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**DEPT OF CORRECTIONAL SERVICES**

## VOCATIONAL & LIFE SKILLS PROGRAM

Grant Cycle 2 Quarter 2

# 2nd Quarterly report

Quarterly Report - October 1, 2016 – December 31, 2016

**Funding was awarded in June and programs could begin program design and hiring, effective July 1, 2016.**

<b>Number of Individuals Receiving Programming this quarter (October – December 2016)</b>	1326
<b>Types of Programming</b>	Vocational; life skills
<b>Cost per Individual (Average cost for quarter)</b>	\$834.26
<b>Number of Individuals Successfully Completed Programming this quarter</b>	333

Grantee	# receiving program for the QTR.	# successfully completed for the QTR.	Total # receiving programming to date	Total # successfully completing programming to date	Cost per individual to date
Mental Health Assoc.	200	57	223	72	\$768.19
Metro Community College	456	44	528	89	\$510.31
ReConnect	277	*0	278	*0	\$218.65
Associated Builders & Cont.	166	*0	166	*0	\$244.34
William's Prepared Place	6	*0	6	*0	\$3,774.17
Center for People In Need	70	49	90	62	\$2,631.37
Bristol Station	56	10	81	26	\$2,972.75
ResCare	95	41	163	84	\$391.84

**\*Programs with zero successful completions this reporting period:** Success is defined differently for each program. These three programs are new to the Vocational and Life Skills program, which means it will take some time for them to have program completions. This is due, in large part, to start up.

**ReConnect** is now starting to see successful completions once the individual goes through Success Prep and does not require additional services for at least 30 days. Successful completions are expected from ReConnect in quarter three. **Associated Builders and Contractors** is beginning to document completions as certain components of the program are achieved.

**William's Prepared Place** program has operated for six months, including start up. It is a residential program, but the staff work with individuals after they have moved on to other living arrangements. Most participants will be in the residential program for approximately three to six months, which is why there are no completions to date.

## Funds awarded:

The grant cycle includes all of FY 2016-2017, and all of FY 2017-2018. Available funds for this grant cycle (\$7,607,446 and \$7,534,903) were respectively awarded to eight organizations.

## VLS Programs: “In their own words”

### Reconnect Program Update

Having men who take the Final Number, enroll in Success Prep and complete Success Prep while in prison, participate in follow up office appointments is how the program was developed and intended to flow. We were also able to raise funds to provide 121 gift cards to youths whose fathers participated in Success Prep or Final Number, and we mailed out 28 career related books to program participants. The funds raised were private donations based on the success of our program in the community.

### ReConnect Success Story

Hosea first visited our program seeking employment assistance in late-2015 based on a referral from his probation officer. At that time Hosea, 30, was still involved in the “street life” and as a result returned to prison on a violation shortly after his release, leaving five children behind. Fast forward to August 2016. Butler re-enrolled in our program after being released again. This time he told me he was committed to staying out of jail for good and had been thinking about getting a career in the trades as a construction worker. Unfortunately with no experience he didn’t see a path to a career to which I responded with the suggestion he enroll in our construction academy. Butler proved this commitment to us by attending both our orientation and employment workshops. He took advantage of our Job Club as well and was hired by the visiting employer. While working 3rd shift for one of our employer partners, Phillips Manufacturing, Butler also completed our Construction Academy, which is a nine week commitment. In his pursuit of a career as a general contractor he completed the three phase program which included a panel discussion on the trades facilitated by industry professionals, job readiness training specific to the trades, a week-long series of workshops where he earned his OSHA 10 Construction safety certification, CPR/AED and first aid training, power tool safety training, and finally an 8-week pre-apprenticeship program that met two nights a week at the Associated Builders and Contractors training facility here in Omaha. Butler is currently working as a general contractor using the credentials he earned with our program.

## **Bristol Station Program Update**

Two Bristol Station employees, Brent Hultine Home Reintegration Specialist and Tara Shafer, Case Manager, successfully completed the 180 hour, evidence-based Offender Workforce Development Specialist (OWDS) training curriculum in November. Brent and Tara were able to participate in this training through collaboration with the Kansas Department of Corrections and National Institute of Corrections. The training occurred over a 4 month period, and the final assignment included the development and presentation of an action plan showing how they plan to utilize OWDS at Bristol Station. Tara and Brent discovered throughout the training that they have already been utilizing some of the concepts from the OWDS curriculum such as vocational assessments, resume development and teaching problem solving skills! Tara and Brent both agreed that this curriculum was extremely beneficial in the continued development of transition interventions for the offender population.

## **Bristol Station Success Story**

Jorge entered Bristol Station in May 2016. Shortly after he arrived he began working at Gibbon Packing Company. A few weeks later he was offered a job with D & P Construction, with a lower pay rate, but Jorge accepted the position as he felt he would enjoy the work more. As it turns out his decision to change employers was the right one! He was hired at the end of June as a laborer and is now a foreman with several supervisory duties. Jorge stated “Having a job I enjoy and employer who is supportive was worth making less money.” In a few short months Jorge was making more than he was at Gibbon Packing Company. Jorge stated “I wouldn’t have my job if I hadn’t come to Bristol Station.” He indicated that he believes his biggest success since his release from incarceration has been “getting the position I have at D & P. Doing the hiring, firing, scheduling and running my own crew.” Overall he stated that the program at Bristol Station was helpful for his transition. “There was nobody to remind me to stay on the right track if I wasn’t at Bristol Station.” He stated that the structure and rules were helpful “even though I didn’t care for them at first.”

## **ResCare Success Story**

Jeffrey has been in and out of the system since he was 12 years old. He was referred to ResCare’s Get the Right Future class on 11/7/ 2016 by Region 12 Probation. He stated that he was coming because he didn’t want to go back to jail, but he didn’t see the point of this workshop, saying “Get the Right Future Program – Right, whatever.” Through orientation, it was discovered that Jeffrey came from a very dysfunctional family. He grew up around drugs and alcohol and suffered abuse. During the orientation process ResCare began to earn Jeffrey’s trust. Jeffrey began to share his barriers with ResCare. He came to class everyday dressed for success and discussed what he wanted to accomplish in his life, and what he wanted to do. Jeffrey told his ResCare Talent Development Specialist that he had a goal to have his own apartment because he was living in a crawlspace under a house. This space was large

enough to have a cot, a suitcase with his clothes and his laptop with a cord running downstairs where he enjoys using it to work with design applications. During class Jeffrey pursued several employment opportunities that interested him, including customer service jobs since he had worked at a place called Vertex, a call center, a little over a year ago. Jeffrey left Vertex on good terms and was interested in pursuing employment with them again, but because of his background he found out this was not a possibility. ResCare and Jeffrey considered other possible job opportunities in his area of interest. They discussed screen printing because of his interest in Adobe and identified possible local employers. Jeffrey was very reluctant to pursue employment with these companies at first because there wasn't an ad in the paper that they were looking for help. ResCare advised Jeffrey that just because a job opening isn't advertised doesn't mean the employer isn't hiring. Jeffrey agreed to apply and created a resume and cover letter that focused on his interests, skill sets and his eagerness to learn. ResCare also encouraged him to go over and meet with the owner of the company to express his interest. Jeffrey later informed ResCare that the owner made him feel comfortable and he let the owner know about his background as well as his interest in working for him. Not only did Jeffrey get hired by the company, but the owner also offered Jeffrey rental property that he had that was just getting finished being remodeled; he was going to let Jeffrey rent it with the first month free until he got settled.

### **Metropolitan Community College Program Update**

In December, MCC 180 RAP team and UNO came up with a revised method of data entry to better capture MCC services and program participant completions. While the conversion was labor intensive, UNO shared in the workload and assisted in every way possible, including spending extra days to work hands on with the MCC 180 RAP team. In December, MCC offered its first college credit course at Tecumseh State Correctional Institution. The Employability Skills class was offered to 12 men who received an MCC scholarship to attend; the College has committed to provide scholarships for a second class in Spring Quarter, 2016-17.

### **Metropolitan Community College Success Story**

Christina V. has utilized MCC's 180 RAP support since she was moved to CCC-O from NCCW. We assisted Chris in gaining employment at Skinner Bakery when she was having issues finding a job. Chris is a member of Long Term Relief and has received an attendance award for her coursework at MCC; she successfully completed two credit courses while working full time. Chris took advantage of our program's tutors and support by visiting our Computer Center and location at least three times each week. We assisted Chris with her transition plan into the community by referring her to an Oxford House where she currently resides. We attended the parole hearing for Chris and spoke on her behalf, updating the Parole Board on the progress we witnessed; she was granted parole in December after serving a 16 year sentence, and we are in daily contact with her. We were able to assist, Michael C., whom we had begun assisting at CCC-O. After his release we were able to assist him with finding

employment in a mechanic's position at \$11/hour. He is also going to school part time and will begin the Diesel Mechanics program at MCC in Spring Quarter.

### **Associated Builders & Contractors Success Story**

Shane is a man headed in the right direction. I would like to say that ABC got him there, but truly none of the Reentry Grant programs are the hero here, the guys and gals who choose to invest in themselves are the heroes. We simply provide the tools to help them succeed. Shane shared with me that he has been in and out of the system a few times because he had some issues with drugs. He was given the tools he needed to move beyond that issue through the RTC program at NSP. During his last 2.5 year incarceration, he also worked with the 2nd Chance Pups training program. He is especially proud of one pup he trained for Patriot Pups, who is aiding a Wounded Warrior Veteran. Shane engaged in the ABC training program at CCC-L. He was part of our first Core Curriculum graduating class. As his release drew near, he connected with us to continue in our program through the ABC Training Center. Shane had previously worked in the electrical field, so he was able to take an assessment to rate his level of understanding. Due to his prior knowledge, he advanced to the Electrical 2 program. While on Work Release, Shane worked for an ABC contractor and now has been hired on full time with another company that has a long term relationship with ABC through training and education. We are proud to say that Shane is an ABC Champion, but more proud to say that Shane is his own champion. I look forward to seeing Shane continue in our training program and become a journeyman electrician.

### **Center for People in Need – TRADE program Success Story**

Christopher had recently taken our Life skills class while at the Nebraska State Penitentiary. Upon his release Christopher came to the center for people in need. While here we were able to get him an emergency food bag and hygiene items. He was also able to work with the employment developer and do some job seeking. Christopher came to my office because he wanted to tell me that because of his experience in our life skills class he felt very comfortable coming to the center for assistance. This is the first time he has ever left prison and felt welcomed back into the community.

### **Mental Health Association Success Story**

A 27 year old male discharged from NSP after 8 years as a sex offender on Thanksgiving Day. The plan was for MHA to pick him up on Thanksgiving Day and take him to a hotel. He was scared and was experiencing a lot of anxiety. Instead of taking him to a hotel to spend the holiday alone we took him to Honu Home at MHA and he checked in. He began working with the H.O.P.E program to look for employment and it didn't take him long to get a job. After less than 2 Months at Hone he found an

apartment with the assistance of our Outreach worker. He has been in his own place for about 2 months and is still employed. He keeps in contact with our Outreach worker on a regular basis.

## DEVELOPMENTS

- On October 21<sup>st</sup>, the Grantees, NDCS Reentry team, UNO Evaluators, Doug Koebernick, Mike Rothwell, Jericho Johnson and Brian Pantzlaff met at UNO for our Vocational and Life Skills quarterly collaboration meeting. The Reentry team (Steve Fannon, Paul Hruskoci) presented the group to help give the Grantees a better idea of what goes on with Reentry on the inside and what it looks like when an individual is handed off to our VLS programs. Each program did a 10 minute presentation. A panel consisting of Grace Sankey-Berman, Mike Rothwell, Doug Koebernick, Jericho Johnson and Brian Pantzlaff answered questions from the Grantees. The UNO evaluators did a presentation on data and shared the final numbers for the first grant cycle. We wrapped up with a few reimbursement items and a closing statement.
- On October 26<sup>th</sup>, the Department of Labor, Parole, Probation, and NDCS came together with community partners to discuss how we can work to make reentry more successful for the participants coming out. We discussed collaboration possibilities, how to have a better infrastructure, how to utilize our community providers in a better way and how NDOL can assist NDCS by bringing all these elements together. Another meeting was scheduled for November 15<sup>th</sup>, where NDOL brought in the Indiana Department of Corrections to share information on a program that values apprenticeships and how they have been successful in utilizing the organizations and tools around them. These stakeholders are continuing to work on finding the best ways to collaborate and utilize the strengths of each agency and community provider.

## CHALLENGES

- Available space for classes is limited due to infrastructure challenges. We continue to look for creative ways to maximize the number of participants in grantee programs. Associated Builders and Contractors (ABC) recently started transporting work release individuals to their workshop in Lincoln for Core Curriculum Construction Classes due to lack of space at CCC-L.

# VOCATIONAL AND LIFE SKILLS QUARTERLY REPORT

Quarter 2 (October-December, 2016)

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## EXECUTIVE SUMMARY

The Vocational and Life Skills Program was created by Nebraska Legislative Bill 907 in 2014 with the goals of reducing recidivism and increasing employment for individuals who are incarcerated, who have been incarcerated within the prior 18 months or who are under parole or probation supervision. Participants must begin programming under these conditions, but they may continue programming as the program sees fit for his or her individual needs. Eight programs were funded in Grant Cycle 2 which runs from July 2016-June 2018. The NCJR evaluation was initiated in May 2016 with the primary goal of identifying types of programming and services that best serve the population by reducing recidivism and increasing employment. We provide support to grantees through training and site visits as needed, as well as providing feedback and information to NDCS on the implementation process and data updates.

This grant cycle has built upon the work of many programs and the NDCS reentry team in the first grant cycle, which has increased capacity to provide programming as well as increased the ability to gather data on participants in these programs. This report details evaluation updates and participant data from Quarter 1 and Quarter 2 of this grant cycle.

## HIGHLIGHTED SUCCESSES IN GRANT CYCLE 2

- There are programming opportunities in all facilities including the women's facility in York, the youth facility in Omaha and the diagnostic and evaluation center.
- Programs have collaborated with local employers and agencies to provide additional services to participants that are beyond the scope of the grant.
- Programs utilize the online data management system to track participant data to not only meet grant requirements but to also to get real time data reports and graphs to promote their program to other stakeholders.
- To increase networking opportunities and to reduce overlapping services, programs meet for monthly roundtable discussions in both Omaha and Lincoln.
- Based on feedback from last grant cycle, all grantee programs, the NDCS reentry team, evaluators and other community partners take part in quarterly meetings. During these meetings, program staff discuss updates, successes and challenges, and NDCS and NCJR evaluators provide feedback and training as needed.

## EVALUATION UPDATES

Through Grant Cycle 1 and the beginning of Grant Cycle 2, the Vocational and Life Skills evaluation has focused on setting up processes and procedures to collect participant and other evaluation data. This grant cycle, an online data management system was developed for grantees to track participant data in real time. The addition of this system has vastly improved data collection and reporting capabilities. Grantees are trained on the system and are required to have data up-to-date for monthly data pulls. The data coordinator at the Nebraska Center provides additional training and troubleshooting on data for Justice Research.

### PARTICIPANT DATA

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- Demographics
- Overall Program participation
- Program area information
- Self-reported employment information
- Participant surveys

### OUTCOME DATA

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We are beginning the process of collecting outside data to measure the main outcomes of increasing participant employment and decreasing recidivism. By including this data in the future, we will get a better picture of the impact of programs on these two areas.

- NDCS:** recidivism (return to prison) and misconducts
- Nebraska Department of Labor:** participant employment and wage data
- Probation:** risk levels and violations/sanctions
- Parole:** revocations

### OTHER EVALUATION ACTIVITIES

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- NCJR staff visited sites at the beginning of the grant cycle to meet program staff, learn more about their program and to develop a data and evaluation plan with programs.
- Additional program visits are being scheduled to sit in on programming in all facilities and in the community where evaluators will conduct short interviews with participants.
- Ongoing data and evaluation training is offered to programs as needed.
- Monthly update calls with programs take place to discuss any data changes or issues as well as for programs to provide updates on services and any successes and challenges during the previous month.

## QUARTER 2 SELECTED PROGRAM HIGHLIGHTS

### ABC

ABC is now offering OSHA at 6 facilities.

### Bristol Station

Two staff members completed a 180-hour, evidence-based offender workforce and development training and developed an action plan to utilize at Bristol Station.

### MHA

MHA saw an increase in interest in WRAP programming, especially in restrictive housing at TSCI. Rent Wise will be offered at CCCL soon, helping participants overcome the hurdle of housing.

### MCC

MCC instructors held welding workshops at OCC as an introduction to the four-week welding workshop that will be held in February. College courses are now being offered at TSCI.

### ReConnect

ReConnect's Success Prep programming is now being offered in Spanish, as that was an obstacle they had previously been experiencing.

### ResCare

As of January, "Get the Right Future" is up and running in NSP.

### TRADE

TRADE was able to add a Core Class at CCCL held in the evenings. TRADE staff are busy preparing for their next job fair in April.

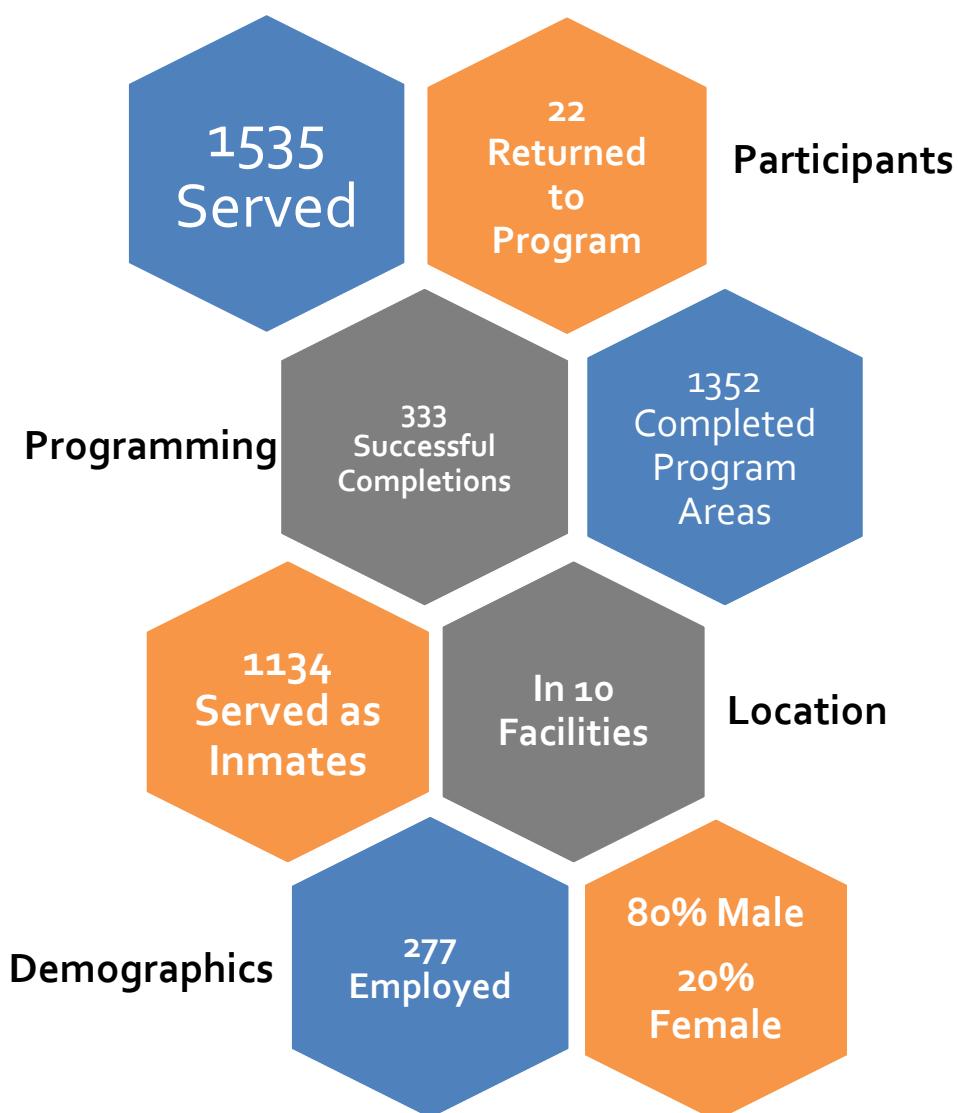
### Williams Prepared Place

Williams Prepared Place has worked to establish a working relationship with reentry specialists.

## GRANT CYCLE 2 DATA OVERVIEW

The Vocational and Life Skills programs continue to grow and serve more participants in quarter 2. There is a marked difference in how services are being provided compared to the first grant cycle as most programming is being provided to participants before they reenter the community. Nearly **74%** of participants are receiving programming in correctional and work release facilities. All programs serve participants in the community in order for participants to receive support after release. Programs also serve participants who have previously jammed their time or are on parole or probation supervision.

## DATA HIGHLIGHTS

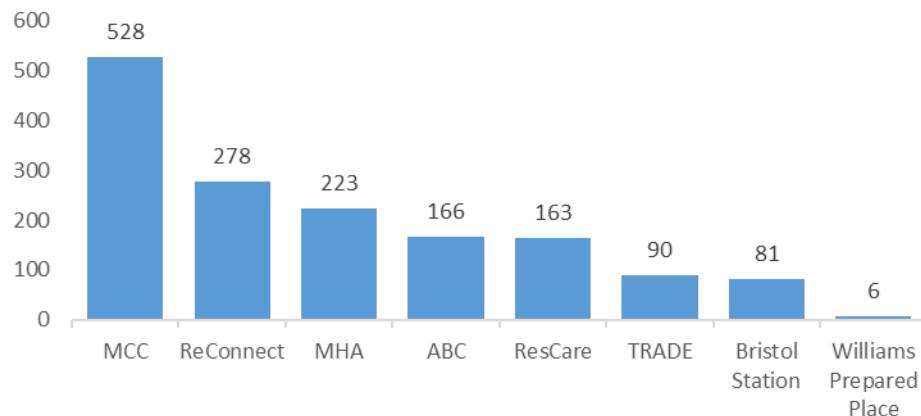


## GRANT CYCLE 2, QUARTER 2: OVERALL PARTICIPATION AND COMPLETIONS

This report provides a brief overview of data that was submitted by grantee programs for the first two quarters of this grant cycle (July-December, 2016). Evaluators are working with programs on a continuous basis to correct any data issues. This data is therefore subject to change as corrections are made in the database. Program specific data is available by request.

### Quarterly Vocational and Life Skills Participants

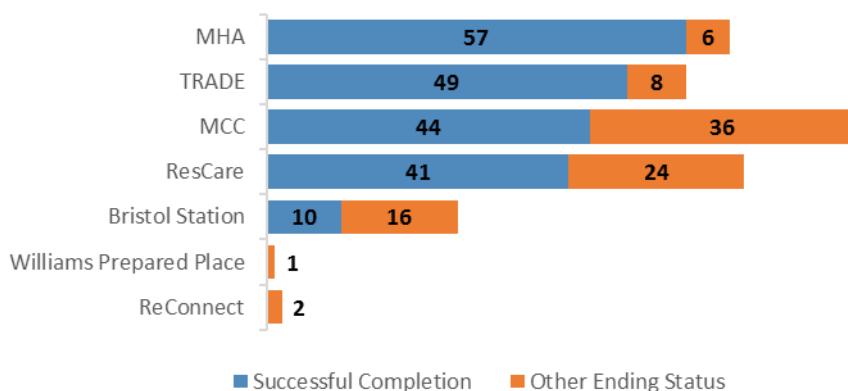
There were 1535 unique participations across all programs in this grant cycle from Quarter 1 (July-September) and Quarter 2 (November-December).



Since the beginning of this grant cycle, **333** Vocational and Life Skills participants have successfully completed programming across all eight programs; **132** completed in Quarter 1 and **201** completed in Quarter 2. ABC had no participants leave programming this quarter.

### Quarter 2 Completions

Out of 294 total participants who had left the program during this quarter, 201 (70%) had successfully completed across programs. Successful completions and other ending statuses by program are listed below.



## QUARTER 2 PARTICIPANTS SERVED

Program	Total Served	New Participants	Successfully Completed
Associated Builders and Contractors (ABC)	166	37	0
Bristol Station	56	25	10
Mental Health Association (MHA)	200	98	57
Metropolitan Community College (MCC)	456	89	44
ReConnect	277	141	0
ResCare	95	68	41
Center for People in Need-TRADE	70	57	49
Williams Prepared Place	6	3	0

### TOTAL SERVED

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The total served is a count of unique active participants for the quarter. Any participant that does not have an end date to their programming during the quarter is counted as a unique participant served. If the same person is a participant in multiple programs, they are counted once in each program as a unique participant for the quarter they began participating.

### NEW PARTICIPANTS

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New participants are the subset of the total who were new to the programs this quarter. Participants are counted only once which is reflected in the month they began their participation. Many participants were carried over from the previous grant cycle so their participation is not reflected in the new participants served for this grant cycle. They are counted in the total served for the quarter and in the successfully completed numbers.

### SUCCESSFULLY COMPLETED

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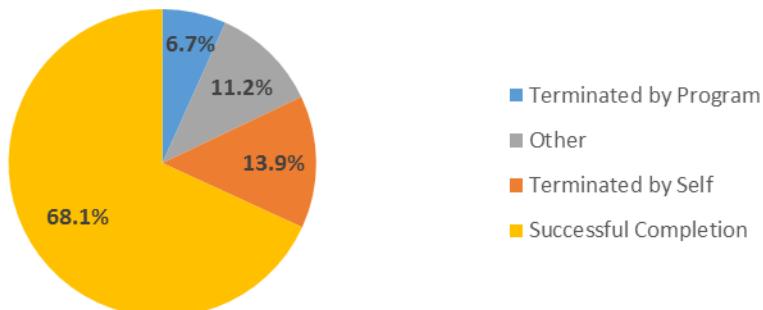
Participants are considered successful when they meet the individualized plan set up for them upon intake into the programs. Once they meet this threshold, they are exited from the program and marked as successfully completed. Success looks different for each participant and varies across programs as well (see Appendix 1). Because of this, there will be no comparisons between programs based on successful completion numbers. ABC, ReConnect, and William's Prepared Place did not have any participants that completed the program during the first two quarters. Additional program area data shows the different program areas individuals are participating in along with their status of completion in each program area. Many participants have completed program areas within programs and are still making progress towards successfully completing the program. Program areas are each tied to locations as well.

## REASON PROGRAM ENDED

When participants leave the program, program staff indicate the reason for their departure. Participants successfully complete when they meet requirements of their individual plan with the program staff. Participants are also closed out if they leave on their own accord (Terminated by Self), the program asks them to leave (Terminated by Program) or fit in the Other category. The Other category also includes referred to other agency, moved and terminated due to employment.

### Quarter 2 Reason Program Ended

Across programs, 294 participants ended programming this quarter. 201 participants successfully completed, 43 terminated programming, 16 were terminated by the program and 34 left for other reasons.



## PROGRAM AREA OVERVIEW

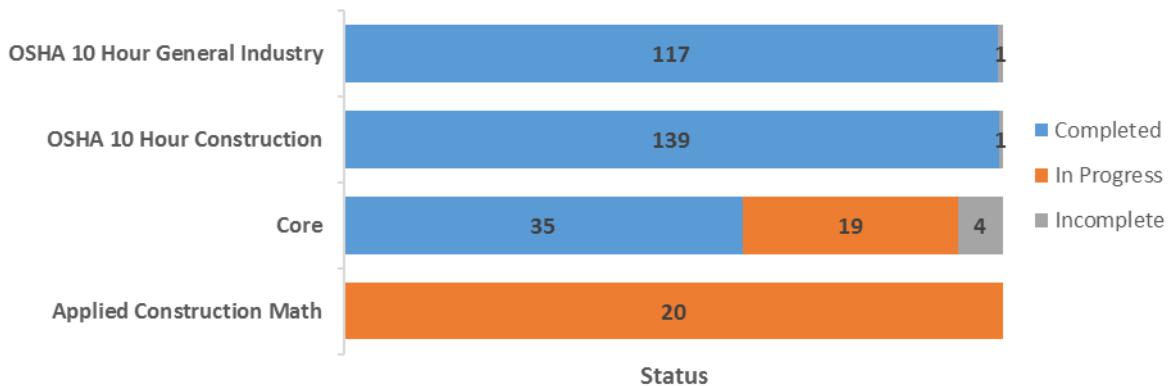
Program area participations for Quarter 1 and Quarter 2 are presented below. Program staff work with each participant to develop an individualized plan of programming unique to their needs. Many participants are involved in multiple program areas at each program and some program areas offered are not suitable for each participant. It is not necessary for a participant to complete each program area to be considered a successful participant. Some may only complete one program area to be considered successful, while others may participate in multiple areas back-to-back or simultaneously in order to complete the program. It is only when participants complete the necessary program areas that program staff will mark an individual as successfully completing. This is determined on an individual basis.

An overview of all program areas each program offers is provided in Appendix 2 of this report. As data collection and program areas change, so too will program area names. Therefore, some of the data presented will not match exactly with Quarter 1 reporting of program areas.

## PROGRAM AREAS (QUARTER 1-QUARTER 2)

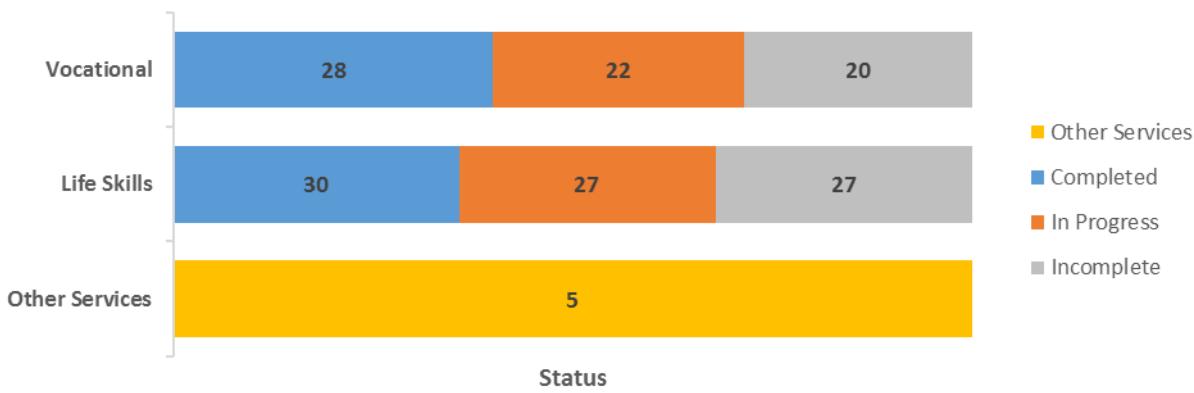
### Associated Builders and Contractors Program Areas

There were 336 total program area participations in Quarter 1 and Quarter 2. Of these participations, 291 had completed and 39 were in progress. There were 6 incomplete program areas.



### Bristol Station Program Areas

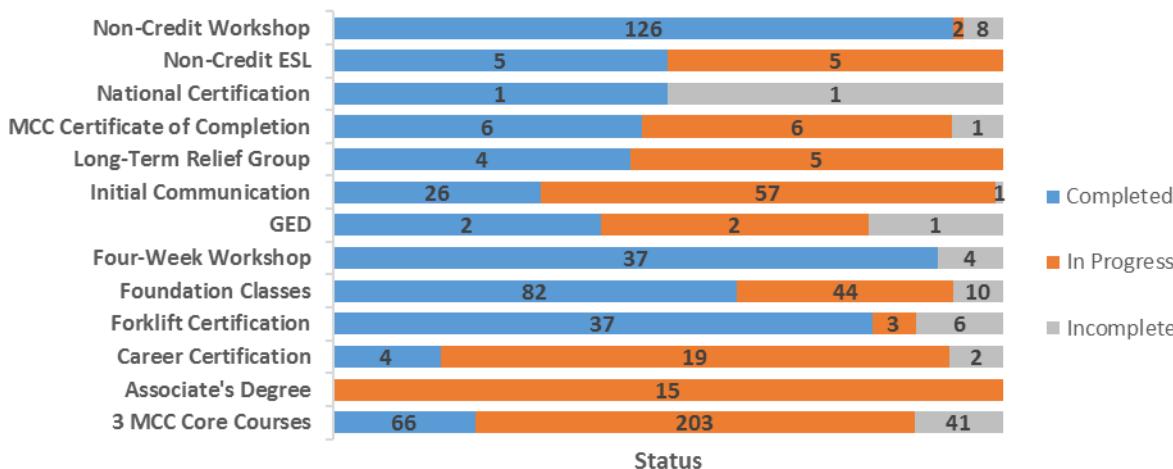
There were 159 total program area participations in Quarter 1 and Quarter 2. Of these participations, 58 had completed, 49 were in progress, 47 were incomplete, and 5 other services were provided to participants.



## PROGRAM AREAS (QUARTER 1-QUARTER 2)

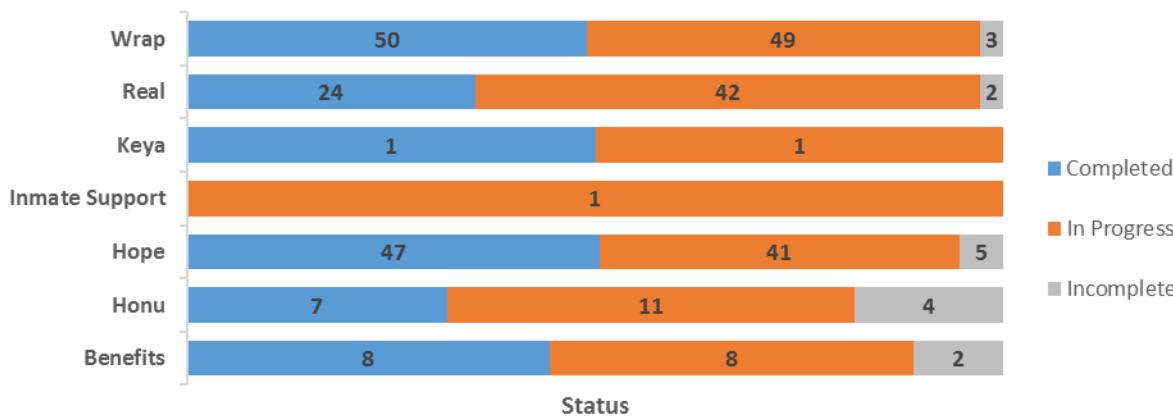
### Metro Community College Program Areas

There were 832 total program area participations in Quarter 1 and Quarter 2. Of these participations, 396 had completed, 361 were in progress, and 75 were incomplete.



### Mental Health Association Program Areas

There were 306 total program area participations in Quarter 1 and Quarter 2. Of these participations, 137 had completed, 153 were in progress, and 16 were incomplete.



## PROGRAM AREAS (QUARTER 1-QUARTER 2)

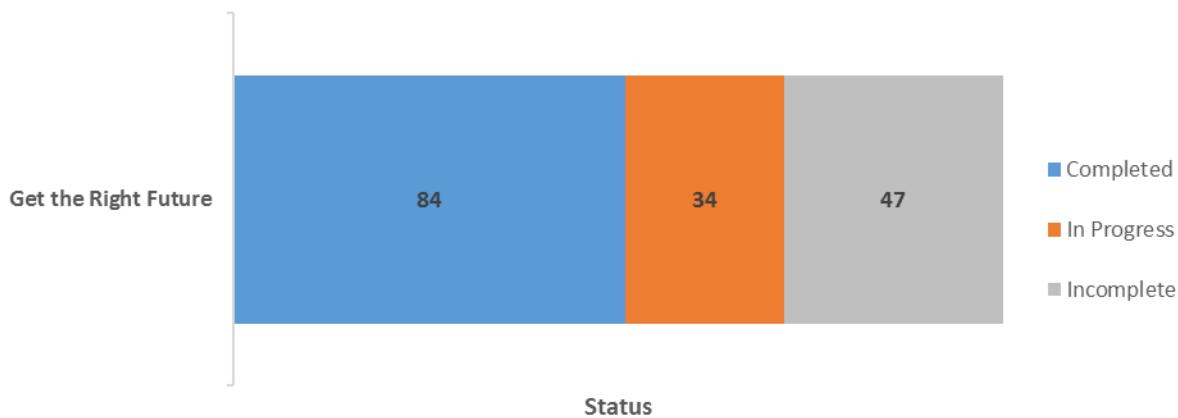
### ReConnect Program Areas

There were 577 total program area participations in Quarter 1 and Quarter 2. Of these participations, 288 had completed, 272 were in progress, 3 were incomplete, and 14 other services were provided to participants.



### ResCare Program Areas

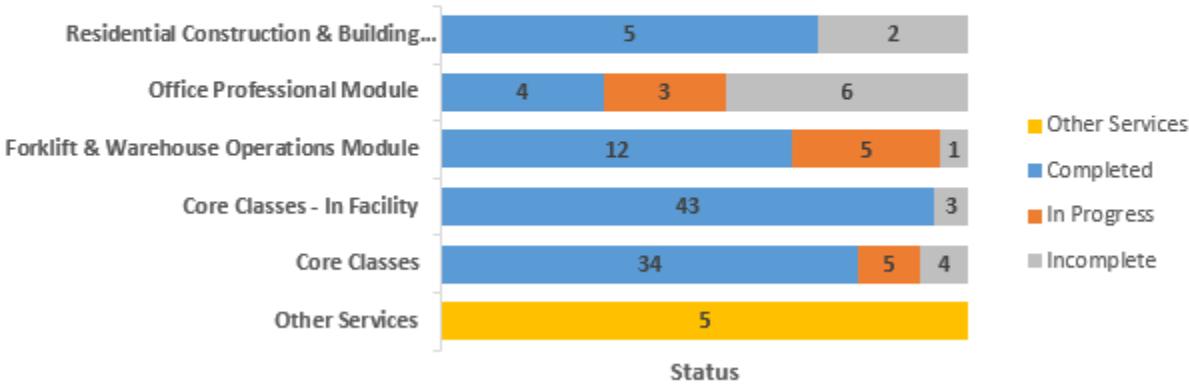
There were 165 total program area participations in Quarter 1 and Quarter 2. Of these participations, 84 had completed, 34 were in progress, and 47 were incomplete.



## PROGRAM AREAS (QUARTER 1-QUARTER 2)

### TRADE-Center for People in Need Program Areas

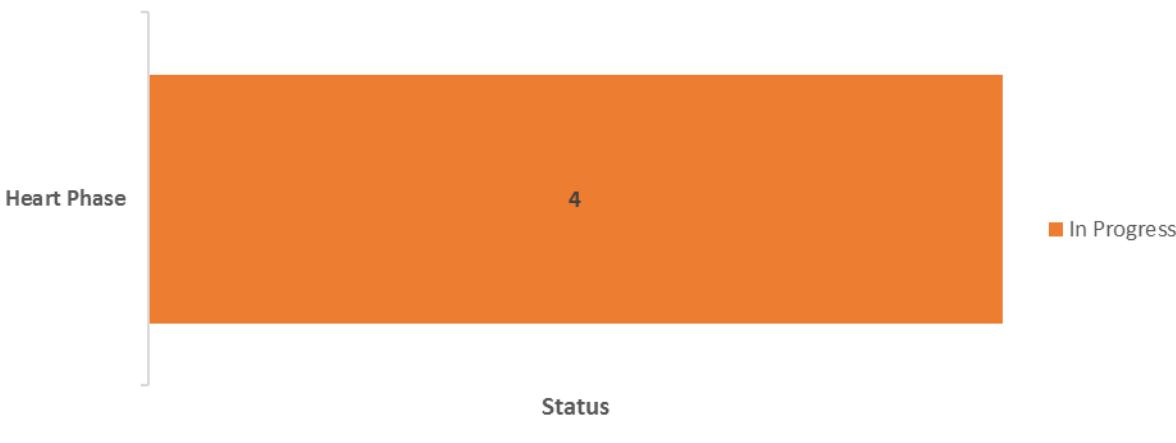
There were 132 total program area participations in Quarter 1 and Quarter 2. Of these participations, 98 had completed, 13 were in progress, 16 were incomplete, and 5 other services were provided to participants.



**Note:** William's Prepared Place was serving a total of 6 participants through Quarter 1 and Quarter 2. At the time of the data pull, however, only 4 participants had documented program areas within the program.

### Williams Prepared Place Program Areas

There were 4 total program area participations in Quarter 1 and Quarter 2. All of the participants were listed as in progress during these quarters.

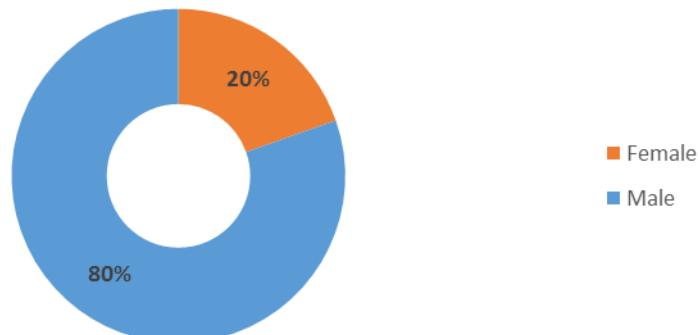


## PARTICIPANT DEMOGRAPHICS—SEX

Programs collect self-reported demographic information from participants in their programs. This demographic information includes information like sex, age, race, ethnicity, marital status and education level. If an individual participated in multiple programs, their demographic information is counted for each participation so the data is based on individual participations and not necessarily individual people.

### Quarter 1 and 2 Vocational and Life Skills by Sex

Out of 1535 total participants in Quarter 1 and Quarter 2, 1234 (80%) of the participants were male and 301 (20%) were female.



### Quarter 1 and Quarter 2 Females by Program

In Quarter 1, three programs served more females than males: Mental Health Association, ResCare and TRADE. Through Quarter 2, however, all programs are now serving more males than females. MCC served the highest number of females (84) since the beginning of this grant cycle and ResCare served the highest percentage of females (44%) in their program. Below is a breakdown of number of participants in each program and the total percentage of females across all programs.

	ABC	Bristol Station	MCC	MHA	ReConnect	ResCare	TRADE	Williams Prepared Place
■ Participants	32	10	84	70	11	71	21	2
■ % of All Female Participants	10.63%	3.32%	27.91%	23.26%	3.65%	23.59%	6.98%	0.66%

### Quarter 1 and Quarter 2 Males by Program

All programs served more males than females through Quarter 2. Metro Community College served the most males (444) and ReConnect served the highest percentage of males (96%). ABC (81%), Bristol Station (88%), MCC (84%), and TRADE (77%) also served high percentages of males. Below is a breakdown of number of participants in each program and the total percentage of males across all programs.

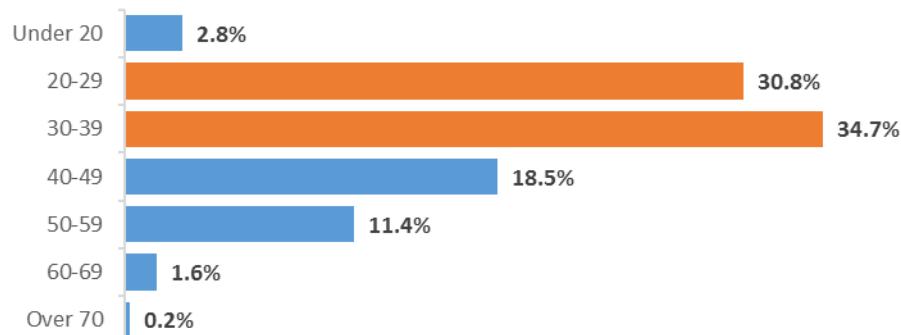
	ABC	Bristol Station	MCC	MHA	ReConnect	ResCare	TRADE	Williams Prepared Place
■ Participants	134	71	444	153	267	92	69	4
■ % of All Male Participants	10.86%	5.75%	35.98%	12.40%	21.64%	7.46%	5.59%	0.32%

## PARTICIPANT DEMOGRAPHICS—AGE

**Note:** Four participants had an age entered that was incorrect, so their data is left out of this section until corrected by the program.

### Vocational and Life Skills by Age

Most participants fell into two age categories from Quarter 1-Quarter 2. 35% were between the ages of 30-39 and 31% were between the ages of 20-29. This followed the same pattern from Quarter 1.



### Vocational and Life Skills by Age

Below are the number of participants served in each program by age category below. Most programs followed the trend in serving the most participants in the 20-29 and 30-39 age category. MHA and TRADE both served more participants in the 40-49 age category than in the 20-29 age category.

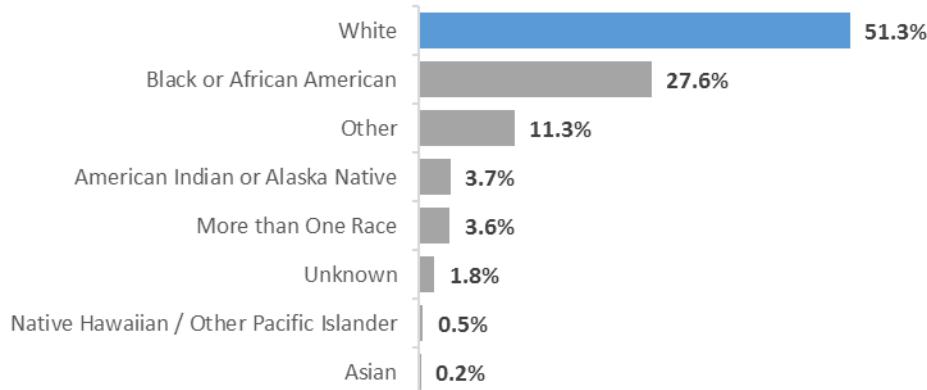
Program	Under 20	20-29	30-39	40-49	50-59	60-69	Over 70	Total
ABC	1	47	61	36	20	1	0	166
Bristol Station	0	28	32	11	8	2	0	81
MCC	23	155	182	104	55	7	1	527
MHA	0	58	72	50	34	6	2	222
ReConnect	9	79	101	51	30	7	0	277
ResCare	10	75	52	14	11	0	0	162
TRADE	0	26	32	16	15	1	0	90
Williams Prepared Place	0	3	0	2	1	0	0	6
<b>Total</b>	<b>43</b>	<b>471</b>	<b>532</b>	<b>284</b>	<b>174</b>	<b>24</b>	<b>3</b>	<b>1531</b>

## PARTICIPANT DEMOGRAPHICS—RACE

**Note:** Hispanic or Latino/a is captured as a separate ethnicity variable in the data in addition to the race category; **171** participants (**11%**) were listed as Hispanic or Latino/a so far this grant cycle. Those that identify as Hispanic or Latino/a are most often represented in the White, Black/African American or Other racial category.

### Quarter 1 and Quarter 2 Participants by Race

Most participants reported their race as White (51%) or Black or African American (28%) through Quarter 2.



### Quarter 1 and Quarter 2 Participants by Race

Percentages of participant race for each program in Quarter 1 and Quarter 2 is listed below.

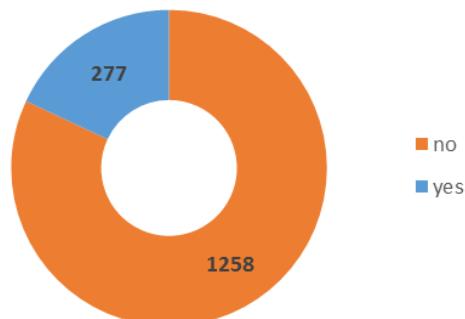
	ABC	Bristol Station	MCC	MHA	ReConnect	ResCare	TRADE	Williams Prepared Place
White	44%	73%	55%	56%	45%	46%	42%	50%
Black or African American	28%	22%	27%	29%	33%	17%	37%	33%
Other	17%	0%	11%	6%	15%	13%	11%	0%
American Indian or Alaska Native	4%	5%	3%	4%	2%	7%	4%	0%
More than One Race	7%	0%	4%	4%	4%	0%	3%	0%
Unknown	0%	0%	0%	0%	0%	17%	0%	0%
Native Hawaiian / Other Pacific Islander	1%	0%	0%	0%	0%	1%	1%	0%
Asian	0%	0%	0%	0%	0%	0%	1%	17%

## PARTICIPANT EMPLOYMENT

Participants self-report their employment information to programs while they are involved with the program. This information does not reflect any job changes that may happen after programming is completed as there is no way to accurately track this data currently.

### Quarter 1 and Quarter 2 Participant Employment

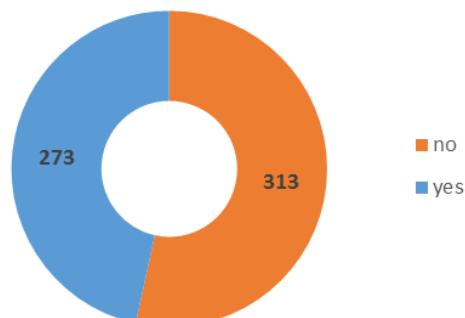
Out of 1535 participants served in Quarter 1 and Quarter 2, 277 (18%) had a recorded employment while in a program.



	ABC	Bristol Station	MCC	MHA	ReConnect	ResCare	TRADE	Williams Prepared Place
yes	0%	78%	8%	28%	6%	46%	13%	50%
no	100%	22%	92%	72%	94%	54%	87%	50%

### Quarter 1 and Quarter 2 Employment by Status

When inmate status is removed, 273 out of 586 participants (46.5%) of participants had a reported employment.



	ABC	Bristol Station	MCC	MHA	ReConnect	ResCare	TRADE	Williams Prepared Place
yes	0%	78%	8%	28%	6%	46%	13%	50%
no	100%	22%	92%	72%	94%	54%	87%	50%

## APPENDIX 1: VLS PROGRAM SUCCESS OVERVIEW

**Associated Builders and Contractors:** Participants have an individualized plan. Generally, a participant is successful after completing OSHA and the core classes while in a facility. Other programming is offered out in the community and programming may continue from a facility or participants may be served entirely in the community. If they continue programming once released, they may be added back in for additional programming needs.

**Western Alternative Corrections Bristol Station:** Every participant's success will look different. The program plan is very individualized based on risk and needs assessments. Each participant has a different path in both the residential side of the program and the vocational and life skills areas and they work with case managers to determine their programming needs.

**Center for People in Need (TRADE):** TRADE participants in facilities will be successfully completed once they have completed the Core classes. Those at the work release facility or on parole are successful once the core class is completed and gain employment. For all other participants, completing Core and one vocational module or securing employment is a successful completion.

**Mental Health Association:** A participant in the Hope program area is successful after maintaining employment for 90 days. A participant in the Benefits program is successful after all applications and a benefit analysis is complete. A Real participant's success varies as it is a highly individualized program. A participant at the Honu house is successful when he or she is able to transition out of the Honu house. Participants may be involved in one or multiple program areas and will be marked successful after completing their program plan.

**Metropolitan Community College (180 RAP) :** A participant that completes a class, workshop, or other program area is successful based on the individual plan that is set up with staff. Some participants are in long-term educational courses leading to a degree and may be active for years while others may only participate in a short-term training or workshop.

**ReConnect:** A participant is successful on a case-by-case basis. Any participant that has been receiving services for 18 months is successful, as is anyone who secures employment. This may vary for those receiving programming in facilities who wish to continue services once released.

**ResCare Workforce Services:** A participant is successful if he or she completes all four weeks of the Get the Right Future program or secures employment during the course of the programming.

**Williams Prepared Place:** A successful participant will have gained and maintained employment, completed substance abuse treatment program without reoffending, and will have spent six months in aftercare.

## APPENDIX 2: PROGRAM AREA DESCRIPTIONS

The program areas documents provide descriptions on different services offered in each program. Each area details the services provided, the benefit or result a participant can hope to get from completing the area, the duration of programming, and the locations the program area is offered. Not all program areas or services are offered at all times and participants may not participate in all program areas during their programming. As each participant goes through programming differently based on things like needs and status, these descriptions provide more insight into the program area participation reported in this report.

### ASSOCIATED BUILDERS AND CONTRACTORS (ABC)

**Overall Program Description:** The goal of the program is to provide individuals associated with the Nebraska Department of Correctional Services programs with pre-employment training; trade specific apprenticeship training and work based learning opportunities to facilitate transition to future careers in the construction industry.

#### Program Areas

- **NCCER Core Curriculum**
  - **Description:** The NCCER Core Curriculum is a prerequisite to all other Level 1 craft curriculum. The CORE curriculum includes Basic Safety, Introduction to Construction Math, Introduction to Hand Tools, Introduction to Power Tools, Introduction to Construction Drawings, Introduction to Basic Rigging, Basic Communication Skills, Basic Employability Skills and Introduction to Material Handling.
  - **Benefit/Result:** Prerequisite/Certificate/Card
  - **Duration:** 12 weeks attending 2 nights per week
  - **Location:** Planned for all 6 facilities – Currently being taught at NSP, CCCL, WEC and NCCW-this facility will begin January 3<sup>rd</sup>.
- **OSHA 10 Hour Construction**
  - **Description:** This course provides the worker with an overview of the safety applications on a construction site and increases awareness and understanding of governmental regulations and applications to the trade practices. All certificates received are issued directly from the OSHA Training Institute Outreach Program and meet every application to the OSHA requirements currently in place.
  - **Benefit/Result:** Certificate/Card
  - **Duration:** 10 hours
  - **Location:** All 6 facilities

- **OSHA 10 Hour General Industry**
  - **Description:** This training program is intended to provide entry-level general industry workers information about their rights, employer responsibilities, and how to file a complaint as well as how to identify, abate, avoid, and prevent job related hazards on a job site. The training covers a variety of general industry safety and health hazards that a worker may encounter. Training should emphasize hazard identification, avoidance, control and prevention, not OSHA standards.
  - **Benefit/Result:** Certificate/Card
  - **Duration:** 10 hours
  - **Location:** All 6 facilities
- **Construction Technology**
  - **Description:** This curriculum will ground the trainee in the basic knowledge and principles of carpentry, masonry, concrete finishing, electrical work, HVAC, and plumbing. He or she will become skilled in different phases of a project from start to finish. Once completing this course, the trainee will be able to interpret construction drawings; perform quality concrete and brickwork; frame walls, ceilings, and floors of a structure; and install the proper wiring and piping for electrical, and plumbing systems.
  - **Benefit/Result:** Certificate/Card
  - **Duration:** 12 weeks per level, 2 nights per week
  - **Location:** Planned for NSP, NCCW, TSCI
- **Applied Construction Math**
  - **Description:** Just seeing the word “math” strikes fear and frustration in the heart and mind of most students. Teachers also understand that a math lesson gets the same reception of any other dreaded chore: “eat your Brussel sprouts, take out the garbage, and learn your MATH”. Students and teachers must see the relevance in learning before they will invest the time and commitment needed to master the subject. This book will help you understand the fundamentals of math in a way that is engaging, interesting, and relevant. This book’s unique and real-life approach will help you understand how learning and more importantly understanding math will allow you to reach your personal goals as a student and craft professional.
  - **Benefit/Result:** Certificate
  - **Duration:** 9 weeks 2 nights / week
  - **Location:** NSP, NCCW, TSCI, WEC

- **HVAC**
  - **Description:** HVAC Curriculum is a four level program that will be taught during a 4-year period. Each level will be 26 weeks, 1 day per week and 2.5 hours per day for a total of 80 hours. The increasing development of HVAC (heating and air-conditioning systems) technology causes employers to recognize the importance of continuous education and keeping up to speed with the latest equipment and skills. Hence, technical school training or apprenticeship programs often provide an advantage and a higher qualification for employment. NCCER's program has been designed by highly qualified subject matter experts with this in mind. Our four levels, North American Technician Excellence (NATE) recognized, present theoretical and practical skills essential to your success as an HVAC installer or technician.
  - **Benefit/Result:** Certificate/Card – and ultimately earning license in the trade.
  - **Duration:** 1 year per level, 1 night per week
  - **Location:** ABC Training Centers
- **Electrical**
  - **Description:** Electrical Curriculum is a four level program that will be taught during a 4-year period. Each level will be 26 weeks, 1 day per week and 2.5 hours per day for a total of 80 hours. Electricians install electrical systems in structures; they install wiring and other electrical components, such as circuit breaker panels, switches, and light fixtures, and they follow blueprints, the National Electrical Code® and state and local codes. To prepare trainees a career in the electrical field, NCCER offers a comprehensive, 4-level Electrical curriculum that complies with DOL time-based standards for apprenticeship.
  - **Benefit/Result:** Certificate/Card – and ultimately earning license in the trade.
  - **Duration:** 1 year per level, 1 night per week
  - **Location:** ABC Training Centers
- **Drywall**
  - **Description:** Drywall Curriculum is a two level program that will be taught during a 2-year period. Each level will be 26 weeks, 1 day per week and 2.5 hours per day for a total of 80 hours. Drywall applicators often install walls and ceilings, as well as place insulation, soundproofing, and fire stopping materials behind and onto those walls and ceilings. They may also apply textures and trims to enhance both the interiors and exteriors of the buildings. The two-level curriculum for Drywall covers such subjects as Thermal and Moisture Protection, Steel Framing, and Acoustical Ceilings.
  - **Benefit/Result:** Certificate/Card
  - **Duration:** 1 year per level, 1 night per week
  - **Location:** ABC Training Centers

- **Carpentry**
  - **Description:** Carpentry Curriculum is a three level program that will be taught during a 3-year period. Each level will be 26 weeks, 1 day per week and 2.5 hours per day for a total of 80 hours. Carpenters make up the largest building trades occupation in the industry and those with all-around skills are in high demand. Carpenters are involved in many different kinds of construction activities, from building highways and bridges to installing kitchen cabinets. Carpenters construct, erect, install, and repair structures and fixtures made from wood and other materials. This four-level curriculum covers content such as Building Materials, Cabinet Fabrication, and Advanced Wall Systems.
  - **Benefit/Result:** Certificate/Card
  - **Duration:** 1 year per level, 1 night per week
  - **Location:** ABC Training Centers
- **Masonry**
  - **Description:** Masonry Curriculum is a three level program that will be taught during a 3-year period. Each level will be 26 weeks, 1 day per week and 2.5 hours per day for a total of 80 hours. The study of masonry is one of the world's oldest and most respected crafts. Masonry construction existed for thousands of years. The remains of stone buildings date back 15,000 years, and the earliest manufactured bricks unearthed by archaeologists are more than 10,000 years old. These bricks were made of hand-shaped, dried mud. Among the most well-known works of masons are the pyramids of ancient Egypt and Notre Dame Cathedral in Paris. NCCER's three-level curriculum encompasses modules such as Mortar, Metalwork in Masonry, and Estimating.
  - **Benefit/Result:** Certificate/Card
  - **Duration:** 1 year per level, 1 night per week
  - **Location:** ABC Training Centers
- **Plumbing**
  - **Description:** Plumbing Curriculum is a four level program that will be taught during a 4-year period. Each level will be 26 weeks, 1 day per week and 2.5 hours per day for a total of 80 hours. Most people are familiar with plumbers who come to their home to unclog a drain or install an appliance. In addition to these activities, however, plumbers install, maintain, and repair many different types of pipe systems. For example, some systems move water to a municipal water treatment plant and then to residential, commercial, and public buildings. Other systems dispose of waste, provide gas to stoves and furnaces, or supply air conditioning. Pipe systems in power plants carry the steam that powers huge turbines. Pipes also are used in manufacturing plants, such as wineries, to move material through production processes. NCCER's four-level curriculum covers topics such as Plumbing Tools, Types of Valves, and Potable Water Treatment.

- **Benefit/Result:** Certificate/Card – and ultimately earning license in the trade.
- **Duration:** 1 year per level, 1 night per week
- **Location:** ABC training centers

## BRISTOL STATION—WESTERN ALTERNATIVE CORRECTIONS

**Overall Program Description:** It is the mission of Western Alternative Corrections, Inc. to provide offenders with an opportunity of self-discovery and re-education relating to behavior and thought process. Through the implementation of a two-pronged approach utilizing both behavioral and cognitive systems, offenders begin to reconfigure their perceptions, interpretations and responses to stimuli; thus reinforcing constructive behavior and focus on goals that replace old habits and mindsets with healthier conduct. This treatment philosophy is evident through the service delivery of the company and community based service providers utilized by Western Alternative Corrections, Inc. The result will be an enhancement of community and offender safety, while at the same time empowering offenders to become valuable assets to their families, friends and employers.

### Program Areas

#### Vocational

- **Residential Reentry**

- **Description:** Bristol Station is based on the Federal reentry model which utilizes evidence-based practices to deliver offender specific programming. Reentry services are guided by the Risk, Need and Responsivity principles that dictate the degree of individualized services and programming. Bristol Station offers a variety of programming components to foster life and vocational skills. Some of the programming components include, but are not limited to Correctional Case Management, Moral Reconation Therapy, anger management, transition skills, parenting, job readiness and conflict resolution. Community resources are utilized for substance abuse, mental health and offense-specific treatment.
- **Benefit/Result:** The overall goal remains that each individual will successfully reintegrate with their family and transition back into their community. In order to achieve this goal each individual, in conjunction with their case manager, will develop a dynamic transition plan to foster employability skills, obtain and maintain gainful employment, and successfully complete all facets of programming aimed toward lowering recidivism risk.
- **Duration:** 3-6 Months
- **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Resume Development**
  - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants work one on one with their case manager to develop a functional resume.
  - **Benefit/Result:** With the aid of their resume, Participants will have more access to interviews with perspective employers.
  - **Duration:** 1 to 2 weeks
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Interviewing Skills**
  - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants will work one on one with their case manager to develop behavioral interviewing skills, learn how to answer interview questions in an appropriate manner, prepare a narrative to explain their criminal history in an interview, and participate in mock interviews.
  - **Benefit/Result:** Development of effective interviewing skills to increase likelihood of obtaining gainful employment.
  - **Duration:** 1 to 3 weeks
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Job Readiness**
  - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants working one on one with their case manager will utilize interest profilers, such as ONET, to help identify employment interests that in turn assists in the development of a targeted job search. Participants will obtain all necessary documents required to gain employment (i.e. birth certificate, state identification, driver's license, and Social Security Card). Participants will learn how to fill out job applications on-line and using paper formats. Participants will also be introduced to effective job search strategies.
  - **Benefit/Result:** Participants will be ready to begin their job search in order to find a personally rewarding career. Increased likelihood of obtaining gainful employment.
  - **Duration:** 1 to 3 weeks
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Dress for Success**
  - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants will work with their case manager to locate local resources for clothing and obtain appropriate clothes for interviews and working conditions.
  - **Benefit/Result:** Participants will have appropriate clothing for interviews and work.

- **Duration:** 1 week
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Conflict Resolution**
  - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants will work one on one with their case manager to learn proper techniques in dealing with supervisors and fellow co-workers when conflict arises in the work place.
  - **Benefit/Result:** Participants will be able to appropriately address stressors and communicate in the workforce in order to minimize the risk of losing their employment.
  - **Duration:** On going for the duration of their stay at Bristol Station.
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Job Coaching**
  - **Description:** Bristol Station utilizes components of the Offender Workforce Development Specialist (OWDS) curriculum for this facet of programming. Participants will work one on one with their case manager to learn techniques of maintaining their employment.
  - **Benefit/Result:** Participants will be able to recognize and utilize techniques of personal communication to ensure career goal enrichment. Participants will also learn how to go about appropriately leaving a place of employment.
  - **Duration:** On going for the duration of their stay at Bristol Station.
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Life Skills**
- **Residential Reentry**
  - **Description:** Bristol Station is based on the Federal reentry model which utilizes evidence-based practices to deliver offender specific programming. Reentry services are guided by the Risk, Need and Responsivity principles that dictate the degree of individualized services and programming. Bristol Station offers a variety of programming components to foster life and vocational skills. Some of the programming components include, but are not limited to Correctional Case Management, Moral Reconation Therapy, anger management, transition skills, parenting, job readiness and conflict resolution. Community resources are utilized for substance abuse, mental health and offense-specific treatment.

- **Benefit/Result:** The overall goal remains that each individual will successfully reintegrate with their family and transition back into their community. In order to achieve this goal each individual, in conjunction with their case manager, will develop a dynamic transition plan to foster employability skills, obtain and maintain gainful employment, and successfully complete all facets of programming aimed toward lowering recidivism risk.
  - **Duration:** 3-6 Months
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **MRT**
  - **Description:** Moral Reconation Therapy (MRT) is a systematic treatment strategy that seeks to decrease recidivism among juvenile and adult criminal offenders by increasing moral reasoning. MRT is a “systematic, cognitive-behavioral, step-by-step treatment strategy designed to enhance self-image, promote growth of a positive, productive identity, and facilitate the development of higher stages of moral reasoning.” MRT systematically focuses on seven basic treatment issues:
    - confrontation of beliefs, attitudes and behaviors
    - assessment of current relationships
    - reinforcement of positive behavior and habits
    - positive identity formation
    - enhancement of self-concept
    - decrease in hedonism and development of frustration tolerance
    - development of higher stages of moral reasoning
  - **Benefit/Result:**
    - MRT is designed and developed to target issues specific to an offender population.
    - MRT has shown to reduce the recidivism rate of offenders by between 30% and 50% for periods up to 20 years after release
    - MRT improves offender compliance to rules in an institution or while under supervision in the community
    - MRT will increase offenders' moral reasoning, decrease dropout rates, increase sense of purpose and reduce antisocial thinking and behavior
  - **Duration:** MRT is delivered in weekly open-ended groups, which allows for maximizing resources. There are 12 steps in the MRT curriculum.
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Family Reunification**
  - **Description:** The Family Reunification course utilizes the journaling program titled; Getting it Right, Contributing to the Community, Personal Growth by The Change Companies. Participants will be assigned homework and the last session of the family reunification class would involve the participants' family attending.

- **Benefit/Result:** Increased positive communication with family, development and/or repair of family relationships and development of a positive support system.
  - **Duration:** The group will be facilitated by a Bristol Station employee and would be offered for a total of four one-hour sessions.
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Parenting Skills**
  - **Description:** Bristol Station utilizes two different curriculums for parenting. The curriculum utilized for the participant would be based on the needs of the participant based on the risk/need assessment. Bristol Station utilizes 24/7 Dad™ & Parenting Wisely. The 24/7 Dad™ program, offered through the National Fatherhood Initiative, is the most comprehensive fatherhood program available. Individuals having the need for additional parenting skills/training outlined in their Individual Program Plan (IPP) will be referred to community agencies for this support service.
  - **Benefit/Result:** Development of parenting skills
  - **Duration:** Parenting wisely, offered through Family Works, Inc., is eight hours of classroom time and the course would be set up in four, two-hour sessions.
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Transitional Skills**
  - **Description:** Bristol Station utilizes The Change Companies, Interactive Journaling product, Transition Skills Program. The group will be facilitated by WAC Staff and will be no larger than 12 participants. There are multiple journaling sections that focus on a different topic relevant to re-entry. The sections are:
    - Realistic expectations
    - Healthy relationships
    - Managing your time
    - Handling social influences
    - Roadblocks in transition
    - Thinking for a change
    - Authority figures
    - Managing your anger
    - Your safety net
  - **Benefit/Result:** Participants work to develop key skills that help them make responsible choices and avoid future incarceration.
  - **Duration:** It will be designed so that residents can join the group at any point in the process, which generally takes approximately nine weeks. The group will meet for no less than one hour and will be scheduled to compliment the offenders work hours.
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Money Management**
  - **Description:** Participants will work independently with their assigned case manager utilizing the "Basic Money Management" workbook. The curriculum will address challenges with the management of finances and making healthy financial choices.
  - **Benefit/Result:** Development of a working budget and development of financial responsibility.
  - **Duration:** Ongoing
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Managing Mental/Medical**
  - **Description:** Bristol Station utilizes community resources for mental health needs. Participants are referred by their assigned case manager to ensure continuity of care or to establish care.
  - **Benefit/Result:** N/A
  - **Duration:** N/A
  - **Location:** N/A
- **Health**
  - **Description:** Bristol Station utilizes community resources for health needs. Participants are referred by assigned case manager to ensure continuity of care or to establish care.
  - **Benefit/Result:** N/A
  - **Duration:** N/A
  - **Location:** N/A
- **Problem Solving**
  - **Description:** Bristol Station will utilize The Change Companies' Communication Skills, evidence-based, interactive journaling techniques that will address three problem areas for participants: effective communication skills, anger management, and healthy relationships.
  - **Benefit/Result:** Development of appropriate problem solving techniques and skills.
  - **Duration:** 6 weeks
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Time Management**
  - **Description:** Participants will work with their case manager to assist in identifying and practicing good time management techniques.
  - **Benefit/Result:** Participants will utilize good time management techniques to maximize their efficiencies and minimize unhealthy down time.
  - **Duration:** Ongoing
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

- **Anger Management**
  - **Description:** Bristol Station will utilize The Change Companies', evidence-based, interactive journaling techniques that apply Motivational Interviewing principals, cognitive-behavioral strategies and the behavior change model to address anger and the triggers.
  - **Benefit/Result:** Participants will develop frustration tolerance skills, anger-reducing techniques in order to make changes in their thinking, feelings and behaviors.
  - **Duration:** 4 to 6 Weeks
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE
- **Transportation Independence**
  - **Description:** Participants will work one on one with their case managers to obtain and maintain a reliable mode of transportation.
  - **Benefit/Result:** Participants will have obtained a vehicle or other mode of transportation that is suitable to their needs.
  - **Duration:** 1 to 6 months
  - **Location:** Bristol Station Residential Reentry Center, Hastings, NE

## MENTAL HEALTH ASSOCIATION

**Overall Program Description:** MHA-NE programs and services are designed to work together to provide people living with severe behavioral health issues with meaningful and effective "wrap-around" support services. This holistic approach provides program participants with the ability to access the services they need as they need them.

### Program Areas

- **Hope**
  - **Description:** Supported employment programs help people find competitive jobs that are based on the person's preferences and abilities.
    - Supported employment is based on six principles: eligibility is based on the individual's choice, employment specialists coordinate plans with the treatment team: case manager, therapist, psychiatrist, etc. if desired by participant, competitive employment is the goal, the focus is community jobs anyone can apply for that pay at least minimum wage or better, job search starts immediately, there are no requirements for completing extensive pre-employment assessment and training or intermediate work experiences, follow-along supports are continuous, choices and decisions about work and support are individualized based on the person's preferences, strengths, and experiences.
  - **Benefit/Result:** Employment
  - **Duration:** 90 Days
  - **Location:** Honu, Region V, Community

- **Real**
  - **Description:** REAL provides ongoing community based support services to participants including advocating and supporting participants wishing to find their own housing, referral and assistance obtaining other community services, interpersonal and conflict resolution skills, and helping inmates prepare for discharge back into the community. Forty-four re-entry participants are currently receiving on-going community based support services.
    - Assistance in finding and maintaining safe, affordable and adequate permanent housing their choice
    - Assistance over-coming barriers and challenges
    - Community integration activities
    - Support groups
    - Community education on reentry
    - Acquiring basic life needs (food, clothing, personal hygiene products)
    - System navigation (behavioral and physical health services)
    - Other assistance as identified by the participant
  - **Benefit/Result:** Housing and Public Assistance
  - **Duration:** Varies by Participant Need
  - **Location:** In Community, Region V, Facilities, Honu House, Keya House
- **Honu**
  - **Description:** HONU Home provides participants with 90 days of safe transitional housing in a safe, stable and supportive environment along with:
    - 24/7 peer support, wellness and recovery education to help them manage their behavioral health issues, life skills training including tenant education (RentWise), communication and interpersonal skills, navigating the community, transportation and other activities identified by the participant, warm line where anyone can call in and access a friendly and supportive person to talk to, basic life needs - food, clothing, personal hygiene products, accessing healthcare, healthcare system navigation, community/social integration activities
  - **Benefit/Result:** Transitional Living
  - **Duration:** Up to 90 days
  - **Location:** Honu House

- **Keya**
  - **Description:** Short-term stay facility for participants transitioning to treatment facilities or other housing. Participants complete Wellness Vision and Action Plan and participate in group events.
  - **Benefit/Result:** Keeps participants out of ER and expensive treatment centers
  - **Duration:** Up to five days
  - **Location:** Keya House
- **Benefits**
  - **Description:** The comprehensive benefits program is designed to help individuals who receive social security benefits be able to make informed choices when they return to work. Often times, benefits are affected by income from work. Beneficiaries receiving Social Security Disability Insurance and/or Supplemental Security Income receive a written benefits analysis that is tailored to the individual participant's benefits situation and stated work goal. The Benefits Specialist will provide education about applicable work incentives. Follow-up services are provided at regular scheduled intervals and at critical touch points which are identified at the initial meeting. Beneficiaries can receive assistance in communicating with the social Security Administration, Nebraska Department of Health and Human Services, General Assistance, Housing or any other public assistance. The Benefits Specialist promotes, teaches, and emphasizes benefits literacy.
  - **Benefit/Result:** Documentation/Income/Housing/Other Public Assistance
  - **Duration:** Varies based on need
  - **Location:** Region V
- **Inmate Support**
  - **Description:** Peer and social support for those individuals still incarcerated.
  - **Benefit/Result:** Support
  - **Duration:** Varies by Participant Need
  - **Location:** NDCS Facilities

- **Rent Wise**
  - **Description:** RentWise is a Six Module curriculum that helps individuals prepare to be successful renters. Participants in the group receive a RentWise Workbook and Organizer. Modules include: Communication and Conflict Resolution, Managing Money, Finding a Place to Call Home, Getting Through the Rental Process, Taking Care of Your Home, and When You Move Out. The workbook contains the six modules and the organizer (folder) provides a place for renters to store rental records such as leases and letters to and from the landlord. The workbook also includes twelve worksheets and a resource guide. The groups are held in the community. The workshop is held one day a week for six weeks and each session is an hour and a half in length. Participants will receive a certificate at the completion of the course that they can show to landlords that they have a desire to be good tenants.
  - **Benefit/Result:** Certificate
  - **Duration:** Six Weeks
  - **Location:** In Community, Region V
- **Wrap**
  - **Description:** WRAP has been proven to be a highly effective education tool that provides participants with the opportunity to individually craft their own wellness program. MHA-NE was instrumental in bringing WRAP to Nebraska in 2005, and all staff have participated in WRAP workshops, and currently has two advanced (Train the Trainer) and 12 group facilitators on staff.
    - The key elements of a WRAP Plan include:
    - Wellness Toolbox: This is a listing of things the participant has done in the past, or could do, to help them stay well, and things they could do to help them feel better when they are not doing well.
    - Daily Maintenance Plan: Helps the participant recognize those things which they need to do to remain healthy. The three elements of the plan include 1.) A description of yourself when you are well; 2.) The Wellness Tools you know you must use every day to maintain your wellness; and 3.) A list of things you might need on any day to stay well.
    - Identifying Triggers and an Action Plan: Triggers are external events or circumstances that may produce very uncomfortable emotional or psychiatric symptoms, such as anxiety, panic, discouragement, despair, or negative self-talk.
    - Identifying Early Warning Signs and an Action Plan: Early warning signs are internal and may or may not arise in reaction to stressful situations. In spite of a person's best efforts to take care of themselves, they may begin to experience early warning signs, subtle signs of change that indicate they may need to take further action.

- Identifying When Things Are Breaking Down and an Action Plan: When the person experiences feelings and behaviors that indicate he or she needs to take immediate action to prevent his or her mental health from worsening. When the consumer writes the action plan, he or she prepares for times when things are breaking down by listing actions that will reduce symptoms.
- Crisis Planning: Similar to a medical advanced directive, the crisis plan gives the person the opportunity to identify how they would like to be treated when a crisis occurs. Although not recognized as a legal document in Nebraska, many law enforcement and emergency services personnel will honor it wherever possible.
- Post Crisis Planning: A prepared course of action to help the person regain their mental wellness, identifying preferred care and support personnel, course of treatments and medications.
- **Benefit/Result:** Action Plan
- **Duration:** 8 Weeks
- **Location:** Honu House, NDCS Facilities

## METROPOLITAN COMMUNITY COLLEGE

**Overall Program Description:** MCC currently provides an extensive array of education and work readiness training both within area correctional facilities and to individuals re-entering society. These services are currently being provided by one full-time Re-Entry Coach and three part-time Re-Entry Coaches.

### Program Areas

- **Initial Communication**
  - **Description:** Meet with students to discuss career planning, program determination, scholarship information, registering for classes and training, financial aid/funding information, conduct assessments, create educational plans and assist students with community resources referrals.
  - **Benefit/Result:** Help students determine a career pathway and/or access immediate employment or community resources. Initial communication helps to determine program participants' next steps.
  - **Duration:** unknown
  - **Location:** OCC, CCC-O, NCYF, TSCI, NCCW, MCC (Re-Entry)
- **Forklift Certification**
  - **Description:** Comprehensive training in order for population to gain forklift certification
  - **Benefit/Result:** Receipt of Certificate of Completion and possible employment
  - **Duration:** 1 day
  - **Location:** MCC's Fort Omaha Campus or South Omaha Campus

- **OSHA: One-day training**
  - **Description:** Comprehensive training in mandated job safety requirements and guidelines
  - **Benefit/Result:** Receipt of OSHA certification and possible employment
  - **Duration:** 1 week or 4 weeks (1 week for 10 hour; 4 week for 30 hour)
  - **Location:** OCC, MCC
- **Non-Credit Workshops**
  - **Description:** Life skills training and education
  - **Benefit/Result:** Receipt of Certificate of Completion, acquire life skills and possible employment
  - **Duration:** 1 – 2 days
  - **Location:** OCC, CCC-O, NCYF, TSCI, NCCW, MCC (Re-Entry)
- **National Certification – Certified Production Technician, Manufacturing Skills Standards Council**
  - **Description:** Participants complete four courses in safety, quality practices and measurement, manufacturing processes and production and maintenance awareness. After successfully passing four assessment tests, participants receive a national certification.
  - **Benefit/Result:** Opportunities for gainful employment in manufacturing
  - **Duration:** 1 quarter – 1 year (depending on location of participant)
  - **Location:** OCC, MCC
- **GED**
  - **Description:** Noncredit study to prepare for official testing GED (high school equivalency)
  - **Benefit/Result:** Acquisition of official GED
  - **Duration:** Dependent on skill level of participant
  - **Location:** MCC
- **Non-Credit ESL**
  - **Description:** Noncredit course offering basic introduction to the English language by those whose second language is English
  - **Benefit/Result:** Building language skills in order to communicate more effectively
  - **Duration:** Dependent on skill level of participant
  - **Location:** OCC, MCC
- **Foundation Classes**
  - **Description:** Credit classes: WORK 1400 Employability Skills and WORK 0900 Intro to Microcomputers

- **Benefit/Result:** These are the core classes for the program and give participants skills to succeed in other MCC courses. They develop life skills, as well.
  - **Duration:** 1 quarter
  - **Location:** OCC, MCC, NCCW, NCYF, TSCI
- **3 MCC Core Courses**
  - **Description:** Completion of any 3 college credit courses
  - **Benefit/Result:** college credit
  - **Duration:** 9 months or longer
  - **Location:** OCC, NCYF, NCCW, TSCI, CCC-O, MCC
- **MCC Certificate of Completion - noncredit**
  - **Description:** Issued to program participants who complete MCC noncredit workshops or trainings
  - **Benefit/Result:** Helps participants to build life skills
  - **Duration:** Ongoing
  - **Location:** OCC, NCYF, NCCW, TSCI, CCC-O, MCC
- **MCC Certificate of Completion – credit (Diversified Manufacturing)**
  - **Description:** Participants who complete four core diversified manufacturing courses receive a certificate from MCC and have an opportunity to receive a national certification
  - **Benefit/Result:** Participants will be introduced to various employers with gainful employment opportunities
  - **Duration:** 1 quarter – 1 year (depending on location of participant)
  - **Location:** OCC, MCC
- **Career Certificate:** Professional Skills, Financial Studies, General Management, Customer Service Representative, Manufacturing Process Operations, Residential Carpentry, General Construction/Remodeling
  - **Description:** Participants complete an average of 28-32 focused credit hours
  - **Benefit/Result:** Participants achieve a career certificate and may continue on to the next stackable credential
  - **Duration:** 1 year – 2 years (depending on location of participant)
  - **Location:** OCC, MCC
- **Associate degree**
  - **Description:** Any one of the 100+ associate degree programs offered at MCC
  - **Benefit/Result:** Receipt of an associate degree
  - **Duration:** Dependent on student commitment and schedule
  - **Location:** OCC, NCYF, NCCW, TSCI, MCC

- **Long Term Relief**
  - **Description:** Group created to support individuals who have been incarcerated over 10 years and/or served multiple sentences with the purpose of increasing knowledge of current technology, referrals to community resources for transition preparation and to build peer support.
  - **Benefit/Result:** Successful transition to community and healthy relationships
  - **Duration:** Ongoing or self-terminated
  - **Location:** CCC-O and MCC

## **Four-Week Workshop**

- **Welding**
  - **Description:** noncredit training and credit education
  - **Benefit/Result:** Skilled laborers for entry level welding employment upon release
  - **Duration:** 4 weeks – 11 weeks
  - **Location:** OCC
- **Keyboarding**
  - **Description:** Introduction to keyboarding and keyboard skill building
  - **Benefit/Result:** Able to navigate keyboard and utilize technology more efficiently
  - **Duration:** 4 weeks
  - **Location:** OCC
- **Mastering Soft Skills: Time Management**
  - **Description:** Enables participants to explore the value of time and diagnosing time management issues in personal planning as well as workplace.
  - **Benefit/Result:** Improve personal development and gain employability skills
  - **Duration:** 4 weeks
  - **Location:** OCC
- **Mastering Life Skills: Decision Making**
  - **Description:** Assists students in the study of identification and choice determination of alternatives based on the values and preferences as it relates to individual decision making
  - **Benefit/Result:** Achieve maximum results in personal and employment related areas
  - **Duration:** 4 weeks
  - **Location:** OCC
- **Mastering Soft Skills: Goal Setting**
  - **Description:** Participants explore personal capabilities and effective goal setting strategies along with relationship skills.

- **Benefit/Result:** Establishing steps in a timeline in which goals and objectives are accomplished
  - **Duration:** 4 weeks
  - **Location:** OCC
- **Mastering Soft Skills: Relationship Building**
  - **Description:** Participants reengineer attitude and understand its influence on behavior as it relates to mastering soft skill strategies in the workplace and in general.
  - **Benefit/Result:** Enhanced holistic development of participants and improved employability skills
  - **Duration:** 4 weeks
  - **Location:** OCC

## RECONNECT

**Overall Program Description:** Our organization's mission and the objectives of ReConnect2Success, our reentry program, relates to increasing public safety and reducing recidivism by helping men and women returning from prison gain skills, connect with resources and grow their capacity to become self-sufficient so they are no longer vulnerable to engaging in behaviors that cause them to reoffend or prey on the community. Our program's primary purpose is to help increase the reentry success rate of returning men and women by providing them with the support to help them reach their full potential while recognizing the concerns of public safety.

### Program Areas

- **Orientation/Pre-Release Reentry Support/Post-Release Reentry Support/Ready for Work**
  - **Description:**
    - ReConnect2Success (R2S) is a comprehensive reentry program that provides support and services to help clients navigate reentry barriers with focus on employment.
    - Client is referred to program by parole, probation, community partners, or voluntary walk-in.
    - Client participates in **Orientation** Workshop that focuses on helping client identify and address overall reentry barriers and develop a reentry plan.
    - Client must complete the Orientation Workshop to participate **Ready4 Work**-Job and Career Readiness workshop to prepare clients for the world of work with emphasis on employment readiness and job retention skills.
    - Client participates in **Reentry Support** to help client manage reentry plan, meet reentry goals and effectively utilize available community resources

- **Benefit/Result:** To help clients begin to develop skills to make them more successful in the labor market
  - **Duration:** Workshop plus ongoing support 4-6 weeks we hope to have participants employed
  - **Location:** Our office
- **One-Day Success Prep Workshop**
  - **Description:** Life Skills Program offered one time.
  - **Benefit/Result:** Certificate
  - **Duration:** One day
  - **Location:** WEC
- **Success Prep**
  - **Description:** Success Prep a 5-week life skills program is offered in LLC, NSP, TSCJ, CCCO, OCC, and NCYF. Client enrolls in the class or is assigned to the class. Intake is completed during the first class, and participant becomes a client. Upon completion of Success Prep, Client may participate in pre-release reentry support. Client is assisted with developing transition and reentry plan, provided career and educational resources upon request and help in identifying community resources for help upon release. Client is encouraged to engage with R2S upon release.
  - **Benefit/Result:** To help clients examine thinking skills and begin preparing for reentry and to help them look at their prison sentence as a positive experience for growth
  - **Duration:** 5 weeks with follow up support
  - **Location:** At each of the State Prisons
- **Final Number**
  - **Description:** Client enrolls in the class. The purpose of Final Number to prepare participants to take advantage of opportunities provided in prison to make this their final number. Client participates in Final Number, a two-week workshop. Upon completion, client is encouraged to enroll in Success Prep. Client may begin requesting reentry support and participate in Reentry Support Programming and will begin receiving help to develop reentry planning, explore job and career options, and hone life skills.
  - **Benefit/Result:** Help clients to shift their thinking regarding prison so they can take advantage of all opportunities to make this their final number. Also prepares clients to participate in Success Prep
  - **Duration:** 2 weeks
  - **Location:** DEC only

- **Construction Tool Box Credentials**
  - **Description:** Provides training that leads to what the profession refers to as portable credentials in the construction industry.
  - **Benefit/Result:** To help participants gain entry level industry recognized credentials to maximize their opportunities for employment
  - **Duration:** 40 hours – 5 Days
  - **Location:** Office

## RESCARE

**Overall Program Description:** ResCare's purpose is to assist people to achieve their highest level of independence, and this philosophy guides the nearly 50,000 employees of ResCare in every one of its lines of business. In our existing Nebraska reentry program, this purpose is expressed by RWS through our commitment to understanding each ex-offender's needs, addressing their unique barriers to employment, and offering them the post-incarceration support and motivation they need to move forward in their lives.

## Program Areas

### Get the Right Future/Pathway

- **Weekly Job Search**
  - **Description:** Research local job listings and apply for positions as appropriate
  - **Benefit/Result:** Identify employment opportunities are available. Gain meaningful employment.
  - **Duration:** 4 weeks
  - **Location:** Omaha, Norfolk, Gering
- **Master Application**
  - **Description:** Document that contains job seeker's skills, employment history, education and reference information
  - **Benefit/Result:** Accurate and complete employment applications with little need for research
  - **Duration:** 1 day
  - **Location:** Omaha, Norfolk, Gering, NCCW, NSP
- **Turnaround Letter**
  - **Description:** Letter to employer that describes the job seeker's conviction and subsequent personal and professional growth
  - **Benefit/Result:** Job seeker shares conviction information in a positive manner
  - **Duration:** 1 day
  - **Location:** Omaha, Norfolk, Gering, NCCW, NSP

- **Resume PRO**
  - **Description:** ResCare online resume generator
  - **Benefit/Result:** professional and complete resumes in various styles that uses key words for recruitment search engines
  - **Duration:** 1 day
  - **Location:** Omaha, Norfolk, Gering, NCCW
- **NE WORKS Resume**
  - **Description:** Complete set of employment tools for job seekers including employment opportunities, resume posting, education, training, and labor market information
  - **Benefit/Result:** Networking, job opportunities, labor market education
  - **Duration:** over 4 weeks
  - **Location:** Omaha, Norfolk, Gering
- **Cover Letter Template**
  - **Description:** Provides a personalized introduction of the job seeker and position-specific skills, education, and employment history
  - **Benefit/Result:** Allows job seeker to tailor relevant skills and abilities directly related to the employment opportunity
  - **Duration:** 1 day
  - **Location:** Omaha, Norfolk, Gering, NCCW, NSP
- **2 Mock Interview & Turn Talk**
  - **Description:** Simulated job interview to prepare job seeker for future interviews with employers
  - **Benefit/Result:** Reduces stress and anxiety related to interviewing. Provides feedback to the job seeker to prepare for future employer interviews. Provides accountability and opportunity to disclose conviction and share how conviction has positively impacted professional and personal growth.
  - **Duration:** 2 days
  - **Location:** Omaha, Norfolk, Gering, NCCW, NSP
- **Community Service (2 days)**
  - **Description:** voluntary work to help an organization
  - **Benefit/Result:** Opportunity for job seekers to provide service to the community to build mutual trust and respect. Allows job seeker to practice soft skills. Provides opportunity to observe and provide feedback regarding soft skills.
  - **Duration:** 2 days
  - **Location:** Norfolk

- **4 (minimum) ResCare Academy Certificates**
  - **Description:** online courses to close skill gaps and strength skill sets to prepare job seekers for employment
  - **Benefit/Result:** enhance and gain additional job readiness skills, soft skills and marketable skills. Job seeker demonstrates competency by a score of 80% or higher on learning test and receives a certificate of achievement
  - **Duration:** 4 weeks
  - **Location:** Omaha, Norfolk, Gering, NCCW

## TRADE—CENTER FOR PEOPLE IN NEED

**Overall Program Description:** TRADE mission is to provide comprehensive services and opportunities to support low-income, high needs families and individuals as they strive to lift themselves out of poverty and achieve economic self-sufficiency. This is done by assisting other human service agencies that are providing for the social and economic needs of low-income, high needs families and individuals, providing for the emergency, basic needs of families through delivery of direct services, actively advocating for systemic changes through federal, state and local policy makers, developing and supporting educational programs, increasing job training, and improving computer skills for low-income workers.

### Program Areas

- **Core Classes**
  - **Description:** The Core Schedule will be held over a two-week period with participants spending four hours in class, five days a week. Core classes currently consists of the following: Effective Communication, Conflict Resolution, Workplace Etiquette, Personal Finance, Healthy Relationships, OSHA general industry, Basic Computers, Victim Impact, Workplace Diversity, and Relapse Prevention, Job prep ( master application, resume, turnaround letter.)
  - **Benefit/Result:** Positive Workplace Attitudes and Behaviors, as well as personal responsibility. OSHA general 10-hour safety card, master application, resume, turnaround letter, communication workshop certificate.
  - **Duration:** Two Weeks
  - **Location:** Center for People in Need, NSP\*, LCC\*

\*Relapse prevention, OSHA not offered in facility

- **Family Support**
  - **Description:** The Center for People in Need provides yearlong Case management and a multitude of community based support programs. These other support services include daily food programs, Emergency utility assistance, Low income Bus passes, Healthcare enrollment and general assistance enrollment, City wide Resource handbook, Six major client give away events per year to include, back to school, and holiday specific events. And Trade graduates earn bonus points through program participation to be used for household items such as, kitchen ware, bedding, furniture, clothing, and cleaning supplies.
  - **Benefit/Result:** Support to overcome barriers to success
  - **Duration:** Indefinite based on federal low-income qualifications.
  - **Location:** Center for people in need.
- **Office Professional Module**
  - **Description:** This training encompasses a wide variety of occupations that continues to be in growth distribution mode for the foreseeable future. There are a wide variety of occupations that fall under the heading of Office and Administrative Support Occupations. Example occupations are customer service representative, administrative assistants, retail salespersons and managers, insurance processing and claims clerks, dispatching and distribution workers to names a few. Our skill-building courses include but are not limited to the following topics: typing and keyboarding for business professionals, computer training, customer service training and business telephone etiquette, Microsoft Office software education and training. Each lesson will build on the lesson before it, utilizing a combination of classroom training and hands on scenarios in office settings.
  - **Benefit/Result:** Technology and Customers service Skills, Competency profile, certified typing test, and completion certificate
  - **Duration:** Six Weeks
  - **Location:** Center for People in Need
- **Forklift & Warehouse Operations Module**
  - **Description:** This training provides participants with skills in warehouse and dock safety, proper lifting techniques, handcart and pallet jack handling, pallet loading and stacking and inventory control. Successful program participants receive forklift certification, preparing them to enter directly into warehouse/forklift employment.
  - **Benefit/Result:** Ware house operation knowledge and workplace safety knowledge, forklift certification card,
  - **Duration:** Six Weeks
  - **Location:** Center for People in Need

- **Residential Construction & Building Maintenance**
  - **Description:** Construction carpentry skills training provides trainees with knowledge and skills in the use of carpentry tools and materials, rough carpentry and framing, exterior finishing, and interior finishing. The training will cover the use of hand tools, portable power tools, stationary power tools, wood and wood products, fasteners, blueprint reading and building codes, building layout, floor framing, wall and ceiling framing, the use of scaffolds and ladders, roof framing, windows and doors, interior finish, insulation and wall finish, and stair framing and finish. Training will occur in both the classroom and in the construction lab. Contextualized instruction will be used for Construction Carpentry Skills.
  - **Benefit/Result:** Equipment safety, workplace safety, skills for construction industry. Competency profile, completion certificate.
  - **Duration:** Six weeks
  - **Location:** Center for People in need.

## WILLIAMS PREPARED PLACE

**Overall Program Description:** Hope of Glory Ministries brings restoration and hope to homeless addicted individuals in the Greater Omaha Area by providing family support, housing, employment, spiritual, and substance abuse counseling services. Our purpose is to assist individuals and families attain self-sufficiency through spiritual awareness programs, rehabilitation programs, life skills, career development and job training. Hope of Glory's Williams Prepared Place program is a transitional living facility offering prisoner re-entry supportive services and substance abuse treatment, serving men and women who would otherwise be homeless during their transition from incarceration, on parole, or under supervision of State/ Federal Probation back into the community. Our mission directly aligns with the NDCS's call for non-profit community-based organizations to provide life skills training that prepares such individuals for and results in meaningful employment. The mission statement embodies our systemic approach, attending not only to life skills, career development and job training, but also by providing basic needs supports for family, housing, spiritual and substance abuse counseling.

### Program Areas

- **Heart Phase**
  - **Description:**
  - Two Month Minimum & Four Month Maximum
  - 90 Days Restriction
  - Assigned to (counselor)
  - Intake Screening Paperwork Completed
  - CD Evaluation Completed
  - 30-Day Treatment Plan

- Review and Demonstrate Understanding of Rules Policies & Guidelines
  - **Benefit/Result:** Transition to Soul Phase
  - **Duration:** Two-Four Months
  - **Location:** Williams Prepared Place
- **Soul Phase**
  - **Description:**
  - Two Month Minimum & Four Month Maximum
  - Adapt to the program's community, principles and environment
  - Demonstrate acceptance of the program's principles and culture
  - Gain employment or participate in community service
  - Regular Completion of Power Statements, Gratitude Lists, Daily Inventory
  - Weekly Budget Completed
  - **Benefit/Result:** Transition Certificate
  - **Duration:** Two-Four Months
  - **Location:** Williams Prepared Place
- **Mind Phase**
  - **Description:**
  - Two Month Minimum Four Month Maximum
  - Advanced Participation Actions
  - Service Work Completed
  - Role-Model for New Program Members
  - Community Give Back
  - Relapse Prevention Plan Completed (Date Completed)
  - **Benefit/Result:** Transition to Strength Phase
  - **Duration:** Two-Four Months
  - **Location:** The Prepared Place
- **Strength Phase**
  - **Description:**
  - Aftercare Actions
  - Confirm Pre-Discharge/Discharge Plan
  - Floor Leader
  - **Benefit/Result:** Graduation Certificate
  - **Duration:** Two-Four Months
  - **Location:** The Prepared Place