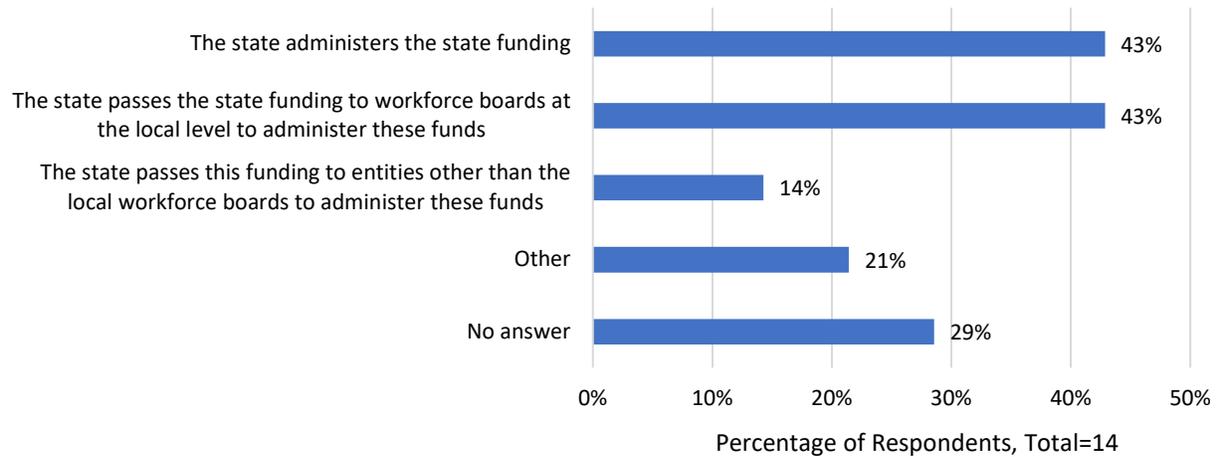
Relatively few respondents are using Title IV Vocational Rehabilitation funding (21 percent) to operate reentry programs.

Three of the four respondents that indicated using other funds specified what those funds are:

- Certain local areas use some formula funds,
- Local board is operating a USDOL grant focusing on job re-entry in the Little Rock area, and
- State general funds.

Survey recipients were offered the option of selecting "none," not using WIOA funds to operate reentry programs, but none of our respondents selected this option. It is likely that there is some number of "nones" in the non-respondent category. Therefore, these results can be seen as reflective of state boards operating reentry programs, but do not provide information on the proportion of state boards that do or do not offer reentry programs with WIOA funds.

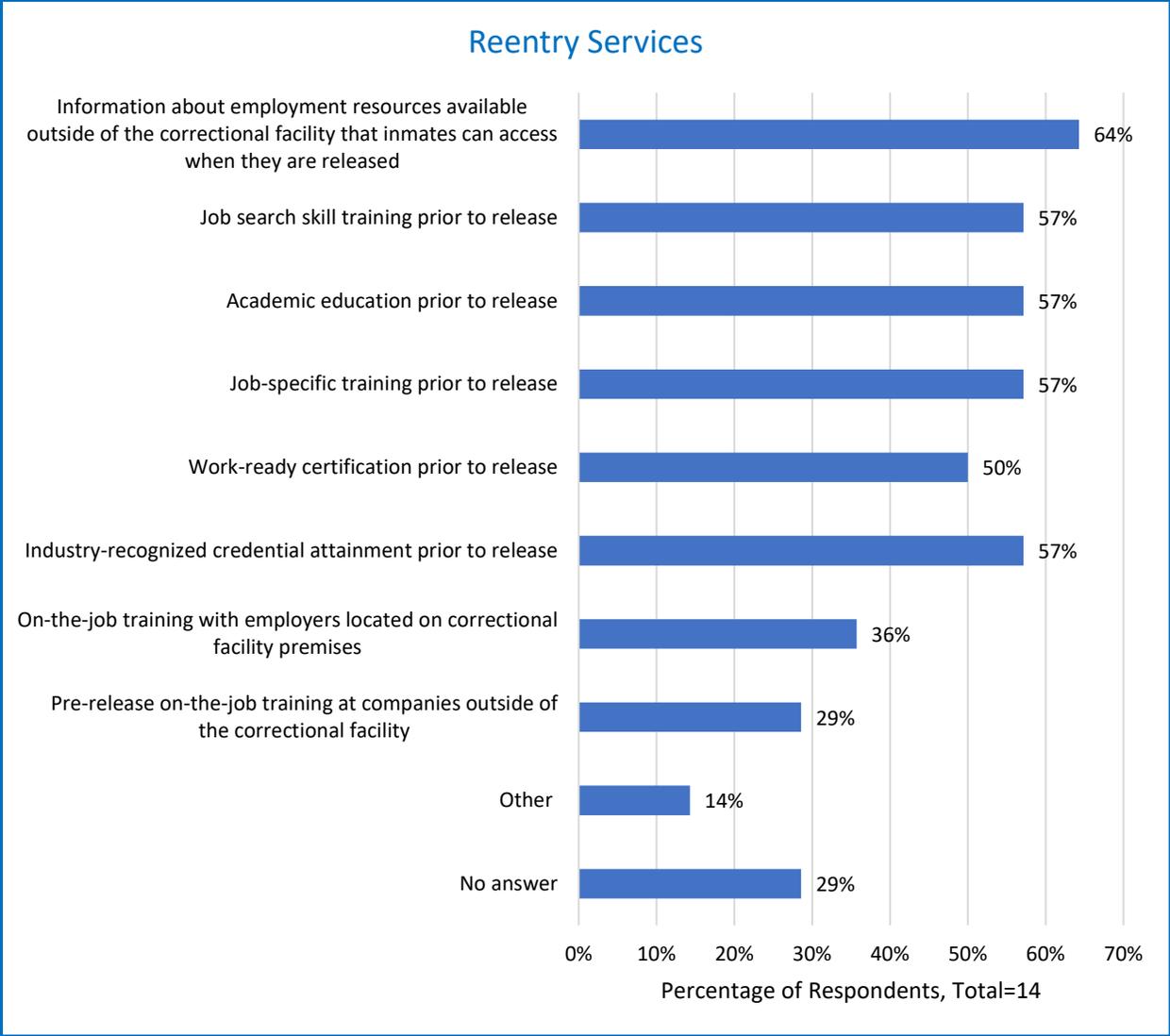
Administration of Reentry Programs



State respondents were asked how they administer the WIOA funds they use to operate reentry programs, and were allowed multiple responses. Close to half, 43 percent, of state respondents administer the funds at the state level, and an equal number, 43 percent, pass the money to the local boards to administer. Fourteen percent (14%) of the states pass the funding to other entities to administer, and 21 percent administer it in other ways.

While asked, neither of the two respondents that pass the funding to other entities listed what those entities are. The three respondents that noted administering the funding in an “other” way listed:

- Little Rock received a separate grant,
- State funds, and
- Wide array of methods including State Corrections, WDCs, and local NGOs.



States are using WIOA funds to provide an impressive array of reentry services, including:

- Information about employment resources available outside of the correctional facility that inmates can access when they are released (64%),
- Job search skill training prior to release (57%),
- Academic education prior to release (57%),
- Job-specific training prior to release (57%),
- Industry-recognized credential attainment prior to release (57%), and
- Work-ready certification prior to release (50%).

Even the services provided by a smaller percentage of respondents are present at impressive rates:

- On-the-job training with employers located on correctional facility premises (36%), and
- Pre-release on-the-job training at companies outside of the correctional facility (29%).

The two respondents that provide other reentry services listed:

- We support Little Rock WFC, and
- Wide array of methods using various funding mechanisms.