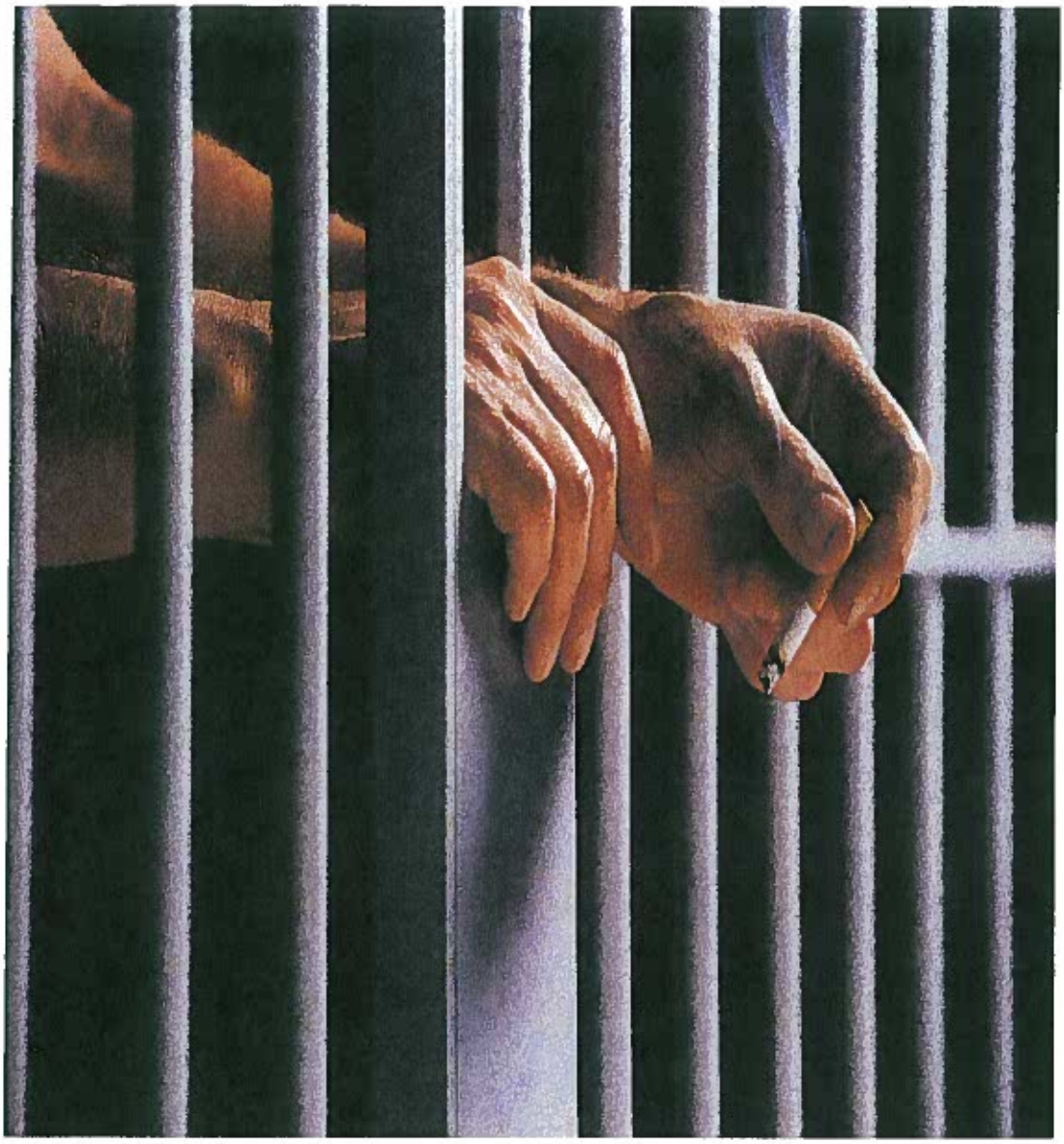

A Look at Reentry in *Franklin County*

October, 2008

Report prepared by:
Franklin County Office of Homeland Security & Justice Programs

Kathy Crandall, Director
Melissa Pierson, Grants Administrator
Erika Zito, Grants Coordinator

Franklin County
Where Government Works

mmissioners
Marilyn Brown, President
Mary Jo Kilroy
Paula Brooks

Office of Homeland Security & Justice Programs
Kathy Crandall, Director

Date: October 17, 2008

To: Commissioner Marilyn Brown
Commissioner Mary Jo Kilroy
Commissioner Paula Brooks

CC: Don Brown

From: Kathy Crandall

RE: Franklin County Ex-Offender Reentry

Acknowledging that close to forty percent (40%) of adult offenders and fifty eight percent (58%) of youth offenders released from Ohio institutions will recidivate within three years of release, my staff was asked to explore the current status of reentry efforts within Franklin County.

This study will provide the Board of Commissioners with a preliminary overview of key findings, overarching recommendations, existing initiatives, statistical trends and best practices. We are confident this document will be useful for public officials as well as justice practitioners; however, caution its use as the sole basis for future decision making. Rather, it is our intent this document will serve as a catalyst for further examination and development of a holistic, strategic response.

We request your review of the study and authorization to release the document to the Franklin County Criminal Justice and Community Corrections Planning Boards and contributing agencies to the study.

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EXECUTIVE SUMMARY

Background

In 2002, the Ohio Department of Rehabilitation and Correction presented the results of a comprehensive assessment of reentry in a report entitled "The Ohio Plan for Productive Offenders Reentry and Recidivism Reduction". Included in this plan are forty four (44) recommendations focusing on reentry assessment, programming and services, both during incarceration and post release. A majority of the recommendations emphasize the key role local jurisdictions must play in order to positively impact the successful reintegration of ex-offenders back into their communities. ODRC's new vision for governing reentry coupled with the recent passage of the Second Chance Act is the perfect catalyst to reevaluate our own local policies, systems and strategies for impacting reentry.

This report is intended to provide the reader with a preliminary overview of where Franklin County stands as it relates to offender reentry and to provide some basic recommendations for consideration. It is not meant to evaluate any existing services or programs and is not comprehensive enough in scope to serve as the only basis for future decision making. Rather, it is hoped this document will encourage the leadership to understand the existing challenges our community faces as it relates to reentry and incite the necessary momentum to begin moving forward with a more methodical and positive response.

The concept of re-entry is not new. The difference in re-entry today and that from past efforts is a focus directed at achieving public safety through successful offender outcomes. Average annual increases in the number of commitments and those returning back to the institution after release has resulted in momentum at the Federal level as evidenced by the passage of the Second Chance Act in April of 2008. It has also translated into a number of innovative responses by both local and state jurisdictions to reduce the return rate to the institution and improve offenders' transition back into the community as productive, contributing citizens.

The findings detailed in this report and the recommendations listed are a culmination of a literature review on reentry and interviews with multiple community stakeholders. Interviews were conducted with the emphasis on understanding Franklin County's capabilities and related vulnerabilities. To accomplish this, all interviewees were asked to respond to the following questions:

"As it relates to reentry, what is Franklin County doing well?"
"What can we do better?"
"What suggestions do you have for improving Franklin County's response to reentry?"

> *"As never before, American communities are receiving record numbers of individuals returning to their homes after a period of incarceration. The challenge facing citizens in local communities is how to prepare to receive formerly incarcerated individuals in such a way that their dignity is affirmed, the community is safe and they have a real opportunity to become contributing members in the affairs of society."*
>
> **Rev. Charles See, Executive Director, Community Re-Entry Program (OH)**

Franklin County's Response to Reentry. What are our assets?

- ✓ Franklin County is a resource rich jurisdiction with MULTIPLE providers of key services for offenders returning to the community
- ✓ Franklin County's recidivism rate is lower than the State's average and the four other large urban areas in Ohio
- ✓ Multiple providers of employment services for hard-to-place and dislocated workers
- ✓ Franklin County has two (2) actively operating Citizen Circles. Citizen Circles allow formerly incarcerated individuals and their families to develop relationships with members of the community and together develop a plan to help the offender become accepted as a productive citizen and member of the community
- ✓ Wealth of existing research on best practices and evidence based programs to model a Franklin County reentry strategy
- ✓ Good timing. Momentum at the State and Federal levels indicate likelihood of additional funding streams to support local reentry efforts
- ✓ History of innovative funding coordination as illustrated in the youthful offender/juvenile program funded through WIA/TANF tradeoff

KEY FINDINGS AND RECOMMENDATIONS:

Key Issue #1

Current reentry efforts in Franklin County are undermined by a fragmentation of services and lack of coordination between service providers, likely a result of the competition for limited funding and resources. Multiple agencies have spearheaded various initiatives to impact reentry. Each is operating within their own structure with no visible leadership entity coordinating the various systems or programs. In essence, programs appear to be operating in "vacuums".

Recommendation #1

Creation of a Community-wide Reentry Task Force responsible for community-wide reentry strategic planning, identifying and prioritizing reentry needs, conducting an inventory of reentry services to determine gaps, identifying potential funding and in-kind resources, recommending statutory and regulatory changes and coordination with all stakeholders. Development of the task force should align with requirements of the Second Chance Act both in composition and task force mission. *Note: Suggested list of key members included in appendix.*

A countywide reentry initiative will require intense collaboration among a variety of stakeholders, a clear vision and commitment from the top will be necessary to inspire action and sustain momentum. The County should serve as the catalyst for facilitating community impact. The ability and visibility of key decision makers to leverage resources and encourage partnership will be critical to a successful reentry strategy.

Key Issue #2

Should appropriations be attached to the Second Chance Act, Franklin County is not suitably positioned to be eligible for the funding.

Recommendation #2

In addition to the creation of a Community-wide Reentry Task Force, efforts should be focused on development of a Comprehensive Reentry Strategy for Franklin County to provide clear direction and a template for future activities surrounding the initiative. The Strategy should include measurable annual and five year performance outcomes and create a mechanism for county agencies, at a minimum to collaborate and establish goals and benchmarks. *(Suggested outcomes based on best practice efforts are included in this report.)*

Key Issue #3

Successful reentry programs have one common element – pre-release transition programming that begins at a minimum of six months prior to the offenders release and is continued after discharge until the person has stabilized in the community.

Recommendation #3

A. Designation of a Franklin County Reentry Coordinator and creation of reentry case management teams that will work with offenders six (6) months prior to release to develop

reentry plan. Efforts should emphasize developing mirror support systems so that delivery of services should be nearly seamless from institution to community.

B. Creation of a "one stop" resource center for ex-offenders and implementation of a coordinated service referral system.

C. Create a comprehensive inventory of reentry services to include location of services, capacity to provide services and how services impact post release outcomes. To address fragmentation of services, lack of continuity of services and unnecessary duplication, the Task Force, as part of its inventory should determine "who does what well" and focus a strategy around the strengths of existing services and providers.

Key Issue #4

Approximately 50% of inmates will be released from an Ohio institution without any form of post release control or community corrections supervision. For the unsupervised population, the accessing of services must be self initiated and voluntary.

Recommendation #4

In response, the County might consider focusing limited resources on those inmates released with no community supervision. The Comprehensive Reentry Strategy should identify the target population to be impacted by efforts, while also recognizing the neighborhoods and zip codes with historically high per capita rates of returning ex-offenders. Narrowing the scope of the focus, at least early on in the initiative will likely yield greater impact and enhanced buy-in from community partners.

Key Issue #5

Significant additional barriers facing many inmates upon release (outside of the traditional housing, employment and healthcare) include: lack of identification, termination of driving privileges, termination of benefits and uncertainty as to process for reinstatement, child support arrearage accrual while incarcerated and outstanding warrants.

Recommendation #5

Through coordination with case management teams, the Ohio Benefit Bank, Child Support Enforcement, the Legal Aid Society of Columbus and ODRC staff, every ex-offender, where possible, should leave prison with a resume, a current driver's license, a social security card and completed application forms for applicable state and local benefit assistance programs. Where feasible, outstanding warrants should be addressed while incarcerated and a child support payment plan developed prior to the release.

ADDITIONAL KEY FINDINGS

- Based upon interviews with ODRC Reentry and Parole staff and the ODYS Parole Division, the top three barriers to successful reintegration for both juvenile and adult ex-offenders are 1) attitude, 2) employment and 3) associates. Employment plays a significant role in determining whether an ex-offender will likely recidivate and return to the institution.

- Coordination of data collection and analysis is weak due to fragmentation of services. The ability to collect data is essential in conducting a cost-benefit analysis of reentry efforts.

- COWIC's role in effective offender reentry is conceptual and not currently operational. Current service provision for this specialized population is streamlined with hard to place and dislocated workers, an approach that may disregard some of the unique barriers and needs of this population. According to a survey conducted by the Workforce Alliance, many are still unaware of the variety of programs available in Franklin County.

- Survey conducted revealed that employers are more willing to hire ex-offenders if a third party intermediary is available to mentor and assist the offender with any issues.

- Many ex-offenders lack the necessary "soft skills" for successful transition into the workforce. Programming that enhances verbal communication skills, self confidence and dependability is critical to obtaining and sustaining viable employment.

ADDITIONAL RECOMMENDATIONS FOR CONSIDERATION

- Should Franklin County opt to consider focusing limited resources on those inmates released with no community supervision, development of programs and services must entice ex-offenders to *voluntarily* seek the services. Provision of seamless services benefiting the participant prior to release, upon discharge and throughout community reintegration might be compelling enough to promote long term commitment; however, the use of incentives might bolster initial participation until full buy-in by the participant is achieved.

- Franklin County should lead by example and review its own hiring policies to ensure hiring practices don't unfairly discriminate ex-offenders. The symbolic value of government hiring ex-offenders has been found to be significant, not to mention the increased opportunity for jobs.

- Recognizing the best anti-crime strategy is to ensure employment opportunities for ex-offenders upon release, Franklin County/City of Columbus should assess the existing workforce development center's role in enhancing the response to barriers for ex-offenders.

- Develop and implement a social media campaign, including a reentry website, designed to put a "human face" on the reentry issue, making it easier for the average person to relate to those returning from incarceration. Franklin County could draw from the number of organizations working to improve public perceptions of formerly incarcerated people.

- In addition to implementation of a social media campaign, marketing efforts should be focused on educating employers about how and where to hire qualified ex-offenders, available government incentives and successes experienced by employers that have hired ex-offenders.

- To ensure Franklin County is not overlooked when funding opportunities become available, Franklin County should enhance its presence on State and Federal task force reentry initiatives. It is probable Governor Strickland will likely reactivate the State Agency Offender Reentry Coalition during the fall of 2008. Franklin County should strive to play an active role on this state coalition. In anticipation of HB 130 and to better prepare for the release of Second Chance Act funding, the task force's function will be to oversee and guide the development of the State of Ohio Comprehensive Reentry Strategic Plan.

Suggested Outcomes:

Today's focus on offender reentry differs from past efforts in that it is more directed at achievement of public safety through successful offender outcomes. Often, experts recommend developing strategies and related services and programs with the end goal in mind. The following outcomes are suggestions based upon the above findings and recommendations.

i. 100% of ex-offenders released to Franklin County will leave institution with identification and social security card.
ii. A reduction in the number of ex-offenders released from the institution with outstanding wants and warrants.
iii. Increase in the number of offenders with access to benefits PRIOR to release from the institution.
iv. Increase in the number of ex-offenders hired when appropriate by government offices.
v. Increase in the number of operating Citizen Circles with focus on ex-offenders not released under supervision
vi. Increased number of offenders gainfully employed within one month of release from institution
vii. Reduction in recidivism related to the commission of new crimes and technical violations, measured both short term and long term.

Messaging Platform to Support Reentry Efforts

Source: Johnson, Laura E. and Renata Cobbs Fletcher. Adapted from *Options to Action: A Roadmap for City Leaders to Connect Formerly Incarcerated Individuals to Work*

- **Save taxpayers' money.** Effective reentry strategies have the potential to reduce annual incarceration costs. Even a five percent (5%) decrease in the number of ex-offenders returned to the institution could result in a savings of close to thirty four million dollars per year. (utilizing 2003 recidivism study) ***How can we afford not to act?***

- **Public safety.** Effective re-entry programs can prevent crime and keep neighborhoods safe. We must denounce the thinking that ***smart on crime equates to soft on crime.***

- **Community benefits.** Providing support to this population results in tangible benefits for the rest of the community.

- **Added revenues.** Connecting formerly incarcerated people to the labor market also generates new revenue by turning individuals who might have been a drain on the economy into taxpaying citizens.

The key issue is combating the myth that once you have left prison, you have paid your debt to society and you are going to get a new start. In reality the debt is never paid….your criminal record follows you to your grave. As important as employment and other training and support programs are, they are only a piece of the reentry puzzle. If we do not address this issue of collateral sanctions, as well as housing, behavioral health needs and the lack of support networks, employment and jobs alone are not going to lead to the successful reintegration of ex-offenders within our community."

The Honorable Walter H. Rice, United States
District Judge for the Southern District of Ohio

Executive Summary Conclusion:

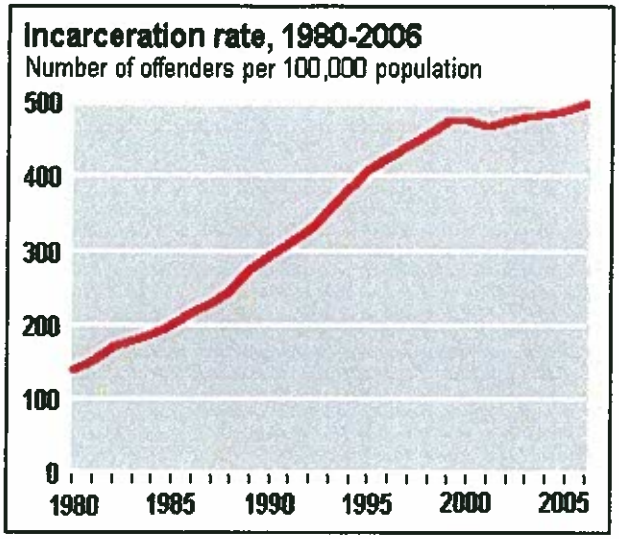
Development of a quality reentry program will require significant political, administrative and financial commitment over a long period. Implementing such a response will not only have a significant price tag associated but will require leadership to juggle organizational boundaries and the reinvestment or reallocation of existing resources. Collaboration of local, state, public and non-profit entities able to set aside individual agency agendas will be critical to the success of any strategy implemented.

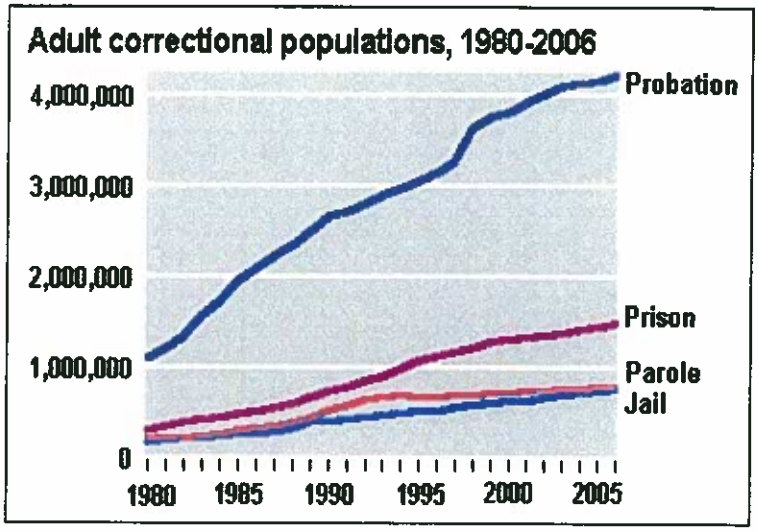
Creation of a Franklin County Reentry Taskforce, in addition to the development of a Comprehensive Strategic Plan will be important to the evolution of a sustained effort to impact reentry. Further, it will maximize Franklin County's chances for competing and securing State and Federal funding once HB 130 and the Second Chance Act are appropriated and grant opportunities are announced.

The investment made, regardless of the Federal funding, in a thought out, well executed strategy focused on evidence based practices will pay for itself many times over both in improved quality of life for all Franklin County citizens and in significant financial returns. This truly is a case of **"it costs more to do nothing".**

US Trends

Tables 1 and 2: US Incarceration Rate and Adult Correctional Populations, 1980 - 2006





In 2005, over 7 million people in the United States were under some form of correctional supervision. It is anticipated that approximately 650,000 offenders will be released in 2008 from state and federal prisons across the US. Further, national data indicates a little less than half of those released will recidivate and be returned to an institution.

Ohio Trends

Ohio, like many other states throughout the country, has experienced significant prison population growth contributing to an unprecedented number of ex-offenders returning to our communities after having served their time. Twenty nine thousand, fourteen (29,014) inmates were released from ODRC in CY 2007, **up 26% from CY 2000 and 350% from CY 1982**. In 2006, there were 46,839 inmates in Ohio's 32 prisons. However, it is projected that Ohio's prison population will grow to 64,970 by 2016, which reflects a 37% increase over a ten year period. At least 95% of all state prisoners will be released back into their community at some point. The cause of this increase is beyond the scope of this research paper; however, one can reasonably attribute increased admissions to ODRC as a result of sentencing reforms and lengthier prison stays, often correlated with the passage of Senate Bill 2 in 1996. Of interest to note, 97% of inmates entering ODRC are the result of a plea bargain.

The 2008 annual cost to house an inmate in ODRC is $25,039 (equivalent of $68.12 per day). ODRC is currently operating at 132% capacity. According to Director Terry Collins, the State of Ohio would need to build seven (7), 2000 bed prisons to be at 100%.

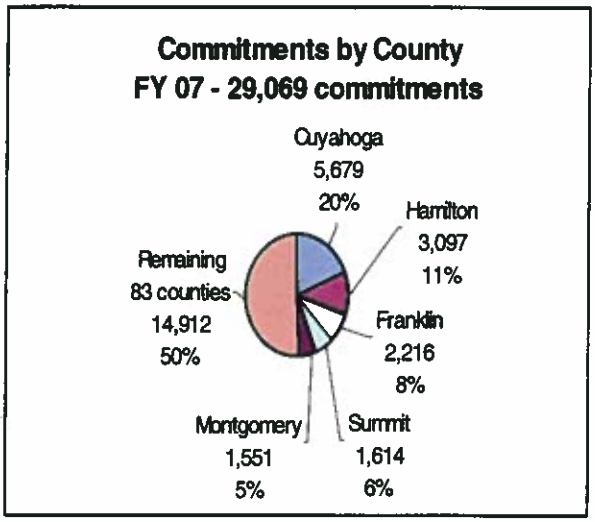
Local Trends

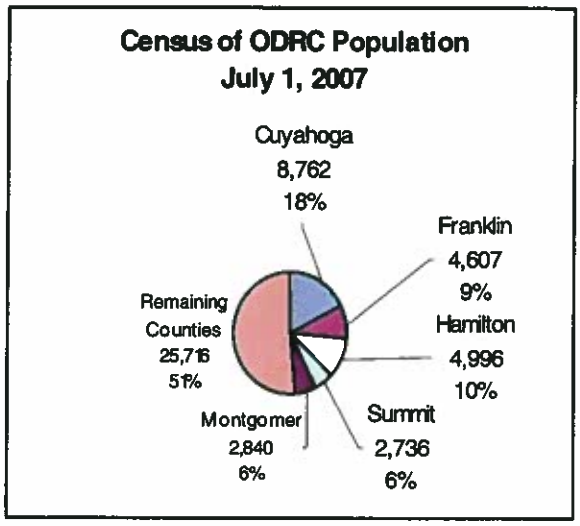
Of those released from ODRC during CY 2007, **roughly eight percent (8%) or 2,322** will return to the Franklin County area. (equates to 581 per quarter) A little over a half of those released will be returning to Franklin County **without** supervision from the Adult Parole Authority.

A Look at Reentry in Franklin County

Franklin County ranks third on average in the number of annual commitments from Ohio's counties sentenced to the Ohio Department of Rehabilitation and Correction. The following tables provide an overview of commitments by county in FY 2007 and a July 1, 2007 census of the ODRC inmate population.

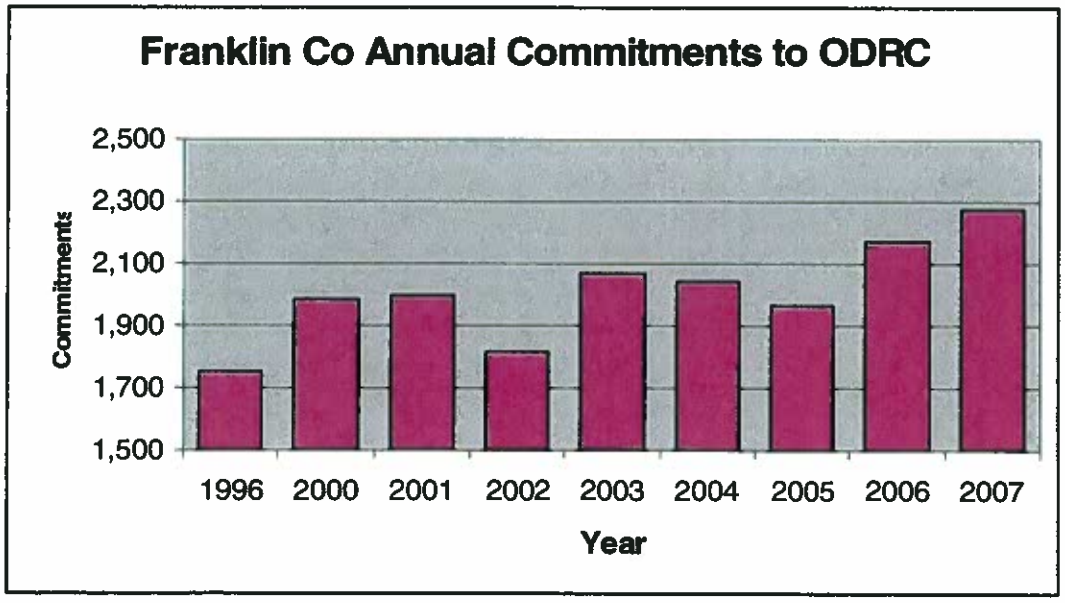
Tables 3 and 4: Summary of commitments by county and ODRC population census, July, 2007





Annual commitments from Franklin County have steadily increased over the past ten (10) years. During CY 2007, two thousand, two hundred seventy one (2,271) Franklin County residents

Table 5: Summary of Franklin County Annual Commitments to ODRC



were sentenced to ODRC. A census count collected on July 1, 2007 indicated four thousand, six hundred and seven (4,607) Franklin County residents were incarcerated in Ohio prisons. A majority of inmates sentenced from Franklin County are housed at the following six institutions: Noble, Southeastern, Ross, Chillicothe, London and Madison.

A Look at Reentry in Franklin County

Two thousand, three hundred twenty two (2,322) Franklin County residents were released during CY 2007, with a little over half not under any form of community control or parole. The average length of stay in ODRC is 2.2 years; however, a little over fifty percent (50%) of Franklin County residents committed to ODRC serve one year or less.

The demographic profile of individuals from Franklin County committed to and returning from ODRC is depicted in Table 6:

Profile of Franklin County Intake for FY 2007

Note: Some measures involved sampling of entire population and will not sum to 100%

Gender:	
Male	93.4%
Female	6.6%
Marital Status at Arrest:	
Single	67.4%
Married	11.5%
Div/Sep/Widowed	21.1%
Employment: (Sample)	
Unemployed	46.8%
Employed FT	27.1%
Juvenile Record:	42.4%
Adult Felony Record:	
>1 Prior Felonies	68.3%
Prior Drug Possess	19.2%
Prior Drug Traffick	10.0%
Property	42.1%
Violent (non sex)	33.6%
Sex Offense	1.8%
Other Felonies	14.0%
Top Five Offenses:	
Robbery	12.1%
Drug Possession	9.2%
Theft	8.1%
Burglary	7.7%
RSP	7.3%
Indication of Mental Illness:	
Not Indicated at Intake	75.8%
Self Admission	2.1%
Diagnosed w/Ment Ill	.7%
Treated for Ment Ill	21.4%

Race/Ethnicity:	
African American	60.65%
Caucasian	36.73%
Other	2.62%
Education:	
Less Than High School	49.8%
High School/GED	43.6%
College Graduate	6.6%
Mean Ages:	
First Arrest	18.7
First Adjudic/Convict	22.0
First Violent Off Arrest	21.5
At Commitment	32.0
Prior Prison Incarcerations:	
None	45.8%
One or Two	31.7%
Three or More	22.5%
Prior Supervision:	76.8%
Supervision Revocations:	56.5%
Victim Physical Harm:	17.8%
Weapons Present/Used:	41.1%
Military Veteran:	2.6%
Truly Nonviolent Off:	21.6%
Physical Abuse as Child: (Self Rep)	
No	91.3%
Yes	8.7%
Sexual Abuse as a Child: (Self Rep)	
No	92.3%
Yes	7.7%

Note: Some measures involved sampling of entire population and will not sum to 100%

Going Home to Stay

In Ohio, 26,635, individuals were released from Ohio prisons during 2003. By 2006, **39%** or 10,388 of them had re-offended and were returned to prison. According to a study by the Bureau of Justice Assistance, recidivism within one year of release from an Ohio prison averages at 17% or 4,528 of inmates released.

Ohio Average Recidivism Rate After One Year	**17%**
Ohio Average Recidivism Rate After Three Years	**39%**
Annual Cost of ODRC Incarceration as of 12/31/07	**$25,039**

Note: Recidivism calculations based upon 2001 and 2006 studies by ODRC and Urban Institute. Figures appear low when compared to the national average of 50% and higher.

Locally, the rate of recidivism three years after release is thirty seven percent (37.3%), a little lower than the State's average of thirty nine percent (39.3%) and average when compared with the four other large urban counties in Ohio. *Source: Urban Institute*

Table 7 Summary of three year recidivism rate by county of conviction.

State of Ohio	Franklin	Montgomery	Cuyahoga	Hamilton	Summit
39%	37.30%	44.40%	41%	37.30%	42.20%

Source: ODRC and Urban Institute

Based upon ODRC's study, Franklin County recidivism can be attributed to the commission of a new crime in sixty nine percent (69.2%) of the cases and technical and/or post release control violations for the remaining thirty percent (30.8%).

A January 2007 analysis of the addresses of offenders on supervision within Franklin County concluded that offenders on supervision live in communities throughout our County, with pockets of higher concentration in some zip codes. While tracking the geographic locations of inmates who are not under supervision is challenging at best, studies combining pre-incarceration addresses and the known location of ex-offenders on supervision are a reliable source to best gauge where a large percentage of those re-entering Franklin County post incarceration reside.

The following map provides a visual orientation of offenders on supervision in Franklin County as of December, 2006.

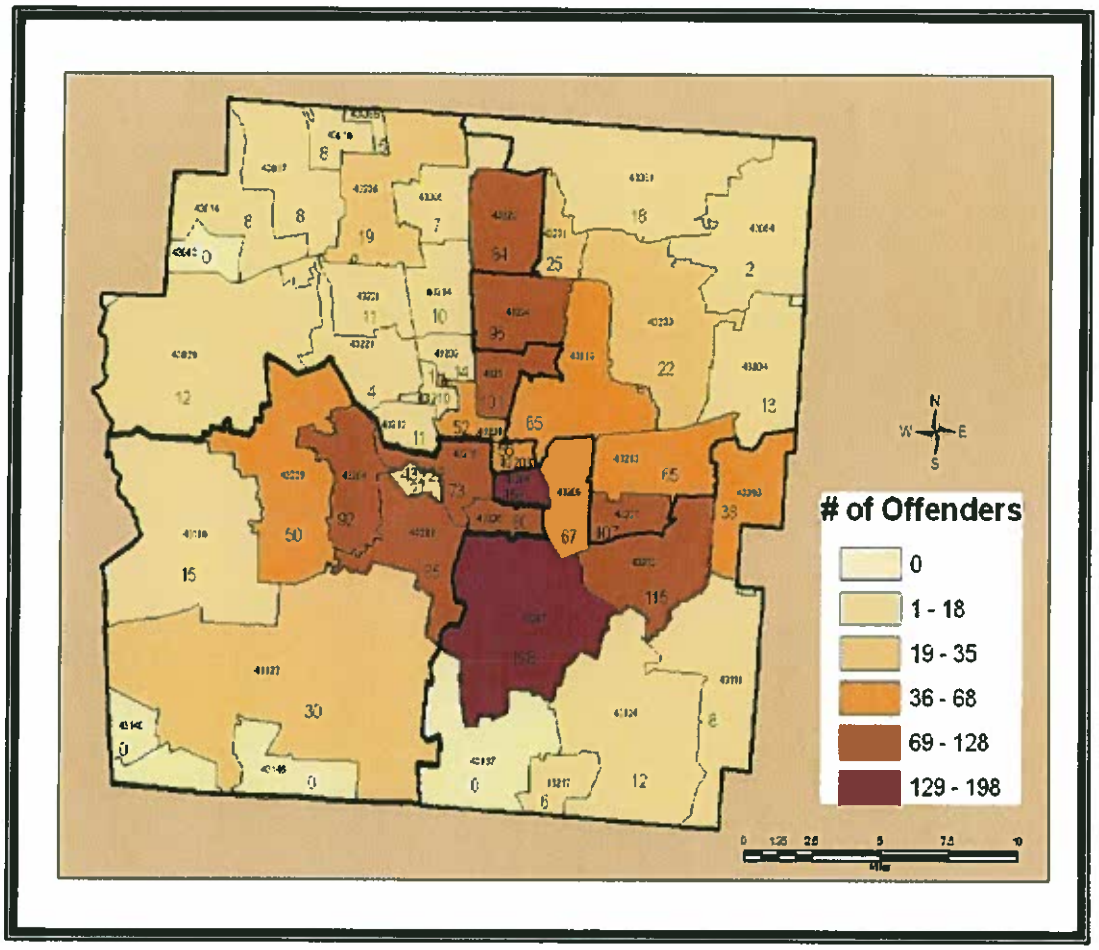


Table 8 Offenders on supervision in Franklin County. December, 2006.

The chart below indicates the five zip codes with the highest concentration of returning ex-offenders **on supervision** with the Adult Parole Authority in raw numbers and per capita. This chart **does not** provide a breakdown of ex-offenders returning to the community **not under** supervision. The assumption; however, is that the figures will provide a fairly accurate estimation of pockets of higher concentration. This hypothesis has been further supported by studies analyzing pre-incarceration addresses of inmate.

#	Zip Code	Total	Rate per 1000 residents	Median Household Income
1	43205	237	16.74	$20,400
2	43215	163	16.04	$28,636
3	43207	327	7.43	$32,690
4	43203	72	6.81	$16,052
5	43211	151	6.05	$25,638

Table 9: *Offenders on supervision in Franklin County, January 2007. Please refer to the appendix for a complete listing of all zip codes in Franklin County. Source: Community Research Partners Data Source, CY 2000 data.*

The characteristics of the community to which ex-inmates return greatly affects their reentry success. A high concentration of returning prisoners can generate great costs to communities, including potential increases in crime, greater public health issues, high rates of homelessness and unemployment. Many released offenders are ill- equipped to live successful, productive and law abiding lives once integrated back into their communities.

Successful re-entry depends on having a system of services – housing, jobs, mentoring, substance abuse treatment and mental health services- in place and immediately available to prisoners returning home.

Employment of Ex-Offenders:

"Ex-offenders are the only group of people whose applications can be automatically refused by employers. I tell employers 'Make them a taxpayer instead of a tax liability'"
Excerpt from interview with Randy Baker, Community Connections.

The employment aspect of reentry was the initial focus of this research project. It became clear early on that employment certainly played a role in the successful reintegration of offenders, but that reducing the study to this one element would neglect the complexity of reentry and the multitude of factors that play a role in successful reintegration.

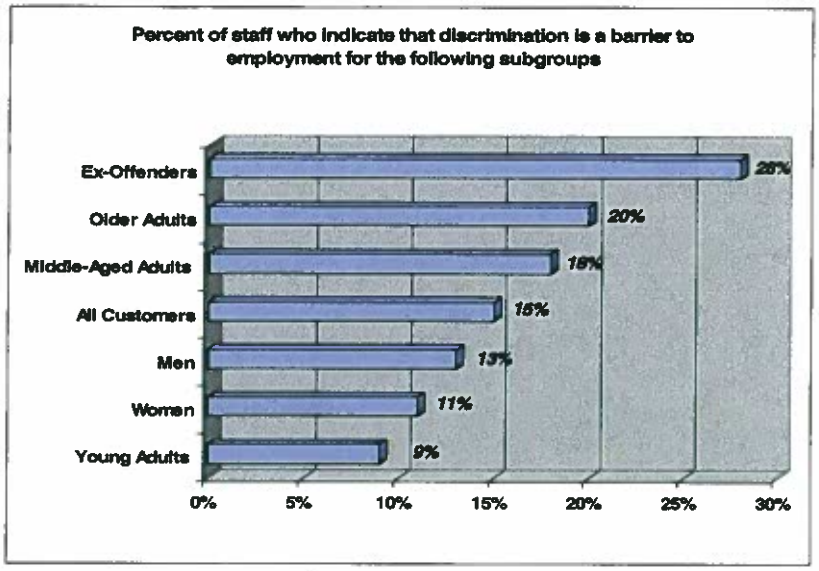
According to a 2003 study conducted by Joan Persilia entitled *When Prisoners Come Home: Parole and Prisoner Reentry*, employers are more reluctant to hire ex-offenders than any other group of disadvantaged workers. The study indicated employers are most concerned about general "trustworthiness" and "reliability" rather than anything specifically related to the crime.

When local stakeholders were asked "what is the primary barrier to obtaining employment for ex-offenders", staff from the ODRC Reentry and Parole Divisions, the Central Ohio Workforce Investment Corporation and Ohio Job and Family Services responded with similar answers. All agreed discrimination of ex-offenders by employers was prevalent; however, emphasized that many ex-offenders lack the necessary "soft" skills to obtain and SUSTAIN viable employment.

The Columbus Workforce Alliance released results of a door to door survey in April of 2007 which focused on barriers to employment and service needs for low-income, unemployed, underemployed and not-in-the-labor-force. Twenty two percent (22%) of the males interviewed for the study indicated a prior criminal record had been a leading barrier to their inability to secure employment. Further results of the study revealed that respondents "stated the need to create an agency directed exclusively towards trying to find employment for those with criminal records. The fact that several agencies do exist in the central city speaks to the knowledge, or lack thereof, regarding Columbus' existing services."

In addition to interviewing 900 residents living within a Columbus Empowerment Zone, the Alliance report surveyed the staff of community-based organizations and government workforce development agencies to gauge a sense of the barriers to employment for ex-offenders from their perspective. The following graph depicts what surveyed staff indicated are the most prevalent barriers to employment.

Table 9: Barriers to employment



Columbus Workforce Alliance. April 2007. "Trying to Work: A door to door survey of low income residents on barriers to employment ond service needs."

There are multiple incentives available to employers willing to hire an ex-offender. Unfortunately though, many employers are either unaware of the bonding insurance program and/or tax incentives that can protect them or are unwilling to go through the "hassle" of completing the necessary paperwork to ensure eligibility.

EXISTING INCENTIVES IN OHIO FOR EMPLOYERS TO HIRE EX-OFFENDERS

A. Federal Bonding Insurance

Description: Through the Federal Bonding Program (FBP), ODRC is able to insure employers for up to six months in cases of theft, forgery, larceny or embezzlement of money or property by an employee who is covered by the bond. The FBP will insure employees for up to $5,000. After six months, the bond can be renewed through the FBP but the employer or employee must pay for the bond.

Analysis: Few employers take advantage of the Federal Bonding Program as indicated by the following statewide statistics provided by ODRC.

CY05	32 Federal Bonds Issued
CY06	8 Federal Bonds Issued
CY07	18 Federal Bonds Issued

B. Work Opportunity Tax Credits (WOTC)

Description: The Work Opportunity Tax Credit Program is a federal tax credit which provides Ohio employers with a tax credit against their federal tax liability for hiring individuals from nine target groups of disadvantaged job seekers. Tax credits range from $1,200 to $2,400 for all WOTC target groups. Employers may receive a maximum credit of up to $9,000 per eligible employee. The WOTC Tax Credits are administered by the Ohio Department of Job & Family Services.

CREATIVE RESPONSES IMPLEMENTED BY JURISDICTIONS

- ***APPLICATION STANDARDS.*** Some states in the US (Ohio not included) prohibit employers from asking about arrests that *did* lead to conviction. Before denying employment based on a conviction, employers must examine whether there is a sound business reason.

- ***TAX BREAKS.*** Many local and state jurisdictions are now offering tax breaks to businesses that hire ex-offenders. In November 2007, the Philadelphia City Council passed legislation that gives businesses that hire ex-offenders a $10,000 per job credit against the city's business privilege taxes for three years. A pitfall of this approach is ensuring the tax break is big enough to make it worthwhile for employers to hire ex-offenders. The underutilization of the Work Opportunity Tax Credit by employers in Ohio is a solid indication the perceived cost still exceeds the potential benefit of hiring an ex-offender.

- ***WAGE REIMBURSEMENT.*** Chicago, along with a growing number of other cities offers a wage reimbursement to local employers who hire formerly incarcerated people under the Business Hiring Incentive Program. The reimbursement "covers up to 50% of a new hire's first 12 weeks for non-seasonal, full time employment or up to $3,500 per employee". Wage reimbursements may be more attractive to employers than standard tax credits according to a source at Fortune Society.

- ***CERTIFICATES OF REHABILITATION.*** Several states including Arizona, California, Illinois, Nevada, New Jersey and New York are now issuing some version of a "certificate of rehabilitation" to offenders after a set period of rehabilitation. Certificates can be presented to potential employers to validate the ex-offender has remained arrest free and that despite the presence of a conviction, the ex-offender has demonstrated to the state or local jurisdiction that rehabilitation has occurred.

- ***THIRD PARTY INTERMEDIARY.*** Third party can serve as a "quasi-employment" agency for ex-offenders. These agencies help businesses hire with confidence by acting as intermediaries between the employer and ex-offender. Programs typically provide job orientation, job assessment and development, pre-employment education and/or training and post placement services. Franklin County has several operating third party intermediary programs. No standards currently exist for the independently operating programs nor are many ex-offenders aware of the available services.

- ***SOCIAL MARKETING CAMPAIGN. PastFORWARD*** public marketing campaign was recently launched by Baltimore's Job Opportunities Task Force with the slogan "Hiring ex-offenders is good business." Using a variety of outlets, the campaign's goal is to encourage employers to think about employing formerly incarcerated people as a smart business decision, not charity.

- ***CABINET LEVEL DEDICATED TO EX-OFFENDER AFFAIRS.*** Staffed cabinet level office dedicated exclusively to ex-offender initiatives. Washington DC established such an office in 2006. The department not only provides individual reentry services to ex-offenders but has a strong outreach component that involves community and town hall meetings, door to door outreach and establishment of an Ex Offender Workforce Development Taskforce. Taskforce developed to focus specifically on engaging the local business community.

- ***BAN THE BOX.*** "Ban the Box" measures have been passed in many cities and some counties. This policy ensures that applicants are not asked initially to disclose past criminal convictions on employment applications. Once applicants are deemed otherwise qualified, criminal records data can be considered based on their relevance to the position.

- ***BEYOND BAN THE BOX.*** City and/or provisions that dictate contracting opportunities should go to organizations whose core mission is the employment of individuals with criminal backgrounds. Chicago and Boston are two examples.

- ***INVENTORY OF LEGAL BARRIERS TO EMPLOYMENT.*** Initiative sponsored by the Annie Casey Foundation to catalogue all barriers to employment affecting ex-felons in Florida. Found that over forty (40%) percent of all jobs in the state of Florida, both public and private weeded out potential employment based upon prior record. Discovered many of the rules not in the criminal justice code, but rather buried in agency rules, agency policies and informal memos.

Many jurisdictions throughout the country have created legislation approving additional tax incentives to entice employers to hire more ex-offenders; however, most of the participants interviewed for this report, reported that bonding, tax and wage incentives have not been useful in convincing employers to hire ex-offenders and that this approach in and of itself would not have much impact. *(See appendix for listing of some local and state jurisdiction tax incentive programs)*

The following table from the Crime and Justice Institute report entitled "Employment of Ex-Offenders: Employer Perspectives" details the results of a survey of employers across the country. Participants were asked to rank how each strategy would impact their likelihood to hire an ex-offender:

Employer Ratings of Support Services and Incentives

Support Service or Incentive	Impact on Hiring									
	No Impact at all								*Very positive Impact*	
	1		2		3		4		5	
	N	%	N	%	N	%	N	%	N	%
Candidate completed transitional employment program after release from prison and has built a positive employment record	0	0.0%	1	5.0%	1	5.0%	11	55.0%	7	35.0%
Specific job skill training provided appropriate to your industry	4	14.8%	1	3.7%	3	11.1%	7	25.9%	12	44.4%
General Work readiness training provided prior to employment	3	10.7%	2	7.1%	5	17.9%	11	39.3%	7	25.0%
Intermediary agency helps with job screening process	4	14.3%	3	10.7%	6	21.4%	10	35.7%	5	17.9%
Greater protection from legal liability	2	7.7%	4	15.4%	7	26.9%	3	11.5%	11	42.3%
Bonding incentives (insurance against employee dishonesty/theft)	6	21.4%	4	14.3%	1	3.6%	9	32.1%	8	28.6%
Wage subsidies fro ex-offender employees	8	28.6%	3	10.7%	3	10.7%	10	35.7%	4	14.3%
Tax incentives (or bigger tax incentives)	11	39.3%	3	10.7%	4	14.3%	8	28.6%	2	7.1%
Assistance accessing existing government financial incentives	6	21.4%	4	14.3%	6	21.4%	5	17.9%	7	25.0%
Third party to go to if you have problems with the employee	1	3.6%	3	10.7%	10	35.7%	10	35.7%	4	14.3%
Job retention support from employment case manager, faith-based volunteer, or parole officer	2	7.1%	5	17.9%	7	25.0%	9	32.1%	5	17.9%
Help with employee transportation	15	53.6%	3	10.7%	6	21.4%	2	7.1%	2	7.1%

What Works According to the Research:

Research demonstrates that the impact of prison based programs and services are maximized when those programs are followed by parallel services in the community. The following two pages provide an overview of "*Lessons Learned from National Reentry Demonstration Programs*" and "*Characteristics of the Best Practice Transitional Jobs Programs*". *(Source of both articles: National Transitional Jobs Network)*

Lessons Learned from National Reentry Demonstration Programs

1. High Profile Leadership Matters

The leadership of a highly visible champion(s) is necessary to engage community stakeholders, and marshal the necessary financial and human resources required for successful reentry results.

2. Successful Participants = Best Advocates

Ex-offenders, who have turned their lives around, and are contributing, tax-paying members of their community, are the best spokespersons to promote the importance of successful reentry.

3. Begin Reentry Planning Early Using the Continuum of Care Model

Partnerships between state departments of corrections and local communities are necessary to develop and deliver the comprehensive range of assessment, training, services, supports, and the monitoring and tracking required for successful re-entry. The process should begin at the point of adjudication, and continues throughout the periods of incarceration or community supervision, reentry and reintegration.

4. Use a Shared Information System to Track Results

A key component of the Reentry Continuum of Care is a shared information system used by both the state departments of corrections and local communities to monitor the progress of ex-offenders, and track and report outcomes.

5. Make a Business Case for Employer Participation in Reentry

Engage employers up-front; work to identify their needs for workforce demands, and the skills required of such employees; educate employers about financial incentives available to businesses who hire ex-offenders, (e.g., Federal Bonding Program, Work Opportunity Tax Credit, etc.); and, leverage publicly funded workforce programs with private funding to increase resources invested in employment and life skills training for ex-offenders.

6. Transitional Jobs Are a Good Pathway to Private Sector Employment

Transitional jobs, sponsored by public and non-profit providers, enable ex-offenders to earn income soon after they are released from prison. These jobs enable participants to learn through their experiences the customs and routines of work; acquire work-task skills; establish a work record; and, generate employer references to enhance their competitiveness for private sector employment.

7. For Successful Reentry, Interpersonal Skills and Relationships Matter

Because many ex-offenders lack positive support networks—family, friends, neighborhoods—effective reentry programs use a combination of intensive case management, experiential learning, regular feedback and mentoring by peers and others to help participants make the attitudinal and behavioral changes necessary to become and stay employed, and to give back to their community.

8. Provide One-Stop Services and Community-Based Intermediaries

One-Stop Centers and the use of trusted mentors / case managers / advocates improve outcomes and reduce the frustration of having to navigate multiple agencies in multiple locations to obtain needed services. One-stop partners can include: workforce and education, probation / parole, health and behavioral health, housing referral, legal services, and faith-based organizations

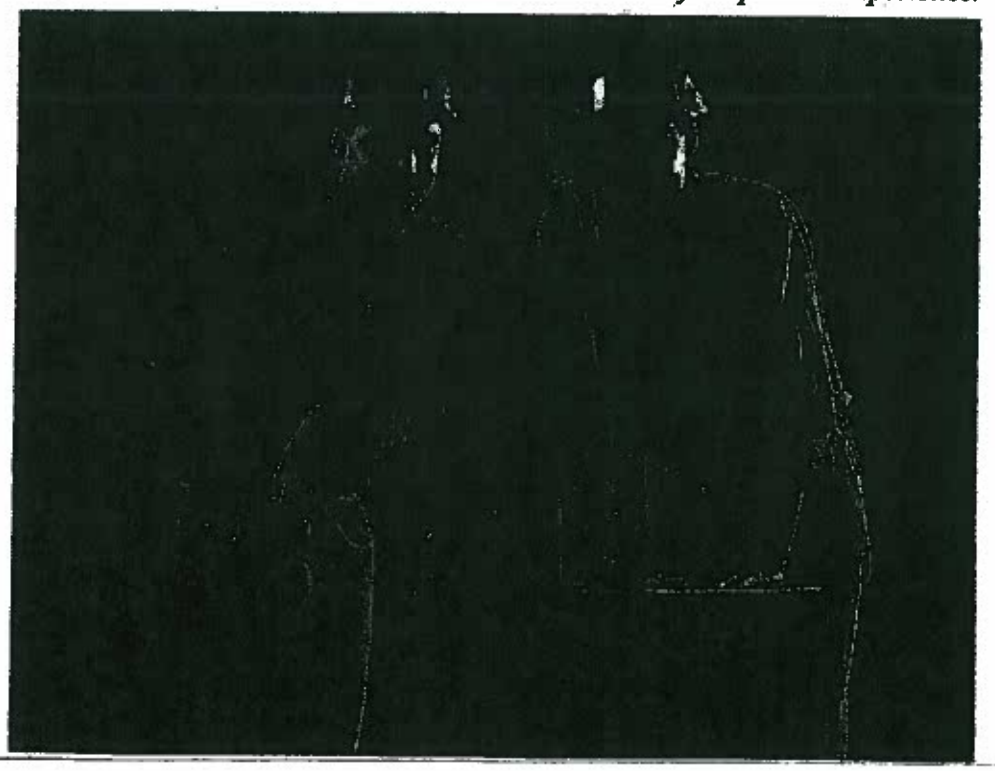
Characteristics of the Best Practice Transitional Jobs Programs

Transitional Jobs offers a model of employment by which participants learn through their experiences the customs and routines of work, acquire work-task skills, establish a work record, and generate employer references to enhance their competitiveness for private sector employment. The subsidized job is a short-term, wage-paying employment opportunity located with employers who have agreed to assign a mentor on the job.

- Transitional Jobs programs can vary as to length, the type of employer (for profit, not-for-profit, or government), and the role of formal skills training, funding streams and the population served. Transitional jobs can be delivered in the context of social enterprise, a publicly or privately funded job, or work crews bidding on jobs.
- The populations served should be limited to—hardest to employ—typically those who have multiple employment barriers.
- Program services begin with initial screening and frequent drug testing, followed by a review of program requirements. Participants are assessed in the areas of academic skills, vocational skills development, employment experience, and vocational goals and interests. This process engages the individual in the program, and in "owning" and developing a service plan.
- Drug testing in Transitional Jobs programs is not for the purpose of excluding participants, but to expose them to the practices of many employers, to connect them to services, and to keep them engaged in moving to employment through a transitional job while they are in treatment.
- Because the Transitional Jobs program is an experiential learning model, life skills classes are short and activities focus on skills needed to succeed in the transitional job as well as exploration and resolution of challenges to success at work. Challenges can include child care, medical care, drug treatment, parole/probation, family problems, housing, child support. For persons with criminal records, classes should address anger management, stress reduction, conflict resolution, and other life skills.
- Case management in Transitional Jobs programs is work focused. It includes: on-going employment counseling during job readiness training, review and evaluation of weekly performance on the job, weekly planning to improve workplace success through greater management of personal barriers and skill attainment, and, linkage to other supports to gain unsubsidized employment while in a transitional job.
- Individuals work with job development staff in the search for unsubsidized employment.
- Programs provide assistance with transportation, clothing for work, tools for work, emergency food, etc.
- Incentives for program participants serve as crucial program and job retention devices assisting both mentors and participants to remain engaged with the program.

Source: National Transitional Jobs Network

Transitional jobs provide experience.



Funding – Past, Current, Future

- Serious & Violent Offender Reentry Initiative (Office of Justice Programs)
- Prisoner Reentry Initiative (Office of Justice Programs
- Community Development Block Grant Program
- National Institute of Corrections
- National Governors' Association Prisoner Reentry Academy
- Workforce Investment Act
- Federal Home Loan Bank
- Second Chance Act
- Governor's Office of Faith-Based and Community Initiatives
- Ohio Department of Job and Family Services
- Nationwide Insurance
- Ohio State Bar Foundation
- George Gund Foundation
- Ford Foundation
- Annie E. Casey Foundation

Pending State and Federal Legislation Impacting Reentry

House Bill 130

STATUS: Introduced to the Ohio House on 3/27/07. Assigned to the House Criminal Justice Committee and approved by the House on 4/15/08. Assigned to the Senate Judiciary Criminal Justice Committee on 4/16/08.

HIGHLIGHTS: HB 130 offers a framework for a long-term investment in Ohio's economy by addressing legal and other barriers to employment for people released from prison. A key component of this legislation is the removal of non-relevant prohibitions or collateral sanctions to employment. This proposal provides that conviction of a felony does not by itself constitute grounds for denying employment. Other recommendations include facilitating access to valid forms of identification, establishing state agency partnerships, and reassessing barriers to social services. The bill promotes expanded criminal justice treatment and sentencing options for certain individuals that include, among other things, judicial release and authorization for a reentry court. It also provides for diverting individuals convicted of non-violent offenses to

community supervision, allows them to work in the community, maintain family ties, pay child support and other fees, and receive treatment. Finally, the bill calls for the formation of a State Agency Offender Reentry Coalition that will serve as a conduit for Ohio's reentry efforts, better positioning the state to receive future funding under the Second Chance Act of 2007.
Source: Ohio Department of Rehabilitation and Corrections

Second Chance Act 2007

STATUS: Signed into law by President Bush on April 9, 2008. Slated to receive $45 million in the House bill and $20 million in Senate bill. Both the House and Senate Criminal Justice spending bills will be sent to the floor for consideration. If Congress is unable to pass the spending bills, it is likely a continuing resolution will be passed, which provides funding for existing federal programs at current or reduced levels. Passage of a continuing budget resolution would not include appropriations for the Second Chance Act.

If and when funds are appropriated by Congress, the Department of Justice must establish an administrative office for SCA grants and publish a "rule" that interprets the statute and establishes the processes for issuing grants.

HIGHLIGHTS: The goals of the Second Chance Act (SCA) are to expand job training and placement services, improve the ability of offenders to find transitional housing and assist newly released offenders in obtaining mentoring services. Once appropriated, the bill will reauthorize and expand the existing Reentry Demonstration Program. States and local governments will be eligible to apply for funding to create or enhance comprehensive reentry programs.

In order to be eligible for financial assistance through the SCA, applicants **must have an established Reentry Task Force and a detailed Reentry Strategic Plan** including measurable annual five year performance outcomes. Programs that are not highly collaborative in nature or are dominated by a single jurisdiction are less likely to receive funding.

Reentry Initiatives throughout the State of Ohio

Montgomery County

In November 2006, the Ex-Offender Reentry Employment Work Group was created as a subcommittee of the Family and Children First Council's Economic Self Sufficiency Outcome Team. Members of the workgroup included representatives from the following organizations: Legal Aid of Western Ohio, Talent Tree, Sinclair Community College, Common Pleas Court, the Department of Job and Family Services, PowerNet of Dayton, Criminal Justice Council and the Montgomery County Board of Commissioners. The workgroup was charged with researching and assessing the status of offenders reentering the community, conducting analysis of local programs, services and available resources, identifying barriers to employment and economic self-sufficiency, identifying and reviewing local and national programs and "best practice" models and finally, providing recommendations regarding program development and system change that would create increased employability and self-sufficiency for ex-offenders returning to the community. The final report and recommendations from the workgroup were released in October 2007. As a result, a Community-Wide Reentry Task Force has been created. Currently, the task force includes seven work groups and the groups plan to develop a comprehensive program for ex-offenders by the middle of next year (2009). The task force is studying ways to assist ex-offenders with reintegration to their communities and families. Members include judges, lawyers, the business community, government officials, ex-offenders and others.

Cuyahoga County

In 2003, the City of Cleveland's Division of Workforce Development was awarded $2.9 million from the State of Ohio and the Workforce Investment Act to address the needs of the 5,000 individuals who return to the city from incarceration each year. Through the grant, the Division of Workforce's Employment Connections has been able to implement the Providing Real Opportunities for Ex-Offenders to Succeed (PROES) program. PROES is a comprehensive employment and workforce service delivery model that is part of Cleveland's one-stop system. It addresses the employment needs of returning offenders through the City of Cleveland's Division of Workforce Development. Operating since 2004, the program provides to the ex-offender, a seamless transition from prison to employment. The focus of the program is to match participants with local employment opportunities so that they may provide for themselves and/or their families and lower their chance of recidivism. PROES has provided services to over 800 ex-offenders and placed more than 500 of them in jobs since 2004. The intensive four-week program includes assessment, life skills training, communication skills and job readiness preparation. Mayor Frank Jackson has engaged community and faith-based organizations, halfway houses, correctional institutions and law enforcement agencies to address additional reentry issues. Collaborations include the Cleveland Transition Center (Oriana Halfway House) and North Point Project (mental health services), which work to provide housing and various treatment resources for those reintegrating into the Cleveland community.

Hamilton County

One of the standing committees under the Criminal Justice Commission, a commission of the Hamilton County Board of Commissioners, is the Reentry Committee. The committee has been meeting regularly and conducting activities since 2007. This committee is analyzing the reentry circumstances and processes faced by offenders as they end their incarceration and reenter the community, with the goal being to reduce recidivism and improve the well-being of people

returning from jail and prison as well as the Hamilton County community as a whole. The reentry committee is working on coordinating/streamlining available reentry services, identifying gaps through community forums and focus groups, reexamining the criminal justice system and decision-making practices to reduce risk at all levels and increase community safety, increasing access to meaningful employment, developing the certificate of rehabilitation program to increase access to employment, housing, services, education, etc. and decreasing crime by decreasing recidivism.

ADDRESSING JUVENILE RE-ENTRY

Franklin County's Response to Reentry ~ What Are Our Assets?

- ✓ History of innovative funding coordination as illustrated in the youthful offender/juvenile program funded through the WIA/TANF tradeoff.
- ✓ Service providers are encouraged by ODYS to provide pre-release services to youth within the institutions. Multiple service providers do take part in providing these services.
- ✓ All youthful offenders released from an institution, with the exception of those 21 years of age, are on parole, which initiates contact with a person who is knowledgeable about information and resources within the community.
- ✓ Good timing. Momentum at the State and Federal levels indicate likelihood of additional funding streams to support local reentry efforts.
- ✓ Past and current funding opportunities through multiple sources.
- ✓ Professional and community individuals have first-hand experience and knowledge regarding what works and what is needed.

Key Findings:

- ➢ Information and services are available throughout Franklin County but collaboration and cooperation needs to occur between and within the criminal justice system and service providers in order to ensure awareness of resources.
- ➢ Franklin County has missed funding opportunities and will continue to miss out if collaboration and partnership is not at the center of an overall, organized re-entry strategy.
- ➢ Research consistently states not all programming will work for all youth – individualized attention needs to be given to youth so that their treatment and services are unique to their needs. Placement in programming should be based, in part, on the risk of the youth.
- ➢ Quality programming is currently available in Franklin County. There is no need to completely reinvent the wheel.
- ➢ Best practices and lessons learned regarding reentry are abundant in current published research. A full inventory and assessment of Franklin County would help to determine which practices would have the greatest, positive impact on the community.

- Ease of system to obtain identification and other needed documentation such as birth certificates and SSN cards is lacking.

- According to interviews with DYS, youth are not involved in meaningful activities and do not have ties to the community. Therefore, their environment aids them in making wrong decisions.

Overarching Recommendations

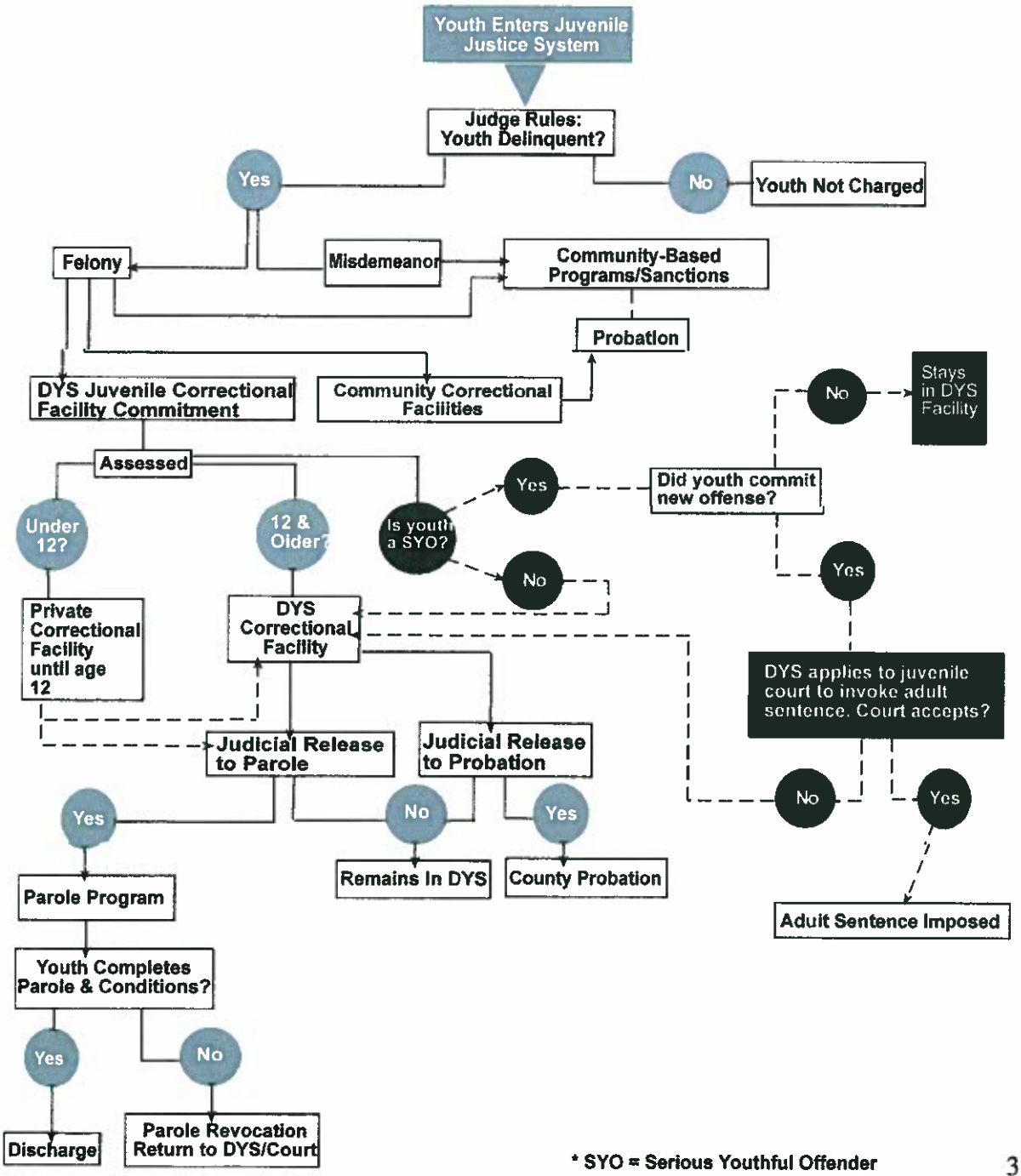
- The taskforce needs to determine what level of response should be focused on the youthful offender population? As well, should the focus vary for 15-18 year olds versus the 18-21 year olds?

Background

The Ohio Department of Youth Services (ODYS) is the juvenile corrections system for the state of Ohio. ODYS is statutorily mandated to confine felony offenders, ages 10 to 21, who have been adjudicated and committed by one of Ohio's 88 county juvenile courts.

DYS operates eight correctional and rehabilitation facilities plus one private treatment facility and provides parole services from six regional sites. DYS also funds nearly 100% of the operational costs of twelve Community Correctional Facilities (CCFs) which are run by counties and used to treat lower-level felony delinquent youth who otherwise would be committed to a DYS facility. The diagram below shows a youth's movement through the juvenile justice system.

Juvenile Justice Flow Chart



* SYO = Serious Youthful Offender

- On July 1, 1993, the RECLAIM Ohio initiative was created as a response to the growing need for local alternatives for juvenile courts and overcrowding in DYS institutions. The pilot initiative was implemented in nine (9) counties in January 1994 and implemented statewide in January 1995. While program operations have undergone some adjustments, the principle goal of encouraging juvenile courts to develop or purchase a range of community-based options to meet the needs of juvenile offenders and those at risk of offending still remains. According to ODYS, *the majority of youth adjudicated delinquent for a felony level offense in Ohio are not committed to the Department of Youth Services. More than 80% of the youth adjudicated are served in the community or lower security facilities.*

- **Noteworthy Findings Regarding RECLAIM Ohio Funding!** An evaluation in 2004 analyzed data on youth terminated from a RECLAIM program or a Community Corrections Facility (CCF) as well as youth released from a DYS facility or discharged from DYS. Key findings from the executive summary titled "EVALUATION OF OHIO'S RECLAIM FUNDED PROGRAMS, COMMUNITY CORRECTIONS FACILITIES, AND DYS FACILITIES" are stated below:

    - Overall this research indicated that lower-risk youth have higher recidivism rates when placed in a CCF or DYS facility compared to lower-risk youth that were placed in a RECLAIM program.

    - Higher risk youth appeared to have similar recidivism rates regardless of placement, while it became apparent that the very-high risk youth have lower recidivism rates when placed in a CCF or DYS facility compared to very-high risk youth placed in a RECLAIM program.

    - Analyses also indicated that the quality of the program is related to recidivism rates. The conclusions based on this data are tentative, but are supported by prior research, and indicated that higher quality programs have lower recidivism rates. The highest scoring quality programs had a recidivism rate of 18% compared to 27% for the lowest scoring quality programs.

    - There was a great deal of variation in the recidivism rates of the RECLAIM programs. In general, those programs that offered more services and structure were more effective with higher risk youth, while programs that tend to be of shorter duration and were less intensive were more effective with lower risk youth.

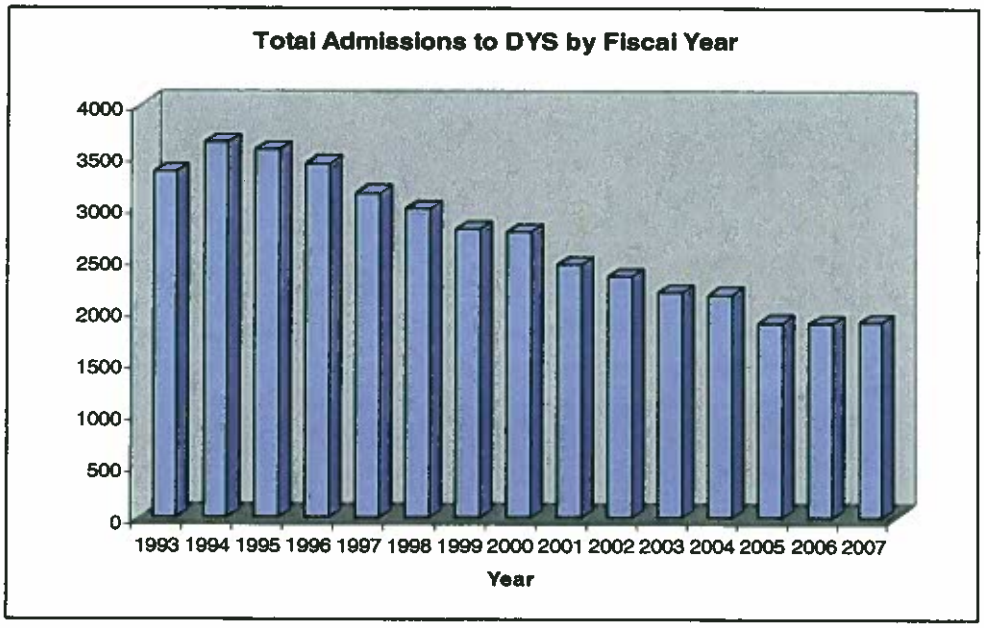
    - A supplemental report on the cost-benefit analysis of RECLAIM programs conducted in 2005 indicated that RECLAIM funded programs are less costly to operate and additional savings in lower recidivism rates are recognized for low and moderate risk youth. While use of the RECLAIM programs for high and very-high risk cases is still less expensive than the use of DYS or CCF, the slightly higher recidivism rates favor using more costly interventions.

Ohio Trends – Youthful Offenders

During FY 2007, ODYS admissions totaled **1,895**. The table and chart below show admission figures and trends from FY 1993 to FY 2007.

FY	Commitments[1]	Revoked[2]	Total
1993	2896	459	3355
1994	3036	603	3639
1995	2910	653	3563
1996	2819	611	3430
1997	2533	614	3147
1998	2357	634	2991
1999	2273	525	2798
2000	2215	551	2766
2001	1933	520	2453
2002	1840	496	2336
2003	1698	479	2177
2004	1718	441	2159
2005	1491	393	1884
2006	1503	377	1880
2007	1527	368	1895

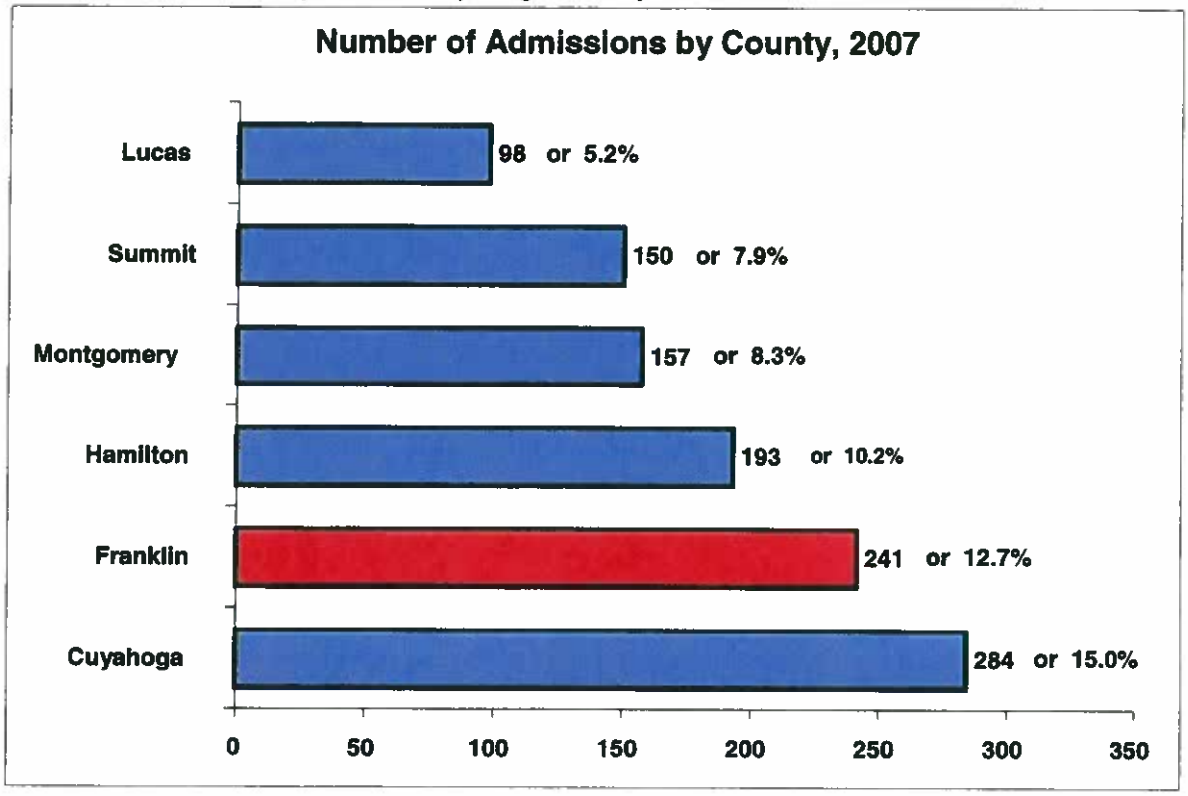
[1] *Includes new commitments and recommitments*
[2] *Youth who had their parole revoked*



The RECLAIM pilot began in January 1994
Admissions decreased 48% from 1994 to 2006

Local Trends – Youthful Offenders

During FY 2007, six counties (Cuyahoga, Franklin, Hamilton, Montgomery, Summit and Lucas) made up 59.3% or 1,123 of the admissions to ODYS. Of that 59.3%, Franklin County made up 12.7%, ranking second only behind Cuyahoga County at 15%.



- The FY 2007 DYS Annual Report provides the following facts:
  - ✓ Average daily facility population: 1,828
  - ✓ Average length of stay: 11.5 months
  - ✓ Average per diem cost to house, care and treat a juvenile offender in a DYS facility: $215.64/day

Conclusion: It costs, on average, $78,708 to house, care and treat **ONE** juvenile offender for 12 months. With an average daily population of 1,828 the cost for a 12-month period to house, care and treat **ALL** juvenile offenders approximates $143 million.

- During FY 2007, **201 youth** (11% of the total youth released) were released to Franklin County. While the chart below does not include recidivism rates for FY 2007, it does show recidivism rates for a one-year period (2006), two-year period (2005) and three-year period (2004) specific to youth released in Franklin County:

		Revoked (DYS)		Felony (DYS)		DYS (total)		DRC		Total	
Year of Release	Releases	#	%	#	%	#	%	#	%	#	%
2006 (1 year)	190	42	22.1%	18	9.5%	**60**	**31.6%**	**6**	**3.2%**	**66**	**34.7%**
2005 (1 year)	192	14	7.3%	22	11.5%	**36**	**18.8%**	**12**	**6.3%**	**48**	**25.0%**
2005 (2 years)		21	10.9%	24	12.5%	**45**	**23.4%**	**31**	**16.1%**	**76**	**39.6%**
2004 (1 year)	186	34	18.3%	18	9.7%	**52**	**28.0%**	**6**	**3.2%**	**58**	**31.2%**
2004 (2 years)		40	21.5%	20	10.8%	**60**	**32.3%**	**26**	**14.0%**	**86**	**46.2%**
2004 (3 years)		40	21.5%	22	11.8%	**62**	**33.3%**	**46**	**24.7%**	**108**	**58.1%**

So what does this mean?

- ✓ After 1 year of release, on average, 30.3% of youthful offenders will recidivate.
- ✓ After 2 years of release, on average, 42.9% of youthful offenders will recidivate.
- ✓ After 3 years of release, approximately 58.1% of youthful offenders will recidivate.

When comparing the Franklin County stats above to the statewide recidivism rates, Franklin County mirrors the state with the exception of a 5.4% higher rate after 3 years of release.

Examples of Current Programming

1.) **One program that seems to be working for youthful offenders in Franklin County is a result of the partnership between the Ohio Department of Jobs and Family Services (OJFS) and the Ohio Department of Youth Services.**

How it works?

- Workforce Investment Act (WIA) funds were deobligated from Franklin County and the County was provided Temporary Assistance for Needy Families (TANF) funds in their place.
- ODYS then awarded the deobligated WIA funds to a local service provider, Alvis House, for re-entry programming.
- Alvis House has received $251,257.00 each year for re-entry programming from 2006 – 2008.
- The target population is youth (15-21) currently incarcerated within Ohio's juvenile correctional facilities and those youth recently released. Youth are referred who have completed their high school diploma or those on a GED track.
- The program focuses on intensive, wraparound case management services and uses the Bodega Model: A Family-Focused Approach for the curriculum. The case manager works with the youthful offender from pre-release through post-release in order to build trust and knowledge regarding needed services.

Program Components

- Phase I: This phase occurs prior to the youth's release from the DYS facility (i.e. pre-release activities such as assessment and evaluation).
- Phase II: This phase occurs while the individual is on parole. It lasts approximately 6 – 7 months for each individual and includes, but is not limited to, employment and education activities, youth incentive programs, youth parenting education and transportation for youth.
- Phase III: This phase lasts approximately 90 days and includes intensive case management, follow-up with community and faith-based agencies, family mentoring and other activities.

Program Statistics

- This program began in 2006 and to date 141 Franklin County youth have participated. Active youth in the program as of July 2008 is 75.
  - Current # of youth employed: 28 (60.8% of those eligible for employment in July)
  - Nineteen (19) are employed full-time and nine (9) are employed part-time

2.) Another initiative is through Goodwill Columbus funded under Governor Strickland's Youth Employment Program, which was offered through the Ohio Department of Youth Services (see attached map for programs funded statewide).

How it works?

- Goodwill Columbus is partnering with COWIC and the Buckeye Hall of Fame Café to provide a Cook Apprenticeship Program.
- Goodwill Columbus received $245,800 in March 2008.
- The program will train 30 eligible youth, ages 18-21, who have a juvenile justice history and/or are disengaged from the educational system, and are currently living at or below 200% of the federal poverty level. Youth will receive a vocational evaluation to determine their "fit" for a cook/chef/food service management career.

Program Components

- The program is 10 weeks in duration.
- The first 2 weeks focus on job readiness, job retention and an introduction to the food service industry.
- During the last 8 weeks, youth will train as cook apprentices at the Buckeye Hall of Fame Café four days per week and will receive classroom instruction on the fifth day.
- Upon successful completion of the 10 week program, youth will be employed by the Café or another local restaurant. All youth who successfully complete the program will obtain employment.

Program Statistics

- Currently, there is no performance or outcome data available for this program.

3.) **All youth entering an ODYS institution develop a Unified Case Plan (UCP). When a youth is committed to ODYS they go through a battery of assessments at the reception center that helps assess risk in a variety of different domains (family, peers, substance abuse, recreation, education/employment, attitude/behavior, etc.). The UCP then establishes goals and a treatment plan for each youth based upon these assessments/domains. Each youth works towards his/her goals from the UCP while they are in the institutions. Each youth also has a UCP for Parole. This is based upon the same domains but establishes goals and a treatment plan for the youth in the community. It is important to note that unlike adults, all youth, with the exception of those who are 21, are under community supervision once they are released from the institution. Therefore, access to services, referrals and other information is not as limited for youth.**

Recent Legislation Establishing Standards for Hiring People with Criminal Records

	Purpose	Eliminates disclosure of past criminal convictions on employment applications (Ban the Box)	Background Check Stipulations	Exempt Employment Categories	Time Limit On Convictions that Employers May Consider	Required Considerations
Effective **Boston** ***City Ordinance: CBC Chp. IV: 4-7*** Applies to: City of Boston and City of Boston Vendors http://www.nelp.org/docUploads/BostonCORIOrdinance%2Epdf	Ensure that the City of Boston and persons and businesses supplying goods and services to City of Boston deploy fair policies relating to the screening/ identification of persons with criminal backgrounds.	Yes	Employer reviews qualifications of individual before history is obtained.	Under exigent circumstances, an Awarding Authority may grant a waiver of practices and polices relating to criminal history inquiries on a contract by contract basis. See CBC Chp. IV: 4-7.4 Waivers	(a) one year following release from custody or supervision for misdemeanor offenses (b) two years following release from custody or supervision for felony offenses (c) three years following completion of a felony sentence in prison as a result of having been denied parole or having violated parole. Mass. Regs. Code tit. 803, §3.06	• Relevance of crimes • Number of crimes • Age of crimes • Seriousness of crimes • Occurrences in life o applicant since crimes
Effective **Chicago Mayor's Office** ***Administrative Rule Change*** Applies to: Mayor's Office http://egov.cityofchicago.org/city	*End blanket no hire policies in Mayor's office concerning individuals with criminal histories. *Adopt internal guidelines for the City of Chicago's personnel policies regarding criminal background checks and advocate for fair employment standards. *Not yet implemented, with City of Chicago Legal Department	Yes	Yes	N/A	Pending	• Passage of time since conviction • Evidence of rehabilitation • Balance the nature and severity of the crime with other factors

Recent Legislation Establishing Standards for Hiring People with Criminal Records

	Purpose	Eliminates disclosure of past criminal convictions on employment applications (Ban the Box)	Background Check Stipulations	Exempt Employment Categories	Time Limit On Convictions that Employers May Consider	Required Considerations
Proposed **Newark, NJ** ***City of Newark 100 Day Plan*** Applies to: City employers and contractors who do businesses with the City http://www.ci.newark.nj.us/100DayPlan/100-Day_Plan.pdf	The Mayor and the City Council will reduce legal restrictions in municipal hiring and contracting for residents with criminal records, where appropriate.	No	Performance of a background check only after an individual is determined to be otherwise qualified for a position for which certain kinds of convictions are deemed relevant	N/A	N/A	Individualized consideration, with the opportunity to provide evidence of rehabilitation and to contest accura information containe the background check

Recent Legislation Establishing Standards for Hiring People with Criminal Records

	Purpose	Eliminates disclosure of past criminal convictions on employment applications (Ban the Box)	Background Check Stipulations	Exempt Employment Categories	Time Limit On Convictions that Employers May Consider	Required Considerations
Proposed **Philadelphia** *Bill No. 060578* Applies to: City agencies, all private companies that do business with the City, and private employers who employ more than 10 people Sponsor: Council Member Donna Reed Miller http://webapps.phila.gov/council/attachments/2144.pdf	Amends Title 9 of the Philadelphia Code, entitled "Regulation of Businesses, Trades, and Professions," by enacting a new Chapter 9-3000 entitled "Fair Criminal Record Screening Standards," to establish provisions and requirements for the screening of criminal records by certain employers within the City of Philadelphia, all under terms and conditions	Yes	• No City or County agency or private employer shall conduct a criminal background check unless it is required by law or the employer has determined the position to be of such sensitivity that a criminal background check is warranted. • The criminal background check shall be conducted through the Pennsylvania State Police only. • Prior to conducting a criminal background check on an applicant, a City or County agency or private employer must first review the qualifications of the applicant and determine if the applicant is otherwise qualified for the position.	N/A	N/A	• Specific duties and responsibilities necessarily related to license or employment sou • The bearing the criminal offense(s) will have on his fitness or ability to perform duties and responsibilities • The time elapsed since the offense(s) • The age of person at the time of occurrence of offense(s) • The seriousness of the offense(s) • Any information produced by the person, or produced on his behalf, in regard to his rehabilitation and good conduct.

Reentry Initiatives throughout the State of Ohio

Montgomery County

In November 2006, the Ex-Offender Reentry Employment Work Group was created as a subcommittee of the Family and Children First Council's Economic Self Sufficiency Outcome Team. Members of the workgroup included representatives from the following organizations: Legal Aid of Western Ohio, Talent Tree, Sinclair Community College, Common Pleas Court, the Department of Job and Family Services, PowerNet of Dayton, Criminal Justice Council and the Montgomery County Board of Commissioners. The workgroup was charged with researching and assessing the status of offenders reentering the community, conducting analysis of local programs, services and available resources, identifying barriers to employment and economic self-sufficiency, identifying and reviewing local and national programs and "best practice" models and finally, providing recommendations regarding program development and system change that would create increased employability and self-sufficiency for ex-offenders returning to the community. The final report and recommendations from the workgroup were released in October 2007. As a result, a Community-Wide Reentry Task Force has been created. Currently, the task force includes seven work groups and the groups plan to develop a comprehensive program for ex-offenders by the middle of next year (2009). The task force is studying ways to assist ex-offenders with reintegration to their communities and families. Members include judges, lawyers, the business community, government officials, ex-offenders and others.

Cuyahoga County

In 2003, the City of Cleveland's Division of Workforce Development was awarded $2.9 million from the State of Ohio and the Workforce Investment Act to address the needs of the 5,000 individuals who return to the city from incarceration each year. Through the grant, the Division of Workforce's Employment Connections has been able to implement the Providing Real Opportunities for Ex-Offenders to Succeed (PROES) program. PROES is a comprehensive employment and workforce service delivery model that is part of Cleveland's one-stop system. It addresses the employment needs of returning offenders through the City of Cleveland's Division of Workforce Development. Operating since 2004, the program provides to the ex-offender, a seamless transition from prison to employment. The focus of the program is to match participants with local employment opportunities so that they may provide for themselves and/or their families and lower their chance of recidivism. PROES has provided services to over 800 ex-offenders and placed more than 500 of them in jobs since 2004. The intensive four-week program includes assessment, life skills training, communication skills and job readiness preparation. Mayor Frank Jackson has engaged community and faith-based organizations, halfway houses, correctional institutions and law enforcement agencies to address additional reentry issues. Collaborations include the Cleveland Transition Center (Oriana Halfway House) and North Point Project (mental health services), which work to provide housing and various treatment resources for those reintegrating into the Cleveland community.

Hamilton County

One of the standing committees under the Criminal Justice Commission, a commission of the Hamilton County Board of Commissioners, is the Reentry Committee. The committee has been meeting regularly and conducting activities since 2007. This committee is analyzing the reentry circumstances and processes faced by offenders as they end their incarceration and reenter the community, with the goal being to reduce recidivism and improve the well-being of people

returning from jail and prison as well as the Hamilton County community as a whole. The reentry committee is working on coordinating/streamlining available reentry services, identifying gaps through community forums and focus groups, reexamining the criminal justice system and decision-making practices to reduce risk at all levels and increase community safety, increasing access to meaningful employment, developing the certificate of rehabilitation program to increase access to employment, housing, services, education, etc. and decreasing crime by decreasing recidivism.

Existing Re-entry Initiatives in Franklin County

Please note this is not an exhaustive list of providers or programs. It is recommended a community inventory be conducted to better ascertain existing assets and services.

Organization:	Program:	Brief Description of Services:
Legal Aid Society of Columbus	**Re-entry Clinics**	Attorneys from Legal Aid collaborate with service providers across the city to make brief presentations addressing the barriers individuals face when returning home from institutions. Held twice a month. Seasonal newsletter published by AmeriCorps VISTA volunteers.
Columbus Urban League	**Transitions Internship Program (TIP)**	One to three month internship program for ex-offenders at local businesses that will acclimate the participants to the workforce and allow them to gain valuable experience. Funding from Nationwide Insurance will allow stipends to be paid to participants during Internship.
Community Connection	**Transitional Education Program (TEP)**	A comprehensive program that uses distance learning technology to educate incarcerated adult and youth offenders in pro-social and employment skills prior to release. This nationally recognized program is the first of its kind to use assisted video conferencing, web-based research design and individualized CD-based instruction to provide transitional and life skills training coupled with ongoing post-release case management services.
ODRC	**Citizen Circles**	Offenders and their families develop relationships with members of the community and together develop a plan to help the offender become accepted as a productive citizen and member of the community. It is an opportunity for citizens to communicate expectations for successful reentry and help offenders recognize the harm their behavior has caused others. Offenders are able to make amends and demonstrate their value and potential to the community. Citizen Circles focus on the following eight dynamic domain areas: Employment, Education, Family/Marital, Associates/Social Interactions, Substance Abuse, Community Functioning, Personal/Emotional Orientation and Attitude.
Center of Vocational Alternatives	**COVA Forensic Peer Training Program**	At the request of the Alcohol, Drug and Mental Health Board of Franklin County, COVA is leading a feasiblity study and planning effort to develop a Forensic Peer Specialist Trainign program. The goal is to create a skill building program and employment opportunities to support men and women with mental illness who are leaving prison and are at an increased risk for recidivism. A model program entitled "Howie the Harp" has been identified and steps are being taken to implement a modified version here in Franklin County.

Ohio Department of Rehabilitation & Correction
Reentry Resource Sheet
FRANKLIN COUNTY

Area Code: 614
Zip Codes: 43201-99
(Addresses are for Columbus unless otherwise noted)

Information& Referral	Address	Phone #	Website
Dial 2-1-1 for free 24-hour comprehensive information and referral			
FirstLink	195 North Grant Avenue Columbus 43215	Dial 211 or (614) 221-2255	http://www.firstlink.org

Social Security	Address	Phone #	Website
Call or search the website for other locations in Franklin County not listed here			
Social Security Administration	200 North High Street Room 225	(614) 469-6855 1-800-772-1213	http://www.ssa.gov
Social Security Administration	4177 East Broad Street	(614) 235-3710 1-800-772-1213	http://www.ssa.gov
Social Security Administration	1060 Georgesville Road	(614) 274-9628 1-800-772-1213	http://www.ssa.gov
Social Security Administration	1051 Worthington Woods Worthington 43085	(614) 888-5339 1-800-772-1213	http://www.ssa.gov

Birth Certificate	Address	Phone #	Website
Columbus Public Health	240 Parsons Avenue	(614) 645-7331	http://www.publichealth.columbus.gov/
Ohio Department of Health	225 Neilston Street PO Box 15098	(614) 466-2531	http://www.odh.ohio.gov/vitalstatistics/vitalstats.aspx
Vitalchek	n/a	1-877-828-3101	http://www.vitalchek.com
Natl Center for Health Statistics	n/a	http://www.cdc.gov/nchs/howto/w2w/w2welcom.htm	

Bureau of Motor Vehicles	Address	Phone #	Website
Call or search the website for other locations in Franklin County not listed here			
Customer Service Center East (Reinstatement Center)	1583 Alum Creek Drive	(614) 752-7500	http://ohiobmv.com/
Customer Service Center West	1970 West Broad Street	(614) 752-7500	http://ohiobmv.com/
BMV on-line services	n/a	http://www.bmv.ohio.gov/online_services/online_services.htm	

Public Benefits	Address	Phone #	Website
The Ohio Benefit Bank	51 North High Street Suite 761	(614) 221-4336 1-800-648-1176	http://www.thebenefitbank.com/ http://www.oashf.org/
Job and Family Services South Opportunity Center	3723 South High Street	(614) 492-6900	http://www.co.franklin.oh.us/commissioners/jafs/
Job and Family Services East Opportunity Center	1055 Mount Vernon Avenue	(614) 251-6300	http://www.co.franklin.oh.us/commissioners/jafs/
Job and Family Services North Opportunity Center	345 East Fifth Avenue	(614) 719-8600	http://www.co.franklin.oh.us/commissioners/jafs/
Job and Family Services Northeast Opportunity Center	3443 Agler Road	(614) 428-6703	http://www.co.franklin.oh.us/commissioners/jafs/
Job and Family Services West Opportunity Center	314 North Wilson Road	(614) 308-1200	http://www.co.franklin.oh.us/commissioners/jafs/

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Emergency Shelter	Address	Phone #	Website
Community Shelter Board (Information only)	111 West Liberty Street	(614) 221-9195	http://www.csb.org/
Faith Mission	151 North 6th Street	(614) 224-6617x2151	http://www.faithmissionofohio.org/
Friends of the Homeless	924 East Main Street	(614) 360-0251	n/a
Volunteers of America	624 Harmon Avenue	(614) 849-0145	http://www.voaoo.org/
Nancy's Place (Faith Mission)	325 East Long Street	(614) 224-6617x2162	http://www.faithmissionofohio.org/
Rebecca's Place (Friends of the Homeless)	Undisclosed location (intake by phone only)	(614) 251-2937	n/a
YWCA Homeless Family Intake Center	900 Harvey Court	(614) 253-3910	http://ywcacolumbus.org/?id=building.family
Homeless Families Foundation	651 West Broad Street	(614) 461-9247	http://www.homelessfamiliesfoundation.org/

Housing Assistance	Address	Phone #	Website
Community Housing Network	957 East Broad Street	(614) 251-1700	http://chninc.org/

Miscellaneous Assistance	Address	Phone #	Website
Joint Organization for Inner City Needs	578 East Main Street	(614) 241-2531	n/a
Material Assistance Providers	118 South Yale Avenue	(614) 272-9544	http://www.mapfurniturebank.org

Older Adults	Address	Phone #	Website
Franklin County Office on Aging	280 East Broad Street, Room 300	(614) 462-6200	http://www.officeonaging.org/default.asp
Central Ohio Area Agency on Aging	174 East Long Street	(614) 645-7250 (800) 589-7277	http://www.coaaa.org/

Veterans	Address	Phone #	Website
Franklin County Veterans Services Commission	250 West Broad Street	(614) 462-2500	http://www.co.franklin.oh.us/vets/
Chalmers P. Wylie Veterans Clinic	543 Taylor Avenue	(614) 257-5200	http://www.columbus.va.gov/
On-line request for DD214	n/a	http://www.archives.gov/veterans/evetrecs/index.html	

Family	Address	Phone #	Website
Catholic Social Services (Parenting Services)	197 East Gay Street	(614) 857-1224	http://www.colscss.org/
Jewish Family Services (Parenting Services)	1070 College Avenue	(614) 231-1890	http://www.jfscolumbus.org/
Directions for Youth and Families	1515 Indianola Avenue	(614) 294-2661	http://www/dfyf.org

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Mental Health/Counseling	Address	Phone #	Website
ADAMH Board	447 East Broad Street	(614) 224-1057	http://www.adamhfranklin.org/
NetCare Access	199 South Central Avenue	(614) 276-2273	http://www.netcareaccess.org/
NetCare Access	741 East Broad Street	(614) 276-2273	http://www.netcareaccess.org/
Mental Health America	538 East Town Street Suite D	(614) 221-1441	http://www.mhafc.org
NAMI Franklin County	4500 East Broad Street	(614) 501-6264	http://www.nami.org/MSTemplate.cfm?MicrositeID=213
Columbus Area, Inc.	1515 East Broad Street	(614) 252-0711	http://www.columbus-area.com/
Concord Counseling	774 Park Meadow Drive Westerville 43081	(614) 882-9338	http://www.concordcounseling.org
Dublin Counseling Center	299 Cramer Creek Court Dublin 43017	(614) 889-5722	http://www.dublincounselingcenter.org/
North Central Mental Health	1301 North High Street	(614) 299-6600	http://www.ncmhs.com
North Community Counseling	4897 Karl Road (various locations)	(614) 261-3196	http://www.northcommunity.com/
Northwest Counseling Services	1560 Fishinger Road	(614) 457-7876	http://www.northwestcounselingservices.org
Southeast, Inc.	16 West Long Street	(614) 225-0990	http://www.southeastinc.com/

Education	Address	Phone #	Website
Ohio Department of Education	25 South Front Street	(614) 466-1577	http://www.ode.state.oh.us/
Columbus Public Schools GED/ABLE	2323 Lexington Avenue	(614) 365-5245	http://www.cpsadulted.org/
The Ohio Literacy Network	6161 Busch Boulevard Ste 340	1-800-228-7323	http://www.ohioliteracynetwork.org
The Columbus Literacy Council	195 North Grant Avenue	(614) 221-5013	http://www.columbusliteracy.com
Columbus State Community College	550 East Spring Street	(614) 287-5353 1-800-621-6407	http://www.cscc.edu/
Ohio State College of Barber Styling	4614 East Broad Street	(614) 868-1015 1-888-304-6446	http://www.ohiostatebarbercollege.com/
Ohio State Schools of Cosmetology	1720 East Broad Street	(614) 252-5252 1-800-276-3400	http://www.salonschools.com/ossc.php

Financial Counseling	Address	Phone #	Website
Consumer Credit Counseling	4500 East Broad Street	(614) 552-2222	http://www.cccservices.com/index.html
Breaking the Financial Curse	4449 Easton Way Suite 200 2nd Floor	(614) 934-1787	n/a

Business	Address	Phone #	Website
Economic and Community Development Institute (ECDI)	475 East Mount Street	(614) 559-0115	http://www.econcdi.org/
Small Business Administration	401 N. Front Street, Suite 200	(614) 469-6860	http://www.sba.gov/
The Ohio Small Business Development Center	550 East Spring Street	(614) 287-5294	http://www.cscc.edu/cpe/sbdc/sbdchome.asp

Ohio Department of Rehabilitation & Correction
Reentry Resource Sheet

FRANKLIN COUNTY

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(Addresses are for Columbus unless otherwise noted)

Interpreting	Address	Phone #	Website
Community Refugee and Immigration Services	3624 Bexvie Avenue	(614) 235-5747	http://www.cris-ohio.com/
Ohio Hispanic Coalition	6161 Busch Boulevard Suite 311	(614)840-9934	http://www.ohiohispaniccoalition.org/ingles/
Reliable Interpreting (ASL)	1680 Norton Court	(614) 432-2846	http://www.riasign4u.com/RIA/

Support Groups/ Reentry Assistance	Address	Phone #	Website
Central Ohio Citizen Circle East (At Columbus Urban League)	Meetings held at 788 Mount Vernon Avenue	(614) 257-6300	http://www.drc.state.oh.us/web/citizen/citizencircle.htm
CAYND Citizen Circle (At APDS)	Meetings held at 1409 East Livingston Avenue	(614) 253-4448	http://www.drc.state.oh.us/web/citizen/citizencircle.htm
The Legal Aid Society – Reentry Program	1108 City Park Avenue	(614) 241-2001	http://www.columbuslegalaid.org/
Ex-Offenders Family and Community (EXOFAC)	P.O. Box 83169 Columbus, OH 43203	(614) 251-4402	http://www.exofacinc.org/

Volunteer Opportunities	Address	Phone #	Website
FirstLink	195 North Grant Avenue	(614) 221-2255	http://www.firstlink.org

Other Agencies	Address	Phone #	Website
Ohio Adult Parole Authority	1030 Alum Creek Drive	(614) 752-0800	http://www.drc.state.oh.us/web/apa.htm
Franklin County Adult Probation	373 S. High Street, 10th Floor	(614) 462-3700	http://www.fccourts.org/gen/
United States Probation	85 Marconi Boulevard	(614) 719-3100	http://www.ohsp.uscourts.gov/
Common Pleas Court – Clerk	373 S. High Street, 23rd Floor	(614) 462-3600	http://www.co.franklin.oh.us/clerk/
Municipal Court – Clerk	375 S. High Street	(614) 645-8186	http://www.fcmcclerk.com/
Franklin County Probate Court	373 S. High Street, 22nd Floor	(614) 462-3894	http://www.franklincountyohio.gov/probate/
Franklin County Children Services	855 West Mound Street	(614) 275-2571	http://www.co.franklin.oh.us/children_services/
Franklin County Child Support Enforcement Agency	80 East Fulton Street	(614) 462-3275	http://www.co.franklin.oh.us/commissioners/csea/
Franklin Co. Board of Elections	280 E. Broad Street, Room 100	(614) 462-3100	http://vote.franklincountyohio.gov/boe/

The Ohio Plan
For Productive Offender Reentry and Recidivism Reduction

Bob Taft, Governor

The Ohio Department of Rehabilitation and Correction

Reginald A. Wilkinson
Director

Thomas J. Stickrath
Assistant Director

Office of Offender Reentry and Correctional Best Practices
Edward E. Rhine, Chief

EXECUTIVE SUMMARY

The Ohio Plan For Productive Offender Reentry and Recidivism Reduction provides a comprehensive set of recommendations addressing the transition of offenders from reception to their parent institution to supervision in the community. The recommendations were formulated by six Reentry Action Teams working under the auspices of a departmental Reentry Steering Committee. The teams focused on six major areas affecting offender reentry: Offender Planning and Tracking, Offender Programming, Discharge Planning and Employment, Family Involvement, Offender Supervision, and Community Justice Partnerships. What follows presents forty-four recommendations organized by the area of reentry into which they fall.

RECEPTION, OFFENDER ASSESSMENTS, AND REENTRY PLANNING

Recommendation #1: The reception assessment process shall be augmented to include a formal risk assessment and needs assessment.

Recommendation #2: Reentry Accountability Planning shall occur for offenders based on their risk level and time to be served while at reception, the parent institution, and, if applicable, during the period of parole or post-release control supervision.

Recommendation #3: Reception, Institutional, and Community Reentry Management Teams shall be responsible for developing and monitoring Reentry Accountability Plans for designated offenders throughout the reentry transition process.

Recommendation #4: A Department Offender Tracking System (DOTS) screen shall be developed that will contain the Reentry Accountability Plan accessible to appropriate staff at any stage in the reentry transition process.

Recommendation #5: A reception process standardization team with staff from each reception center and central office shall be formed to standardize the reception protocol, procedures, staffing and timelines for accomplishing their work.

Recommendation #6: The reception centers shall put a system in place to ensure that presentence investigation reports, violation reports, and offender background investigations, if applicable, are part of the master file.

Recommendation #7: The reception centers shall provide program recommendations to the Bureau of Classification to be considered in the offender's assignment to the parent institution, along with the offender's security level, length of sentence, bed space, and other such considerations.

Recommendation #8: The existing link on the Department's Internet website shall be revised to include the Adult Parole Authority (APA) regional Administrative Assistants and Regional Service Coordinators. The Administrative Assistant shall serve as the designated liaison for outside agencies and the courts. The reception centers shall also designate a liaison to work either with the APA Administrative Assistant or be a direct contact for outside agencies and the courts to be included on the Department's Internet website.

Recommendation #20: A new policy on family/child-centered programming for incarcerated mothers and fathers shall be developed that includes a provision for additional visits for participation in selected programming.

Recommendation #21: The curriculum for the current "Responsible Family Life Skills Program" shall be revised to include a lesson plan on child support and paternity.

Recommendation #22: A pilot program shall be established creating a treatment community in a designated institution focusing on family life education and reunification.

Recommendation #23: A family component shall be developed in cooperation with existing Therapeutic Community and institutional security staffs allowing immediate family members to participate in the rehabilitative process.

Recommendation #24: Adult Parole Authority (APA) policies #501-19, #501-30, and #501-35 shall be revised to include family members in the supervising officer's planned visits with the offender and in the initial office visit, and to disseminate information explaining the responsibilities of the APA, as well as encouraging family involvement.

Recommendation #25: New collaborative arrangements shall be forged with the Department of Education and the Department of Jobs and Family Services addressing school/parent issues associated with the children of the incarcerated.

Recommendation #26: New collaborative arrangements shall be forged between child welfare and DRC to develop cross-system ties and training between the two agencies.

EMPLOYMENT READINESS AND DISCHARGE PLANNING

Recommendation #27: A new policy called "Transitioning the Offender" shall be adopted to ensure that thorough discharge planning takes place to prepare offenders for release to the community. The policy shall include a new form entitled the "Discharge Planning & Employment Readiness Checklist," to monitor the reentry transition process.

Recommendation #28: One comprehensive policy shall drive all programs dealing with offender release preparation entitled the "Release Preparation Program" (#313-01). This new policy combines and integrates two separate DRC policies (#313-03 and #313-04) that formerly governed all pre-release programs.

Recommendation #29: A Reentry Resource Center will be located in the library of each institution and each APA regional office. The current DRC policy on libraries (#106-01) shall be revised to include the establishment of such centers in prison libraries.

Recommendation #30: The Department will implement a Career Exploration Program at all institutions to assist offenders in making decisions regarding education, training, and employment. Career resource material will be available within the Reentry Resource Centers to support career exploration.

COMMUNITY JUSTICE PARTNERSHIPS

Recommendation #38: A Faith-Based Advisory Council has been newly established to ensure that members of the faith community from across the state are actively engaged in the continuum of offender reentry. The Council shall develop a strategic plan and establish regional councils to assist in reentry initiatives at the local community level.

Recommendation #39: The Department of Rehabilitation and Correction shall sponsor an annual conference involving faith-based communities and other agencies from across Ohio to educate and provide information, and to identify issues and barriers relevant to offender reentry.

Recommendation #40: A comprehensive review of two Departmental policies (Volunteers #312-01 and Visitation #312-02) relevant to establishing relationships with offenders supportive of reentry shall be conducted and revisions shall be made to support faith-based, and other community partnerships throughout the reentry transition.

Recommendation #41: The Religious Services Department shall oversee the development of a uniform assessment instrument called an "Individual Faith Treatment Plan" that will be administered to offenders at reception.

Recommendation #42: The Office of Victim Services shall contact victims involved in identified higher risk cases to address victim safety planning needs.

Recommendation #43: The Office of Victim Services shall coordinate the development of a research instrument and the completion of research on victim awareness programming currently offered by the Department of Rehabilitation and Correction.

Recommendation #44: The Office of Victim Services shall develop a standardized curriculum for domestic violence programs within the institutions.

Ohio Department of Youth Services

Reentry Roadmap

A 25 Point Strategy Toward Restoration

Bob Taft, Governor
Thomas J. Stickrath, Director

2006

The Ohio Association of Juvenile Court Judges

2005-2006 OFFICERS

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Hamilton County...Trustee of National Council of Juvenile & Family Court Judges

STANLEY J. ARONOFF
MICHAEL MORRISON
Legislative Counsel

May 4, 2006

Dear Constituents,

As the current President, and President Elect, of the Ohio Judges Association, we are writing in support of the Department of Youth Services Statewide Reentry Initiative. We understand and support the need for collaboration between the community, the courts and the Department of Youth Services. It is imperative that we develop a multi-systemic process that originates in the community and follows the youth into the Department of Youth Services. This process will reengage the youth with community resources prior to their release, thus creating a seamless continuum of care.

We embrace the importance of assessing and identifying the criminogenic needs of youthful offenders while in the community, utilizing community stakeholders in developing a comprehensive community based plan and using this information to transition the youth into the appropriate level of programming in the Department of Youth Services. We believe that creating a continuum of care that is client focused will provide the best opportunity for successful transition of our youth back into our communities.

As Judges, we are entrusted with the responsibility of maintaining public safety while also protecting the rights of the youth entrusted to our care and custody. We believe that the collaboration identified in the Department of Youth Services Statewide Reentry Initiative effectively links community stakeholders, the courts, and Department of Youth Services as a multi-systemic model that supports public safety while also creating a vehicle for successful reentry.

We are committed to the Department of Youth Services Reentry Initiative and applaud your efforts to make this program successful.

Sincerely,

Judge Paulette J. Lilly
President
Ohio Judges Association

Judge David E. Stucki
President Elect
Ohio Judges Association

Reentry Roadmap

1. The Ohio Department of Youth Services (DYS) will commit the leadership team to an overall philosophy and mission for Reentry that is grounded in evidence-based practices, consistent with community reentry goals and executed throughout the agency through our performance goals and strategic planning processes.

2. DYS will develop a continuum of training to support reentry that enhances pre-service, in-service, leadership and professional development for all staff to include cross-training between institutions, parole regions, central office administration, and the community.

3. DYS will recruit and train volunteers to provide services during a youth's stay with DYS, as well as, support the transition from the institutions back to their home community.

4. DYS will recommend that Family and Children's First Councils establish a Reentry sub-group to enhance county service delivery plans to assist all youth in successfully returning to the community.

5. DYS and Ohio's juvenile courts will develop a State-wide Risk/Need Assessment System that will be used throughout Ohio's juvenile justice system to more consistently assess each youth's security risk and treatment need level.

6. DYS will create a more comprehensive and collaborative reception and intake process that incorporates community recommendations, assessment and diagnostic information into the Reception Assessment Summary (RAS).

7. Individual reentry plans will be created for all youth. Each plan will involve youth, family, victims, the community and DYS to engage youth to actively participate in achieving their individual programmatic outcomes.

8. DYS will create an improved and comprehensive case communication process for staff and community partners that is easy to use and understand.

9. Within the first 90 days of a youth's arrival to DYS, the Release Authority will hold face-to-face reentry reviews with every youth to assess their individualized plan, institutional goals, and community expectations. The review will include family members, community partners, and victim representatives.

10. DYS will evaluate the current practices of the Release Authority and make necessary procedural changes in an effort to better serve youth, staff, victims and families and promote public safety.

11. DYS will ensure that each youth has a regularly scheduled reentry review to address all security and program concerns during the youth's institutional stay. This review process will continue as the youth transitions back to the community on parole supervision.

12. DYS will enhance treatment program delivery so that youth are afforded the opportunity to engage in a variety of treatment programs in a manner that allows them to work on more than one treatment goal at a time.

Recommended Reentry Task Force Membership

Executive Committee Membership:

FC Board of Commissioners
Columbus Mayor
FC Job and Family Services
COWIC
Civic Assoc. representing key neighborhoods
United Way of Central Ohio
Community Connections of Central Ohio
Faith-based Organization
Franklin County Sheriff
Columbus Police Department
ODRC Reentry Coordinator for Columbus region
Common Pleas Court
ADAMH
Chamber of Commerce

General Membership:

Columbus Urban League
Maryhaven
Columbus Workforce Alliance
SMINO
CHOICES
FC Prosecutor's Office
Columbus State University
Nationwide Insurance
Columbus State Community College
Harbor on the Hill
Ohio Benefit Bank
Corporation for Supportive Housing
Business Community Representation
FC Children Services
Legislative Services Commission
Adult Probation

COVA
Academic Entity - Evaluation
Legal Aid Society of Columbus
Columbus City Attorney's Office
FC Public Defender's Office
AmeriCorps VISTA
Rachel's House
MORPC
Alvis House
Public Housing
Mental Health America
FC Child Support
Ex-Offenders
LTT Staffing
Trade Unions
Adult Parole Authority

Offenders on Supervision in Franklin County by Zip Code
January 2007

Zip Code	Offenders on Supervision	Total Population	Per Capita Rate (per 1,000)
43205	237	14,157	16.74
43215	163	10,165	16.04
43207	327	44,028	7.43
43203	72	10,573	6.81
43211	151	24,948	6.05
43227	138	22,969	6.01
43219	112	20,428	5.48
43223	146	26,930	5.42
43206	134	25,197	5.32
43222	27	5,991	4.51
43232	160	40,651	3.94
43204	144	40,699	3.54
43209	103	30,096	3.42
43224	139	41,150	3.38
43213	97	29,805	3.25
43004	26	8,052	3.23
43217	7	2,510	2.79
43201	87	32,337	2.69
43229	116	45,783	2.53
43068	68	33,707	2.02
43231	32	16,553	1.93
43125	18	9,314	1.93
43228	87	46,574	1.87
43137	2	1,107	1.81
43110	24	13,414	1.79
43123	64	46,537	1.38
43119	29	21,322	1.36
43146	2	2,057	.97
43202	18	20,490	.88
43212	14	17,890	.78
43230	37	48,858	.76
43235	25	37,859	.66
43065	5	7,606	.66
43054	5	7,747	.65
43214	14	25,581	.55
43016	10	19,017	.53
43081	27	51,947	.52
43026	24	47,410	.51
43220	12	23,948	.50
43085	10	23,511	.43
43017	12	29,319	.41
43221	8	29,760	.27
43210	2	10,041	.20
43002	0	637	0.00
43064	0	7	0.00
43062	0	Unknown	Unknown
43082	3	Unknown	Unknown
43140	1	Unknown	Unknown
43147	2	Unknown	Unknown
43162	0	Unknown	Unknown

Exhibit 4

Reducing Crime With Evidence-Based Options: What Works, and Benefits & Costs

Washington State Institute for Public Policy Estimates as of October, 2006 Notes: "n/e" means not estimated at this time. Prevention program costs are partial program costs, pro-rated to match crime outcomes.	Effect on Crime Outcomes Percent change in crime outcomes, & the number of studies on which the estimate is based (in parentheses) (1)	Benefits and Costs (Per Participant, Net Present Value, 2006 Dollars) Benefits to Crime Victims (of the reduction in crime) (2)	Benefits to Taxpayers (of the reduction in crime) (3)	Costs (marginal program cost, compared to the cost of alternative) (4)	Benefits (total) Minus Costs (per participant) (5)
Programs for People in the Adult Offender System					
Vocational education in prison	-9.0% (4)	$8,114	$6,806	$1,182	$13,738
Intensive supervision: treatment-oriented programs	-18.7% (11)	$9,318	$9,369	$7,124	$11,563
General education in prison (basic education or post-secondary)	-7.0% (17)	$6,325	$5,306	$962	$10,669
Cognitive-behavioral therapy in prison or community	-8.3% (25)	$5,658	$4,746	$105	$10,299
Drug treatment in community	-9.3% (8)	$5,133	$5,495	$574	$10,054
Correctional industries in prison	-5.9% (4)	$5,360	$4,496	$417	$9,439
Drug treatment in prison (therapeutic communities or outpatient)	-5.7% (20)	$5,133	$4,306	$1,604	$7,835
Adult drug courts	-8.0% (57)	$4,395	$4,705	$4,333	$4,767
Employment and job training in the community	-4.3% (16)	$2,373	$2,386	$400	$4,359
Electronic monitoring to offset jail time	0% (9)	$0	$0	-$870	$870
Sex offender treatment in prison with aftercare	-7.0% (6)	$6,442	$2,685	$12,585	-$3,258
Intensive supervision: surveillance-oriented programs	0% (23)	$0	$0	$3,747	-$3,747
Washington's Dangerously Mentally Ill Offender program	-20.0% (1)	$18,020	$15,118	n/e	n/e
Drug treatment in jail	-4.5% (9)	$2,481	$2,656	n/e	n/e
Adult boot camps	0% (22)	$0	$0	n/e	n/e
Domestic violence education/cognitive-behavioral treatment	0% (9)	$0	$0	n/e	n/e
Jail diversion for mentally ill offenders	0% (11)	$0	$0	n/e	n/e
Life Skills education programs for adults	0% (4)	$0	$0	n/e	n/e
Programs for Youth in the Juvenile Offender System					
Multidimensional Treatment Foster Care (v. regular group care)	-22.0% (3)	$51,828	$32,915	$6,945	$77,798
Adolescent Diversion Project (for lower risk offenders)	-19.9% (6)	$24,328	$18,208	$1,913	$40,623
Family Integrated Transitions	-13.0% (1)	$30,708	$19,502	$9,665	$40,545
Functional Family Therapy on probation	-15.9% (7)	$19,529	$14,617	$2,325	$31,821
Multisystemic Therapy	-10.5% (10)	$12,855	$9,622	$4,264	$18,213
Aggression Replacement Training	-7.3% (4)	$8,897	$8,659	$897	$14,660
Teen courts	-11.1% (5)	$5,907	$4,238	$936	$9,208
Juvenile boot camp to offset institution time	0% (14)	$0	$0	-$8,077	$8,077
Juvenile sex offender treatment	-10.2% (5)	$32,515	$8,377	$33,064	$7,829
Restorative justice for low-risk offenders	-8.7% (21)	$4,828	$3,320	$880	$7,067
Interagency coordination programs	-2.5% (15)	$3,084	$2,308	$205	$5,186
Juvenile drug courts	-3.5% (15)	$4,232	$3,167	$2,777	$4,622
Regular surveillance-oriented parole (v. no parole supervision)	0% (2)	$0	$0	$1,201	-$1,201
Juvenile intensive probation supervision programs	0% (3)	$0	$0	$1,598	-$1,598
Juvenile wilderness challenge	0% (9)	$0	$0	$3,085	-$3,085
Juvenile intensive parole supervision	0% (10)	$0	$0	$6,460	-$6,460
Scared Straight	+6.8% (10)	-$8,355	-$6,253	$58	-$14,667
Counseling/psychotherapy for juvenile offenders	-18.9% (6)	$23,126	$17,309	n/e	n/e
Juvenile education programs	-17.5% (3)	$41,161	$26,153	n/e	n/e
Other family-based therapy programs	-12.2% (12)	$15,006	$11,231	n/e	n/e
Team Child	-10.9% (2)	$5,759	$4,131	n/e	n/e
Juvenile behavior modification	-8.2% (4)	$19,271	$12,238	n/e	n/e
Life skills education programs for juvenile offenders	-2.7% (3)	$6,441	$4,091	n/e	n/e
Diversion progs. with services (v. regular juvenile court)	-2.7% (20)	$1,441	$1,034	n/e	n/e
Juvenile cognitive-behavioral treatment	-2.5% (6)	$3,123	$2,337	n/e	n/e
Court supervision vs. simple release without services	0% (8)	$0	$0	n/e	n/e
Diversion programs with services (v. simple release)	0% (7)	$0	$0	n/e	n/e
Juvenile intensive probation (as alternative to incarceration)	0% (5)	$0	$0	n/e	n/e
Guided Group Interaction	0% (4)	$0	$0	n/e	n/e
Prevention Programs (crime reduction effects only)					
Nurse Family Partnership-Mothers	-56.2% (1)	$11,531	$6,161	$5,409	$14,283
Nurse Family Partnership-Children	-16.4% (1)	$8,632	$4,922	$733	$12,822
Pre-K education for low income 3 & 4 year olds	-14.2% (8)	$8,145	$4,644	$593	$12,196
Seattle Social Development Project	-18.6% (1)	$1,605	$4,341	n/e	n/e
High school graduation	-10.4% (1)	$1,738	$2,851	n/e	n/e
Guiding Good Choices	-9.1% (1)	$570	$2,092	n/e	n/e
Parent-Child Interaction Therapy	-3.7% (1)	$268	$784	n/e	n/e

Program types in need of additional research & development before we can conclude they do or do not reduce crime outcomes:

Programs needing more research for people in the adult offender system		Comment
Case management in the community for drug offenders	0% (13)	Findings are mixed for this broad grouping of programs
COSA (Faith-based supervision of sex offenders)	-22.3% (1)	Too few evaluations to date.
Day fines (compared to standard probation)	0% (1)	Too few evaluations to date.
Domestic violence courts	0% (2)	Too few evaluations to date.
Faith-based programs	0% (5)	Too few evaluations to date.
Intensive supervision of sex offenders in the community	0% (4)	Findings are mixed for this broad grouping of programs.
Medical treatment of sex offenders	-21.4% (1)	Too few evaluations to date.
Mixed treatment of sex offenders in the community	0% (2)	Too few evaluations to date.
Regular parole supervision vs. no parole supervision	0% (1)	Too few evaluations to date.
Restorative justice programs for lower risk adult offenders	0% (6)	Findings are mixed for this broad grouping of programs.
Therapeutic community programs for mentally ill offenders	-20.8% (2)	Too few evaluations to date.
Work release programs (from prison)	-4.3% (4)	Too few recent evaluations.
Programs needing more research for youth in the juvenile offender system		
Dialectical Behavior Therapy	0% (1)	Too few evaluations to date.
Increased drug testing (on parole) vs. minimal drug testing	0% (1)	Too few evaluations to date.
Juvenile curfews	0% (1)	Too few evaluations to date.
Juvenile day reporting	0% (2)	Too few evaluations to date.
Juvenile jobs programs	0% (3)	Too few recent evaluations.
Juvenile therapeutic communities	0% (1)	Too few evaluations to date.
Mentoring in juvenile justice	0% (1)	Too few evaluations to date.

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