

**OCTOBER 18, 2018 –  
SAN GABRIEL RE-ENTRY PLANNING FORUM**

**LOS ANGELES COUNTY WDB**



## **Performance goals: Something that impacts who you serve? Is that a barrier for determining who you serve and how long you serve?**

- Lack of Selective Service keeps people from receiving services from programs tied to federal funds.
- Not having appropriate license/right to work documents.
  - Issue is addressed immediately through intake process
  - Vouchers for acquiring needed documents are available for use
- Lack of communication across agencies, no system for communicating.

## **The other things they want to spend money on is professional development. What type of training or programming would you want for your staff?**

- Trauma informed care training is needed (2)
- Barrier Busters is an upcoming training being hosted by SELACO to teach people how to provide service to individuals with multiple barriers.
- Cognitive Behavioral Therapy (CBT)
- Any training to fine tune services to population being served.
- Motivational interviewing.
- First aid training
- Offender Workforce Development Specialist Training (OWDS)

## **Other comments:**

- Programming is free and we aren't doing enough to get the word out. Free programming allows people to explore multiple career pathways.
- More outreach and advocacy needed.
- Not many reentry students at Bassett Adult school, but the ones that are there are excellent students.
- Reentry work starts inside the jail. Paul Guzman with New Opportunities charter school said it's hard to work with agencies that have high turnover like the LA County Sheriff's Department.
- All should be aware of Department of Rehabilitation (DOR) and how they can be helpful.



## **How are you working with AJCCs? What is working well?**

- Many agencies are working with AJCCs in various capacities.
- Everyone is focused on the same mission and leadership at the agencies helps everyone work together.
- Establishing pilot programs with them for populations that both the AJCC and CBO or other agency want to help.
- INVEST program, which is a collaborative effort between LA County AJCCs and LA County Probation.
- Having more partners on site works better for clients to access all programs in one place.

## **In terms of case management, how do you know what each other is doing?**

- Automated Referral System (ARS) used for INVEST helps with co-case management.
- Verbal communication and open lines of communication with parole agents.
- We need to establish better relationships amongst agencies because we often work on an island by ourselves.
- Always be sure to have a contact person at referral agency in order to obtain accurate case information (2)
- A system is needed where everyone can talk and share information.

## **Why does parole work more with CBOs than with County agencies?**

- At the state level, contracts have been established with CBOs.
- So many things that need to be addressed with the parole population require community impact or work.
- People with lived experience at CBOs make the outreach and assistance feel more accessible and real for clients.



## **How are you addressing internet use in agencies?**

- Volunteers and donors have given cell phones and computers for clients to use.
- Created training for people to use tech applications (i.e. Google)
- Teach Microsoft product use to encourage computer literacy. Computer literacy is free.
- Established literacy lab for computer use and resume creation/uploading
- Teach online job search using AJCC computers and phones
- Have clients use phone and/or computer to assess computer/tech literacy

## **What are the greatest barriers to entering and retaining employment?**

### **How are you addressing this issue?**

- Housing (3); People that lack stable and safe housing can't focus on work.
- Job retention can be just as competitive as job searching, It requires coaching on how to act at work and dress for interviews.
- HOPICS is a resource used to address housing.
- Make good use of partners and refer when your organization doesn't have the capacity to provide housing.
- Ann Smith of the I Matter Foundation: Foundations started to purchase homes through private funding because County services weren't working for them.
- Stereotyping of people with Criminal Justice involvement.

## **Are you talking to your clients/participants/students about a career pathway?**

- Programs that are tuition free allow students to explore multiple career pathways.
- We don't want students to go down a path where they won't find an employer so we focus on high growth sectors and advocate for the population with employers.

## **Why are CBOs and other agencies focusing on job development and employer outreach?**

- Accreditation standards mandate us to help students get employed once certified.



Los Angeles County



Workforce Development, Aging and Community Services

October 18, 2018

Hacienda La Puente Adult School

**Call to Order | Introductions of Audience Members | Purpose of Community and Objectives of Forum | Overview of Los Angeles Basin RPU Regional Workforce Development Plan 2017-2021, Modification Timeline and Purpose of Modification of Timeline | Explanation of P2E and other legislative initiatives**

Facilitator: Cyd Spikes

**Facilitated Discussion: Prison 2 Employment (P2E) Initiative**

**What are the barriers they are experiencing and who are you serving?**

**Barriers**

- Disabilities of various forms
- Mental Health needs (2)
- Substance abuse
- Lacking soft skills
- Low/no literacy
- No employment history
- Unstable housing or homelessness (2)
- Trauma impacted
- Transportation problems

**Population being served**

- Women
- Parolees (2)
- Probationers

**EXPANDING THE VISION  
FOR REENTRY SERVICES IN L.A. COUNTY**

COUNTY OF LOS ANGELES WORKFORCE DEVELOPMENT BOARD  
Regional Stakeholder Meeting #3 of 8  
Hacienda La Puente Adult Education  
Thursday, October 18, 2018 2:30PM to 5PM



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24	Munquua	Elizabeth	ESGV AJCC	emunquua@psdhill.org	[Signature]
25	Seta	Irena	Friends Outside	iseta@friendsoutsidela.org	[Signature]
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39					
40					



**EXPANDING THE VISION  
FOR REENTRY SERVICES IN L.A. COUNTY**

COUNTY OF LOS ANGELES WORKFORCE DEVELOPMENT BOARD  
Regional Stakeholder Meeting #3 of 8  
Hacienda La Puente Adult Education  
Thursday, October 18, 2018 230PM to 5PM



#	Last Name	First Name	Organization	Email	Signature
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7	Guzman	Paul	New Opportunities Organization	pguzman@newopps.org	
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19	Sauceda	Darrel	County of Los Angeles Workforce Development Board	darrel@acsgroup-usa.com	
20	Vela	Brenda	LAUSD	beeinda26@gmail.com	



- Statement from Sal Ybarra, former parolee: 'I've been out of prison 19 years and people were very patient with me. I lost my 10 year old daughter while I was in prison so if you don't have trauma you experience it there. I went through the Amity Program and a WorkSource Center. I took advantage of all programs available to me as a parolee. I'm trying to get accustomed to the language of this industry I can help people like myself.'





**OCTOBER 23, 2018 –  
CENTRAL LOS ANGELES RE-ENTRY PLANNING  
FORUM**

**CITY OF LOS ANGELES WDB**

**Los Angeles Basin Regional Planning Unit (RPU)  
Community Engagement to Modify the  
Regional Workforce Development Plan, 2017-2021**

**Prison to Employment Initiative (P2E) Reentry Planning Forum**

**Tuesday, October 23, 2018 –5:00 pm – 7:00 pm**

**Central City Neighborhood Partnership**

**501 S. Bixel Street  
Los Angeles, CA 90017**

**AGENDA**

- Types of reentry services currently funded by education, workforce and community-based agencies (see handout).
- Accessibility of services for individuals facing the greatest challenges in the labor market.
- Potential barriers to successful participation and completion.
- Existing intake and case management needs for serving justice-involved populations.
- Methods to obtain assessment and background information such as education and training.

***Sponsored By the 7 Local Workforce Development Boards of the LA Basin RPU:***



*The Workforce Innovation and Opportunity Act is an Equal Opportunity Program.  
Auxiliary aids and services are available upon request to individuals with disabilities. TTY (213) 744-9395*

**P2E Meeting #4 - CCNP - Oct 23, 2018**  
**Started 5:15PM**

**Attendees:**

1. All four staff from CWDB Reentry unit
  2. Breaking down barriers
  3. Miguel Contreras foundation (LA Cty Fed) reentry program
  4. Khalid, elizabeth M
  5. Tommy Baines LA Cty probation Invest program (officers colocated in 6 ajccs)
  6. Congresswoman Bass - (staffer and 3 USC interns)
  7. Back to work - Butte County (employer to caltrans - based in LA county
  - and over state) (recently launched in OC )
  - (Solar installers - nonprofit)
  8. CEO - Center for Employment Opportunities
  9. Alex May - WDACS
  10. Glendale Comm College - restorative justice center
  11. Center for Employment Opportunities (manager)
  12. Building Corners (LATTC - reentry program
- 

*Cyd provided background*

**Q - Butte County –**

- Biggest thing is dealing with fear and ignorance
- despair - have to overcome barrier of getting reentry folks to talk
- fear of rejection and fear of not having a skill set.
- They don't want to list anything they've learned in prison, in spite of if this is relevant work experience which translates into legitimate job experience outside of prison
- working to get them certifications
- Work with state parolees - in LA currently on parole.

**CEO** - agree with intimidation factor - working to make people aware of three factors

- Nature of job, nature of crime, - if have previous experience, they can qualify. Certain jobs prevented, but many other areas to work in.

**Miguel Contreras Foundation-**

- predominantly men, MC3 - age group -late 30s, early 40s mostly, lacking technology skills, helping set up basic phone skills, mentality is prison like (brown vs black)
- teaching them union mindset (brothers sisters, family)
- teaching to show up AND get along with each other.

- "Returning citizen" problem for those who are immigrants and justice involved, especially in political environment we are in now.

**Cyd-** when writing grants, etc, terminology. How refer in your program?

**GCC** - students - knock down barriers

**Miguel C F-** participants

**INVEST** - Clients - public's money, sees this as a reconciliation, gave example of prodigal son, taking responsibility

**CEO** -uses candidates, as focus on employment

**Youth justice coalition** - system impacted - a difference when talking youth or adults - youth is just "youth"

**LATTC** - students in initial, the more involved you become, then a fellow - earned title that has prestige.

- Have to think that folks take time to rehabilitate, mold them, but they come who they want to become (earned-to the levels they want to get to)

**Solar install cbo**

- goal - don't make record define them, uses trainee

**GCC-** students, doesn't have problem with "system-impacted"

- they like to say system impacted intellectuals,
- Barriers to entering first job after release or justice involved - society - stigmas of society - "outs" a student, then treated differently at that point
- .Can either bring support or opposite.
- Probably gifted individuals, help them get to point of being comfortable with gifted

**CEO** - educ, transportation, training, conflicting appointments with mtgs and educ, lack of childcare, lack of previous work experience, lack of training for work

- Bass office - identification, license, SS card, what needed to apply for housing, etc.
- Barriers to getting educ and documentation in order

**Miguel CF-** example of individual who had 10 days to get life in order - @dmv, had panic attack and had to call probation officer, (gave examples of individuals who had anxiety with activities to prepare for back into society, or lacking support skills to deal with this)

**Solar install**- confidence - license (barrier), soft skills, etc.

- Employer education is important - stigma of criminality, hiring act –if crime is not related but who is enforcing this among employers

**CEO** -for criminals with records beyond 7 years - his employers don't do life scans.

- 15 years is too restrictive - tend to be larger companies.
- Relies on first using "all star" clients who break down the stigmas with the employers - they like the clients and use more placements, has parole officer be verif point,

**Robin** - time frame does matter - a felony still shows up 14 years later (in AZ) never gets hired. Walmarts and such claim 7 years, but still shows up.

- A barrier 14 years later.

**CEO** - advises clients about getting copy of their own background check - there is free site.

**Tommy B** - asked Robin - it's also how you present yourself. Robin, this shows up for a background check for apartment.

- it's also how you present the narrative. They work on the narrative. Need a walk to talk about it. Want to prevent employers imagination from spinning about the record.
- A chapter in a back of many peoples' lives.

**Curtis N** - cwdb - absolutely right - a lot of experience in training when on inside.

- Calpia program - on the job experience, performing labor skills.
- They are working with cdcr - participants will receive a printout of all the programs / credentials received while they were in prison, to take with when released.
- A lot of problems are readjusting, getting out of prison, from a controlled environment (especially out of level 4 facility, max), healing/de-institutionalization mindset needs to take place first
- Prop 57 - releases - prior mindset, never thought were getting out.

**Tommy B** - same thing true inside is same thing outside.

- Probation- accessibility needs to be sensitive to geography in terms of the real issues for those out. Can't cookie cutter this stuff.
- Patience - glad we are doing planning- but program funding needs continuity and alignment. Takes time to do this.

**Carleone, LATTC** - wants to hear about what we can do to make transitions more palatable, a cloaking device around you.

- Gave example of DWP applicant who was on top in term of score. Wait until the end of interview. Don't lead with immediate self qualified that will end it.

**Jordan - Bass intern** - curious - according to fair chance box initiative, act doesn't allow certain actions by employer.

- Not enforced.
- City has done a better job as has had an ordinance to this in effect for a longer time. Stronger within the City than outside.

**Randy, Back to Work - Butte** - barriers, worked with homelessness, form for SD County goes back housing application asks for lifelong records, with "penalty of felony" if omitting.

- A huge issue for applicants.

**Tommy** - non-disclosure can be grounds for dismissal if caught in background check.

**Angelica** - barrier if disclosed, but if don't disclosed, problematic, too.

- How do we clients to give the right barrier?
- Programs that are coming out have one year time line, getting the client all prepared and out by end of one year.
- Just like WOIA, takes more than one year.
- Need it to be realistic - what is our impact?  
Getting them out of prison?

**Tommy B** - it's where you start, too.

- He started in construction, living out of car.
- He's had jobs that are difficult. Those jobs available but who wants to do it?
- New AJCC center is on Southwest College campus.

**Jordan - USC intern at Bass office.** - term of youth that were not adult. Is there stigma?

- Sentencing guidelines are different.
- Youth - records are sealed, not available to employers.

(Several minutes out of room)

**Tommy B** - controlling your own story - very small % of pop that were actually in prison, low levels do not.

- Justice involved is larger moving past this. Hoping in this process, some incredible messengers



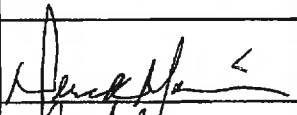

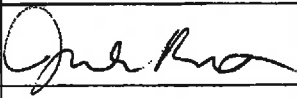


- Before all these programs it was people helping people.

(Stopped taking notes last 20 minutes of mtg)

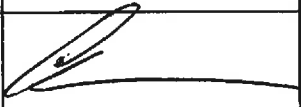


Tuesday, October 23, 2018  
 Central Los Angeles Reentry Planning Forum

Central City Neighborhood Partnership

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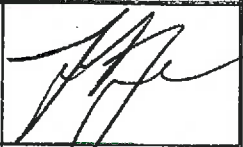


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+ 2 INDIVIDUALS FROM CUNAR - STAFF - RAFAEL and (?)						



**OCTOBER 24, 2018 –**  
**GATEWAY CITIES/ SOUTHEAST LOS ANGELES**  
**RE-ENTRY PLANNING FORUM**

**PACIFIC GATEWAY WDB**  
**SOUTHEAST LOS ANGELES COUNTY WDB**

**Los Angeles Basin Regional Planning Unit (RPU) - Self-Assessment Forum  
Progress on the Regional Workforce Development Plan, 2017 - 2021**

**Wednesday, November 14, 2018  
2:00-4:30 p.m.**



**SELACO WDB Community Room  
10900 East 183<sup>rd</sup> Street, Third Floor  
Cerritos, CA 90703**



**Hosts: SELACO WDB and Pacific Gateway**

<https://www.eventbrite.com/e/la-basin-regional-coordination-alignment-self-assessment-forum-tickets-50752772910>

**AGENDA**

- I. Welcome and Introductions
- II. Overview of LA Basin RPU Regional Workforce Plan Biennial Review and Modification
- III. Objectives of Self-Assessment - Indicators of Regional Alignment and Coordination
- IV. LA Basin Regional Plan – Priority Goals and Planned Outcomes
- V. Discussions and Stakeholder Input on the following “Regional Indicators:”
  - A. Region has a team that jointly convenes industry (Indicator A)
  - B. Region has shared sector/occupational focus and shares/pools resources to meet demand in the region (Indicator B)
  - C. Region has a process to communicate industry workforce needs to supply-side partners (Indicator C)
  - D. Region has policies supporting equity and strives to improve job quality. (Indicator D)
  - E. Region has shared populations of emphasis. (Indicator E)
  - F. Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs (Indicator F)
  - G. Region utilizes shared, common case management strategies such as co-enrollment, navigators and/or multi-disciplinary teams to develop shared responsibility for providing services and ensuring quality outcomes. (Indicator G)
  - H. Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes (Indicator H)
- VI. Closing Remarks

***Representing the Seven Workforce Boards of the LA Basin RPU:***



*This meeting is accessible to persons with disabilities. Reasonable accommodations will be provided upon request. Requests should be received at least 72 hours prior to the meeting. Please call to request accommodations: (562) 402-9336; TDD/TTY (562) 860-7657*

**Los Angeles Basin Regional Planning Unit - Regional Plan Modification**

**Prison to Employment Initiative Reentry Planning Forum**

Hosted by: SELACO, in partnership with Pacific Gateway

Location: The WorkPlace – El Dorado Room

4811 Airport Plaza Drive, 1<sup>st</sup> Floor, Long Beach, CA 90815

Date: October 24, 2018

Time: 2:00 p.m. – 4:30 p.m.

**Discussion Notes**

(Gateway Cities/Southeast LA Reentry Forum)

**Part – I Challenges/Barriers**

**1. What are the barriers and challenges of the reentry populations that you serve?**

- Housing
- Probation & parole issues and commitments
- Life style that individuals are used to
- Mental health
- Substance abuse
- Lack of support (family).
- Mind-set such as fear, lack of self-confidence, and having low expectations

**a. Profiles description: e.g. male/female, age, ethnicity, etc.**

- Mostly males (70-80%)
- Most in the mid-40's when released
- Mostly Hispanic and African American
- One agency only serves men

**2. What are the greatest barriers/challenges to entry into the labor/job market?**

- Transportation
- Lack of knowledge of the technology world, such as navigating the internet and utilizing the computer.
- Soft skills, such as showing up on time, communication, following rules, dress code, etc.
- It takes months to secure proper social security card and identification upon release.
- Housing as many are in transition
- Mental health and substance abuse

**3. Warm vs hard hand-off: How do you make initial contact to enroll in services? How important is the “hand off” from in-custody to transition back into community? How can it be improved?**

- A warm hand-off plays a very important role for the benefit of reentry population.
- Improvements to consider are: Pre-released fairs to make early connections; co-located services; mental health teams; housing, and life coaches.
- Services can be improved through peer mentorship, where mentors make the warm hand off.

**4. Assessment/Referral Information: what client information do you receive when referred? What assessments do you conduct?**

- Agencies conduct different assessments.
- The Invest Program is a free program to assess mental health, career path, counseling, all onsite.

**5. What support could be provided regionally to increase collaboration between agencies and to increase awareness of what services are available?**

- Community Mapping to find out how to connect services and improve collaboration
- Educating Probation and Parole staff

**6. Capacity: do you feel you have capacity to meet the needs of your justice involved customers? How many individuals do you serve annually?**

- a. **If answer is “yes”, describe how (e.g. multi-disciplinary approach, referral service network)?**
  - Not discussed
- b. **If answer is “no”, what is needed to increase your capacity? (e.g. more staff, better facilities, staff development, better data tracking technology or software)**
  - Not discussed

**7. Case management: What case management approach do you use? (e.g. co-case management).**

- Co-case management.
- Some agencies change the case management term to life coach

**8. Cross-System Data Collection and Sharing.**

- a. **How are you tracking data related to participation in services, service completion, and placement and retention in employment?**
  - WIOA tracks data in CalJOBS
  - Homeless Management Information System (HMIS) tracks individuals in transition within L.A. County
  - CHAMP Program communicates with CBO's and health sources
- b. **How can data sharing be improved on a more regional level?**
  - Start tracking individuals within the Education system via a tracking ID #
  - SELACO is piloting a project through CalJOBS, where partners can receive access to receive/send referrals, and view the participant's profile. Partners include Department of Corrections, Adult Schools, CBO's, etc.

**Part II – Strategies for aligning the corrections and workforce system.**

**9. Promising Practices: (e.g. early pre-release contact; co-located services; specialized centers).**

- STEPS - 3-day program that focused on behavior to break down barriers
- Onedegree.org - Resources for individuals based on their zip code of residence
- Centro CHA - Staff who model success, utilize storytelling, mentorship, and provide stipends to participants while they are in training
- Friends Outside - Parole to Payroll (soft skills training). They also start reaching out while reentry population is in the inside.
- Recognize individuals for their achievements, such as getting a good GPA in college, etc.
- New Opportunities- Co-located at AJCC with other partners.
- Homeboy Industries - They hire staff that "have lived experience," they connect and engage with population being served
- Life coaches vs. case management approach
- Career readiness, social readiness workshops before starting to job search
- Peer mentorship models within systems

**10. AJCC Collaboration: Are you currently working with your local AJCC (e.g. One-Stop or WorkSource Center)**

- Yes. Some agencies are co-located at the AJCC.

**11. Career Pathway Jobs: How are you assisting your clients in obtaining career pathway jobs? What types of jobs? Are these livable wage jobs?**

- Breaking down the stigma that businesses have of the reentry population
- Subsidized employment through Chambers of Commerce partnerships
- Pre-Apprenticeship training in partnership with the Building & Construction Trades

**12. Other (place all other comments here)**

- It's important to address trauma, since it is a mental roadblock and a barrier often overlooked.







**LOS ANGELES BASIN REGIONAL PLANNING UNIT  
Prison to Employment Initiative Reentry Planning Forum**



Hosted by: Pacific Gateway and SELACO WDB  
 Wednesday, October 24 2018, 2:00 to 4:30 p.m.  
 The WorkPlace - El Dorado Room  
 4811 Airport Plaza Drive, Long Beach, CA 90815



Pictures will be taken during this event. Please check YES or NO whether or not you agree to be photographed.

Name	Agency/Organization	Email Address	PHOTO YES	PHOTO NO
Elizabeth Martinez	Field of Dreams	emartinez@fieldofdreamscenter.org	✓	
Linda Bouman	SELACO WAB	lindab@selaco.com		
Roger Rivera	Chrysalis - Breaking Barriers			
Cynthia Guillen	Rio Honda ATCC	cguillen@sassta.org	X	
Gilda Pollard	Huber Occupational Center	gwp0499@lajpsd.net	X	
Marjorie Clements	SELACO	marjeance@selaco.com	✓	
Alejandro Lorenzo	Centro Cha	alejandrolorenzo493@gmail.com		
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Jeanette Gutierrez	SELACO	jeanetteg@selaco.com	✓	
APRIL VASQUEZ	ARC	avasquez@arcocidivis.m.org	✓	
Diana Zuniga	WPC-DHS	dzuniga@dhs.lacounty.gov	✓	
Robert Lee	EDD	robertlee@edd.ca.gov		
Toi Buttz	NEW IMAGE			

**OCTOBER 24, 2018 –  
SANTA CLARITA VALLEY RE-ENTRY PLANNING  
FORUM**

**COUNTY OF LOS ANGELES WDB**



## Los Angeles County

### Workforce Development, Aging and Community Services

October 24, 2018

#### AMS Fulfillment – Valencia, CA

**Call to Order | Purpose of Community and Objectives of Forum | Overview of Los Angeles Basin RPU Regional Workforce Development Plan 2017-2021, Modification Timeline and Purpose of Modification of Timeline | Explanation of P2E and other legislative initiatives | Introductions of Audience Members**

Facilitator: Cyd Spikes.

#### **Facilitated Discussion: Prison 2 Employment (P2E) Initiative**

**What are the barriers they are experiencing and who are you serving?**

##### **Barriers**

- Mental health
- Homelessness (2)
- Substance abuse
- Policies that are in place don't seem to allow for overlap in service provision
- Restrictive rules associated with housing that dictate the hours people can be out of the residence.

##### **Who is being served?**

- Criminal justice involved people, some released under AB 109.
- Youth

**What terminology are you using to describe your clients?**

- Participants
- Probationers



## **Greatest Barriers to Employment**

- Checking the box about criminal history on applications.
- All employers aren't aware of Fair Chance legislation and have not banned the box.
- Challenges using technology after being incarcerated for participants.
- Lack of communication among service providers.
- Services spread out across the County.

## **Is there a need to provide soft skills training along with vocational training?**

- There is a need to provide soft skills training and often times we focus too much on occupational skill acquisition while people lack soft skills.

## **Retention Needs. Supportive Services.**

- People need to know how to talk to their boss if they're going to be late. They also need to know how to communicate in the workplace and understand work culture.
- Teach people what to expect in the first 30 days of work.
- Employers need training on how to be flexible and empathetic toward people, giving consideration to their backgrounds.
- As we help people we mentor them and reach out to see if they have needs such as food or gas until they get their first check.
- A financial coach is provided to help participants invest and plan for next steps.
- YPI offers free tax preparation to participants.
- Building a good relationship with the participant is important because the participant will go to the case managers with their issues and the case managers become a resource for them.

## **How could system support you?**

- Making co-enrollment less difficult would be helpful. People should be able to receive help without the centers being penalized for it.
- Creating a system for information sharing because right now no one can tell if a service is being duplicated unless they check in CalJOBS. Duplication is likely occurring but participants don't care about as long as they are being served.



## **Part II: Strategies for Aligning the Corrections and Workforce System**

### **How are you all working w/ the AJCC system?**

- Communication is a challenge and sometimes people can be suspicious instead of people that are friendly toward them.
- The Northeast San Fernando Valley AJCC partnered with a Social Enterprise so communication has to happen. Communication hasn't always been easy with partners but when it occurs it makes co-case management easier.
- Breaking down silos that exists between agencies would be a great way to be supportive. Silos create barriers for between organizations that participants don't care about, they just want to be served.

### **Capacity**

- Numbers alone should not indicate service provision.
- One benefit that Goodwill Southern California is that private funding exists and we promote universal access to services. Everyone is able to receive some type of service.

### **What type of training would be most effective?**

- Training that teaches people about benefits and resources that are available to clients would be ideal for the system.
- The County provides effective training and it is working. Is there a way we can incentivize training or train other agencies that are not a part of our system?
- Need to educate employers on the benefits of working with this population and others that have been unemployed.

### **How are you addressing issues that customers have?**

- During intake we have a participant complete a self-assessment of needs to assess all issues that they may have and we interview them as well. The VA is used to help connect people to additional services.
- Hired an outside contractor to assist AB 109 probationers with employment.
- Attend service provider fairs in the prison prior to release.
- Connect with everyone at the incarceration site to get to know them. This helps the justice involved know who to contact for help upon release.
- Use technology in an innovative way when people are incarcerated.





## Strategies that you know are working.

- Talking to clients and letting them know how important they are.
- Providing incentives.
- Continuing to edify and assist clients as they move forward.
- Supply clients with free clothing for interviews.
- Go deep within a neighborhood and work with people in that neighborhood instead of working with a large group.

## Other Comments

- AB 109 has special contracts and funding for housing and can house people within 24 hours. If a person suffers from mental health issues, is labeled a sex offender or has substance abuse problems, securing housing can take up to two weeks.
- Some people prefer to be homeless because they don't want to follow housing rules and don't trust those trying to help them.
- People aren't forthcoming about the benefits they're receiving because they don't want to lose benefits. Policy issues don't allow dual services and policies need to be changed so people can receive the best services.
- It is important to know how to navigate system.
- The more we have forums like this the better able we are to maximize our resources and refrain from duplicating services.
- If ratio of participants to case managers was lower the case managers would be able to build better relationships with their clients.
- Create a database where all service providers in the region can share information with one another about participants and services being provided. (3)
- Getting someone a job is not the end, it's the beginning.
- A marketing campaign to educate employers about working with this population.

**EXPANDING THE VISION  
FOR REENTRY SERVICES IN L.A. COUNTY**

COUNTY OF LOS ANGELES WORKFORCE DEVELOPMENT BOARD  
Regional Stakeholder Meeting  
AMS Fulfillment  
Wednesday, October 24, 2018 9AM to 11:30AM



#	Last Name	First Name	Organization	Email	Signature
1	Ave-Womack	Marguerite	Youth Policy Institute	mwomack@ypiusa.org	
2	Carter	Anthony	Compton Youthbuild	acarter@comptonyouthbuild.org	
3	Delgadillo	Daniel	L.A. County Sheriff Civilian Oversight Commission	ddelgadillo@coc.lacounty.gov	
4	Doyle	Mariane	William S Hart Union High School District	mdoyle@hartdistrict.org	
5	GADIE	DARRELL	Los Angeles County Probation	darrell.gadie@probation.lacounty.gov	
6	Mowry	Kyle	Tarzana Treatment Centers	kmowry@tarzanatc.org	
7	Robinson	Lorrie	Salvation Army	lorrie.robinson@usw.salvationarmy.org	
8	Shaw	Suzette	Skid Row From A Woman's Perspective	suzetteshaw2010@yahoo.com	
9	SHAW-BOWEN	JEWELL	Probation	jewell.shaw-bowen@probation.lacounty.gov	
10	Webber	Marcie	Five Keys Schools & Programs	marcie2b@gmail.com	
11	Muzan	Joel	Goodwill/SACE	jmosane@godwillsocial.org	
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**EXPANDING THE VISION  
FOR REENTRY SERVICES IN L.A. COUNTY**

COUNTY OF LOS ANGELES WORKFORCE DEVELOPMENT BOARD  
Regional Stakeholder Meeting  
AMS Fulfillment  
Wednesday, October 24, 2018 9AM to 11:30AM



#	Last Name	First Name	Organization	Email	Signature
1	Saucedo	Freddy	Glendale College	F.Saucedo@glendale.edu	
2	Wb				
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**OCTOBER 25, 2018 –  
SOUTH BAY RE-ENTRY PLANNING FORUM**

**SOUTH BAY WDB**

# South Bay Workforce Investment Board

is updating its Local Plan & the Los Angeles Basin Regional Plan

The SBWIB invites you to join the discussion. Your participation and input is critical to developing a plan that is responsive to the needs of our community.

Review the current plan at [www.sbwib.org/local-plan](http://www.sbwib.org/local-plan)

## Save the Dates

**October 10<sup>th</sup>**

**9:00 A.M. to 11:00 A.M.\***

English Language Learners,  
Foreign Born Individuals & Refugees

Developing strategies to strengthen services to English language learners, foreign born individuals and refugees

**November 14<sup>th</sup>**

**9:00 A.M. to 11:30 A.M.\***

LA Basin Self-Assessment  
Forum

Assess of progress on implementation of regional workforce goals

**October 11<sup>th</sup> | 5:00 P.M. to 7:00 P.M.**

**Torrance One-Stop - 1220 Engracia Ave.  
Torrance, CA 90501**

Community Engagement/Input

Community forum on local workforce services

**TBA**

Child Support Services  
Strengthening partnerships with local child support agencies to serve non-custodial parents

**October 25<sup>th</sup>**

**2:00 P.M. to 4:30 P.M.\***

LA Basin Region Re-entry Planning Forum

Strategies to improve labor market outcomes for formerly incarcerated and other justice-involved individuals

**TBA**

CalFresh Employment & Training  
Developing workforce system partnerships with CalFresh employment and training programs

\*All forums, unless specified above, will be held at the South Bay Workforce Investment Board Conference Room  
11539 Hawthorne Blvd., 5th Floor Hawthorne, CA 90250



RSVP to Elisa Irish  
Email: [elirish@sbwib.org](mailto:elirish@sbwib.org)  
Phone: (310) 970-7700



Auxiliary aids and services are available upon request to individuals with disabilities by calling in advance to CRS 1-800-735-2922 or 310-680-3700.



**Regional and Local Plans Meeting**  
**Hosted by Cyd Spikes**  
**October 25, 2018, 2:00 p.m. to 4:00 p.m.**

Meeting Notes by Michael Trogan

**Subject: Re-Entry Planning Forum**

**Cyd Spikes –**

- Provided an introduction to the region and LA Basin workforce boards
- Reviewed a PowerPoint presentation on the Local and Regional Plans, as well as what we hope to accomplish during today's forum.
- Asked the group to discuss what population they serve and what barriers do they face

**Robert Castillo, Centro CHA**

- Serves mostly 18-24-year-old males, 65% Hispanic 35% African American
- Barriers include lack of transportation, gang affiliation and trauma
- Different territories can be directly across the street from each other and they had an incident of a client being shot on his way to the program
- Clients experience trauma both before they go in and during their stay in prison. They often won't address it, self-medicate and view seeking therapy as "weak"
- Another barrier is the lack of access to technology and the ability to use technologies that may have changed while they were incarcerated

**Monica, Chrysalis**

- Jobs that are often available to ex-offenders often involves physical labor and many of their clients have been locked up for long periods of time and are older so they struggle to physically perform them
- Other barriers include stable housing, driver's licenses, lack of work experience
- Clients often are forced to use staffing agencies where the work is very inconsistent

**Janae Watts – PATH**

- Serves single mother households, that are homeless and on probation
- Main barrier is stable housing
- Local labor market is challenge as many jobs are in construction and can be difficult to perform after recently giving birth
- The hospitality industry doesn't provide wages high enough to cover housing costs
- Short term training programs don't lead to jobs with high enough wages, they don't have the ability to enroll in longer programs and still be able to provide a home for their families
- Due to childcare and transportation issues, they have trouble keeping a job if they manage to get one
- The middle class is shrinking across the LA region and it is becoming difficult for everyone to sustain a household

**Robert Chavez – One Stop Career Centers**

- Training is the most effective way to move from low to high wages
- They need to look at more short term training programs.

**Cyd Spikes**

- Asks the group to discuss the gaps in services and how alignments could lead to system change

### **Robert Chavez, One Stop Career Centers**

- CDCR in the prison systems are not connected to the worksorce centers and parole
- They aren't passing on relevant experience individuals had while in prison
- Parolees should come out with a set of info and documents but it's not happening

### **Paul Guzman, New Opportunities**

- They should be getting people ready while they are still in jail. Providing training, getting documents, etc.
- Out of the 4,000 students they serve in prison each year, they are only able to connect with about 800 after they are released
- His organization does all kinds of testing and assessments while they are incarcerated and could transition that information to the workforce boards

### **Mariya Bauer, New Opportunities**

- Do as much as possible while they are still incarcerated
- Send information to the courts to show the effort the inmates are putting

### **Oswalt Ownor, Formerly Incarcerated Individual that Volunteers w/ the Recently Released**

- For Lifers (he spent 25 years in prison) life outside is overwhelming. He remembers be frozen at 7-11 because of all the new and different types of candy bars.
- He had to learn all new things such as bus tokens and how to use touch screens
- Over the long period of incarceration, many lose their support network. Friends and family move on, cut them out of their lives and sometime pass away. So when they are finally released, many have nowhere or no one to turn to
- You aren't the same person leaving as you were when you entered prison, people struggle to realize that they can't just pick up where they left off
- You give up mentally after a while because there's no hope and most refuse counseling services
- Once outside there are many other barriers they face:
  - It took 5 months to get a California ID card
  - Vocations learned and worked while in prison aren't recognized by employers
  - Many inmates become very introverted as a coping strategy and it makes it difficult to interview well and adjust to the outside

### **Barry, Amery Foundation**

- Gate Amnesia – as soon as an inmate gets out of jail, they seem to forget or ignore everything they had been working on inside
- 60-70% of parolees don't report to probation within the mandatory 48-72-hour time period
- San Diego County runs a program in which a van picks up county residents that are released at any jail or prison in the state
  - They are then brought to an assessment center where they are provided a temporary place to stay and are connected with local resources and agencies

### **Pamela Page, HACLA**

- Many released individuals return to whichever project they previous lived at
- Because of their criminal record they are unable to live with their parents, girlfriend, family, etc.
- They end up living as homeless within the community
- Additionally, they reconnect with friends that are involved in criminal activity and/or get involved in domestic disputes with former girlfriends, baby mamas, etc.

### **Mariya Bauer, New Opportunities**

- People are often released at varying hours, sometimes late at night on a Sunday when no agencies or services are available

- There is also a population that doesn't qualify for any services and are left on their own to navigate

**Cyd Spikes –**

- Summarizing some of the strategies brought up today:
  - Better coordination between agencies before inmates are released and continued after they are released
  - CRCD should be better connected with AJCCs
  - Create a list of service providers

**Mary, Friends Outside**

- Would like to see re-entry centers where clients can be matched up with programs that fit them
- Need more assessments and information
- Resource List isn't properly updated

**Robert Chavez**

- AJCCs should be utilized as re-entry centers
- Prisons tend to be far away from where the inmate lived prior to incarceration, local WDBs need to do a better job of handing off released inmates to the WDB they are returning to

**Pamela, HACLA**

- Would like to see one stop shops for all those released
- Non-profits and community based organizations should be able to use CalJobs

**Janae Watts**

- Job developers need to be trained deal with trauma

**Mariya Bauer**

- To better serve clients, staff need to better understand themselves

**Danny, Centro CHA**

- It's hard to listen to someone that doesn't have the same life experience, former inmates add authenticity to what they're saying and can be more effective

**Erick Cerda, Probation**

- Training to work with the population is happening at a small scale and has to be expanded
- Often staff will get burned and have to learn through experience
- Barrier that they often have to report to agencies and don't know where to go or how to get there
- Sex offenders can't access AJCCs that have youth programs

**LaTanya Atkins, LA Southwest College**

- LASC offers non-credit programs for the re-entry population: Emerging Leaders Academy, Imagine 21
- Would like to see an independent living program similar to what they do with Foster Care youth
- Advises clients to slow down and allow themselves time to adjust. They don't need everything immediately

**Cyd Spikes**

- How can SBWIB better work together with everyone?

**Mary, Friends Outside**

- AB 109 funding came with a series of tasks and requirements that made it difficult
- State and Feds should respect the work CBOs are doing and allow them to do their jobs
- Increase funds to support the work

**Janae Watts**

- Jobs are too low paying and they need pathways to higher paying jobs
- County should work to create local career pathways

**Robert Chavez**

- WIOA does not provide a lot of funding for supportive services and need assistance from CBOs to help

**Paul Guzman**

- A few years ago they created a Re-Entry Navigator program what was not effective
- Often Police and Corrections think like Police and Corrections officers so CBOs should work with them to help them understand the social service aspect of working with inmates

**Jessica Ku Kim, LADC**

- Labor Market information is very important in helping guide career pathways
- Develop guides on how to work with this population for agencies not directly associated
- Move away from just best practices to evidence based practices, find ways to gather evidence from practices they are already doing

**Cyd Spikes**














- Thanked everyone for participating and updated on next steps, etc.

Meeting adjourned at 4:00 p.m.

# Prison to Employment Initiative (P2E) Reentry Planning Forum

SBWIB, Inc. – Large Conference Room

October 25, 2018 | 2:00 pm – 3:30 pm







Name	Organization	Email	Signature
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Robert Chavez	SB UNITS POS	rchavez@sbunits.org	
Erick Cerda	Probation	erick.cerda@probation.org	



# Prison to Employment Initiative (P2E) Reentry Planning Forum

SBWIB, Inc. – Large Conference Room

October 25, 2018 | 2:00 pm – 3:30 pm

Name	Organization	Email	Signature
JONAE WATTS	PATH	jonaew@cpath.org	
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