

EXHIBIT VIII.
STAKEHOLDER PARTNERSHIP MEETINGS

**COMMUNITY ACTION
PARTNERS (C.A.P) ALLIANCE
MEETING**

LA Basin Regional Planning Unit (RPU) – Regional Plan Modification
 Prison to Employment Partnership Development Meeting
 Wednesday, October 3, 2018 10:00 a.m. – Noon

Location: Los Angeles County Sheriff’s Department, Sherman Block Building
 4700 Ramona Blvd, Room 348, Monterey Park, CA, 91754

Invited:

<p>Tommie Baines, Assistant Director, LA County Probation</p> <p>Reaver Bingham, Deputy Chief, LA County Probation</p> <p>Brant Choate, Director, Division of Rehabilitative Programs, CDCR</p> <p>Brenda Crowding, Asst. Deputy Director, Division of Adult Parole Operations, CDCR</p> <p>Karen Dalton, Director, LASD Inmate Services Bureau</p> <p>Mark Delgado, Executive Director, Los Angeles Countywide Criminal Justice Coordinating Committee</p> <p>Linda Denly, Subject Matter Expert, Owsley & Denly Criminal Justice Strategists</p> <p>David Eder, Deputy Director, City of LA Workforce Development Board</p> <p>Peter Espinoza, Director, Office of Diversion & Re-Entry, LA County Department of Health Service</p>	<p>Enrique Gonzalez Jr., Chief Deputy Regional Administrator Southern Region, Division of Adult Parole Operations CDCR</p> <p>Cherylynn Hoff, Manager, Workforce Development & Reentry Initiatives, LA County Workforce Development, Aging and Community Services</p> <p>Jessica Mazlum, Associate Director, Program Operations, Division of Rehabilitative Programs, CDCR</p> <p>Vanessa Martin, Director of Reentry Services, Office of Diversion and Reentry, LA County Department of Health Services</p> <p>Otto Solorzano, Chief Deputy, LA County Workforce Development, Aging and Community Services</p> <p>Sharon Owsley, Subject Matter Expert, Owsley & Denly Criminal Justice Strategists</p> <p>Cyd Spikes, Workforce Development Consultant, Los Angeles Basin Regional Planning Unit</p>
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AGENDA

Introduction and Remarks Otto Solorzano

Background and Purpose (Handouts) Cyd Spikes
 — Prison to Employment (P2E) Regional Planning

Discussion: Formal MOU Agreements Cyd Spikes

The partnership agreement between CWDB, CDCR, CALPIA, and CWA serves as a general blueprint for the building of local and/or regional partnerships to reduce recidivism and improve the labor market outcomes for formerly incarcerated and other justice-involved individuals. Policy strategies include:

- a. Sector Strategies
- b. Career Pathways
- c. Organizing Regionally
- d. Earn and Learn
- e. Supportive Services
- f. Integrated Service Delivery and Braided Resources
- g. Building Cross-System Data Capacity

The LA Basin Regional Planning Unit (RPU) is required to enter into MOU agreements with CDCR Parole, County Probation, and other corrections agencies for the purpose of achieving coordinated delivery of services between local and regional partners and AJCCs that incorporate the following:

- The primary focus of these agreements shall be the coordinated delivery of services between local and/or regional partners and Comprehensive AJCCs in the Local Workforce Areas (satellite AJCCs may be utilized as an appropriate service delivery vehicle if agreed to by Local/Regional partners);
- At a minimum the methods of referral between Local Boards/AJCCs, Parole offices, reentry service providers, including local community- based organizations, and One-Stop partners and operators;
- Initial efforts to build such partnerships will begin where need is likely greatest, taking into consideration the volume of parolee releases, the density of the formerly incarcerated in local and regional areas, the regional unemployment rate, and the regional recidivism rate; and
- The specific manner in which partners will braid resources and coordinate service delivery to implement the WIOA program strategies.

Discussion Questions:

1. Regional planning to align corrections and workforce systems is driven by the Governor's vision and mandates from the State Board under their partnership agreement with CDCR, CALPIA and CWA. What do you see as benefits and roadblocks to your agency in participating in this regional planning process?
2. Do you have MOU agreements with Local Boards/AJCCs and what do the agreements include?
3. How are you currently coordinating services with the One-Stop/AJCC system? What is working well and what are the challenges?
4. The two key operational components of the MOU will be a regional referral process and building cross system data capacity to track services and outcomes for justice-involved individuals. How do you see these components being achieved in the LA region – is it feasible?

Next Steps:

- Participation by field staff of County Probation, CDCR Parole and LA Sheriffs in sub-regional Reentry and Self-Assessment Planning Forums from October 16 – December 15, 2018 (Handout).
- Agree upon an operational structure for ongoing P2E regional planning between corrections, workforce and CBO partners by November 15, 2018.
- Agree upon the framework of an MOU partnership agreement between the LA Basin RPU and Probation, CDCR Parole and LA Sheriffs by December 15, 2015 (Handout).

**LA Basin Regional Planning Unit (RPU) – Regional Plan Modification
Prison to Employment (P2E) Community-Based Organization/Stakeholder Convening
Wednesday October 24, 2018 – 10:00 am – 11:30 am
342 San Fernando Road, Los Angeles, CA**

AGENDA

Welcome, Introductions

Dave Bates, Five Keys

P2E Background

Linda Denly, Owsley & Denly Consulting

Discussion

All

- **GAP Analysis – System Alignment**
- **Recommendations for Improvement**

Next Steps

Linda Denly

**LA Basin Regional Planning Unit (RPU) – Regional Plan Modification
Prison to Employment (P2E) Community-Based Organization/Stakeholder Convening
Wednesday October 24, 2018 – 10:00 am – 11:30 am
342 San Fernando Road, Los Angeles, CA**

In Attendance:

Steven Schultze, LA Mission	Curtis Nofsinnah, CA WDB
Joe Flores, CA WDB	Rafael Aguilera, CA WDB
Claudia Aceres, Northeast WSC	Sahelit Bahiru, ODR
Jennifer Versquez, Amity Foundation	Bree Cooksey, Her Blank Canvas
Anna Bond, Amity Foundation	Cristina Cruz, WDAC
Michelle Renteria, Five Keys	Cherylynn Hoff, WDAC
Joseph Wise, Chrysalis	Shanley Rhodes, Five Keys
John Wilson, CRCO LATTC Worksource	Steve Good, Five Keys
Ralph Sanders, CDCR D.A.P.O.	Donna Peterson, DOR/DAP
Dave Bates, Five Keys	Isaac Lopez, Anti-Recidivism Coalition
Richard Robles, Pasa Robles DIR	Robert Hill, Dean Student Services Glendale Community College
Katie Camp, Mayor's Office of Reentry	Yvette Hernandez, Goodwill NEWSC
Dorian Esters, Miguel Contreras Foundation	Sherrie Jemison, Friends Outside
Ruben Ledegma, Goodwill NEWSC	David Schwed, The Francisco Homes
Adewale OgunBade Jo, GRID Alternatives	Julia Root, Center for Employment Opportunities
Raoul Mendoza, LA City Dept Public Works J	Derek Morris, Back to Work
Sarah Glen-Leistikow, Center for Employment Opportunities	Oscar Garcia, Five Keys
Myke Grista, CA WDB	Megan Langston, WTEC
Sonia Bell, Good Seed CDC	Zaneta Smith, Five Keys
Elie Miller, Post-Conviction Clinic Loyola Law School	Linda Denly, O&D Consulting

Background:

Five Keys Charter School Director of Reentry and Community Alliance Partnership (CAP) founder Dave Bates hosted a community-based organization convening. Over 120 community partners/stakeholders who support the justice-involved community were invited.

Linda Denly provided a brief background/handout on P2E and the desire to obtain stakeholder input regarding region-wide reentry collaboration and alignment. This meeting offered CBOs/stakeholders the opportunity to share:

- Types of reentry services currently provided
- Outreach & recruitment strategies
- How case managers access assessment, education and training information from referring agencies

- Gaps in services
- How each partner is aligned with the workforce system and how alignment can be improved.

Discussion:

The CBOs represented at the CAP meeting collectively provide comprehensive wrap-around services to the formerly incarcerated and homeless populations. Services included housing, counseling, cognitive behavior therapy, transportation, job readiness/placement, legal services (addressing expungement, etc.). When asked how many CBO's work with or use Workforce Development Board agencies or AJCCs, only 5 of the 45 in attendance responded in the affirmative.

Each CBO has relationships with employers who will hire formerly incarcerated if, and when, they are ready for work. CBO's agreed jobs are not an issue. CBO's on the whole were not aware of the added-value services available at the AJCCs.

Many CBOs concurred that referring a client to an AJCC has been ineffective. Clients rather work with one person (the CBO). When the CBO has referred clients to an AJCC, the client returns confused and frustrated feeling the process is too complicated. In their experience, AJCCs require a new assessment, classes or programming prior to offering any given service. CBOs feel there needs to be a continuum of services (meet the client where they are) rather than what feels like starting the process all over again.

CBOs indicated that AJCCs are based on funding sources. So, if a client arrives at an AJCC, most questions are based on funding.

There seems to be confusion on how best to make a WDB/AJCC referral. Feel the process is not personalized. Many suggested a referral process that minimizes duplication. Many CBOs are do not know what AJCCs offer.

It is clear that CBOs are for the most part working independently. They utilize groups like CAP to network and refer their clients to CBO's that will provide additional needed services.

CBOs agree that the state prison vs. county jail populations are extremely different. The two populations have very different needs. State prison population tend to be much more stable. Those individuals released from county jail tend to have more acute needs (i.e., connection to family, support groups, support network).

Most often, clients are not ready for work upon release from prison or jail. First need to address core issues.

Services for formerly incarcerated must address entire individual needs, not just employment.

GAPs

- (1) Biggest gap is housing
- (2) Obtaining an ID or social security card is extremely difficult and time consuming. – sometimes up to six months. Better relationships/coordination with DMV, IRS and Social Security
- (3) Transportation is a significant barrier.
- (4) Lack of understanding by all stakeholders of services provided by AJCCs
- (5) Significant silos throughout county.
- (6) Gap between HMIS and CalJobs

How Alignment Can Be Improved:

- (1) Create an ambassador program of formerly incarcerated individuals to help others being released and/or have services (AJCCs) come to individuals – inside jails/prisons.
- (2) More in-custody education about WDB/AJCC services
- (3) Transportation to work source centers would be helpful
- (4) Coordinate referral process
- (5) Provide a single template that CBOs can work from.
- (6) Provide education at meetings like CAP.
- (7) Create a one-stop shop model

Next Steps:

CBOs agree that more education and collaboration with WDB/AJCCs is needed. Suggested that all WDBs send representatives to CAP on a regular basis.

**CORRECTIONS AGENCIES
PARTNERSHIP MEETING**

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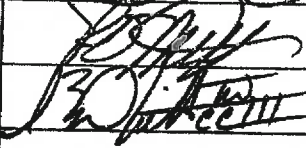
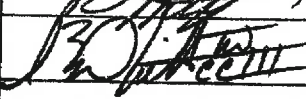

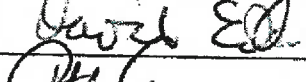
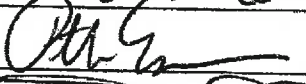
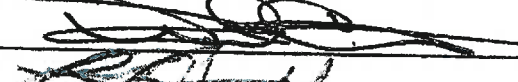

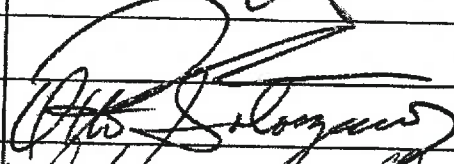


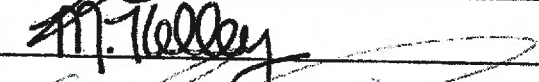
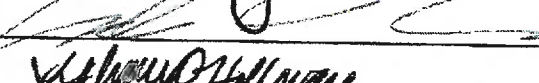

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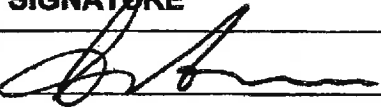
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LA Basin RPU Corrections Agency – P2E Partnership Planning Meeting – Tuesday, October 3, 2018 10:00 a.m. - NOON

NAME	AGENCY	SIGNATURE
Tommie Baines	LA County Probation	
Reaver Bingham Ron Barrett	LA County Probation	
Brant Choate Quincy B. White	CDCR Parole	
Brenda Crowding	CDCR Parole	
Karen Dalton	LA County Sheriffs	
Mark Delgado	CCJCC	
Linda Denly	Owsley & Denly	
David Eder	LA City WDB	
Peter Espinoza	LA County DHS	
Enrique Gonzalez Paul Cooper	CDCR Parole	
Cherylynn Hoff	LA County WDACS	
Jessica Mazlum	CDCR Parole	
Vanessa Martin	LA County DHS ODR	
Otto Solorzano	LA County WDACS	
Sharon Owsley	Owsley & Denly	
Cyd Spikes	LA Basin RPU	
HUGO MACIAS	LASD	
Melissa Kelley	LAGD	
Caroline TOROSS	WDACS	
Stephanie Holloway	WDACS	

LA Basin RPU Corrections Agency – P2E Partnership Planning Meeting – Tuesday, October 3, 2018 10:00 a.m. - NOON

NAME	AGENCY	SIGNATURE
Alex Armo	WDACS	

**LA Basin Regional Planning Unit (RPU) – Regional Plan Modification
Prison to Employment (P2E) Partnership Development Meeting
Wednesday October 3, 2018 – 10:00 am – Noon
4700 W. Ramona Blvd, Room 348, Monterey Park, CA**

Meeting Notes

In Attendance:

CDCR Parole: Quincy B. Whitt (Correctional Counselor III/Program Manager); James W. Symington III (Adult Parole Operations District Administrator); P. Cooper (Parole Agent II); LA County Department of Health Services Office of Diversity and Reentry: Peter Espinoza (Associate Director); Vanessa Martin (Director of Reentry Services); LA County Probation: Ron Barrett (Deputy Director/Adult CORE Service Bureau), Tommie Baines (Assistant Director); LA County Sheriffs: Melissa Kelley, Inmate Services Bureau; LA County WDB/WDACS: Otto Solorzano (Chief Deputy); Caroline Torosis (WDACS); Cherylynn Hoff (Workforce Development Strategic Partnerships); Alex-Handrah Aime (Executive Fellow); LA City Economic & Workforce Development: David Eder (Deputy Director, Regional Coordinator); LA Basin Regional Plan Modification: Cyd Spikes (Consultant); Linda Denly (Consultant, Owsley & Denly Criminal Justice Strategists), Sharon Owsley (Consultant, Owsley & Denly Criminal Justice Strategists)

Introduction

Otto Solorzano provided background on LA County efforts to align reentry services under the ccc by the Board of Supervisors. He emphasized that workforce services are delivered through the America's Job Centers of California, which are operated by the 7 workforce development boards in the LA Basin RPU and are funded under WIOA to serve the most vulnerable populations.

Background:

Purpose of meeting: To introduce the Prison to Employment Initiative (P2E) and discuss a framework for regional P2E planning to align the corrections and workforce systems:

- The needs of reentry populations should be placed at the center of planning with emphasis on CBOs who play a major role in providing rehabilitative services.
- A regional MOU agreement between corrections and workforce agencies is required to identify shared goals and objectives; and roles and responsibilities for: 1) coordinated delivery of service; 2) methods of referral; 3) braided/leveraged resources; and 3) cross-system data sharing.

Discussion

Reentry Referrals – in-custody workforce referral documents are ineffective. Participant requires warm-to-hard hand-off to WDBs/AJCCs/CBOs.

Corrections Agencies: Upon release participants receive a myriad of documents/flyers of available out-of-custody supportive services. The AJCC information is often lost in the packet of information provided to the participant upon release. Participant finds it extremely difficult to independently navigate the number of agencies/services available upon reentry.

Although resource prohibitive, all agreed that a warm hand-off to a CBO/AJCC representative is necessary to ensure engagement & higher rate of retention.

Data Collection/Data Sharing – WDBs/AJCCs/CBOs are most effective when information about participant is shared in the referral process including in-custody assessments, programming, job training/job skills, education, housing needs, etc.

Corrections Agencies: Prior to AB109, Law Enforcement did not capture rehabilitative services/programming data. Law enforcement is not opposed to collecting additional data, however needs to know what data is valuable/necessary to assist reentry stakeholders. CDCR: collects significant data upon participant prison entry including assessments, programming, education, etc. Does not currently share data with reentry partners.

There are barriers to sharing data specific to roles & responsibilities.

- Improve by:
- (1) capturing data in-custody to inform service delivery post-release
 - (2) determine what data can be shared with stakeholders
 - (3) share data based on roles & responsibilities of agencies

Average length in-custody and how many are released monthly? CDCR: 110 days average; Felony - 143 days; Misdemeanor is lower; 10K average release monthly.

Gaps

- (1) AJCC's need more training from Probation & Parole to understand reentry population, diversity, barriers and needs.
- (2) Employers and CBO's need justice-involved population education/training.
- (3) Stronger connections are needed between corrections agencies and the estimated forty AJCCs in the region among the 7 workforce boards.
- (3) A small number of known CBOs are being called upon for services with many CBOs not known. Suggested solution: Asset map all CBO's supporting justice-involved population.
- (4) Lack of understanding by all stakeholders of critical reentry data needed (e.g. data profiles with referrals, data tracking and sharing on reentry population participation in services and outcomes)

Need for Regional Planning:

- (1) Reentry planning is occurring in silos throughout the county; there is a need establish a more inclusive process that engages all of the key stakeholders.
- (2) Regional planning meetings should be conducted with clearly defined objectives, deliverables, outcomes, and timeline.

Next Steps:

- (1) The group agreed to continue planning under the P2E planning grant to develop a regional MOU between corrections agencies: LA County Probation, LA County Sheriffs and CDCR Parole; and the workforce development system: the seven local Workforce Development Boards (WDBs) of the Los Angeles Basin and their AJCC systems including the City of Los Angeles WDB, County of Los Angeles WDB, Foothill WDB, Pacific Gateway WDB, South Bay WDB, Southeast Los Angeles WDB and Verdugo WDB.

**C.A.P ALLIANCE FORMERLY
INCARCERATED INDIVIDUALS FOCUS
GROUP**

Los Angeles Basin Regional Planning Unit, October 25, 2018 Meeting Sign-in Sheet

Name/Title	Organization	Email Address
1. <u>Roderick Stewart</u>	Five Keys	RkennyStewart@yahoo.com
2. <u>Gilbert Mazarro</u>	Five Keys	mazarrogilbert614@gmail.com
3. <u>Cedrick Holmes</u>		CedrickHolmes3@gmail.com
4. <u>CHRIS Lewis</u>	Fit Stop	
5. <u>Shawn Dylana Carvette</u>	Hib balance. ^{CDCR} restoration	shawn.carvette@gmail.com
6. <u>TOM TAVIGUCHI</u>	Peer Group 541-220-1189	Tom Taviguchi 126 TomTaviguchi126@gmail.com
7. <u>RICHARD LOUIS</u>	So. CA HEALTHCARE SYSTEM	richard.louis@ottahospitals.com
8. <u>Felicia Mitchell</u>	So CA Healthcare Systems	felicia.mitchelle@schospitals.com
9. <u>Henriette Guerra</u>	Five Keys	
10. <u>Bernardo PENCA</u>	- ID LACOMMY -	213) 318 1356
11. <u>GUERRA ROCKY</u>	FIVE KEYS	
12. <u>ROBERT M FORD</u>	FIVE KEYS	619-408-2329 bfordfree@att.net
13. <u>Bree Cooksey</u>	Her Blank Canvas	bree@herblankcanvas.com
14. <u>Steve Boyce</u>	Lake Avenue Church	steveisorganized@gmail.com
15.		

⇒ Formerly Incarcerated Participants
Mentorship Group MFG

**LA Basin Regional Planning Unit (RPU) – Regional Plan Modification
Prison to Employment (P2E) Formerly Incarcerated Convening
Peer Support Group
Wednesday October 25, 2018 – 5:00 pm – 7:00 pm
342 San Fernando Road, Los Angeles, CA**

AGENDA

Introductions, Background Linda Denly, Owsley & Denly Consulting

Discussion Questions All

The purpose of this meetings was to introduce participants to the Prison to Employment initiative and gather personal experiences around:

- (1) Barriers to successful reentry
- (2) Services to address barriers
- (3) Supportive services to support job retention

Next Steps

**LA Basin Regional Planning Unit (RPU) – Regional Plan Modification
Prison to Employment (P2E) Formerly Incarcerated Convening
Peer Support Group
Wednesday October 25, 2018 – 5:00 pm – 7:00 pm
342 San Fernando Road, Los Angeles, CA**

Attendees:

Roderick Stewart	Gilbert Masarro
Cedrick Holmes	Chris Lewis
Shawn Dylan Cavette	Tom Taniguchi
Richard Louis, So. CA Health Care System	Felicia Mitchell, So. CA Healthcare System
Henrietta Guerra	Gerardo Pena
Guerra Rocky	Pubontm Ford
Bree Cooksey, Her Blank Canvas	Steve Rogers

Background:

The Peer Support Group offers formerly incarcerated men and women a weekly forum to share their challenges and successes and request support in any given area. Peer Group, founded by former Los Angeles County Deputy Sheriff and Five Keys Charter School Director of Reentry Dave Bates, meets weekly for 1-2 hours. Attendance averages ten men/women who have been released from county jail or state prison. Participants can be 1 day out-of-custody to 2 years out-of-custody. The setting offers a support system and a myriad of support services.

The purpose of this meetings was to introduce participants to the Prison to Employment initiative and gather personal experiences around:

- (1) Barriers to successful reentry
- (2) Services to address barriers
- (3) Supportive services to support job retention

O&D Consultant Linda Denly provided background on the P2E and some of the county efforts to support reentry.

Discussion:

County jail inmates (with no tail) are released often in the middle of the night with no money, clothing, housing, family or transportation resulting in living on the streets. Prison inmates are released on parole, with money earned while incarcerated, however because of the length of time incarcerated, adjustments to social and environmental changes are challenging, most specifically technology.

Mentors are key to successful reentry. In most cases, through word of mouth, formerly incarcerated connect with community-based organizations. Parolees are provided a packet of materials that include a long list of services/resources, however none of the attendees were aware of the AJCCs.

All agreed that a mentor to help with services resources is critical to success. Mentors help connect them to resources and help them through many complicated processes.

Many of the attendees are working and found their jobs through the Peer Group connections. Some have found that they have outstanding restitution or back taxes that have accrued interest and now liabilities exceed \$15K. Money is automatically taken from accounts and working with IRS or CDCR to work out issues is difficult and not working.

GAPS

- (1) Housing the #1 challenge for all individuals released from county jail or state prison
- (2) Transportation/access to bus tokens to get to appointments
- (3) Legal support to assist with IDs, expungement issues, child support, restitution and tax issues
- (4) More living/sustainable wage jobs that hire formerly incarcerated population

Need for Education/Engagement

- (1) WDB/AJCCs need to provide information in-custody or through CBOs to help population with services/jobs.
- (2) WDB/AJCCs need mentors
- (3) Create an on-boarding program
- (4) Successful formerly incarcerated should go into jails/prisons to share stories. Inmates don't like to hear from people who have not walked in their shoes.

**REGIONAL RE-ENTRY
INITIATIVES MEETING**

LA Basin Regional Planning Unit (RPU) – Prison to Employment Regional Plan Modification
Regional Reentry Initiatives – Coordination and Alignment Meeting
Monday, October 1, 2018 2:00 – 4:00 p.m.

Location: City of Los Angeles Economic & Workforce Development Department
1200 W. 7th St, 6th floor, Los Angeles, CA 90017

Invited:

Linda Denly, Criminal Justice Strategist, Owsley & Denly Criminal Justice Strategists (Back on Track/LA County Sheriffs)

Cherylynn Hoff, Manager, Workforce Development & Reentry Initiatives, County of Los Angeles Workforce Development, Aging and Community Services (Jail-Based Job Center, INVEST)

Vanessa Martin, Director of Reentry Services, Office of Diversion and Reentry, Los Angeles County Department of Health Services (Jobs & Services Task Force)

Sharon Owsley, Criminal Justice Strategist, Owsley & Denly Criminal Justice Strategists (Back on Track/LA County Sheriffs)

Lisa Salazar, Director, Workforce & Economic Opportunities, City of Los Angeles

Efty Sharony, Director, Office of Reentry, City of Los Angeles (New Roads to Second Chances)

Cyd Spikes, Workforce Development Consultant, Los Angeles Basin Regional Planning Unit (Regional Plan Modification)

AGENDA

Introductions

Background and Purpose - Handout

Overview and Status of Regional Reentry Initiatives

- 1) LA County ODR Jobs & Services Task Force
- 2) LA City Office of Reentry New Roads to Second Chances
- 3) LA County WDB/WDACS Jail-Based Job Center, INVEST
- 4) Back on Track/LA County Sheriffs
- 5) Others

Common Goals and Objectives

- Duplication of Effort
- Gaps in Services
- Replicable Models

Opportunities to Collaborate and Leverage

- Pre-Release Services
- Referral Processes
- Post-Release Employment and Training Services
- Engagement with Employers and Sector Partnerships

Los Angeles Basin RPU – Regional Plan Modification
Regional Reentry Initiatives Planning Meeting
Location: City of Los Angeles, EWDD
Date: 10-1-18

In Attendance:

1. Efty Sharony – LA Mayor’s Office of Re-entry
2. Cherylynn Hoff – WDACS
3. Lisa Salazar – LA Mayor’s Office, Workforce & Education
4. David Eder – City of LA WDB
5. Cyd Spikes – Consultant
6. Tommy Baines - LA County Probation
7. Vanessa Martin - ODR, Dir of Reentry Svcs, Cty Dept of Health Services
8. Linda Denly – Owsley & Denly Consultant
9. Sharon Owsley - Owsley & Denly Consultants

The meeting was facilitated by Cyd Spikes, Regional Plan Modification Consultant.

Attendees introduced themselves and give background information on the Reentry Initiatives and programs operated by their agencies.

Overview and Status of Regional Reentry Initiatives:

- 1) LA County Office of Diversion and Reentry (Vanessa Martin) – working in collaboration with LA Probation, WDACS in the INVEST Program and Jail-based Centers. Provides Reentry Intensive Case Management Services through contracted reentry CBOs.
- 2) LA City Office of Reentry (Efty Sharony and Lisa Salazar) - works in partnership with LA Probation, AJCCs, CBOs and public and private businesses to operate programming for transitional jobs, counseling and legal support, and the Blue-Ribbon Commission on Employment Equity, a public-private partnership to increase employment opportunities for justice-involved individuals.
- 3) LA County WDB/WDACS Jail-Based Job Center and INVEST (Tommie Baines/LA County Probation and Cherylynn Hoff WDACS). Supported, in part by Probation SB 678 funding. WDACS working in collaboration with LA Area Chamber of Commerce to develop a marketing campaign and outreach strategies to promote the benefits of hiring reentry populations and provide tools and resources for compliance with the Fair Chance Act.
- 4) Back on Track in-custody services piloted in partnership with LA County Sheriffs (Sharon Owsley and Linda Denly/Owsley & Denly Consulting); current focus in development of an electronic referral process and system, which is funded by LA Basin RPU Regional Planning funding in partnership with the local WDBS and led by SELACO WDB.

DISCUSSION:

Need to Define Specific Goals and Objectives around the following parameters:

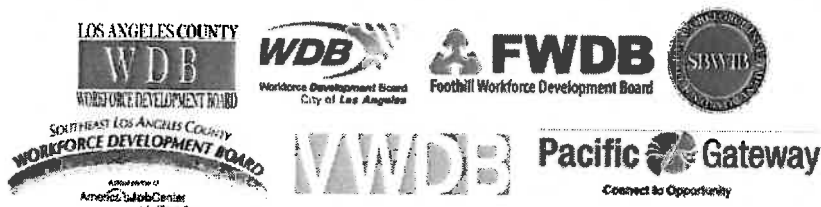
- Use evidence-based practices and strategies. Concern was expressed that many reentry initiative and programs were in the pilot stages and while there may be evidence-based components there may not yet be any evidenced-based programs that are based upon science and research. Asset mapping is needed to identify programs and services.
- Need to determine living-wage “gainful” employment guidelines; ensure that participants have access to career-track employment opportunities
- There is a need to determine the population that is currently being served and define the needs of reentry populations.
- Important to incorporate both pre and post-release services so there is a streamlined transition from custody to community.
- Determine the state-level commitment to Realignment in consideration that a new governor may not prioritize reentry the way the current governor has – how can we sustain our efforts without state-level commitments.
- Use data analysis to inform decisions and planning.
- Replicate and expand promising practices such as co-located services at AJCCs, shared case management and multi-disciplinary approaches.
- Build upon Probation MOUs, Probation Offices working in collaboration with case managers

Barriers and Challenges were identified:

- Sustainable, career pathway jobs at living wages
- Shared or co-case management to reduce duplication of services and ensure a “hard-hand-off”
- Agencies across the spectrum of reentry (corrections, workforce and CBOs) operating in silos
- Resources are not leveraged among workforce, county, city and CBO agencies

Next Steps:

- All agreed to participate in the Regional Plan Modification and Prison to Employment (P2E) Planning Process.
- Cyd will develop a regional planning process to organize reentry planning and present it for input to the group.
- The next meeting will be October 3rd, with the corrections agencies including LA Sheriffs, LA Probation and CDCR Parole.



AGENDA

Reentry Services Workgroup Meeting #1

January 10, 2019
10 am – 12 pm

Mayor's Press Room, City Hall
200 N. Spring Street,
Los Angeles, CA 90012

Welcome

Grant Description & City Hall Role | Efty Sharony,
Director of the Los Angeles Mayor's Office of
Reentry; Lisa Salazar, Director of Workforce
Development & Economic Opportunity

Brief Introductions

Name, Title, Organization | Karen Tamis, Facilitator

Background

Work Group Planning Process & Ground Rules |
Karen Tamis

Meeting 1 Objective & Discussion

- Objective: Prioritize the types of direct and supportive reentry services that should be implemented regionally to address the barriers and needs of the reentry population.
 - Share experiences with local reentry services and supports
 - Review community engagement input
 - Develop priority list
- Networking

Meeting #2: Thursday, January 17, 10 am-12 pm, Inglewood One Stop Business and Career Center, 110 S. La Brea, 5th Floor, Inglewood, CA 90301. Parking is available in the lot behind the building, the lot entrance is on Queen Street. Overflow parking is available in the City Hall parking structure across the street (validation will be available).

Topic: Identify and prioritize opportunities to braid reentry services through co-located services, specialized centers, co-case management and other effective strategies.



AGENDA

**Reentry Services Workgroup
Meeting #2**

**January 17, 2019
10 am – 12 pm**

**Inglewood One Stop Business
and Career Center, 110 S. La
Brea Avenue, 5th Floor,
Inglewood, CA 90301**

Welcome & Introductions

Review P2E Grant Background Description | Cyd Spikes
Introductions & First Meeting Summary | Karen Tamis

Objectives / Small Group Discussion

- Case story | Carla Cortez
- Small Group Discussion Topic: Are there model or pilot programs that will allow us to braid resources and integrate reentry service delivery between CBOs, America's Job Center of California (AJCC) and corrections agencies?

What is the role of the AJCC, the CBO and the corrections agency in this process?

How can these models be replicated and sustained?

How are strategies for participant data sharing, co-case management and tracking service delivery achieved?

Report Back / Discussion

Meeting #3: Thursday, January 24, 10am-12pm, Los Angeles Valley College, 5800 Fulton Avenue, Valley Glen, CA 91401. Topics: reentry services evaluation standards and participant referral data



AGENDA

**Reentry Services Workgroup
Meeting #3**

January 24, 2019

10 am – 12 pm

**Los Angeles Valley College
5800 Fulton Avenue
Valley Glen, CA 91401
Fireside Room, Monarch Hall**

Welcome & Introductions

Brief P2E Grant Review | Efty Sharony & Lisa Salazar

Summary & Overview | Karen Tamis

Meeting 3 Objectives – Choose your own objective

- (1) Objective: Develop standards for reentry service providers to self-assess the efficacy of programs and services
 - o Define the standards/criteria
 - Which standards are you currently using? Are they shared / common across agencies?
 - Which outcome measures do you use? *Reconviction, re-arrest, reincarceration, revocation, employment, family reunification, supportive services – housing, treatment, etc.*
 - o Describe how the standards will be implemented

- (2) Objective: Identify reentry participant referral data needed from corrections agencies (CDCR Parole, LA County Probation) for post-release services.
 - o List specific data you receive and the data you need
 - o Describe how you anticipate accessing data from corrections agencies (e.g. participant authorization for release of information)
 - o Define potential protocols for sharing data among service providers

Meeting 4: Thursday, January 31, 10 am – 12 pm, Webinar. *Topic: Finalize Reentry Services Workgroup Recommendations*



AGENDA

**Reentry Services Workgroup
Meeting #4**

**January 31, 2019
10 am – 12 pm**

Webinar

Welcome & Introductions

Karen Tamis

Meeting 4 Objectives

- (1) Objective: Review work group input to the P2E Regional Plan based on the first three meetings:
 - a. Recommendations for prioritizing direct and supportive reentry services, based on the needs and recommendations outlined in the Community Engagement sessions;
 - b. Strategies to braid resources and integrate reentry service delivery among corrections agencies, community-based organizations, and employment centers;
 - c. Standards for reentry service providers to assess the efficacy of programs and services; and
 - d. Identifying participant referral data needed from corrections agencies for post-release services.

- (2) Objective: Propose mechanism for ongoing workgroup planning during P2E implementation

Next Steps:

Review Implementation Grant Timeline & Deliverables

THANK YOU for your participation in this process!

ALLOWABLE DIRECT SERVICES

AB 1111 (Section 14035 of the UI Code)

- English language improvement training
- Basic skills and adult education
- High school diploma and GED acquisition.
- Skills and vocational training that aligns with regional labor market needs identified as part of the California Workforce Innovation and Opportunity Act regional planning process
- Work experience
- On-the-job training
- Stipends for trainees
- Earn and learn training
- Industry certifications
- Pre-apprenticeship programming offered in a manner that is consistent with the requirements of Section 14230 of the California Unemployment Insurance Code, regardless of whether the pre-apprenticeship program funding source includes California Workforce Innovation and Opportunity Act funds
- Mentoring
- Other remedial education and work readiness skills
- Supportive services under the California Workforce Innovation and Opportunity Act

2060 (Section 1234.3 of the Penal Code)

- Vocational training
- Stipends for trainees
- Earn and learn opportunities for the supervised population

WIOA

- Basic Career Services, Individualized Career Services, and Follow-up Career Services as defined by the Workforce Innovation and Opportunity Act Joint Final Rule. See U.S. Department of Labor TEGL 16-16 for additional information.

Implementation Activities

- In-reach to individuals transitioning from incarceration to post-release employment and/or training that entails shared client case management among the workforce development and corrections systems
- Technical assistance activities, including, but not limited to, the convening of communities of practice to identify and help replicate evidence-based practices and to help facilitate an assessment and evaluation of grant performance and initiative success

ALLOWABLE SUPPORTIVE SERVICES

Supportive services and “earn and learn” activities which entail payment for participating in training and other workforce activities are allowable. “Supportive services” are defined in Section 14040(e) of the Unemployment Insurance Code as services that are necessary to enable an individual to successfully participate in, or receive, workforce, education, and other related services authorized under Section 1234.4(c) of the Penal Code, Section 14035 of the Unemployment Insurance Code, as well as the federal

Workforce Innovation and Opportunity Act and its corresponding regulations. The term “supportive services” includes services such as transportation, child care, housing, and needs-related payments, that are necessary to enable an individual to participate in activities that lead to employment. Note that providing the types of services allowed under WIOA does not make individuals receiving Initiative funds a reportable individual for purposes of WIOA performance reporting unless WIOA funds are braided as part of that individual’s service package.



**PRISON TO EMPLOYMENT
REENTRY SERVICES WORKGROUP
JANUARY 31, 2019**

Overview

- Prison to Employment (P2E) Planning Process Review
- Review Reentry Services Workgroup Recommendations
- Next Steps



California Prison to Employment (P2E) Initiative

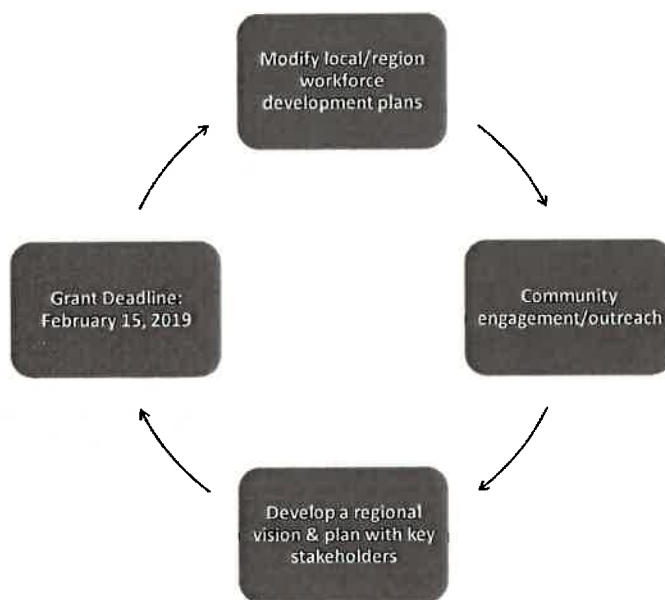
CA Workforce Development Board (WDB) released the P2E grant initiative

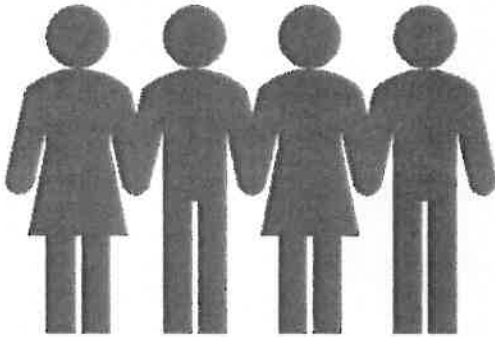


P2E Goals:

- strengthen linkages between workforce & corrections systems
- improve reentry & labor force process for justice-involved individuals
- improve labor market outcomes through collaborative partnerships

P2E Planning & Implementation





P2E Community Engagement

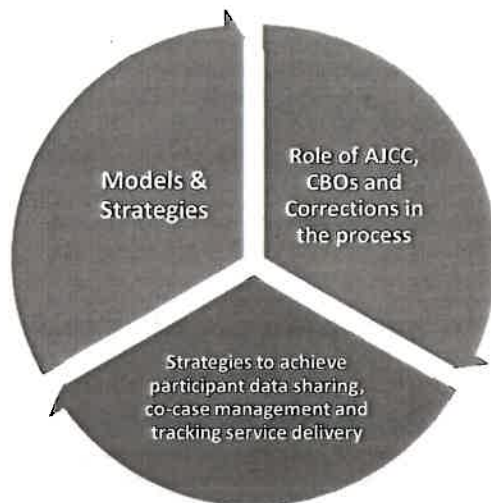
- Conducted eight regional reentry forums & four reentry stakeholder meetings
- Participants included representatives from: Corrections, CBOs, Workforce, Education, Industry & Labor Organizations & Formerly Incarcerated Individuals
- 238 total participants

- Three workgroups met four times in January: System Alignment, Employer Engagement & Reentry Services
- Reentry Services = more than 100 participants
- Workgroups provided input and recommendations for P2E Regional Plan

P2E Workgroup Planning Process

Reentry Services Workgroup Deliverable #1

Recommendations for prioritizing direct and supportive reentry services, based on the needs and recommendations outlined in the Community Engagement sessions



Reentry Services Workgroup Deliverable #2

Strategies to braid resources and integrate reentry service delivery among corrections agencies, community-based organizations, and employment centers

**Reentry Services
Workgroup
Deliverable #3**

Standards for reentry service providers to assess the efficacy of programs and services

- Assessment
- Peer navigator
- Joint training
- Employment training

Reentry Services Workgroup Deliverable #4

Identify participant referral data needed from corrections agencies for post-release services

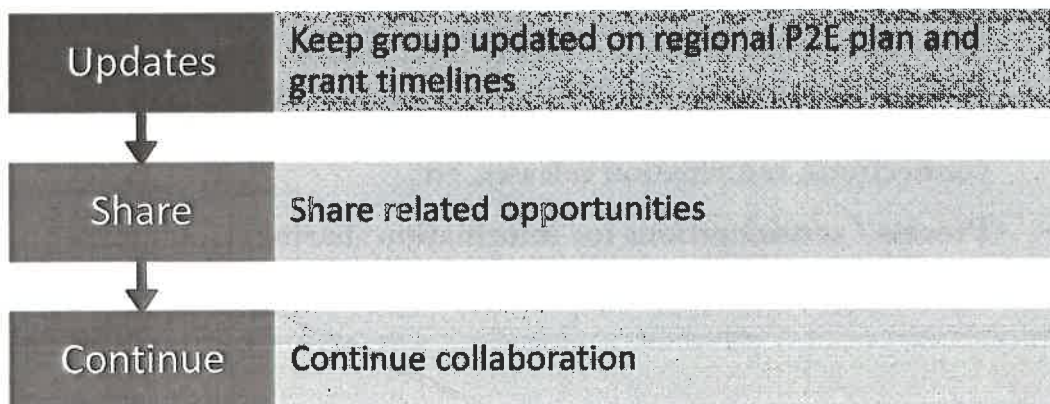
- More data needed: gender, family information, credit for skills/programming/education, legal documentation, housing, social services, assessments, spiritual / social connections, information releases, etc.
- Process / considerations for information sharing

Reentry Services Workgroup Deliverable #5

Propose mechanism for ongoing workgroup planning during P2E implementation

- Quarterly meetings in advisory capacity
- Share resources
- Continue collaboration between workforce, reentry providers, and corrections

Next Steps



Thank you for
being part of
this process!

Karen Tamis: karen.tamis@gmail.com

Efty Sharony: Efty.Sharony@lacity.org

Lisa Salazar: Lisa.Salazar@lacity.org



DATE: Thursday, January 10, 2019
LOCATION: Mayor's Press Room, Los Angeles City Hall

SUBJECT: Prison to Employment (P2E) Reentry Services Workgroup Meeting

I. Welcome

Lisa Salazar, Mayor Garcetti's Director of Workforce Development and Economic Opportunity, provided the opening welcome to attendees and introduced Karen Tamis and Efrat (Efty) Sharony to the group. Efty Sharony, Mayor Garcetti's Director of the Office of Re-entry, and Karen Tamis, facilitator for the P2E workgroups, introduced themselves and explained that the objective of the re-entry workgroup sessions is to have key stakeholders identify and prioritize re-entry services.

Karen explained that although there are a variety of other components essential to re-entry, this workgroup is specific to re-entry services. There are other workgroup sessions being conducted, such as those around employer engagement and system alignment, and participants are welcome to attend those. However, it is imperative that those attending this group be as specific as possible on what re-entry services and practices they believe to be most important. Although most (if not all) experts in the field of re-entry would agree on the need for greater monetary allocation for services such as housing and transportation, these P2E workgroups are designed to delve deeper and have stakeholders narrow down specific practices and services that have proven the most effective and necessary.

II. Brief Introductions

Before asking for stakeholder input, Karen Tamis asked everyone in the room to introduce themselves to their neighbor/ those around them.

[Allotted approximately 10 minutes for brief introductions among the group]

III. Background

Karen explained that the LA Region is developing a plan to assist the re-entry population with accessing meaningful, long-term employment through this California P2E grant. The grant application is due on February 15. This specific workgroup on re-entry is part of a planning grant to put together deliverables for the application. There are four deliverables that need to be met which include the following:

1. **Creating a database of re-entry services, programs, providers, and justice involved individuals (this deliverable has been subcontracted out).**
2. **Providing recommendations for standards and criteria for program efficiency.**
3. **Identifying re-entry participant referral data from corrections agencies.**
4. **Identifying and prioritizing direct and supportive re-entry services that should be implemented regionally to address the barriers and needs of the re-entry population.**

Karen explained that the meeting today on 1/10/2019 directly seeks to address the fourth deliverable by asking attendees to identify and prioritize re-entry direct and supportive services. In order to do this, large posters were hung around the room. Karen explained that each poster represented specific services for re-entry. The services written on the posters were taken from the Synopsis of Community Engagement Input – a report that summarized findings from a series of re-entry community forums conducted from October through December.

Karen explained that the way the attendees would go about identifying and prioritizing re-entry supportive services would be by using post-it notes to number which services listed on the walls of the room would be considered most important (with the number 1 representing the highest priority). Additionally, participants were encouraged to write down services they did not see listed or that did not fall within the categories listed, but that they believed to be especially important.

III. Meeting Objective & Discussion

Before beginning this exercise, Efty Sharony welcomed some formerly justice-involved individuals to share their story. She asked that they explain what service worked best for them as well as identify one aspect in the field of re-entry that needs improvement.

She specifically asked Carlos Cervantes, a member of the Anti-Recidivism Coalition, to come to the front and speak first to the group.

A) Experiences With Local Re-entry Services and Supports

Carlos Cervantes (Anti-Recidivism Coalition)

- Has been a part of the Anti-Recidivism Coalition since the inception of the program
- Released from prison about eight years ago and has held three professional positions since then where he has been able to climb up the ladder “as an equal.”

- What worked for him was “having a community of professionals to teach him how to be a professional myself.”
- Having that support system allowed him to develop his own workforce aspirations and to learn how to conduct himself in those spaces.
- Started off working in construction where he became a supervisor due to his leadership skills that were developed from working with community employment service providers.
- What didn’t work for him was trying to get into city and county jobs. His conviction record does not allow him to enter those fields of work.
- Believes there needs to be work done to allow individuals like him enter through those doors.

Gerald Feeney (Director of Smart Justice, Los Angeles Chamber of Commerce)

- Came out of the juvenile justice system where he got his GED while in the system.
- Upon being released from juvenile hall, he was able to get a job with a company near LAX, but eventually returned back to his old habits and ended up back in the adult prison system.
- Met Father Greg Boyle from Homeboy Industries after coming out of the adult prison system and was able to get free tattoo removal services for some face tattoos he had.
- Tattoo removal was one of the first steps in being able to view himself as a professional as was being able to go to community college with fee waivers and take a variety of classes and trainings.
- Graduated with a B.A. in Business Administration from Cal State Long Beach.
- What worked for him was a combination of being provided opportunities for improvement as well as being able to continue his professional development.
- Of course, before he was able to think about professional development he was first working different types of jobs, including working in a refinery and all night shift positions. It was later on that he was able to see an opportunity for advancement in logistics.
- Wrap-around services were key to his success because it takes a village.

Maria Alexander (Executive Director, Center for Living and Learning)

- Was a client at the Center for Living and Learning back in 2002
- Had been homeless for years and in and out of the county jails for years before then
- Was released to drug treatment but did not have anywhere to go after the drug treatment program ended

- The Center for Living and Learning provided paid job training, a bus pass, one month of sober living, and legal assistance to get her children back. These services were essential to being able to move forward. It would not have been possible to move forward without all of these pieces together.
- What does not work for a lot of the clients at the Center for Living and Learning are very rigid structures for employment services. There has to be some flexibility given the complexity of what people are going through.
- Additionally, paid training is extremely important! People cannot be expected to go through training programs without stipends to go along with them. People cannot afford to live without pay.

Tobias Tubbs (One of the few men who had their sentence commuted by Gov. Brown)

- 100 days ago was in a maximum security prison with a death sentence for a crime committed as a juvenile.
- What has worked for him since being released is healing dialogue and action as well as programs inside prisons that last for 1-3 months before being released so that there is warm hand off when you get out.
- What doesn't work is just releasing someone out of an adult prison back in a fast-pace society that is moving too quickly.
- A lot of adults released from prison have not had any social relationships outside of prison.
- There are a lot of things needed but among those are that we need people to come into prisons and see what is going on so that they can help for when people are let out.
- Agencies have no sense of the troubles it takes to get a birth certificate, an ID, or a social security number. You can't get a job or even a banking account without these documents. He has been out of prison for 100 days now and has yet to be able to get these documents despite working diligently. We need to streamline this process!

Hugo Gonzalez (One of the few men who had their sentence commuted by Gov. Brown)

- Has been out for a couple months now and what has worked for him has been being able to go to a One Stop, the Anti Recidivism Coalition, and Homeboy Industries.
- Getting help through individuals and organizations like the mentioned allow him to feel comradery even through his fears.
- It's very humbling to no longer be a juvenile, but rather a grown adult and not know how to pay bills, drive a car, or use an ATM machine at the bank.
- There's a lot of confetti over having laws passed, but we need to do better at having that money actually used to implement programs and to include individuals who are affected even after laws are passed.

- For example, Prop 57 passed but it was not retroactive to individuals from before it was passed. So many people were left out simply because they didn't make date imposed.

Paul Drinker

- Released on September 28th early due to Prop 57 after being in prison for 24 years and 2 months as a nonviolent offender
- Was very lost when he was first released.
- By the time you are released you already need your social security card, ID, or birth certificate but you don't have enough time to get that done quickly.
- Need to streamline this process and well as create a way to get individuals on the right track towards employment and gaining access to key services.
- Grateful for jobs, but you cannot make a living wage with a mediocre job especially if you have a family depending on you.
- Need people inside helping you get all of these types of services ready before you get out.

Quan Huynh – (Post-release Program Manager, Defy Ventures / Small business owner)

- Been home over 3 years after having a life sentence
- What worked for him was having a community that believed in him.
- What did not work were family members, friends, and or other community members that diminished his experience and felt like they could do things that would help without knowing.

Daniel Torres – (Strategic Partnership Specialist, Flintridge Center)

- Formerly incarcerated
- Employment with a long term career works.
 - Started working in a union construction program and has been there for 12 years.
 - Transformed his life
- What doesn't work is minimum wage. You cannot reintegrate back into society on an \$8.00/ hour wage. Back when I was released it was \$8.00 and even now when everyone wants to increase the minimum wage to \$15.00/ hour it is still not enough. There are people making \$20.00/ \$30.00 struggling to make ends meet so how to you expect someone who has no resources to make it with minimum wage without engaging in previous behaviors.
- Used to be on the phone with my landlord begging so he wouldn't evict his daughters, his wife, and himself. He would dress them up and try to present a wholesome family to prove that he was trying my best to move forward and be an upstanding person.
- It wasn't until he got into a career with upward mobility and around professionals that new opportunities became accessible.

- Construction is one of those fields that doesn't ask about your past. If you can wake up early, stray drug free, and work hard then you can make anywhere from 50-100,000 a year. You cannot do that a day agency and you cannot do that making minimum wage.
- What works for people is careers, not minimum wage.

Samuel Martinez

- Has been released for 5 months now after serving twelve years for a life sentence.
- Being released has been overwhelming.
- What has not worked for me has been family. His family has always been toxic and continues to be.
- What has worked for him has been finding family in communities for people like him. He feels a strong sense of comradery in those organizations. There's times when he find myself slipping back and then he'll get a phone call from difference people asking him to come join them on a certain day or time. They will tell him about a job training for this or that and or different opportunities.
- He is restless because he wants to get up and work and improve his life. He wants to pursue a purpose, but it's discouraging when he goes to certain places and there's a stigma on being on parole or having tattoos, etc.
- Community college and tattoo removal service help a lot with recidivism rates. It would be higher without it.

Tim Kornegay (Justice Transformation and Vote Engagement, LA Voice)

- What doesn't work is trying to engage people with another form of the government system approaching you. It makes people shut down.
- What helped individuals like himself is having someone recognize what I was going through and recognizing the skills I had.
- It's extremely helpful to have someone sit across from you and tell and show you that you can do this because that person is doing it.
- Talking to a case manager who doesn't understand what you are going through and how different each of our pain is does not help.
- The recidivism rate is as high as it is because there is no internal transformation.
- Need to sit down with someone who recognizes pain and that the pain in each person is different. The fissures are all different. There is no cookie cutter model that can be implemented.
- The recidivism rate is btw 70-75% rate because we keep investing in the same failures.
- We need training programs for individuals who were formerly incarcerated to help formerly incarcerated folks.

[Line of speakers ends]

Karen Tamis thanks everyone for speaking. She also encouraged people to keep in mind services that are necessary both before and after release. She recognizes the wide diversity of service providers and experiences in the room and asks people to be as specific as possible with their recommendations.

Lisa Salazar asks that everyone please make sure to double check that they have signed in to the event. Both Lisa and Karen ask everyone to keep in mind that the room will have to be vacated shortly after having completed the exercise and that networking can be done in the rotunda outside of the Mayor's Press Room.

[Activity begins and continues for the following 20- 30 minutes.]

Service Prioritization

By main topic area, the group prioritized **Training**, with the largest number of people voting that paid, on-the-job training provided immediately upon release from custody as the most important reentry service need for the LA region.

The second priority was identified under **General Services / Strategies** as the need to expand and improve in-reach services to prepare people to leave custody with a "go package," including every document they need—birth certificate, identification card, social security card, etc., as well as providing pre-release digital literacy training and tattoo removal. Falling under this category and Mental Health was also a focus on trauma-informed services and training for every agency and staff member interacting with the reentry community, and on using the arts as an effective, evidence-based means of healing and soft / core skills training. The groups also prioritized Family Reunification services, including family counseling.

Housing was third, although the topic overall was identified as the biggest need in our community. There was general agreement that our community must increase the availability of both temporary transitional housing with supportive services and long-term affordable public and private housing and ensuring that housing is determined before release as well as transportation into that housing directly from custody.

Case Management is the next service priority, with an emphasis on using paid case managers with lived experience to provide both pre- and post-release case management and mentorship that continues even after securing employment. There was also a strong focus on integrating

legal services into case management, to establish short- and long-term goals for clearing or reducing criminal convictions.

B) Networking

Attendees were encouraged by Efty, Lisa, and Karen to network after having used post-it notes to mark their prioritization of re-entry services. Networking was conducted in the rotunda outside of the Mayor's Press Room.

DATE: Thursday, January 17, 2019
LOCATION: Inglewood One Stop Business and Career Center
SUBJECT: Prison to Employment (P2E) Reentry Services Workgroup Meeting

I. Welcome

Efty Sharony provided the opening welcome to attendees and called on Cyd Spikes to give the opening address.

Cyd provided insight into the scope of the meeting which was to leverage the funding available to cater to individuals released from prison, and the anticipated uses of these funds. She explained that there are 14 planning regions in the state, and we are one of the regions which is the LARPU.

Cyd stated that 37 million dollars has been allocated to California for aligning corrections and workforce development. She further added that 36,773 parolees are released annually and about 10,000 are released into LA county. She stated that half are supervised by the LA county Probation and the other one-half are supervised the California Department of Corrections and Rehabilitation (CDCR).

She explained that of the 37 million dollars allocated, 34 million is still available, and we are submitting a grant application asking for one-third of the funds because we are caring for one-third of the population.

She explained that the grant is based on 4 criteria;

1. Merit – this includes housing needs, supportive services, mental health services, transportation, case management and training
2. Place to assure successful reentry
3. System Alignment – This is based on how the CBO's and AJCC's will work together to leverage the resources made available
4. Livable wage – Are we able to provide livable wage and clear career pathways to the individuals we serve.

II. Brief Introductions

Karen Tamis began by giving a brief introduction of herself and the workgroup planning process.

Karen asked everyone to introduce themselves to each other. After this was done, she provided the focus of the day which was to break into small groups to discuss model or pilot programs that will allow us braid resources and integrate reentry services delivery

between CBO's and the AJCC. Specifically, to brainstorm the following:

- What is the role of the AJCC, the CBO and the corrections agency?
- How can these models be replicated?
- How are strategies for participant data sharing, co-case management and tracking service delivery achieved.

III. Meeting Objective & Discussion

Before beginning this exercise, Karen welcomed individuals to share their stories. The following individuals had this to say;

1. Cortez Chandler (Timelist Group): *"I spent 24 years in prison, the first thing on my mind upon getting out was a getting a job. Little things like how to apply for a job matter. My dream is to build an app and teach people how to apply for a job. Most formerly incarcerated individuals lack computer skills. We started a new program called Teaching Kids hope. The One-Stop is putting people into construction jobs but what they need to do is in-reach inside the prisons and teach people the skills they need so that when they get out, they aren't lost. Some have been in for a very long time and things have changed since when they first got in. The little things we take for granted outside, like using a computer, needs to be taught inside. Imagine people just coming out and just being bombarded with so much information and they don't even know how to begin. Some don't even know how to send emails. Even McDonalds is now advanced - they use computers. A lot of training being talked about needs to start from inside, a lot of people inside want to learn."*
2. Reggie Johnson (Watts Labor Community Action Committee): *"Building on what Cortez said, the skills don't translate. Most of the skills taught inside don't translate to the outside world. If the workforce curriculum can be taught inside to credit inmates with certifications which can used outside when they come out, that will really go a long way. There can also be leverage between partners on what we can give to each other."*
3. Quan Huynh (Defy Ventures): *"I spent 22 years in and out. I have a slightly different take on transferable skills. I was able to use my tech skills which I learned inside when I came home, and I jumped into real estate. A lot of the learning curves I had inside were transferrable for me. I think it's about getting them to understand what skills they have and how they can scale it out here."*
4. Gerald Feeney (Director of Smart Justice, Los Angeles Chamber of Commerce):

“Individuals who don’t have tech training will feel left out so quickly. Technology is a high area to concentrate on”

5. Tommie Barnes (Probation Department): *“I saw an article this morning that talked about reaching for imagination. The article talked about entry level space in technology which were;*

a) Helpdesk – Customer Service

b) Adobe Web Services (AWS) Certification

*These are certifications that do not take long and can be done inside. My wish list is to bring technology in our efforts to work together. There is a website called **mymapplan.com**, developed by someone who got out of the military and has challenges transitioning.*

6. Tobias Tubbs (ARC, Words Uncaged, Linkoutside): *“I served life without possibility of parole and I have been out for 100 days. In my case there was no training, nothing at all was available. The only jobs available were cleaning up the yard or bathroom. While in, I was able to get trained and got some certifications. The network I had inside helped me when I got out and provided me a platform where I am able to teach people and lecture on campus. Now I am getting calls from everywhere telling me Tobias I want you to come speak at this event or that event. But my case is just one out of the many, not many are as fortunate or have access to give them a voice. Even little things like how to use a smart phone needs to be taught because at the time most of these guys got in technology wasn’t as improved as it is today. We must also take into cognizance mental health; a lot of people have been in there for such a long time and never had relationships.”*

[Line of speakers ends]

Karen thanked everyone for sharing their experience. She divided participants into 5 groups for discussion and instructed each group should come up with two strong points to share with the group. She asked people to be as specific as possible with their recommendations.

[Activity begins and continues for 35 minutes.]

The groups converged and presented their recommendations as follows;

1. Group 4:

a) There should be some coordination on geographic area so the different

organizations can relate with each other.

- b) There needs to be a combination of people with lived experience and people with training. All services must be client centered.
2. Group 5:
 - a) We need a homecoming location, where all the agencies are represented and contain all the services provided.
 - b) The big piece needs to happen inside. There needs to be some semblance of compatibility between in and out. Some individuals are forced to go back in because of the harsh realities outside. Inside they are sure of at least 3 square meals, unlike outside where some can't tell where the next meal is coming from and many are living on the streets.
 - c) Stigma – How do we eliminate stigma - invest fully in the incarcerated individual, so that when they are released, they can have a cushion.
 3. Group 3:
 - a) The best reentry is pre-entry. The corrections department needs to do more to prepare individuals for all services that can be provided outside.
 - b) Accountability – A lot of our organizations are good with numbers, but numbers don't always tell the truth. There is no follow-up support system because individuals are left to struggle for themselves. Individuals need to be handed their humanity back and don't need to be stigmatized.
 4. Group 2:
 - a) Technology – We need to have a website that hubs all the information needed.
 - b) Case Managers/ Peer groups: We need people who will help navigate individuals to get the services they need. Like a road map pre-release.
 - c) We need in-reach, this cannot be overemphasized. He said individuals should be able to get their social security number and identification card as they are coming out, and they should have resources within Zip codes that they are being released to. The AJCC needs to determine what resources they don't have and what the CBOs have, so they can send individuals to the CBOs within the zip codes they are being released to.

The focus of the group should be in-reach and addressing urgent needs first. We can't ignore the necessity for a job that can help individuals meet their urgent needs. While inside, individuals have 3 meals and a hot shower daily. So, while training is great, the immediate needs should not be forgotten.
 5. Group 1:
 - a) CBOs need to be directly involved with corrections/probation department in the pre-release and post release process.
 - b) Resource fairs should be carried out inside the facilities.
 - c) CBOs need to be HIPPA trained and trauma trained.

- d) The go packages need to be specific to a district.
- e) We need to have an agreement on what the bare minimum needs of an individual just getting out, and what agencies or organizations are tracking it. There should be a bare minimum checklist.

IV. Closing Remarks

Karen closed the meeting, thanking everyone for their time and valuable contributions.

V. NEXT STEPS

The next workgroup meeting will be at the Los Angeles Valley College, Administration & Career Advancement (ACA) building, upstairs in the Fireside Room in Monarch Hall, Parking on Level 4.

Parking instructions and other details will be provided in a separate email and a calendar invite will be sent as well.

DATE: Thursday, January 24, 2019
LOCATION: Los Angeles Valley College
SUBJECT: Prison to Employment (P2E) Reentry Services Workgroup Meeting 3

I. Welcome

Karen Tamis welcomed everyone to the meeting and provided a brief background of the grant and work group process, for the benefit of those who are attending the meeting for the first time. She went ahead to inform the house of the 2 objectives of the meeting and said the house will be divided into two groups to discuss the objectives and present afterwards.

Efty Sharony informed everyone that Lisa Salazar wasn't present at the meeting because she was attending the Mayors Summit in Washington DC. Lisa relayed that she was at the Senate and House of Representatives when they were talking about making funds available for reentry.

Efty asked people to share their lived experience for specific things they feel should be part of the case management system. Two people shared their experience and had this to say

1. Tobias Tubbs - For those who do not know, I was convicted in 1991 and sentenced to life without the possibility of parole. I have been out for about 120 days now. 6 years ago, I was moved to Lancaster, a progressive facility. At the other facility where I was, there was no training, nothing at all, we were called super predators. While at the progressive facility, I came in contact with about five organizations who worked tirelessly to secure my release, accepted me as a brother, and offered me a platform such that I am able to work today. These organizations worked strategically to secure my release and they put in place structures to cater to my physical, spiritual and emotional needs. The focus of this group should be pre-entry because that was what helped me. Agencies and organizations should go inside at least 9 months before release.
2. Jesse Maroney – I was incarcerated for about one-third of my life. At 17 my life of crime began. I went into juvenile and then later an adult center. One thing I have seen since I have been out and working to help formerly involved individuals is that most organizations do not understand the emotional needs. We need case managers who have come from being incarcerated, who truly understand what goes on inside. They need empathy and how utilize resources properly to help them find a career.

II. Meeting Objective & Discussion

The meeting had two objectives:

- a) Objective 1: Develop standards for reentry service providers to self-assess the efficacy of programs and services. Participants were to identify two things;
 - Define the Standards/Criteria
 - Describe how the standards will be implemented
- b) Objective 2: Identify reentry participant referral data needed from corrections, parole and probation for post release services. Participants were to identify three things;

- List specific data received, and data needed
- Describe how they anticipate accessing data from correction agencies
- Define potential protocol for sharing data among service providers.

[Activity begins and continues for 35 minutes.]

Then the groups converged and presented their recommendations as follows;

1. Group 1, Objective 1: Develop standards for reentry service providers to self-assess the efficacy of programs and services
 - a) Focus for all services on pre-entry; including providing educational paths toward MSW, MFT for people in custody
 - b) Model after juvenile multi-disciplinary team (MDT) meeting, 90 days before release but reentry planning must start upon entry into custody
 - c) Assessment
 - a. Conduct a complete bio-psycho social assessment pre-entry (keep in mind privacy / legal issues)
 - b. Case conference with all parties to designate appropriate case manager
 - c. Case manager must be trained on systems and data sharing
 - d. A reentry needs assessment must include a place to live, who to pick them up when they are out, what kind of neighborhood are they going back to, mental assessment; there is a big split between those who have a high mental need and those with moderate to minor mental needs, those with high mental needs, need to be evaluated by a professional. Others need a peer navigator.
 - e. Make sure that low risk/needs people are not “over-programmed” or provided unnecessary services / requirements. Tailor services to each individual.
 - d) Mandatory peer navigator position to help formally educated / trained case manager
 - a. Professionalization and training of navigator or mentor role – provide livable wage and benefits, car, phone, pathways to career advancement, like GRYD model, on-call 24-7
 - b. Need mental health professional for more serious needs – rely on assessment
 - e) Background / familiar with population
 - f) Engagement, compassion
 - g) Joint training for everyone working with participants – parole, peer navigator, mental health experts
 - h) Culturally responsive, paid employment training tailored to individual needs and schedule
2. Group 2, Objective 2:
 - a) Data currently received:

Probation	Parole
Conviction History	Conviction History
Medical Records	Medical Records
Family Data – Approved for visits	No family history unless specifically asked
	Parole Conditions
	Corrections file “C File” – Not accurate/complete

b) Data Needed: proposed Back on Track dashboard edits:

- Self-identified gender
- Family information necessary for reunification purposes, such as marital status and detailed information about children and childcare issues
- Recognition of all skills / programming completed inside, including level of computer Skills, communication, education and self-study.
- Legal Documentation – Including ID cards, birth certificate, and social security, and any legal obligations such as conditions of parole or probation or immigration
- Housing plans / desires
- Cleared for social services prior to release
- Must include participant’s input on needs, plans and goals
- Identify any/all assessment tools used and when assessment was given
- List any spiritual/social connections
- Who, when, how is participant file created?
- Release agreements needed to share confidential information among / between agencies and providers
- References and referrals made in custody or before, which may help with employment and should be tailored to field of interest

c) Ideal Process of Information Sharing

- Participant involved in all points of the process and consents to share information, limited to what is necessary for particular agencies and services
- CBO’s, workforce and corrections agencies should create forms together to make process more efficient and effective
- Make sure that sensitive conviction information is protected as much as possible, such as sex offender

IV. Closing Remarks

Karen closed the meeting, thanking everyone for their time and valuable contributions.

V. NEXT STEPS

The next workgroup meeting will be a webinar to review group recommendations on Thursday, January 31. The registration link will be sent on or before Tuesday, 29 January 2019.

DATE: Thursday, January 31, 2019
LOCATION: Webinar
SUBJECT: Prison to Employment (P2E) Reentry Services Workgroup Meeting #4

Welcome

Karen Tamis welcomed everyone and described the purpose of the meeting as a summary of the group's discussions and recommendations over the last three meetings that will be incorporated into the grant application.

Deliverable #1

Direct and supportive reentry services were the topic of the first meeting of the Reentry Services Workgroup on January 10, 2019, at Los Angeles City Hall. Almost 70 people attended the meeting, representing government and law enforcement agencies, community-based organizations, individuals with lived experience, and policy and other community advocates. After several stakeholders described their own experiences with reentry services, the participants selected their top three priorities for enhanced reentry services based on the community engagement input and their own expertise.

By main topic area, the group prioritized the direct service of **Training**, with the largest number of people voting that paid, on-the-job training provided immediately upon release from custody as the most important reentry service need for the Los Angeles region.

The second priority was identified under **General Services / Strategies** as the need to expand and improve jail and prison in-reach services to prepare people to leave custody with a "go package," including every document they need—birth certificate, identification card (particularly a "Real ID", social security card, etc., as well as providing pre-release digital literacy training and tattoo removal. Falling under this category and Mental Health was also a focus on trauma-informed services and training for every agency and staff member interacting with the reentry community, and on **using the arts as an effective, evidence-based means of healing and soft / core skills training**. The groups also prioritized **Family Reunification** services, including family counseling.

Housing was third, although the supportive service overall was identified as the biggest need in our community. There was general agreement that our community must increase the availability of both: (1) temporary transitional housing with supportive services, and (2) long-term affordable public and private housing. Stakeholders felt strongly that housing must be determined before release, and people provided transportation to that housing directly from custody.

Case Management was the next service priority, with an emphasis on using paid case managers with lived experience to provide both pre- and post-release case management and mentorship that continues even after securing employment. There was also a strong focus on integrating legal services into case management, to establish short- and long-term goals for clearing or reducing criminal convictions.

Deliverable #2

As the topic of the Reentry Services Workgroup Meeting #2, on January 17, 2019, at the Inglewood One Stop Center, stakeholders discussed how to leverage resources and improve coordination to deliver more effective and efficient support to men and women returning home who are seeking meaningful employment. Discussion was focused around the following questions: Are there model or pilot programs that will allow us to braid resources and integrate reentry service delivery between CBOs, America's Job Center of California (AJCC) and corrections agencies? What strategies can we use to achieve participant data sharing, co-case management and track service delivery?

The role of the AJCC, the CBO and the corrections agency in this process

- “The Best Reentry is Pre-Entry”: ensuring that corrections agencies are preparing individuals for services and employment when they are released, which includes providing soft and hard job skills training during custody that can transition seamlessly to employment programs after release.
- Stakeholders emphasized the need to hold agencies accountable for the effectiveness of their services, and the need to be honest about strengths and weaknesses that could be addressed through stronger partnership and other improvements.
- Participants thought that the role of the CBO was to provide a referral system where there are cultivated relationships with other agencies and hiring and training the reentry community using a trauma-informed, compassionate approach.
- One group developed a map showing the role of Parole and Probation to provide the documents people need, technology training for work and life following release, and navigation to outside services and supports. AJCCs and CBOs jointly should provide legal, technological, mental health, housing, employment and other services, beginning with in-reach and case management with peer navigators to ensure that a “go package” of documents is ready upon release and other services and relationships are started before release that can continue after release.

Strategies to achieve participant data sharing, co-case management and tracking service delivery

- Interorganizational coordinators
- CBOs and AJCCs need to be directly involved with CDCR / Probation in the pre-release and post-release process through formal relationships and agreements.
- Create list of agreed-upon reentry needs and then create a centralized database that connects each need to a list of CBOs / agencies that meets that specific need

Models and Strategies

- Paid apprenticeship programs
- Geographic hubs of service
- Probation's “Invest” Program
- Providing client-centered teams of support that include those with lived experience and also by people with service-specific training

- Developing a “master assessment,” comprehensive assessment provided ideally before release to triage needs and services, including medical, mental health, legal-both criminal and civil, etc., to then feed into a reentry service plan that begins during incarceration and continues after release.
- Co-location of services in one place and providing transportation to get there, possibly using Uber or Lyft
- “Whole Person Care” model
- Holding resource and employment fairs inside facilities

Deliverable #3

The group broke into two smaller groups for Meeting #3, held on January 24 at Los Angeles Valley College. One group of stakeholders discussed standards for reentry service providers to self-assess the efficacy of programs and services. Recommendations were:

- Focus for all services on pre-entry; including providing educational paths toward MSW, MFT for people in custody
- Model after juvenile multi-disciplinary team (MDT) meeting, 90 days before release but reentry planning must start upon entry into custody
- Assessment
 - Conduct a complete bio-psycho social assessment pre-entry (keep in mind privacy / legal issues)
 - Case conference with all parties to designate appropriate case manager
 - Case manager must be trained on systems and data sharing
 - A reentry needs assessment must include a place to live, who to pick them up when they are out, what kind of neighborhood are they going back to, mental assessment; there is a big split between those who have a high mental need and those with moderate to minor mental needs, those with high mental needs, need to be evaluated by a professional. Others need a peer navigator.
 - Make sure that low risk/needs people are not “over-programmed” or provided unnecessary services / requirements. Tailor services to each individual.
- Mandatory peer navigator position to help formally educated / trained case manager
 - Professionalization and training of navigator or mentor role – provide livable wage and benefits, car, phone, pathways to career advancement, like GRYD model, on-call 24-7
 - Need mental health professional for more serious needs – rely on assessment
- Background / familiar with population
- Engagement, compassion
- Joint training for everyone working with participants – parole, peer navigator, mental health experts

- Culturally responsive, paid employment training tailored to individual needs and schedule

Deliverable #4

The second discussion group during Meeting #3 discussed the reentry participant data needed from corrections agencies for post-release services. The group began by talking about the data providers currently receive

Data Needed: proposed dashboard edits for Back on Track:

- Self-identified gender
- Family information necessary for reunification purposes, such as marital status and detailed information about children and childcare issues
- Recognition of all skills / programming completed inside, including level of computer Skills, communication, education and self-study.
- Legal Documentation – Including ID cards, birth certificate, and social security, and any legal obligations such as conditions of parole or probation or immigration
- Housing plans / desires
- Participants should be cleared for social services prior to release
- Any reentry plan must include participant's input on needs, plans and goals
- Identify any/all assessment tools used and when assessment was given
- List any spiritual/social connections
- Who, when, how is CDCR participant file created?
- Release agreements needed to share confidential information among / between agencies and providers
- References and referrals made in custody or before, which may help with employment and should be tailored to field of interest

Ideal Process of Information Sharing

- Participant involved in all points of the process and consents to share information, limited to what is necessary for particular agencies and services
- CBO's, workforce and corrections agencies should create forms together to make process more efficient and effective
- Make sure that sensitive conviction information is protected as much as possible, such as sex offender

Deliverable #5

During the webinar, Karen proposed that the group continue collaborating, possibly meeting quarterly to provide advisory input during P2E grant implementation and to share resources and other grant opportunities.

Closing Remarks

Karen closed the meeting, thanking every one for their time and valuable contributions. Efty Sharony and Lisa Salazar also thanked everyone for participating, and the webinar was ended.

NEXT STEPS

The workgroup meetings are now over, and the recommendations of the workgroup will be used in the grant application. We have everyone's contact information and we will keep the group updated on the P2E process.