Prisoner Reentry
Leveraging the Good Work of Faith-Based and Community Organizations

PRESENTER:
Scott Shortenhaus
Center for Faith-Based and Community Initiatives
U.S. Department of Labor

Background

- Each year more than 650,000 inmates are released from Federal and State prisons and return to their families and communities
- 95% of the 2.1 million prison inmates now in prison will be released
- Without intervention, over two-thirds of returning inmates will be rearrested within three years of their release from prison and two out of five will be reincarcerated
- An unemployed ex-offender is three times more likely to return to prison than an employed ex-offender
- Cost to community two fold – cost of prosecution/incarceration & opportunity cost of not having offenders as productive citizens
Statistics on Employment and Recidivism

• Released prisoners face myriad challenges that contribute to their return to criminal activity, re-arrest and re-incarceration.
• Data from 1997 show that nearly one-third of adult prisoners were unemployed in the month prior to their arrest—compared with 7 percent unemployment in the general population.
• Prisoners also demonstrate low levels of educational attainment—some 40 percent of adult state prisoners are functionally illiterate and more than half of state parole entrants have not graduated from high school.

DOL Reentry through FBCOs

• Employment Driven
  – Training
  – Placement
  – Retention
  – Employer Focus Group
• Mentoring is a Focus
• Ready4Work, PRI, Beneficiary-Choice
• Results-Focused

Shortenhaus-2
Strengths of FBCOs

• Established and trusted presence in community with many connections to employers and other service providers
• Compassionate vision and “human capital” to provide holistic services to returnees – leveraging volunteers
• Flexibility
• Many provide a variety of social services such as: mentoring, soft skills training, technical skills training, job placement and retention, case management, language training, housing, substance abuse treatment, basic needs, etc.

Ready4Work

• Created in 2003, R4W was a 3-yr, $25M reentry demonstration program run through FBCOs.
• Jointly funded through DOL, DOJ and P/PV.
• 11 sites serving adults (18-35), 6 sites serving juveniles (14-18).
• Services ended August, 2006.
• Adult sites are in the following cities: Memphis, New York, Jacksonville, Houston, Milwaukee, Detroit, Oakland, L.A., Chicago, Philadelphia, Washington DC
Ready4Work Results

- 4,482 participants served
- 97% case managed
- 63% mentored
- 86% in job training classes
- 2,543 (57%) have been employed, and 63% of this total retained their job for 3 consecutive months
- Average cost: $4,500/participant
- 6-month recidivism: 2.5%, 1-year recidivism: 6.9%

Ready4Work Recidivism Results

[Graph showing recidivism rates for Ready4Work and BJS benchmarks.]
Effect of Mentoring on Employment

In R4W, mentored participants:
• Remained in the program longer
• Twice as likely to obtain a job
• Increased the odds of getting a job by 73% the next month
• Increased the odds of retaining employment by 56%

Employer Perspectives on Employing Ex-Prisoners

• Driven by skills and labor shortages
• Employers looking for basic skills, work ethic, work well on a team; they can provide hard skills
• Positive past experience in hiring ex-offenders
• Smaller companies make employment decisions on a case-by-case basis
• FBCOs provide a crucial role as a mediating or liaison in the reentry process
PRI

- Announced in 2004 by President Bush in his State of the Union Address
- $115M program to date
- 30 sites in 20 states
- Complementary grants made to Criminal Justice Agencies
- Three different generations
- Second Chance Act link

President’s Reentry Initiative

Prisoner Reentry Initiative (PRI) Grants
PRI Results

To date, PRI sites have:
• Served more than 13,000 participants
• 88% un-employed at program entry
• 50% less than high school degree
• More than 8,000 participants placed into jobs
• 9-month retention rate: 60%
• 1-year recidivism rate: about 1/3 national average (15% vs. 44%)
# Short Term Indicators of Performance

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Mar 07</th>
<th>Jun 07</th>
<th>Sep 07</th>
<th>Dec 07</th>
<th>Mar 08</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abstained from Alcohol Abuse or illegal Drug use (6 months after enrollment)</td>
<td>41.0%</td>
<td>39.0%</td>
<td>40.0%</td>
<td>42.0%</td>
<td>44.0%</td>
</tr>
<tr>
<td>Stable Living Arrangements (6 months after enrollment)</td>
<td>53.0%</td>
<td>49.0%</td>
<td>50.0%</td>
<td>53.0%</td>
<td>55.0%</td>
</tr>
<tr>
<td>Number of Initial Job Placements</td>
<td>3534</td>
<td>4610</td>
<td>5770</td>
<td>6783</td>
<td>8082</td>
</tr>
<tr>
<td>Average Hourly Wage Rate at Placement</td>
<td>$9.35</td>
<td>$9.36</td>
<td>$9.29</td>
<td>$9.31</td>
<td>$9.41</td>
</tr>
<tr>
<td>Number of Job Re-Placements</td>
<td>1111</td>
<td>1640</td>
<td>2247</td>
<td>2758</td>
<td>3376</td>
</tr>
<tr>
<td>Average Hours Worked 1st Week of Placement</td>
<td>47</td>
<td>36</td>
<td>36</td>
<td>36</td>
<td>36</td>
</tr>
<tr>
<td>Number Obtained High School Diploma of GED</td>
<td>13</td>
<td>18</td>
<td>25</td>
<td>31</td>
<td>35</td>
</tr>
<tr>
<td>Number who Obtained a Certificate</td>
<td>349</td>
<td>490</td>
<td>787</td>
<td>999</td>
<td>1202</td>
</tr>
<tr>
<td>Entered Post Secondary Education</td>
<td>325</td>
<td>453</td>
<td>691</td>
<td>911</td>
<td>1109</td>
</tr>
<tr>
<td>Entered Vocational/Occupational Skills Training</td>
<td>641</td>
<td>859</td>
<td>1047</td>
<td>1173</td>
<td>1267</td>
</tr>
<tr>
<td>Number of Re-arrests for a New Crime</td>
<td>233</td>
<td>295</td>
<td>350</td>
<td>442</td>
<td>583</td>
</tr>
<tr>
<td>Number of Re-Incarcerations for Revocation</td>
<td>275</td>
<td>390</td>
<td>510</td>
<td>612</td>
<td>829</td>
</tr>
</tbody>
</table>
Initial Job Placements

- Dec 06: 2401
- Mar 07: 3534
- Jun 07: 4610
- Sep 07: 5770
- Dec 07: 6783
- Mar 08: 8082
Initial Job Placements as a %

**Exiters**

- Mar 08: 80.5%
- Dec 07: 78.5%
- Sep 07: 83.8%
- Jun 07: 87.1%
- Mar 07: 76.1%

**Enrollees**

- Mar 08: 62.7%
- Dec 07: 60.2%
- Sep 07: 59.3%
- Jun 07: 56.9%
- Mar 07: 55.0%
Retention Rate 3/31/08
Goal = 70%
Average Earnings 3/31/08

Goal = $9360  --  PRI Average = $10,447
Recidivism 3/31/08

- Mar 08: 15.0%
- Dec 07: 18.0%
- Sep 07: 20.0%
- Jun 07: 13.0%
- Mar 07: 13.0%
- Dec 06: 7.0%
Resources for Prisoner Reentry

Mentoring Manual and Reentry Toolkit
DOL:  http://www.dol.gov/cfbcireentry.htm
CSG:  http://justicereinvestment.org/

Scott Shortenhaus
Shortenhaus.scott@dol.gov
202.693.6459