



# CCJBH

Council on Criminal Justice and Behavioral Health

# 20 YEARS

*of building bridges  
to prevent incarceration*

## Diversions/Reentry Workgroup

### February 16<sup>th</sup>, 2024

**Brenda Grealish**

Executive Officer, CCJBH  
Office of the Secretary, Jeff Macomber  
California Department of Corrections and  
Rehabilitation (CDCR)

**Tony Hobson, PhD**  
Behavioral Health Director  
Colusa County

**Mack Jenkins**  
Chief Probation Officer, Retired  
San Diego County

**Judge Stephen Manley**  
Santa Clara County Superior Court Judge



# Housekeeping

**\*\* Workgroup is being recorded \*\***

- **Use the “raise hand” feature to make a comment**
- *You will be placed in line to comment in the order in which requests are received by the host.*
- **When it is your turn to comment, the meeting host will unmute your line and announce your name.**
- *Keep public comment to agenda items being discussed.*
- *Members of the public should be prepared to complete their comments within **3 minutes** or less if a different time allotment is needed and announced by the Executive Officer.*

**Email:**

**[CCJBH@cdcr.ca.gov](mailto:CCJBH@cdcr.ca.gov)**



# Webinar Policies

## **PARTICIPATION**

We welcome your participation throughout this meeting. Please note that disruptive behavior is not aligned with the purpose of this session and will not be tolerated. Any individuals disrupting the meeting may be removed without warning. In the event of a security incident, this session will end immediately and will not resume. If this occurs, a separate email will be sent to all participants with further instructions.

## **COMMENTARY**

Participant comments in the Q&A do not reflect the views or policies of the presenters, the Council on Criminal Justice and Behavioral Health, the California Department of Corrections and Rehabilitation or its affiliates or contractors. By using the Q&A, you agree to keep comments relevant to the topic of today's event. While a variety of diverse perspectives and opinions is welcome, disruptive comments are not aligned with the purpose of this meeting, and users creating disruption may be removed without warning.



# Agenda

<b>Time</b>	<b>Topic:</b>
3:00 PM	Welcome and Introductions
3:10 PM	CCJBH/CSUS Report on Barriers and Solutions to Hiring Individuals with Lived Experience
3:30 PM	Benefits of Hiring Individuals with Lived Experience
3:50 PM	California Department of Corrections and Rehabilitation (CDCR), Division of Rehabilitative Programs
4:20 PM	Center for Employment Opportunities (CEO)



# Agenda (cont')

<b>Time</b>	<b>Topic:</b>
4:40 PM	Q&A with Councilmember Advisors
4:50 PM	Public Comment
4:55 PM	Announcements
5:00 PM	Adjourn



**CCJBH/California State University,  
Sacramento (CSUS) Report:  
*Barriers and Solutions to  
Hiring Individuals  
with Lived Experience***

Jessica Camacho Duran, *Health Program Specialist II*  
*Council on Criminal Justice and Behavioral Health*



# CSUS Lived Experience Project

- In 2019, CCJBH established a contract with CSUS to assist with stakeholder engagement efforts that support individuals with lived experience (LE).
- As part of the project, CSUS:
  - ✓ Conducted a stakeholder online survey.
  - ✓ Facilitated key informant interviews (KIIs) to identify barriers to employing individuals with LE.
  - ✓ Facilitated a workshop to identify solutions to address barriers to employing individuals with LE.



# Barriers to Hiring Individuals with LE: Online Survey & KIIs

- CSUS, in collaboration with CCJBH, developed a 10-question online survey, which focused on organization practices to encourage and support employment of individuals with LE.
- There were 254 responses from diverse stakeholders that represented the behavioral health and criminal justice systems.
- CSUS conducted ten one-hour KII Zoom / phone interviews, during which participants were asked about:
  - ✓ Practices that promote employment
  - ✓ Evaluation of current practices
  - ✓ Long-term implications & outcomes



# Barriers to Hiring Individuals with LE: Results

- Although all organizations indicated that they were actively promoting hiring of individuals with LE, they identified the following challenges in the process:
  - ✓ Background checks and security clearance
  - ✓ Perceived Equal Employment Opportunity (EEO) Laws and Disclosure Issues
  - ✓ Lack of funding
  - ✓ Adequate and fair compensation
  - ✓ Degree requirements for advancement within an organization
  - ✓ Insufficient support and mentorship
  - ✓ Stigma and lack of recognition of the value of peer support
  - ✓ Lack of peer support specialist certification\*

\* This barrier was identified prior to the establishment of CalMHSA's Peer Support Specialty



# Barriers to Hiring Individuals with LE: Results (cont'd.)

- Although all organizations indicated that they were actively promoting hiring of individuals with LE, they also communicated a need for:
  - ✓ A standardized definition of the terms “LE” and “Recovery” within the BH/JI population that allows for consistency across multiple employment sectors.
  - ✓ More research on best-practices that support the employment of individuals with LE.
  - ✓ Engaging and gathering input from organizations that currently do not employ individuals with LE to learn why this practice has not been implemented and steps needed to do so.



# Workshop to Identify Solutions to LE Hiring Barriers

- CSUS in collaboration with CCJBH outreached to 120 stakeholders that represented the behavioral health, criminal justice, and higher education fields.
- The goal of the workshop was to:
  - ✓ Identify strategies to overcome challenges to hiring individual with LE within the criminal justice and behavioral health fields.
  - ✓ Identify strategies to further promote the employment of individuals with LE across multiple sectors.
- The CSUS team facilitated breakout sessions wherein participants had the opportunity to learn from each other, identify ways to implement solutions to address barriers, and provide feedback.



# Solutions: Overarching

- Workshop participants emphasized the following high-level themes:
  - ✓ Workplaces and organizational cultures should promote and enable holistic, interpersonal, and adaptive support systems for employees with LE, including self-care.
  - ✓ There should be a state-level policy and/or standards established for peer support/LE positions, and employer best practices should be promoted.
  - ✓ Technical assistance should be provided to employers, such as trainings / toolkits on hiring, retention, and the creation of career pathways for individuals with LE.
  - ✓ Targeted awareness and educational outreach/campaigns about the value of LE and recovery success stories should be developed and disseminated to prospective employees and employers.



# Solutions: Background Checks & Security Clearances

- Ensure HR training includes education on laws that govern background check processes.
- Promote understanding of and accountability to AB 1008 legislation.
- Create a toolkit and training opportunities for employers on the background process and what to do after the background check is completed.
- Ensure effective systems of accountability.



# Solutions: Stigma & Value of Peer Support

- Educate and foster collaboration among potential employers.
- Leverage organizational Diversity, Equity and Inclusion committees to promote collaboration, reduce stigma, and counteract segregation.
- Provide opportunities for individuals with criminal justice system LE that demonstrate their competencies and skills.
- Advocate for State and local level (i.e., city and county) contracting incentives to entities that employ individuals with LE.
- Encourage employers to hire a certain percentage of justice-involved individuals.



# Solutions: Lack of Peer Support Specialist Positions\*

- Community colleges could consider offering a Peer Support Specialist certification for use in multiple sectors.
- Expand eligibility to include all convicted types of offenses.
- Promote education on Peer Support Specialist certificate programs to potential employers.
- Provide Peer Support Specialist certification within CDCR.

\*These recommendations were identified prior to the establishment of CalMHSA's Peer Support Specialty



# Solutions: Degree Requirements for Advancement

- Offer modified schedules to allow individuals with LE to further their education.
- Advocate for paid educational opportunities for those with LE.
- Provide certificates and Continuing Education Units opportunities.
- Allow Peer Support Specialists to utilize pro bono hours towards keeping certificates valid and create a system for tracking this time.
- Examine potential changes to policies/laws that restrict people with LE from being licensed in key behavioral health fields.



# Solutions: Insufficient Support & Mentorship

- Increase partnerships between employers and reentry organizations that focus on higher education.
- Provide trainers that have experience working the JI population and have training specific to trauma-informed care.
- Provide an experienced LE mentor to help support peers with personal, educational, and professional journey.
- Provide a support group for the LE mentors, with a clinician or lead LE.
- Create support groups for Peer Support Specialists.
- Promote time for self-care.



# Solutions: EEO Laws, Funding, and Compensation

- EEO Laws & Disclosure Issues
  - ✓ Provide training to individuals incarcerated in juvenile and adult correctional facilities regarding application disclosure
  - ✓ Provide guidance on how best to respond when asked during an interview if they have anything else to share about their life experience(s).
- Funding & Billing
  - ✓ Workshop participants did not provide specific recommendations on how to address the identified funding and billing issues.
- Adequate & Fair Compensation
  - ✓ Advocate for a statewide “living wage” or pay range for peer specialists.
  - ✓ Help organizations be creative with compensation – examine organizations may compensate staff with LE in a manner that does not jeopardize other benefits.



# Solutions: Other Suggestions

- Make available databases/lists of companies that hire people with LE.
- Issue statewide policy requiring companies hire a certain number of justice-involved employees.
- Hiring authorities could collect and analyze quantitative and qualitative data to demonstrate improved outcomes for hiring individuals with LE into the BH and CJ sectors.



# Benefits of Hiring Individuals with Lived Experience

Timothy Jackson, CEO  
*Quality Touch Cleaning Systems*



Mr. Timothy  
Jackson



# **CDCR: Division of Rehabilitative Programs (DRP)**

Niki Dillon, *Deputy Director of Program Support, DRP*

Joseph Piazza, *State Supervisor of Career and Technical Education Programs*



# DRP

## The Division of Rehabilitative Programs



# OFFICE OF CORRECTIONAL EDUCATION (OCE)

OCE offers academic, career and technical education, college and student support services at CDCR's adult institutions.





Adult education courses consist of classroom-based and blended independent study classes designed for students of all grade levels studying towards a high school diploma or equivalent. ABE assists basic non-readers and English learners reading below a 9<sup>th</sup> grade level. Instruction focuses on English language arts and mathematics and includes English as a second language instruction for English learners. The goal is for students to increase literacy and numeracy skills and progress through the courses.

- **Adult Basic Education (ABE)**
- **High School Diploma (HSD) or High School Equivalency (HSE)**
- **Peer Literacy Mentor Program (PLMP)**



The College Program provides students who have a verified HSD or HSE with an opportunity to pursue study in higher education and earn a college degree. The program provides in-person instruction and correspondence courses per the Memorandum of Understanding (MOU) between OCE and various United States Department of Education (USDE) accredited California community colleges and universities.

College offers the following programs:

- **College Face-to-Face – AA / BA**
- **Correspondence Courses– AA / MA**



National research indicate that Career and Technical Education (CTE) training programs are highly effective. CDCR CTE uses the intellectual and physical rigor of training in the trades to **improve the mindset and prosocial skills** of CDCR residents. All CTE training programs are taught by journey level craft professionals, and result in **industry-recognized certifications**. Career training options are evaluated annually to ensure that there are 1,000s of jobs available for graduates in **high-road** trades that will predictably move them in to the middle class of income earners.

**In Fiscal Year 2022-23, CTE programs produced the following outcomes:**

- 11,261 Unique participants served
- 3,801 program completions
- 5,708 industry certifications awarded

## Programs Offered:

- Auto Body and Collision Repair
- Automotive Technology
- Barbering / Cosmetology
- Carpentry
- Computers and Related Technology Courses (2 active courses)
- Electrical
- General Construction (Building Maintenance)
- HVAC
- Light Industrial Equipment Technician (Small Engine)
- Manufacturing Design and Machining (Machine Shop)
- Masonry
- Painting
- Plumbing
- Roofing
- Sheet Metal
- Telecom Network Cabling (Electronics)
- Welding

## 6 CTE CAREER SECTORS



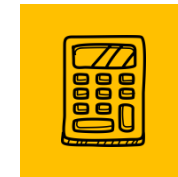
Building and  
Construction



Manufacturing  
and Product  
Development



Transportation



Business  
And Finance



Fashion and  
Interior Design



Information and  
Communication  
Technologies



Student Support Services develops policies that support quality academic services, accommodations, and modifications for incarcerated individuals with developmental, physical, or cognitive disabilities and those with a high risk of academic failure.

These services are designed to strengthen student self-efficacy, resilience, and sense of belonging during the journey toward college and career readiness, High School Equivalency, High School Diplomas, career/industry certifications, and college degrees. Student Support includes the following programs:

- **eLearning**
- **Physical Education**
- **Library Services**
- **Transitions**

# CURRENT DRP INITIATIVES



## Collaborations to support employment post release:

**California Department of Rehabilitation** – developing strategies for provisioning the equipment that will allow former residents with special needs to gain and retain employment

**California Labor and Workforce Development Agency  
California Workforce Development Board** –

successfully completed case management pilot program to develop employment transition plans immediately upon release.

## Collaborations to support employment post release:

**State Building and Construction Trades Council of California** – developing plan for “warm handoff” to the business managers of the trade union locals

**National Association of Building Trades Unions** – successfully implemented the integration of the Multi-Craft Core Curriculum (MC3) into the CTE training programs so that all CTE graduates are eligible for registered union apprenticeships.

# Center of Employment Opportunities

Melanie Robledo, *Housing Program Manager*

Darneicea Day, *Site Director*

Pamela Lachman, *Senior Director of Investment and  
Power Building*





Center for  
Employment  
Opportunities

**February 2024**

# **The Center for Employment Opportunities Program Overview**

# Mission

CEO provides **immediate, effective, and comprehensive** employment services **exclusively** to individuals who have recently been released from incarceration.

Our program helps participants regain the skills and confidence needed for successful transitions to stable, productive lives.



# Our National Impact

## CALIFORNIA

Fresno  
Los Angeles  
Marin  
Oakland  
Riverside  
San Bernardino  
San Diego  
San Jose  
Sacramento  
Solano

## COLORADO

Colorado Springs  
Denver

## GEORGIA

Atlanta

## KENTUCKY

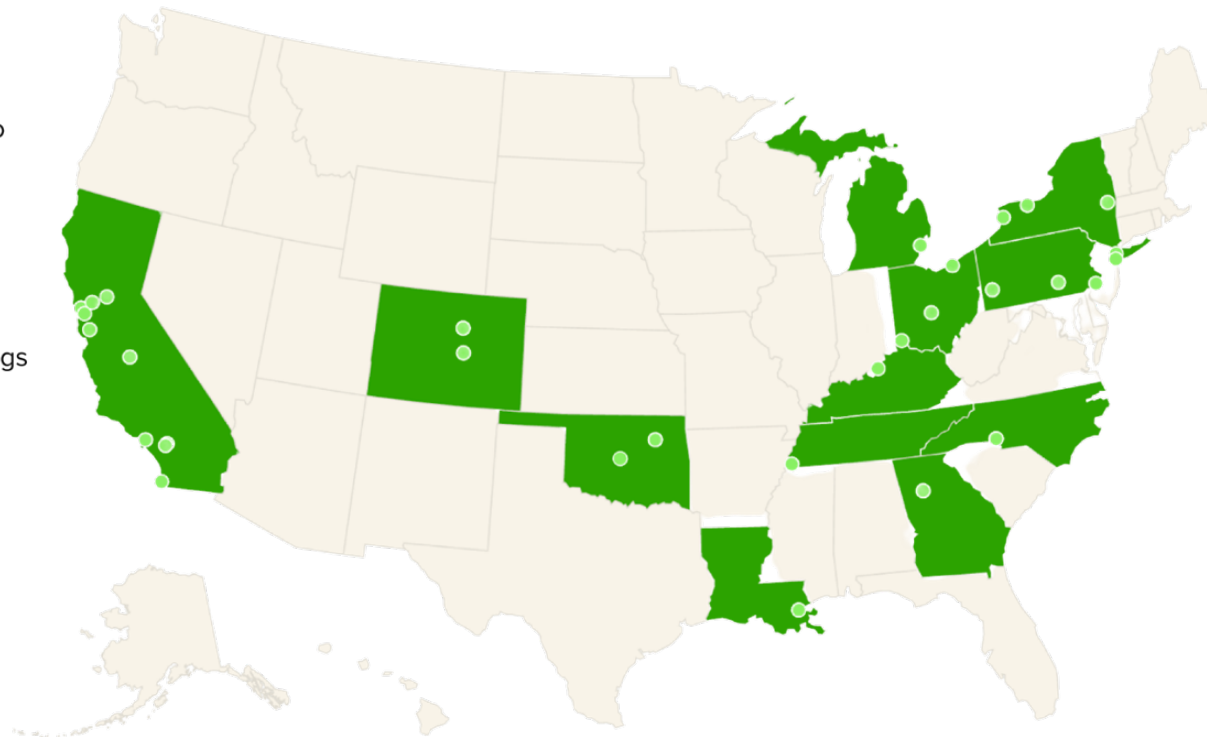
Louisville

## LOUISIANA

New Orleans

## MICHIGAN

Detroit



## NEW YORK

Albany  
Buffalo  
Bronx  
New York City - HQ  
Rochester

## NORTH CAROLINA

Charlotte

## OHIO

Cincinnati  
Cleveland  
Columbus

## OKLAHOMA

Oklahoma City  
Tulsa

## PENNSYLVANIA

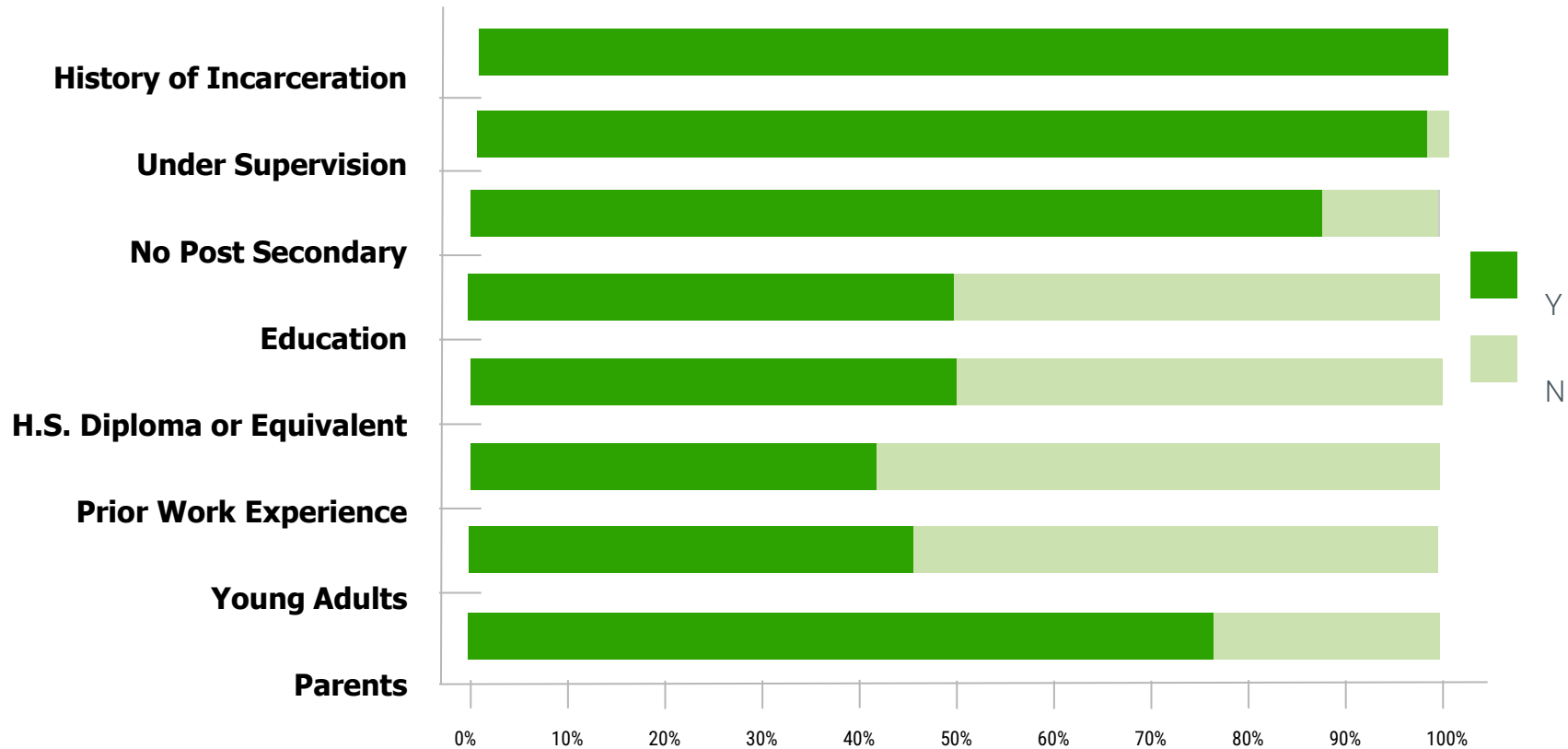
Harrisburg  
Philadelphia  
Pittsburgh

## TENNESSEE

Memphis

# Who Do We Serve?

CEO reaches individuals immediately after release from incarceration, at their most vulnerable time. **Our participants face multiple barriers to entering the labor force.**



**Person of Color**

*Served 900+ people on parole in CA in CY 2021 (up from 188 in CY 2012)*

FY18 Data



# CEO's Program Model

**CEO's evidence-based program model helps participants regain the skills and confidence needed for successful transitions into the workforce**



**SUPPORT SERVICES:** Throughout the program CEO provides a variety of supportive services such as CalFresh enrollment, connections to food pantries, transportation passes, and makes referrals to other CBOs for other needs such as housing, behavioral health and other reentry needs.

# Economic Mobility Framework

**Our goal is for each participant to have a job that allows for social and economic mobility, aligned with their career goals and aspirations.**

## Increased Focus on Specific Sectors

Expansion of opportunities for participants in specific sectors where individuals with a criminal record can earn a higher wage. **These sectors include IT, construction, and transportation.**

## Relationship Building with Employers

Through our **inclusive hiring work**, we build relationships with both our transitional crew partners and other local employers to foster **quality job placements** for our participants.

## Internal Leadership + Skills Training

Offering participants additional training to move-up within CEO both through our DOL-certified internal apprenticeship called the **Emerging Leaders Program (ELP)**.

# Commercial Drivers License Training

CEO identified **commercial driving** as a priority training and in FY23 launched a partnership with **FreeWorld** and dozens of trucking schools around the country. CEO has prioritized this career pathway because 1) there is a national need in the job market; 2) it pays a higher living wage; and 3) is friendly to providing opportunities for individuals with justice involvement.

## WHAT SUPPORT IS PROVIDED?



### Barrier Removal

- Legal debt relief
- Support with license reinstatements
- Support for required I9 documentation
- Daily pay for stability via a CEO transitional job



### Supportive Services

- Connection to trusted training providers
- Individualized weekly case management
- Paid classroom training for the duration of training



### Career Placement & Maintenance

- CDL job placement
- Connections to local and national inclusive hiring employers
- Full year of retention services and bonuses

# New Training Pathways

**Heavy Equipment Operator**



**Solar Installer**



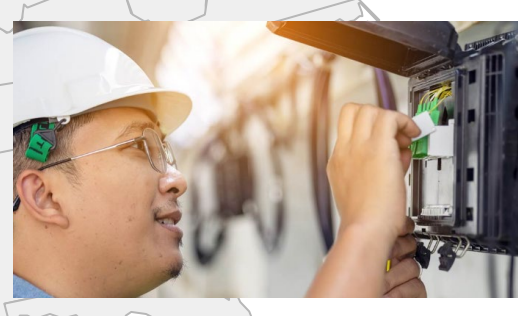
**Information Technology**



**Skilled Construction Trades**



**Service Technician  
(Auto, Diesel,  
Industrial)**



**Fiber Optic Technician**

\*Screening was based on 5 year growth, wages, conviction restrictions, and defined training path

# Emerging Leaders Program

**The Emerging Leaders Program (ELP) acts as an intensive overlay to the CEO model, allowing ELP members to break into new career pathways by using CEO as a hands-on learning environment.**



## On-the-Job Learning

**Activity:** Engage in OJL in one of the ELP “pathways,” incl. Vocational, Transitional Work, Advocacy, IT, IH

**Time Commitment:**  
20-25 hours/week



## General Professional Development

**Activity:** Complete trainings live on “Development Days” and independently on Google Classroom.

**Time Commitment:**  
5-8 hours/week



## Mentoring

**Activity:** Meet 1:1 with a mentor weekly to build relationship and process their ELP experience.

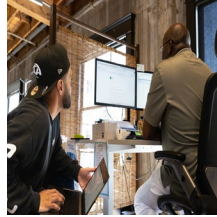
**Time Commitment:**  
1 hour/week

# Housing Support



## Assess Barriers

To assist the client in securing stable housing, an individual assessment is completed to identify current living conditions and identify any housing barriers - e.g. conditions of release, background, and other external roadblocks.



## Case Management

1:1 case management with the Housing Specialist to set goals and introduce clients into understanding the concept behind becoming housing-ready.



## Community Bridging

Linkages to the community through outreach, HMIS, Local Partnerships and building on the referral systems currently in place



## Placements

Successful outcome will lead a client toward self sustainability. This may be achieved through economic mobility in employment that will allow for options in permanent housing with no subsidies.



Center for  
Employment  
Opportunities

# Statewide Reentry Partnerships: HIRE Initiative

# CEO's Returning Citizen Stimulus Program

Through RCS, CEO distributed over **\$24M to 10,500+** formerly incarcerated individuals across 28 cities. **In California, we partnered with 13 groups to distribute \$12M in cash assistance to 5,700+ people.**

**The RCS program helped people...**

**Meet  
Employment  
Milestones**

**Find, Secure, &  
Maintain  
Employment**

**Increase  
Financial  
Stability**

*Final evaluation pending CDCR data request*



# HIRE Initiative



The California Workforce Development Board (CWDB) announced the **Helping Justice-Involved Reenter Employment (HIRE)** initiative, to fund \$50M for nonprofits to provide employment services to justice-involved individuals.

## HIRE Initiative Objectives:

- Increase employment opportunities and job mobility for justice-involved individuals
- Provide training, reskilling and upskilling, and supportive services to improve employment opportunities and job mobility

## What's so exciting about this initiative?

HIRE exemplifies how CEO's strategies work together to facilitate far-reaching impact, both for CEO's participants, and for our reentry partners:



### INCREASE INVESTMENT

\$50M for reentry employment as **direct result of CEO's legislative strategy & advocacy**



### CONVENE PARTNERS

Structured for **network-based programs**, allowing CEO to showcase our administrative services



### FACILITATE MOBILITY

**30% available for needs-based payments** can support training stipends & cash assistance

More information from CWDB about the program, including Award Announcement, can be found on the [CWDB HIRE website](#)

# HIRE Network



## CA Reentry Employment Opportunity Network (CREON)



**Collaboration of 9 partners**  
(CEO and 8 spokes) working  
across 10 Counties

Estimating **1000+**  
**individuals served**  
throughout the project

**\$6.9M awarded in total;**  
\$2M budgeted specifically in  
needs-based payments

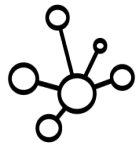
# HIRE Network Reach

County	CEO	R&R	ARC	Startin g Over	Rubico n	ANWO L	Turnin g Point	Whole System	PWT
Alameda	✓	✓			✓				
Los Angeles	✓	✓	✓	✓		✓	✓	✓	
Riverside	✓	✓	✓	✓					
Sacramento	✓	✓	✓						✓
San Bernardino	✓	✓	✓						
Fresno	✓	✓							
Marin	✓	✓							
San Diego	✓	✓							
Santa Clara	✓	✓							
Solano	✓	✓							

# Network Service Delivery



**Reentry Service Delivery**, providing workforce and wraparound services to justice involved individuals



**Shared Network Referral System** across our network to connect more individuals with the services they need



**Needs-Based Payment Distribution** to provide support needed to help individuals succeed



**These services are led by CEO's Administrative Role as a "Hub"**



Center for  
Employment  
Opportunities

## THANK YOU

Melanie Robledo  
Housing Project Manager  
[mrobledo@ceoworks.org](mailto:mrobledo@ceoworks.org)  
(929) 361-7634

# Q&A With Councilmember Advisors



# Public Comment



# Upcoming Events

## [Full Council Meeting](#)

Friday, March 22, 2024, from 2:00-4:30 PM

## [Juvenile Justice Workgroup Meeting](#)

April 19, 2024, from 12:45-2:45 PM

## [Diversion/ Reentry Workgroup Meeting](#)

April 19, 2024, from 3:00-5:00 PM

Please visit our website at <https://www.cdcr.ca.gov/ccjbh/>

Email us at [CCJBH@cdcr.ca.gov](mailto:CCJBH@cdcr.ca.gov)

If you would like to be added to CCJBH's listserv, click [HERE](#).

**THANK YOU!**

