



ALAMEDA COUNTY

Community *Corrections* Partnership

ANNUAL PLAN

FISCAL YEAR 2021/2022

Marcus Dawal

Interim Chief Probation Officer



DRAFT



Table of Contents

- 01.** Alameda County CCP Overview

- 02.** Impact on Revidivism

- 03.** Population Demographics

- 04.** Fiscal Priorities

- 05.** Public Protection Partner Services

- 06.** CCP Progress & Plan Updates:
Subcommittee Reports



Community Corrections Partnership

The Members

- **Marcus Dawal, Interim Chief Probation Officer**
 - Chair of the CCP & CCPEC
- **Greg Ahern, Alameda County Sheriff**
 - CCP & CCPEC Member
- **Gina Anderson, Chief of Police, City of Newark**
 - CCP & CCPEC Member
- **Colleen Chawla, Health Care Services Agency Director**
 - CCP & CCPEC Member
- **Andrea Ford, Interim Social Services Agency Director**
 - CCP Member
- **Karen L. Monroe, Office of Education Superintendent**
 - CCP Member
- **Nancy O'Malley, District Attorney**
 - CCP & CCPEC Member
- **Charles Smiley, Superior Court Presiding Judge**
 - CCP & CCPEC Member
- **Timothy Smith, Community Advisory Board Chair**
 - CCP Subcommittee Co-Chair
 - Ex Officio CCPEC Member
- **Tanasha Stevens, Community Advisory Board Vice Chair**
 - CCP Subcommittee Co-Chair
- **Brendon Woods, Public Defender**
 - CP & CCPEC Member

The Overview

The Community Corrections Partnership (CCP) was established by Senate Bill 678 (SB 678), the California Community Corrections Incentives Act of 2009. SB 678 had two goals: to alleviate state prison overcrowding and save State General Fund monies without compromising public safety. SB 678 empowered county probation departments to use evidence-based supervision practices to accomplish these goals.

CA State Assembly Bill 109 (AB 109), the California Public Safety Realignment Act of 2011, commonly referred to as Realignment, expanded the role of the CCP through the establishment of an Executive Committee.

The Community Corrections Partnership Executive Committee (CCPEC) has oversight of the implementation of Alameda County's Realignment plan, including the submission of funding and budgetary recommendations to the Alameda County Board of Supervisors.

Since 2014 Alameda County has allocated 50% of the County's Realignment funding to community based organizations (CBOs). These funds are designated to Alameda County's strong network of CBOs, which are focused on providing culturally competent services aligned with best practices at each stage of the justice process. The CCPEC draws on these organizations to support the County's Realigned population. Our collaborative of CBOs provide peer mentorship, housing, mental health (including cognitive behavior therapies), SUD, employment and education services, among other services.



Executive Summary

Alameda County's Public Safety Realignment Report, Year 11, covers the 2021/2022 fiscal year: July 1, 2021 through June 30, 2022. This report gives an overview of Alameda County's Realignment allocations, expenditures, recidivism rate, population, AB 109-funded CBO services, client outcomes, and a break down of how the government agencies utilizing their funding to make our County safer.

The Community Corrections Partnership (CCP) created a Realignment plan, *Alameda County Road to Reentry* (herein after referred to as the Plan). The CCP Subcommittees work annually to implement and update the Plan. This report also provides an overview of work done over the 2021/2022 fiscal year to reach the CCP's goals and the CCP's plan to continue the work over the next fiscal year.

The CCPEC uses the Plan in their workgroups to come up with programmatic and funding recommendations to help reach Alameda County's public safety goals

In December 2013, with the recommendation and approval of the Board of Supervisors, the CCPEC established the CAB to ensure a community voice on matters related to Realignment in Alameda County. The CAB is a 15-member board, appointed by the Board of Supervisors, with three representatives from each of the five supervisorial districts; at least one of the three members must be formerly incarcerated. All recommendations considered by the CCPEC are presented to Alameda County's Community Advisory Board (CAB) for their consideration.

CCP Subcommittees

- **Civic/Community Engagement**
Timothy Smith, Chair & Tanasha Stevens, Co-Chair
- **Education**
Shani Shay, Chair
- **Family Reunification/Stability**
Phyllis Nance, Chair & Kevin Bremond, Co-Chair
- **Housing**
Riley Wilkerson, Chair
- **Mental Health/Trauma-Informed Care**
Yvonne Jones, Chair & Dr. Karyn Tribble (Designee)
- **Primary Health Care/Physical Health**
Dr. Kathleen Clanon, Chair & Dr. Karyn Tribble (Designee)
- **Substance Abuse**
Dr. Clyde Lewis, Chair & Dr. Karyn Tribble (Designee)
- **Workforce Development & Employment**
Rhonda Boykin, Chair & Sofia Navarro, Co-Chair



CCPEC Workgroups

- **Data & Information Management (D&IM)**

Chair: Nancy O'Malley, District Attorney
Designee: Veronica Rios-Reddick, Deputy District Attorney, Alameda County District Attorney's Office

The D&IM workgroup works to designs and develops a comprehensive, integrated data management system that allows tracking of individuals, outcomes, and costs.

- **Fiscal & Procurement (F&PW)**

Chairs: Marcus Dawal, Interim Chief Probation Officer & Nancy O'Malley, District Attorney

The F&PW develops an annual Realignment allocation plan and procedures for effective and efficient procurement.

- **Process & Evaluation (P&EW)**

Chair: Brendon Woods, Public Defender
Designee: Rodney Brooks, Executive Programs Coordinator, Alameda County Public Defender

The P&EW defines and develops the plan for, implementation, and evaluation of Realignment activities in Alameda County.

- **Programs and Services (P&SW)**

Chair: Janene Grigsby, Probation Reentry Services Coordinator, Alameda County Probation Department

The P&SW ensures the availability of and access to effective/results-oriented services for Realignment populations from the continuum of charging through successful reentry.

System Statement

Through policies and practices, the reentry system will build healthy, safe communities and strengthen families by implementing a seamless system of services and supports through effective communication and coordination of public and private resources that reduce recidivism.

Guiding Principles

- Ensure culturally appropriate strategies, including a trauma or healing informed approach, that are responsive to the individual needs of the populations they serve.
- Encourage systems change and improved coordination, communication, and collaboration for systems integration, in order to provide better services to individuals and/or reduce recidivism, which is critical to the sustained success of the reentry population.
- Serve populations at highest risk for recidivism through high quality assessment tools, the use of evidence-based approaches, and individualized case plans.
- Assure services and treatment are based on a continuum of care from adjudication to conclusion of correctional or case management.
- Include and consider the reentry population, community and victims in service delivery planning and quality assurance – “Nothing About Us, Without Us”.
- Assure services and treatments are provided for individuals as seamlessly as possible between institutions, and from incarceration to the community, through effective criminal justice management.



Fiscal Investments

Total FY 19/20 CBO Allocations
\$17,793,670

Total FY 20/21 CBO Allocations
\$27,596,557

Total FY 21/22 CBO Allocations
\$30,737,396

Government Partner Allotments of AB 109-Funding

	Fiscal Year 20/21		Fiscal Year 21/22		Fiscal Year 22/23	
District Attorney	\$1,250,000	5.5%	\$1,250,000	5.5%	\$1,250,000	5.5%
Probation Department	\$3,250,000	13%	\$3,250,000	13%	\$3,250,000	13%
Public Defender	\$1,250,000	5.5%	\$1,250,000	5.5%	\$1,250,000	5.5%
Sheriff's Office	\$18,500,000	76%	\$18,500,000	76%	\$18,500,000	76%
AB 109 Support Unit	\$60,688	100%	\$24,250,000	100%	\$24,250,000	100%
Total Assets by Fiscal Year	\$18,500,000	76%	\$18,500,000	76%	\$18,500,000	76%
Remaining Unallocated Amount	\$24,250,000	100%	\$24,250,000	100%	\$24,250,000	100%

CCPEC AB 109 CBO Allocations

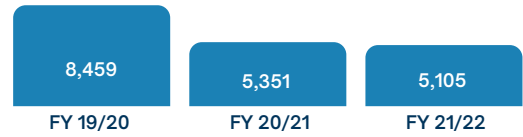
	Fiscal Year 20/21		Fiscal Year 21/22		Fiscal Year 22/23	
2-1-1 Alameda County Information/Referral Services	\$40,000	>1%	\$6,700,225	27%	\$4,483,534	15%
Alameda County Behavioral Health Care Services	\$4,085,225	16%	\$7,250	>1%	\$123,100	>1%
The Community Advisory Board	\$900	>1%	\$7,250	>1%	\$123,100	>1%
Career Technical Education	\$1,200,000	5%	\$200,000	>1%	\$2,000,000	7%
Early Intervention Court	--		\$1,479,655	6%	--	
Education	--		\$2,000,000	8%	--	
Employment	--		\$3,000,000	12%	\$7,250,000	25%
Family Reunification	--		\$1,167,260	5%	--	
For Us By Us (FUBU) Peer Mentorship	--		\$1,802,548	7%	--	
AB109 Support Unit	\$60,688	>1%	\$570,419	2%	\$1,168,824	4%
Housing	\$7,512,665	30%	\$10,419,200	41%	\$10,423,938	35%
Probation Client Support	\$250,000	1%	\$250,000	1%	\$300,000	1%
Sex Offender Treatment/Violence Prevention	\$1,000,000	4%	--		\$550,000	2%
The Center of Reentry Excellence	\$1,966,766	8%	--		\$4,000,000	14%
Total CCPEC AB 109 CBO Allocations by Fiscal Year	\$17,793,670	72%	\$27,596,557	110%	\$30,737,396	103%
Total CBO Designation by Fiscal Year	\$24,846,919	100%	\$25,198,028	100%	\$29,385,394	100%
Funds Carried Over From Previous Fiscal Year	\$0	0%	\$7,053,249	28%	\$4,654,720	16%
Remaining Balance to be Allocated by Fiscal Year	\$7,053,249	28%	\$4,654,720	18%	\$3,740,718	13%



Demographics: Adult Probationers

Total Number of Active Probation Clients as of June 30, 2022: **5,105**

Adult Probation Population Over Time: ↓



Total Adult Population by Supervision Type

Type of Supervision	Number	Percent
Mandatory Supervision	32	0.63%
Post Release Community Supervision (PRCS)	401	8%
Felony Probation	4,222	83%
Misdemeanor Probation	450	9%

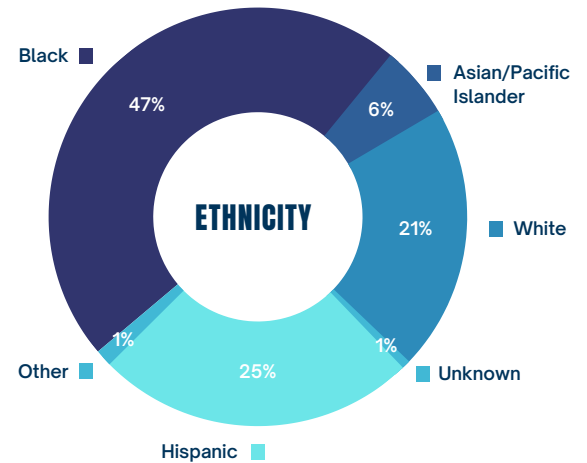
Number of Pre-Trial Clients

81

Number of Clients with Deferred Entry of Judgement

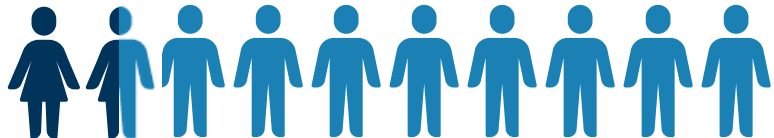
14

Total Adult Population by Race



Total Adult Population by Gender

Gender	Total Number	Percent
Female	738	14%
Male	4,367	86%



Total Adult Probation Population by City



● Oakland = 2,011 (39%)
● Hayward = 563 (11%)
● San Leandro = 249 (5%)
● Berkeley = 215 (4%)
● Fremont = 203 (4%)
● Union City = 106 (2%)
● Livermore = 101 (2%)
● Alameda = 79 (2%)
● Castro Valley = 74 (1%)
● Newark = 58 (1%)
● San Lorenzo = 46 (1%)
● Pleasanton = 35 (1%)
● Dublin = 33 (1%)
● Emeryville = 19 (<1%)
● Albany = 9 (<1%)
● Piedmont = 2 (<1%)
Out of County = 907 (18%)
Unknown/Transient = 395 (8%)

All adult population demographic data as of June 30, 2022.



AB 1950 Data

AB 1950 Terminations

	Total Number
Total Number of Probation Cases Terminated Due to AB 1950 between January 1, 2021 and June 30, 2022	3,263
Total Number of Clients Completely Off Of Probation Due to AB 1950 between January 1, 2021 and June 30, 2022	2,719
Total Number of Clients Impacted by AB 1950 between January 1, 2021 and June 30, 2022	3,096

Total Number of Clients Receiving Services During FY 21/22

Total Number of Clients Active in Programs

Client _____	Number	Percent
Active Probation Clients	1,528	66%
Pretrial Clients	622	27%
Closed/AB 1950	170	7%
Total Number	2,340	100%

Number of Programs Utilized Per Client

Client _____	Number	Percent
1 Program	1,415	61%
2 Programs	572	24%
3 Programs	237	10%
4 Programs	79	3%
> 4 Programs	37	2%
Total Number	2,340	100%

Total Number of Clients on Warrant Status as of June 30, 2022

Warrant Status

	Total Number
Total Number of Probation Clients with Warrants	1,295
Total Number of Probation Clients	5,105
Percent of Probation Clients with Warrants	25%



Total Number of Clients Who Received a Dynamic Needs Assessment as of June 30, 2022

Risk Level	Number of Distinct Clients	Percent of Total
High Risk	1,667	33%
Low Risk	884	17%
Medium Risk	1,285	25%
Not Assessed	1,271	25%
Total	5,107	100%



FY 21/22 Client Assessment Data

Number of Distinct Clients

ACPD In-Custody Dynamic Needs Assessments	881
ACPD Out-of-Custody Dynamic Needs Assessments	968
ACPD Reentry Dynamic Needs Assessments	84
Supervision Classification Risk Assessment	11
Women's Institution Assessment (WRNA)	3
Women's Probation Assessment (WRNA)	152
Total Number of ACPD Client's Assessed	2,099



Recidivism

In November 2014, the Board of State and Community Corrections (BSCC) released a definition of recidivism to be used statewide, to standardize the reporting and measurement of recidivism: a conviction of a new felony or misdemeanor committed within three years of release from custody or committed within three years of placement on supervision for a previous criminal conviction (BSCC definition).

Alameda County is more apt to file violations of probation, in lieu of new convictions, at a greater rate than many other counties; as a result, Alameda County also tracks recidivism based upon violations and petitions to revoke probation, as well as new convictions for clients supervised or previously supervised by the Probation Department. Recidivism data has concluded that most violations and convictions occur within one year from being placed on probation supervision.



Recidivism Rate

New Conviction (First Recidivism Event by Year)

New Conviction	# of Clients	Percent
Year 1	248	10.69%
Year 2	150	6.46%
Year 3	98	4.22%
No Conviction	1,825	78.63%
Total	2,321	100%

Recidivism numbers reported after three years, e.g., The recidivism rate in the FY 21/22 report is based on the number of clients who were granted probation in FY 18/19. A total of 2,321 clients were granted a probation in FY 18/19, of those clients, 1,825 or 78.63% did not recidivate. Thus, the recidivism rate for the 21/22 report year is 21.37%.

Recidivism Rate by Report Year

Report Year	Percent
Fiscal Year 21/22	21.37%
Fiscal Year 20/21	20.3%
Fiscal Year 19/20	24%



Probation Violations

New Probation Violation (First Recidivism Event by Year)

New Violation	# of Clients	Percent
Year 1	299	16.38%
Year 2	93	5.10%
Year 3	20	1.10%
No Conviction	1,413	77.42%
Total	1,825	100%

The numbers provided represent the number/percent of clients active during FY 18/19 that had a probation violation filed with the court (excludes anyone with a new conviction).

Violation Rate by Report Year

Report Year	Percent
Fiscal Year 21/22	22.58%
Fiscal Year 20/21	27.7%
Fiscal Year 19/20	34%

Percent of clients with a probation violation that resulted in incarceration:

Of the 412 clients that had a violation, 319 (77.4%) resulted in a detention sentence. The average sentence length was 98.12 days.

Detention Setting	Total	Days (Avg.)
State Prison	4	1,003.75
Santa Rita Jail (Total)	315	86.62
• County Jail	301	85.90
• Local Jail	14	102.14
Total	319	98.12 days



Recidivism



New Conviction One Year After Termination

Clients whose probation was terminated in FY 20/21 who had a new conviction within one year of termination.

Probation Type	Case Terminated During FY 20/21	New Offense Within One Year	Recidivism Percentage
Formal Probation	4,171	533	12.77%
Mandatory Supervision	14	1	7.14%
Post Release Community Supervision	271	32	11.8%
Total: Report Year 21/22	4,456	566	12.7%
Total: Report Year 20/21	956	66	6.9%
Total: Report Year 19/20	2,718	174	6.4%



Active and New Conviction within One Year

Clients who were active to probation in FY 21/22 who had a new conviction during the fiscal year.

Probation Type	Active During FY 20/21	New Offense Within One Year	Recidivism Percentage
Formal Probation	6,213	686	11.04%
Mandatory Supervision	42	3	7.14%
Post Release Community Supervision	714	101	14.14%
Total: Report Year 21/22	6,969	790	11.3%
Total: Report Year 20/21	8,221	666	8.1%
Total: Report Year 19/20	11,240	969	8.6%



Impact on Recidivism of AB 1950

Assembly Bill 1950's Impact on Recidivism

In September 2020, Governor Gavin Newsom signed Assembly Bill 1950 (AB 1950), which went into effect January 1, 2021. AB 1950 shortened the length of probation in most misdemeanor cases to one year and in most felony cases to two years. On January 13, 2021, justice partners in Alameda County took the initiative to retroactively apply the legislation – resulting in the termination of probation supervision for 3,263 clients. Due to the quick action of the CCPEC clients whose probation were terminated early were able to continue accessing services for up to a year.

Of the 3,263 probation clients that had their probation terminated due to AB 1950, 2,308 of those client's probation was terminated during FY 20/21 (between January 2021 and June 2021) and 178 (7.7%) of those clients received a conviction for a new offense.

AB 1950 clients account for 31.4% (178 of the 566) of the new convictions among terminated probation clients. If the AB 1950 clients were excluded from the analysis, the recidivism rate for clients whose probation was terminated during FY 20/21 would be 8.7%.



AB 109-Funded Services

Commitment

The Alameda County Community Corrections Partnership (CCP) is committed to reducing recidivism through the implementation of effective client-centered strategies aimed at meeting the holistic needs of our County's diverse reentry population by enhancing partnerships between public agencies and utilizing funding to support the work done by local, community-based organizations and managed by Alameda County Probation Department.

Service Eligibility

The Alameda County Community Corrections Partnership Executive Committee (CCPEC) expanded eligibility for Realignment funded services beyond those under Post Release Community Supervision to include everyone supervised by Alameda County Probation Department (ACPD), those with a felony conviction who participate in Alameda County's collaborative courts and pre-trial clients.

Service Utilization

Alameda County Probation Department is committed to ensuring Realignment-funded CBO services employ evidence based practices. According to the US Dept. of Justice, Office of Justice Programs, best practice is to offer higher-risk participants significantly more structure and services than lower-risk participants. Of the active clients during FY 21/22, 2,952 were accessed as high or medium risk and 2,340 clients choose to utilize our AB 109-funded services. 40% of those clients (925) were enrolled in more than one service during the fiscal year. We believe our high utilization rate is a reflection of the work done to ensure our services are meeting the needs of those who need them most.



Career Technical Training

Career Technical Education (CTE) Programs

Program Overview

Over FY 21/22 there were three CTE providers: Cypress Mandela, Rising Sun Center for Opportunity and Youth Employment Partnership. Below is a summary of each program.

Cypress Mandela

CTE in pre-apprenticeship Emerging Green Technology & Related Construction training. The average duration of the program for CTE clients is approximately 16 weeks; this time includes environmental training, job safety, orientation to the construction industry and the apprentice structure, tool and material identification, and introduction to operating engineers among other curricula. Cypress provides participants with training, skills assessment and testing, as well as job placement in high paying careers. Instruction is led by experts from all over California that guest teach alongside the in-house staff members.

Rising Sun Center for Opportunity

CTE for entry into union apprenticeships and jobs in construction. The program begins with 10-12 weeks of hands-on training at their Oakland facility and offers 12 months of one-on-one job placement and retention support. Graduates are prepared to pursue careers in the union construction trades, becoming sheet metal workers, operating engineers, carpenters, and more. Participants may obtain the following certifications/credentials, licenses, and/or educational certificates: Multi-Craft Core Curriculum (MC3), and OSHA 10.

Youth Employment Partnership (YEP) Program

CTE in culinary arts, construction, customer service/document processing and Warehouse Transportation, Distribution and Logistics (TDL). Program duration is approximately 17 weeks. The training provides one of the following Certifications/Credentials, Licenses, and/or Educational Certificates: ServSafe Food Handler Certification, Forklift Certification, OSHA 10, and Hazardous Material Transportation Security Awareness Training.

Program Data

Program Data for Fiscal Year 21/22

Number of Clients Referred to Program	119
Number of Clients Enrolled During FY 21/22	18
Number of Active Clients During FY 21/22	97
Number of Distinct Client Exits During FY 21/22	125*
Successfully Completed	37
Expelled	0
Participant Quit	22
New Arrest/Probation Violation	3
Probation Term Ended	7
Unsuccessfully Completed	50
Terminated	1
Client Has Other Needs to Address	33
No Longer On Our Caseload	1
Unable to Link With Client	24
Job Retention: 60 Days	35
Job Retention: 90 Days	34
Average Hourly Wages (N = 27)	\$18.08

**Clients can have multiple exits.*

Please Note: Data extracted from invoicing spreadsheets from July 1, 2021 thru Nov. 30, 2021 and Enterprise Supervision from December 1, 2021 through June 30, 2022.



Center of Reentry Excellence

The Center of Reentry Excellence (CORE) Program

Program Overview & Data

The CORE is a one-stop, multi-service reentry center which specializes in working with justice involved people ages 18 and older. The CORE offers barrier removal via the clothing closet and hygiene bags, food pantry/grocery order, durable goods, transportation assistance, and direct financial support. The CORE has case managers, clinical case managers, and peer support specialists available to connect clients and probation officers to essential community resources including housing supports, workforce development, cognitive behavioral interventions/workshops, and other reentry services.

CORE Barrier Removal Services Data

	Number of Clients	Barrier Removal Cost
Food	250	\$16,247.96
Transportation	140	\$6,044.71
Clothing	115	\$1,485.91
Communication	95	\$3,843.88
Program Participation/ Attendance	78	\$15,055.00
Hygiene	47	\$50.00
DMV Fees	38	\$224.96
Community Activities	31	\$895.00
Legal Fees	5	\$1,194.50
Family Support/ Childcare	4	\$246.42
Household Goods /Furniture	4	\$552.38
Utilities	4	\$565.09
Housing Stipend	3	\$393.91
School Supplies/ Textbooks	3	\$1,107.70
Health/Wellness	2	
Program Graduation/ Completion	2	\$200.00
Union Dues	2	\$686.00
Tuition Assistance	1	\$50.00

Fiscal Year 21/22 Community Engagement Events

The CORE hosts community engagement events to: assist clients with community reintegration; promote pro-social family activities; reinvest in the local economy; and increase the community's awareness, reception, and service delivery to the reentry population. Events held in Oakland and Hayward. In FY 21/22 these events included:

- **Back to School** - backpack and school supply giveaway with library partners and STEAM activities
- **Bay Bae Night: 90's Rewind** - themed game night and TLC beauty bar for clients and significant others
- **Winter Celebration** - children's gifts by request, local author, library partners, and gift wrapping/card station
- **Roll into Spring** - community event promoting healthy outdoor activity; participation from 15+ providers, scooters, skates, skateboards sourced locally

Program Data for Fiscal Year 21/22

Total Number of Clients Referred to Program	374
Total Number of Clients Enrolled During FY 21/22	282
Total Number of Active Clients During FY 21/22	288
Total Number of Client Exits During FY 21/22	217
Successfully Completed	178
Expelled	0
Participant Quit	1
Deceased	0
New Arrest/Probation Violation	4
Term Ended	16
Unsuccessfully Completed	2
Terminated	3
Participant Declined	13

Please note: CORE did not accurately report closures in invoicing spreadsheets between July 1, 2021 and December 1, 2021. Exits were derived from Enterprise Supervision and what was reported in spreadsheets but the lack of accuracy should be noted.



Education

Higher Education Programs

Program Overview

Over FY 21/22 the CCPEC funded three programs to assist Realignment clients in reaching their higher education goals: Bay Area Community Resources, Chabot College and Laney College. Below is a summary of each program.

Bay Area Community Resources (BACR)

BACR's Opportunity Works program provides an education/career reentry program that will enroll eligible clients from the realignment population and place them in career-oriented higher education pathways at College of Alameda. The program includes wraparound support, peer mentorship, academic and career counseling, job development, placement and retention services, and follow up. Students will work toward an academic degree or technical certification, either through BACR's pathway academies in Transportation, Distribution and Logistics (TDL) or Auto Tech, or through another technical education program that offers certification.

Chabot College

Through their Restorative Integrated Self-Education (RISE) program, Chabot expands access for and supports the success of returning citizens in higher education by providing a comprehensive, evidence-informed program that offers support with student enrollment, designated counselors, substance abuse support, RISE Scholars support groups, peer mentors, snacks, transportation assistance, support with books and supplies, tutoring, workshops and activities.

Program Data

Program Data for Fiscal Year 21/22

Number of Clients Referred to Program	94
Number of Clients Enrolled During FY 21/22	28
Number of Active Client During FY 21/22	152
Number of Distinct Client Exits During FY 21/22	20
Client Not Engaged	5
Participant Quit	1
Probation Term Ended	14

Please note: Referrals for all providers and exits for Chabot and Laney were extracted from Enterprise Supervision on August 24, 2022 as these data points were not consistently recorded in the invoicing spreadsheets. The total number of clients enrolled during the fiscal year was reported as 12 from the invoicing spreadsheets and is 28 as recorded in Enterprise Supervision. The Enterprise number includes enrollments after contract(s) ended.

Laney College

Through their Restoring Our Communities (ROC) program, Laney expands access for and supports the success of returning citizens in higher education by providing a comprehensive, evidence-informed program that offers tutoring, a safe space, book vouchers, computer access, daily food vouchers, financial literacy and coaching, transfer to a four-year university and record reduction or expungement.

Basic Adult Education Program

Program Overview

Program Data for Fiscal Year 21/22

Five Keys provides our basic adult education program. Five Keys offers driven and culturally competent education services, rooted in evidence-based practices and coordinated across multiple systems aimed at increasing basic levels of education and high school graduation rates, and assist clients in reaching their educational goals, while providing a pathway that leads to enrollment in certificate, CTE, higher education and/or employment: GED/HiSET; Adult Basic Education (ABE); English as a Second Language (ESL); vocational/CTE training; college pathway prep; cognitive skills instruction.

Program Data

Program Data for Fiscal Year 21/22

Number of Clients Referred to Program	138
Number of Clients Enrolled During FY 21/22	53
Number of Active Clients During FY 21/22	95
Number of Distinct Client Exits During FY 21/22	15
Successfully Completed	5
New Arrest/Probation Violation	5
Probation Term Ended	4
Unsuccessfully Completed	1

Please note: Data extracted from Enterprise Supervision on August 23, 2022.



Employment

AB 109-Funded Employment Programs

Program Overview

Program Data

Over FY 21/22 there were eight AB 109-funded community based organizations providing employment services to Realignment eligible clients. Below is a description of each organization's program.

Building Opportunities for Self-Sufficiency (BOSS)

The BOSS Career Training and Employment Center (CTEC) helps each participant: (1) Define personal career goals; (2) Position themselves with employers; (3) Develop technology skills; (4) Build a professional network (including mentors); (5) Remove barriers to employment, and; (6) Secure living wage employment.

Center for Employment Opportunities, Inc. (CEO)

CEO provides a comprehensive employment program comprised of the following four key components: (1) Training; (2) Transitional employment; (3) Job coaching and placement; (4) Retention services.

La Familia Counseling Service (Alliance for Community Wellness)

La Familia provides a comprehensive employment program, Reentry Employment Program (REP), that leverages a continuum of reentry services to support the whole person. Program phases: (1) Outreach; (2) Intake and Orientation; (3) Career Assessment and Plan Development; (4) Case Coordination; (5) Employment Skills Training; (6) Transition Work Program; (7) Participation; (8) Job Placement/Retention and Employment Case Management; and (9) Program Completion.

LAO Family Community Development

The principles of the Risk-Need-Responsivity model are used to guide the Lao Family Community Development's program, which includes: (1) Early engagement; (2) Employment pre-training; (3) Placement and retention; and (4) Wrap around services to remove barriers.

Rubicon Programs

The principles of the Risk-Need-Responsivity model and plan are used to provide services to program participants. The program will utilize the risk and needs information provided from Probation to develop their Individualized Empowerment Plan. The onboarding will occur before implementing the employment program over three phases. Phase I is Job Readiness, Phase II is Job Placement and Phase III is for Retention and Advancement Services.

Program Data for Fiscal Year 21/22

Number of Clients Referred to Program	792
Number of Clients Enrolled During FY 21/22	661
Number of Active Clients During FY 21/22	1,302
Number of Client Exits During FY 21/22	199
Successfully Completed	61
Expelled	1
Participant Quit	56
Deceased	1
New Arrest/Probation Violation	6
Probation Term Ended	86
Unsuccessfully Completed	3
Terminated	4
Client Not Employment Ready	2
DPO Closed the Referral	1
Other: Reason Not Specified	12
Job Retention: 30 Days	309
Job Retention: 90 Days	215
Job Retention: 180 Days	139
Average Hourly Unsubsidized Wages (N = 279)	\$18.59

Please Note: Data extracted from invoicing spreadsheets from July 1, 2021 through November 30, 2021 and Enterprise Supervision from December 1, 2021 through June 30, 2022.



AB 109-Funded Employment Programs, Continued

Program Overview

Success Centers

Success Center provides a comprehensive, evidence-based program that aims to create a career path and place participants in long term, sustainable, full or part-time, paid employment with a range of benefits (medical, dental, retirement, etc.) to support participants' movement toward self-sufficiency.

Tri-Cities Community Development Center

Tri-Cities' Fresh Start Program assists participants with obtaining and maintaining employment through: Referrals, Extensive case management, Training and Assessments. The program has two tracks: (1) Transition-To-Work Vocational Track – This is the pre-apprenticeship and apprenticeship component. The proposed key partners of this component are: (a) Fresh Start Properties Maintenance; (b) Cypress Mandela (Pre-Apprenticeship Program with them); and (c) Mechanical Electrical Plumbers and Sprinklers Fitters (MDPSF) Apprenticeship Program (2) Personal Employment Track – Tri-Cities and the participant work directly on employment placement after successful completion of the pre-employment component. Tri-Cities has built strong and viable relationships with local and regional businesses committed to hiring reentrants, which include the following industries: Grocery, Landscape, Plumbing, Welding, Construction, Maintenance, and Janitorial.

Youth Employment Partnership (YEP)

YEP's program includes: (1) Comprehensively assessing participants for basic skills, supportive service needs, vocational suitability, and interests (assessment includes Math and English grade levels, employment experience, personal and career interests and goals, employment and educational barriers, employability soft skill levels, family history and social connections, and supportive service needs); (2) Provide comprehensive case management (upon entry and assessment, each participant will be paired with a Case Manager) and develop an Individual Service Strategy to remove barriers to employment, education, and self-sufficiency; (3) Help participants obtain a drivers license, bank account, and other work eligibility documents; (4) Provide 80-hours of employability soft skills development classes; (5) Ongoing, weekly job development training (e.g., cover letter writing, resume development); (6) Subsidized employment in one of three vocational tracks: (a) Construction, (b) Warehouse & Logistics, (c) Culinary Arts; (7) Reenroll high school dropouts in YEP's high school credit recovery program, Opportunity Academy; (8) Provide job placement assistance and retention support upon completing the program, and; (9) Provide postsecondary education.



Family Reunification

Family Reunification Programs

Program Overview

Over FY 21/22 there were three AB 109-funded community based organizations providing family reunification services to Realignment eligible clients. The family reunification programs offer various supports and services promoting healthy family relationships and reconnection. Services include: individual case management; workshops/classes; barrier removal; navigation for child custody, family court, and child support; pro-social family activities; housing stipends for eligible clients living with resource family members.

Family is anyone who offers positive support, whether biological or chosen; family can include friends, church members, and other pro-social networks and influences. Below is a description of each organization's program.

Asian Prisoner Support Committee/Chinese for Affirmative Action

This provider specializes in immigration experiences, refugee supports, and Asian American Pacific Islander (AAPI) communities. They provide pre-release support (San Quentin and Santa Rita) for individuals and family members, culturally relevant family support groups, case management, peer support, and community immersion activities.

Centerforce

This program specializes in the Parenting and Learning for Success (PALS) model and 10-session parenting class. Through PALS, clients assimilate back into their families and the community, as well as establish permanency. This program also offers case management and staff provide various supports to improve financial and housing stability, family relationships, wellness, and more.

Program Data

Program Data for Fiscal Year 21/22

Number of Clients Referred During FY 21/22	171
Number of Clients Enrolled	113
Number of Active Clients	190
Number of Clients Assessed	75
Number of Who Clients Participated in Workshops	118
Number of Clients Who Had Child Custody Restored	2
Number of Clients Who Received Housing Subsidy	30
Total Amount of Housing Stipends Received	\$60,800
Number of Distinct Client Exits During FY 21/22*	99
Successfully Completed	35
Participant Quit	18
New Arrest/Probation Violation	5
Term Ended	43
Unsuccessfully Completed	3
Terminated	1

*Clients may have multiple exits.

Please note: Referrals, enrollments, stipend, child custody, and exit data were extracted from Enterprise Supervision on September 26, 2022. Data on assessments and workshops were combined from Enterprise Supervision and invoicing spreadsheets.

Tri-Cities Community Development Center

This program is located in Newark and primarily services the South Alameda County area. This program provides case management and educational classes. Staff may also provide Christian faith-based family counseling services, programming for children, and other faith-based family support.



Peer Mentorship

For Us By Us (FUBU) Peer Mentorship Programs

Program Overview

Over FY 21/22 there were four AB 109-funded community based organizations providing peer mentorship services to Realignment eligible clients:

- **Building Opportunities for Self-Sufficiency (BOSS) - District 5**
- **Community and Youth Outreach (CYO) - District 3**
- **Men of Valor Academy (MOVA) - District 4**
- **Tri-Cities Community Development Center - District 1 & 2**

The FUBU program focuses on connecting disengaged clients to services such as employment, education, and substance use interventions by offering the following: Peer Navigation, Peer Coaching and Mentoring; Leadership Development; Family Reunification; Life Skills Training and Cognitive Behavioral Intervention to reconnect disengaged clients, enhancing clients' intrinsic motivation and promoting successful community reentry and reintegration.

FUBU Program Data for Fiscal Year 21/22: CYO's Additional Measures

	6
CYO: Employment	1
CYO: Housing	3
CYO: 30-Day Participation Benchmark	0
CYO: 60-Day Participation Benchmark	2
CYO: 90-Day Participation Benchmark	

Please note: Referrals, enrollments, and exits derived from CYO's invoice spreadsheet were counted in the table above. This table just has extra metrics that only CYO's spreadsheet reported.

Program Data

Program Data for Fiscal Year 21/22

Number of Clients Referred to Program	79
Number of Client Linkages During FY 21/22	62
Number of Clients Enrolled During FY 21/22	45
Total Number of Clients Assessed During FY 21/22	32
Clients Assessed as Needing Leadership Development	32
Clients Assessed as Needing Family Reunification	29
Clients Assessed as Needing Barrier Removal	32
Client Has a Case Plan	16
Clients Received Services within 60-days of Enrollment	14
Clients Received Barrier Removal within 60-days of Assessment	14
Total Number of Clients Engaged in FUBU Programming*	28
Clients Participated in Cognitive Behavioral Intervention	6
Clients Completed Cognitive Behavioral Intervention	4
Clients Participated in Family Reunification	3
Clients Participated in Leadership Development Training	19
Clients Participated in Life Skills Training	23
Clients Participated in Peer/System Navigation/Mentoring	22
Clients Completed Program	2
Total Client Exits during FY 21/22	48
Successfully Completed	16
Client Dropped Out/Disengaged/Couldn't Reach Client	24
Client Ineligible	1
Probation Term Ended	2
Other: Closure Reason Not Specified	5

Please Note: Data extracted from invoice spreadsheets.

**Clients may engage in more than one category of programming.*



Housing

Housing Programs: Overview & Data

Program Name	CBO Partner	Type of Housing	Client's Served	Capacity	Allocation	Service Location	Contract Managed by:
BOSS Hope House	Building Opportunities for Self Sufficiency (BOSS)	Transitional Housing	Men	10 Beds	\$7.5M Pool* 4/1/22 - 6/30/22	Oakland	ACPD
BOSS Women and Children	Building Opportunities for Self Sufficiency (BOSS)	Transitional Housing	Women	21 Beds	\$7,500,000	Oakland	ACPD
BACS Holland & Henry Robinson	Bay Area Community Services	Transitional Housing	Both	Up to 10 Beds Each	\$7.5M Pool 1/1/22 - 6/30/22	Oakland	ACPD
7th Step	Seventh Step Foundation, Inc.	Transitional Sober Living	Men	16 Beds	\$7.5M Pool 4/1/22 - 6/30/22	Hayward	ACPD
Dream Center	Kingdom Builders	Transitional Housing	Men	30 Beds	\$7.5M Pool 12/1/22 - 6/30/22	Oakland	ACPD
LAO Care Campus	LAO Family Community Development, Inc.	Transitional Housing	Both	150 Beds	\$7,500,000	Oakland	ACPD
Genesis	Genesis Fresh Start Academy	Transitional Housing	Men	20 Beds	\$840,321	Oakland	ACPD
Serenity House	Sister-to-Sister, Inc.	Transitional Sober Living	Women	5 Beds	\$7.5M Pool 1/1/22 - 6/30/22	Oakland	ACPD
Aboode Services		Rapid Rehousing	Both	Up to 60 Clients	\$1,400,000	County Wide	CDA
East Oakland Community Project		Rapid Rehousing	Both	Up to 60 Clients	\$850,000	County Wide	CDA
Men of Valor Academy		Emergency Shelter	Men	32 Beds	\$458,892	Oakland	CDA

*Previously managed by CDA. **Transitioned into the pool on 4/1/22.

Alameda County Probation Dept. (ACPD) Managed Housing Program Data

Number of Clients Referred to Program	1,120
Number of Clients Enrolled During FY 21/22	458
Number of Active Client During FY 21/22	481
Number of Distinct Client Exits During FY 21/22	302*
Successfully Completed	58
Expelled	72
Participant Quit	101
Deceased	3
New Arrest/Probation Violation	23
Probation Term Ended	50
Unsuccessfully Completed	33
Terminated	21

Community Development Agency (CDA) Managed Housing Program Data

Number of Clients Referred to Program	561
Number of Clients Enrolled During FY 21/22	159
Number of Active Client During FY 21/22	306
Number of Distinct Client Exits During FY 21/22	359
Successfully Completed	53
Expelled	10
Participant Quit	37
Deceased	6
New Arrest/Probation Violation	15
Probation Term Ended	239
Unsuccessfully Completed	12
Terminated	2

*Clients may have multiple exits. Please note: Data extracted from ACPD's provider portal, Enterprise Supervision, on August 25, 2022. CDA managed contracts during FY21/22 include Aboode, East Oakland Community Project, and Men of Valor. ACPD managed contracts during FY21/22 include BACS Holland/Henry Robinson, BOSS Hope House, BOSS Women and Children, Dream Center, Genesis Fresh Start Academy, Lao Family, Seventh Step, and Serenity House.



Other Programs

Early Intervention Court (EIC) Program

Program Overview

Leaders In Community Alternatives (LCA)'s Early Intervention Court Program

Early Intervention Court is a non-statutory, “pre” and “post” plea program that redirects participants from the traditional course of the criminal justice system.

The EIC embraces the principles of realignment by offering participants options to avoid a felony conviction through successful completion of a series of programs.

The aim of EIC is to reduce the rate of recidivism by providing clients with the tools, services and support they need.

Program Data

Program Data for Fiscal Year 21/22

Number of Clients Referred to Program	22
Avg. Number of Clients Enrolled During FY 21/22	41
Number of Distinct Client Exits During FY 21/22*	35
Successfully Completed	33
Incarcerated While in the Program	3
Transferred to an Alternative Program	1
Avg. Court Appearance Rate	82%
Avg. Number of Days from Referral to Intake	7

**Clients can have multiple exits.*

Please note: Data extracted from invoice pdf documents. The documents presented cumulative totals, so these numbers were derived by subtracting June 2021 totals from June 2022 totals. I am not 100% sure about the exits – there were some discrepancies in the reports.

Sex Offender Treatment Programs

Program Overview

Over FY 21/22 there were three AB 109-funded community based organizations providing peer mentorship services to Realignment eligible clients:

- The Counseling & Psychotherapy Center
- Hope Program
- Psychological Assessments, Inc. DBA Shaping Success

The Sex Offender Treatment Management program utilizes a pool of therapists provide sex offender treatment and assessment services using the containment approach in the context of multi-agency collaboration, explicit policies, and consistent practices that combine case evaluation and risk assessment, sex offender treatment, and intense community surveillance, all designed specifically to maximize public safety.

Program Data

Program Data for Fiscal Year 21/22

Total Number of Clients Referred to Program	38
Total Number of Clients Enrolled During FY 21/22	41*
Total Number of Active Clients During FY 21/22	67
Total Number of Client Exits During FY 21/22**	14
Successfully Completed	3
Expelled	0
Participant Quit	0
New Arrest/Probation Violation	1
Probation Term Ended	12

**Three clients enrolled in multiple programs.*

***Distinct clients may have multiple exits*

Please note: Data extracted from Enterprise Supervision on August 23, 2022.



Transportation Services

Program Overview & Data

Root's Safe Landing Transportation Shuttle

At release from Santa Rita Jail, transportation represents a basic critical need for individuals. The “Safe Landing” program offers safe and reliable transportation to individuals who require it. The program also provides an on-site safe landing center for supportive services.

Program Data for Fiscal Year 21/22

Number of Riders Served	2,138
Number of Probation Clients Who Received Rides	299
Number of Family Members Who Used the Service	9
Total Number of Hours of Service	2,265
Total Number of Days in Service	203
Total Mileage	10

Please note: Data extracted from monthly progress and activity reports (spreadsheets). Clients do not receive referrals for this program.

Bonafide's Ride to Reentry Program: California Department of Corrections and Rehabilitation (CDCR) Transportation

At release from prison, transportation represents a basic critical need for individuals. The “Ride to Reentry” program offers safe and reliable transportation to individuals who need it.

Program Data for Fiscal Year 21/22

Number of Clients Referred to Program	37
Number of Clients Served by Program	34
Total Mileage	19,073
Total Cost of Food Provided to Clients	\$1,175.33
Total Cost of Hotel Stays for Clients	\$1,468.69
Total Cost of Cell Phones Provided to Clients	\$920.00
Total Number of Phones Provided to Clients	23

Please note: Referrals extracted from Enterprise Supervision. All other measures derived from invoicing spreadsheets.



Partner Agencies

CCP Goals

The CCP is committed to utilizing data-driven evidence-based practices, comprehensive evaluation and assessment plans, and community input to move the County closer to its goals, which will require systematic change, promote community safety, and improve the quality of lives of people in our community.

Goal #1: To promote community safety and improve the quality of lives of all people in the community by reducing recidivism defined as: “re-arrest, re-conviction, or return to incarceration/custody for people with conviction histories, with or without a new sentence within three years.”

Goal #2: Reentry planning and response begins at the earliest possible point of contact with the criminal justice system and continues until “successful” reintegration, as defined by an individualized plan and the acquisition of positive services and social-based outcomes that are high-quality, peer-involved and comprehensive.

Goal #3: Develop an effective, culturally responsive, well-coordinated system of services that promotes evidenced-based practices with and for those impacted by reentry, including reentry individuals, their families, victims and our community.

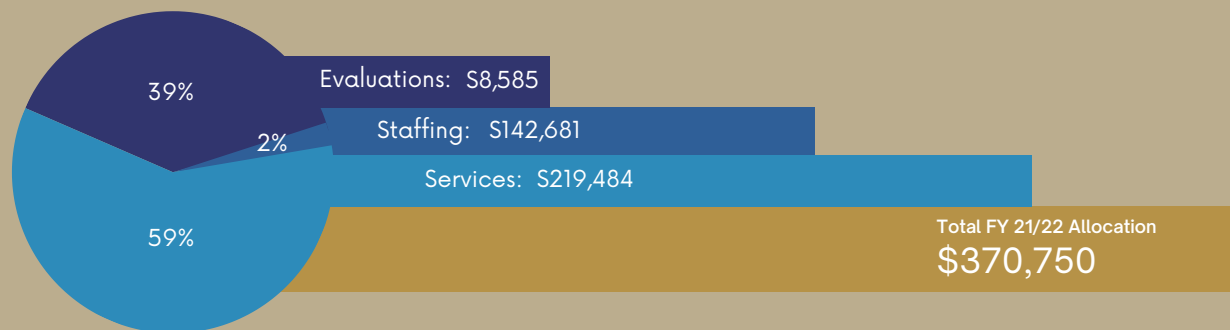
Goal #4: Ensure transparency and accountability through outcome-based evaluations based on evidentiary practices and a supporting information system that has the ability to track individual services, provider and system outcomes and collect appropriate data/statistics.



Superior Court of California, County of Alameda

Office of Collaborative Court Services

AB 109 Budget - Fiscal Year 21/22



The Alameda County Superior Court, Office of Collaborative Court Services received \$370,750 of AB 109-funding for fiscal year 2021/2022 to cover their Realignment related expenses. This AB 109-funding was used for staffing, client services, client assessments and program evaluation.

Staffing

- **Amount:** \$142,681.39 was used for staffing. This amount includes salary, benefits, indirect costs for supervision of the position and required insurance.
- **Number of Staff:** The court contracts with Telecare Corporation who provides one full-time case manager for the Superior Court's Post Release Community Supervision (PRCS) re-entry court.
- **Funded Position:** Substance Use Treatment Specialist, Justice-Involved Mental Health Clinician (Unlicensed)
- **Salary:** \$77,251
- **Job Function:** The PRCS Reentry Court case manager is responsible for screening all referred clients to determine suitability for the program. The case manager also determines the appropriate level of care for SUD treatment and can refer court participants to treatment. The case manager provides the court team with information about the participant's progress in treatment during staffing meetings preceding court hearings. The case manager educates the court team about the recovery process and advocates for the participant to support his or her recovery.

Client Services

- **Mental Health Services**
 - **CBO Provider:** Mental health services are provided under contract by a team employed by the Telecare Corporation.
 - **Eligibility:** Every supervisee who is referred to the PRCS Reentry Court is eligible to receive these services.



- **Mental Health Services, continued**

- **Program Goal:** The goal is to assess potential participants to identify mental health needs and to connect them to the appropriate level of care; to ensure that participants who are released from jail leave with any required psychotropic medication in hand, and to provide crisis support for PRCS Reentry Court participants.
- **Service Location:** These services are provided both in and out of custody.
- **Program Data:** Seven supervisees used these services in FY 21-22.

- **Co-occurring SUD/MH Treatment**

- **CBO Provider:** Co-occurring SUD/MH Treatment was provided by Horizon Services.
- **Eligibility:** All Reentry Court participants assessed with a Co-occurring disorder are eligible for this service.
- **Program Goal:** The goal of this evidence-based service is to address both substance use and mental health issues simultaneously in a residential setting.
- **Service Location:** These services are provided out of custody.
- **Program Data:** Four people used these services in FY 21-22.

- **Recovery Residence Services**

- **CBO Provider:** Recovery Residence and resident drug testing services are provided by Life House Recovery Homes.
- **Eligibility:** Each participant who needs a drug and alcohol-free place to live after completing residential treatment and/or while they complete outpatient or intensive outpatient treatment is eligible for these services.
- **Program Goal:** The goal is to provide drug and alcohol-free housing for program participants. This recovery residence also provides regular drug testing for residents and bi-weekly progress reports to the court that describe participant progress and drug test results. These services help the PRCS Reentry Court team to make therapeutic adjustments and administer appropriate incentives and sanctions.
- **Service Location:** These services are provided out of custody.
- **Program Data:** One person used these services in FY 21-22.

- **Drug Testing Services**

- **CBO Providers:** Drug Testing services are provided by court-contracted treatment providers and recovery residences.
- **Eligibility:** Participants who have completed or do not require residential or co-occurring treatment can meet court requirements by utilizing walk-in drug testing.
- **Program Goal:** The goal is to provide observed drug and alcohol testing and laboratory confirmation of test results. This information is provided to the PRCS Reentry Court team to inform therapeutic adjustments, incentives, and sanctions.
- **Service Location:** These services are provided out of custody.
- **Program Data:** Seven people used these services in FY 21-22.

Client Dynamic Needs Assessments

Risk and Needs Triage (RANT) Assessment Tool

- **Cost:** \$775
- **Goal of Funding:** The PRCS case manager administers the RANT to all referred individuals. The RANT determines the risk to recidivate and level of treatment needs. The PRCS serves participants assessed as at high risk for recidivism and with high treatment needs.
- **Outcome/Impact of Funding:** Seven participants were assessed during FY 2021-22.



Evaluation

Telecare contracts with a PhD-level external evaluator for the PRCS reentry Court

- **Cost:** \$3,160
- **Goal of Funding:** This funding is used to contract with a Ph.D. level external evaluator who assists the PRCS court team by reviewing participant data to determine outcomes and program effectiveness. The evaluator makes recommendations to improve the program and studies participant recidivism and other program outcome data to determine overall program success.
- **Outcome/Impact of Funding:** The evaluator produced reports based upon the seven participants active during FY 2021-22 and 51 participants referred to, or active in the PRCS Reentry Court that exited before 7/1/2021.

Program Highlight - Fiscal Year 21/22

PRCS Reentry Court

PRCS Reentry Court is a collaborative justice court, also known as problem-solving or treatment court. It combines judicial supervision with treatment services that are rigorously monitored to reduce recidivism and improve supervisee outcomes.

The PRCS Reentry court is staffed by a team trained in collaborative court practice and an understanding of substance use disorders as health conditions that often co-occur with mental health issues, both of which require treatment. The PRCS Reentry court team includes a Judge, Deputy District Attorney, Public Defender, Probation Officer, Mental Health Specialist, and a Case Manager. Implementing a non-adversarial approach, prosecution and defense counsel promote public safety while protecting participants' due process rights.

PRCS Reentry Court is highly structured. The focus is on individual accountability, administering incentives such as praise from the judge and sanctions consistent with behavioral theory, and providing quality treatment to address addiction and mental health issues. The team strives to remove barriers to reentry including a lack of employment, education, and housing. PRCS Reentry court also focuses on understanding, addressing, and changing criminal thinking errors using evidence-based practices that are proving effective in other courts across the country.

PRCS Reentry Court serves men and women that have violated, or are at risk of violating, the terms of their supervision. Participants are referred by probation officers, and/ or the Revocation Court. Formerly incarcerated individuals who are at high risk to recidivate under normal supervision and have a high need for addiction treatment are eligible. As a member of the PRCS Reentry Court team once remarked, "these are some of the most traumatized and vulnerable people in the criminal justice system."

Background and Overview

NDCI, a division of the National Association of Drug Court Professionals (NADCP), conducted a technical assistance site visit with the Parole Reentry Court on May 3-4, 2022, by consultant Greg Pinski, consultant Christine Carpenter, and project director Karen Cowgill. This report summarized the key finding of the review process.

Summary of Best Practices

This treatment court has implemented the following practices that follow the 10 Key Components of Drug Court and NADCP's Adult Best Practice Standards (Volume I 2013, Volume II 2015). They are based on research demonstrating that programs that engage in these practices have more positive outcomes than programs that do not. Congratulations on your treatment court's achievements in these areas!

- All key team members attend pre-court staffing meetings (judge, prosecutor, defense attorney, treatment, program coordinator, and probation). All key team members were prepared and actively participated in the pre-court staffing meeting. The judge effectively sought input from all team members on participant issues.
- All key team members attend court sessions (judge, prosecutor, defense attorney, treatment, program coordinator, and probation). The participants were addressed in a respectful, encouraging manner.



- There is a written policy and procedure manual for the treatment court program. The court is encouraged to align its policy and procedure manual with its operational practices.
- Treatment communicates with the court via email. All team members reported adequate communication and information to fulfill their roles on the team.
- A prosecuting attorney is part of the treatment court team (attending staffing and court). The prosecutor is committed to broad eligibility criteria to expand the court. The elected prosecutor is strongly supportive of treatment courts.
- A defense attorney is part of the treatment court team (attending staffing and court). The defense attorney actively refers participants and is committed to protecting participants' due process rights.
- The program uses validated, standardized assessments to determine eligibility. The program uses the RANT.
- The treatment court offers mental health treatment. The court is aware of the importance of treating co-occurring disorders and actively works to refer participants to appropriate resources.
- The treatment court provides (or partners with service providers who provide) participants with legally prescribed psychotropic or addiction medication (MAT).
- The typical length of jail sanctions is six days or less. The court rarely uses jail sanctions.
- The judge spends an average of 3 minutes or more per participant during court sessions. The judge knows the participants well and discusses program progress, life skills, and treatment goals without breaching confidentiality. The judge is dedicated to the court's mission and cares about its participants. The judge asked the participants thoughtful, open-ended questions and was engaged in the answers.
- The results of program evaluations have led to modifications in treatment court operations. The court's evaluation protocol includes both outcome and process evaluations.
- Review of the data and/or regular reporting of program statistics has led to modifications in treatment court operations. The evaluator provides useful quarterly updates to the court.

Following the description of best practices to which PRCS Reentry Court adheres, the NDCI team made five suggestions for improvement that the court is working to implement. These include adding a treatment provider, supervision officer, and a law enforcement representative to the court hearings and pre-hearing staffing meetings and rather than placing participants with multiple treatment providers, move to a model in which the Reentry court utilizes at most two core treatment agencies or establishes a communication system that designates a single entity (one of the providers or a different organization as appropriate) to oversee and coordinate treatment services as well as communication with the rest of the team. Other recommendations included expanding our continuum of incentives, sanctions, and therapeutic adjustments, reduce turnover in the PRCS Reentry court team, and implement observed, random drug testing.

Client Success Story - Fiscal Year 21/22

PRCS Reentry Court Client

D.B. entered Reentry Court in May 2021. He was on PRCS and wanted to join our program for no other reason than to change the direction of his life. Client struggled with a history of methamphetamine and alcohol use and spent several years of his life incarcerated. When we initially met in a separate department, David expressed the desire for a new life. He was eager to join Reentry Court in hopes of building something new. From the moment he began, he hit the ground running. He completed a 90 day residential program, followed it up with outpatient treatment and a Sober Living Environment, until ultimately gaining employment and moving into his own apartment. Client completed our four phase program and graduated from Reentry Court in June of 2022. Client finished PRCS and no longer lives a lifestyle that requires community supervision. Client is an active member of his family, community, and a support to those in need. Client reports that he is happy and extremely grateful for the day our paths crossed in court.



Fiscal Year 2022/2023 Initiatives Supporting the CCP's Realignment Goals

Goal #1: Reduce Recidivism

Collaborative Courts operated adhering to best practices are universally recognized for reducing recidivism. The goal is a zero rate of recidivism as defined by BSCC. Recidivism analyses have shown that the majority of convictions that do occur are non-violent violations of the terms of supervision, many of which are misdemeanor offenses. The metric is recidivism as defined by BSCC.

Goal #2: Provide High Quality, Comprehensive, Wraparound Service from First Point of Contact with the Criminal Justice System, with a Reintegration and Reunification focus that leads to Pro-Social Outcomes

PRCS Reentry Court provides high-quality comprehensive services via clinical case management by an MSW case manager with a substance abuse treatment specialty. The Court also provides wrap-around services through its mental health team, comprised of licensed therapists. These and other complementary services are initiated at the first point of contact in revocation court, which is attended every Friday by the PRCS case manager and often by a member of the mental health team. The PRCS Reentry Court team consists of a multidisciplinary group of stakeholders including the public defender, deputy district attorney, probation officer, judge, SUD and mental health clinicians all working together with contracted providers and the participant to address criminal thinking and to support a successful reintegration and reunification outcome.

Goal #3: Develop a Network of Well-Coordinated Systems of Services

The Office of Collaborative Court Services is one of four “Portals” in Alameda County that can make direct placement into ACBHCS services. The PRCS case manager is trained to perform immediate screening and assessment, secure participants’ release from custody and coordinate transportation directly from jail to one of many contracted treatment providers, with which the PRCS case manager has a close relationship and knowledge of their operations. This enables an educated pairing of participants and programs, optimizing their success in treatment.

Goal #4: Establish and Maintain Accountability, Transparency, Fiscal and Performance Outcomes

Telecare contracts with a Ph.D. level evaluator who works with over 30 data points in a spreadsheet maintained by the PRCS case manager. He analyzes these data to identify any variation from best practices, disparities by gender or race/ethnicity which are promptly communicated to the PRCS Reentry Court Team. This information is also presented in bi-annual PRCS problem-solving workgroups that promote continuous quality improvement. The Office of Collaborative Court Services Management Analyst maintains scrupulous records tracking expenses and managing the Telecare contract to ensure that services are provided as per the agreement.

Alameda County Health Care Services Agency

Behavioral Health Care Services

AB 109 Budget - Fiscal Year 21/22



Alameda County's Health Care Services Agency's Behavioral Health Care Services Department received \$7,585,225 of the AB-109 SBO allocation to contract with local community-based services to provide mental health services.

ACBH utilizes AB 109 funding to support 32,000 clients annually providing 104,411 services. These services fund predominantly out of custody programs. However, a small portion is used for in custody services.

ACBH programs that utilize some portion of AB 109 funding, of which there are 179 programs, are required to use evidence-based practices and must include examples of those practices in their proposals for funding.

ACBH contracts with community-based organizations to provide mild to moderate and severe mental illness services dedicated for the Realignment population. Below is a description of those services.

Client Services

- **Programs:**
 - Felton Institute's Severe Mental Illness (SMI) Program: *Success: Movement from Incarceration*
 - Felton Institute's Mild to Moderate (M2M) Mental Illness Program: *Mission to Motivate*
 - Roots Community Health Center Mild to Moderate (M2M) Program: *NiaCare*
- **Eligibility:** The programs provide justice involved individuals, 18 and older on probation with behavioral health, case plans and management, links to housing, jobs, food and other necessities. All services are provided out of custody.
- **Program Overview:** These reentry programs use a three-phase model approach: stabilization, transitional and sustainability to assist clients with acclimating to and thriving in their communities. Services are provided to clients for 9 months however extensions up to 3 months may be requested if needed.
- **Program Goal:** The goal of the programs is to stabilize members in their communities to become self-sufficient.
- **Program Data:** In fiscal year 21/22, 228 individual clients were served by these programs.

Program Highlight - Fiscal Year 21/22

Roots Community Health Center: NiaCare, Mild to Moderate Mental Illness



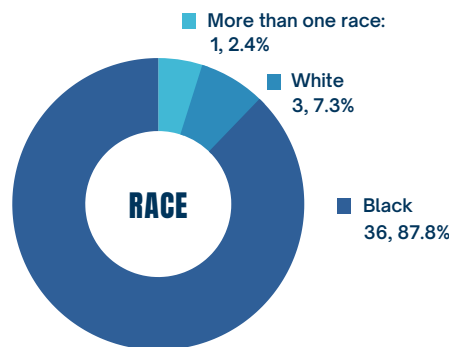
During FY 21/22, NiaCare Behavioral Health Clinicians and Health Navigators provided comprehensive, high-quality support to members, working to create individualized plans for “whole health.” Roots Navigators have lived experience with the criminal justice system and are trained in health coaching and as community health workers. One to two clinicians remain on-site every day to accommodate walk-in appointments and available to conduct visits in the field. In addition, Roots staff are located at Lao Family Community Development weekly, working with existing members and conducting referrals to the program.



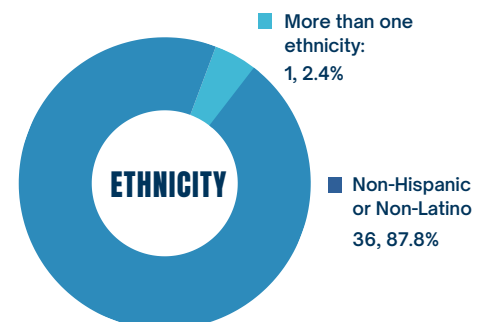
Tyrone Anderson, Navigator Coordinator and NiaCare Staff Member at Roots Welcome Wednesday.

Members have been connected to extensive resources, including but not limited to; housing, food assistance, primary care, behavioral health care, clothes for interviews, benefits (CalFresh, Medi-Cal, & General Assistance), hotel vouchers, transportation, employment assistance, ID vouchers, hygiene kits, and diapers. NiaCare staff have utilized telehealth case management services, telehealth individual sessions, and virtual Zoom support groups, in addition to in-person visits. Client supportive expenditures have also been essential in providing food, clothing, and emergency housing.

NiaCare: Demographics



NiaCare Member Race Characteristics



NiaCare Member Ethnicity / Cultural Heritage Characteristics

Quality Measure

Measure	Target	Actual
Percent of clients who progress through all three Program Model Phases within the designated time period	At least 80%	25%*
Percent of clients who receive two or more mental health services per month in the first three months of enrollment	At least 80%	43.24%**
Percent of clients admitted into the program who are retained for at least two months or are transitioned to a more appropriate program	At least 80%	100%
Percent of clients who complete all three phases of the program who have an individualized sustainability plan upon program exit	100%	100%
Percent of clients who complete the program who will receive a Certificate of Achievement upon program exit	100%	100%

*Of 33 members who were exited from NiaCare, 8 graduated; 4 were no longer interested, 20 became inactive or unresponsive, and 1 was transferred to an SMI program.

**Of 37 members enrolled for three months or more, 16 had two or more Behavioral Health appointments.

Impact Measure

Measure	Target	Actual
Percent of clients who have a medical home within the first two months of enrollment	At least 90%	100%
Percent of clients who have an appointment with their primary care physician within the first four months of enrollment	At least 75%	25.93%*
Percent of clients who are eligible for Medi-Cal who are enrolled in Medi-Cal within two months on enrollment	At least 60%	25%**
Percent of clients who are eligible for Medi-Cal who are enrolled in Medi-Cal within four months on enrollment	At least 80%	33.33%***

**Of 27 members enrolled for four months or more who did not have a PCP appointment at Roots prior to NiaCare enrollment, 7 have had appts. with a PCP. (measure does not include members who were already seeing a PCP at Roots prior to enrollment in NiaCare or members who have a PCP outside of Roots).*

***Of 4 members who did not have insurance, 1 was enrolled within 2 months of entering NiaCare.*

****Of 3 members who did not have insurance, 1 was enrolled within 4 months of entering NiaCare.*

Challenges

Determining AB-109 eligibility remains an obstacle even when NiaCare Clinicians and Navigators are able to make contact with a client. Lacking the ability to check AB-109 status in real time extends the process of enrolling individuals who are walk-ins or who have been referred internally or via other community organizations.

The challenge of both maintaining contact with existing NiaCare members and enrolling new members remains consistent, as many individuals do not respond to communication attempts or no longer have operational phone numbers. It continues to be difficult to keep members engaged for a steady amount of time—as illustrated by the percentage of members who progress through all program phases or continue to see a clinician twice a month in the following three months on enrollment. This is also reflected in the high rate of no-shows for NiaCare Clinicians, which is approximately 30 to 40%.

Additionally, we have experienced difficulties surrounding the steady utilization of client supportive expenditures. In order to increase usage of funding during FY 21/22, program staff have worked to develop and clarify internal procedures for requesting funding. Having gift cards on hand for food, clothing, and transportation have also been a helpful option to quickly provide funds to members in need.

Client Success Story - Fiscal Year 21/22

NiaCare

During FY 21/22, NiaCare Clinician, Alison Powe, worked with a client who was referred to the program via the Alameda County Probation Department. The client was court-ordered to attend therapy sessions. Over the following 10 months, Alison worked with the client on anger management techniques, addressing symptoms of depression, and their history of post-traumatic stress disorder. In support of the client, Alison was able to submit a letter to the court on their behalf, assisting in re-connecting them with their children. While the client has successfully graduated from the NiaCare program, they continue weekly therapy sessions with Alison.

Fiscal Year 2022/2023 Initiatives Supporting the CCP's Realignment Goals

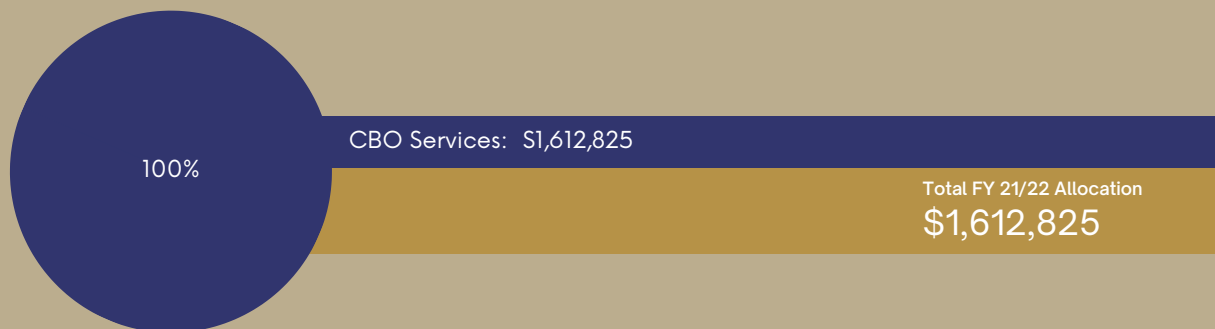
Goal #2: Provide High Quality, Comprehensive, Wraparound Service from First Point of Contact with the Criminal Justice System, with a Reintegration and Reunification focus that leads to Pro-Social Outcomes

There are three programs completely funded with AB 109-funding: (1) Felton's Serious Mental Illness program, *Success: Movement from Incarceration*; (2) Felton's Mild to Moderate Illness program, *Mission to Motivate*; and (3) Root's Mild to Moderate Mental Illness program, *NiaCare*. These programs are behavioral health programs for Alameda County's Realignment population with severe mental health and mild-moderate mental health symptoms or diagnosis. The programs are nine months long and follow a three-phase program model that includes a stabilization phase, a transitional phase, and a sustainability phase.

Alameda County Health Care Services Agency, Behavioral Health

Substance Use Disorder Continuum of Care

AB 109 Budget - Fiscal Year 21/22



Alameda County's Health Care Services Agency's Behavioral Health Substance Use Disorder Continuum of Care Department received \$1,612,825 of the AB-109 SBO allocation to contract with local community-based services to substance use services.

Program Highlight - Fiscal Year 21/22

Alameda County Treatment Courts

During FY 21-22, Alameda County Substance Use Disorder continued its collaboration with Alameda Treatment Courts to reduce recidivism and substance abuse use by increasing program beneficiaries' likelihood of successful rehabilitation. This collaboration aimed to address substance use and other underlying issues that contributed to their criminal justice involvement. Treatment Courts are evidence-based programs designed to provide alternatives to traditional criminal justice case adjudication for high-risk/ high-need individuals struggling with substance use disorders, many of whom were AB109 funding eligible. Treatment courts support beneficiaries by:

- Removing them from custody
- Preventing them from going to jail
- Providing case management and intensive court supervision that leads to a high rate of treatment program completions
- Having criminal charges dismissed or reduced
- Getting criminal records sealed
- Reducing/eliminating legal fines and fees
- Receiving early probation release
- Family reunification with children in cases determining parental custody rights

Alameda Treatment courts use a team-based, reduced adversarial approach to case processing. By combining close judicial oversight and monitoring with intensive supervision and substance abuse treatment services in place of incarceration, Alameda County provided alternatives to traditional criminal justice involvement.

Some of the statistics from our treatment courts for FY 21-22 clients with co-occurring Mental Health and Substance Use challenges (All participants listed here are AB109 eligible):

Statistic	Percent
Percent of clients who qualify as having Serious Mental Illness (SMI)	33%
Percent of clients who have a mental health diagnosis in Clinician's Gateway (CG) records	64%
Percent of clients who received Adult Forensic Behavioral Health (AFBH) services (jail mental health services)	57%

Client Success Story - Fiscal Year 21/22

Center Point, Inc. Substance Use Disorder Help Line

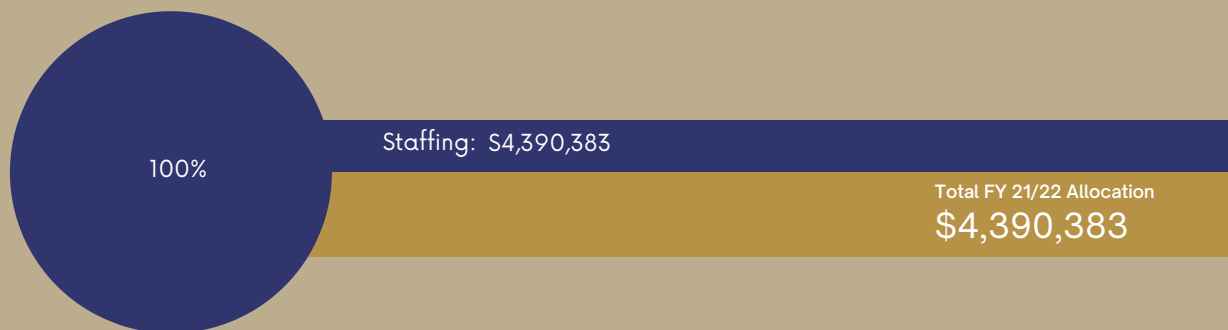
In July 2020 Matthew was assessed by Center Point Substance Use Disorder Help Line at Santa Rita Jail to a Low Intensity Residential Program. A month later he was transported by the East Oakland Recovery Center (EORC) Transportation Team to a partner Substance Use Disorder program: El Chante. He had been incarcerated for multiple DUIs and undecided if sobriety was what he wanted. He had been entrenched in alcoholism for 15 years. Upon entry to El Chante he was apprehensive about participating. However, after a time, a light went on, and he became proactive in learning about recovery and identifying triggers. He and the El Chante counselor made a relapse prevention plan. Matthew stated: "El Chante gave me my first sense of hope". After graduating the program, he entered the workforce outside of the program. Though working, he kept in close contact with El Chante staff and soon learned of a job opportunity within the program. He applied and was hired as a full-time Residential Monitor. El Chante became like a family for him and quitting the other job to help others was, "a no brainer". Working up the ladder he became a Substance Use Counselor and soon earned the title, Program Supervisor with aspirations to go further. If not for the first interaction with Center Point at Santa Rita Jail Matthew may not have gotten the chance to become a "first-class citizen" whose motivation is to give back to the substance use disorder community, the way the community gave to them.





Alameda County Probation Department

AB 109 Budget - Fiscal Year 21/22



The Alameda County Probation Department received \$3,250,000 of funding as part of the government allocation for fiscal year 2021/2022 to cover their Realignment related staffing expenses. Additionally, \$1,140,838 was allocated from the government and community-based partner allocations to provide administrative support for AB-109 program development and contract management.

Staffing

Adult Field Services Division Staff

- **Amount:** \$3,250,000 was used for staffing. This amount includes salaries and benefits.
- **Number of Staff:** 17 (Adult Field Services Division)
- **Funded Positions:**
 - 13 Deputy Probation Officers (Case management and supervision)
 - 3 Administrative Support Staff (1 Senior Management Analyst, 1 Probation Specialist and 1 Administrative Assistant)
 - 1 Unit Supervisor (Supervision of Staff)

AB 109 Support Unit Staff

- **Amount:** \$1,140,838 was used for staffing. This amount includes salaries and benefits.
- **Number of Staff:** 12 (Administration Division)
- **Funded Positions:**
 - 8 Probation Specialists (6 AB-109 Contracts Unit, 1 Research & Evaluation Unit, and 1 Program Development & Design)
 - Contracts and Grants Manager (Assigned to AB-109 Contracts Unit)
 - 2 Financial Services Specialist (Finance Unit)



Program Highlight - Fiscal Year 21/22

Housing, Outreach & Probation Engagement (HOPE) Unit

The HOPE Unit was formed by the Alameda County Probation Department (ACPD) in 2019 in response to the unprecedented, unhoused population within Alameda County. The HOPE Unit's goal is to stabilize the targeted population through referrals to services and treatment within the AB109 contracted providers. This population is high risk and high need, and often have substance abuse and mental health diagnoses. HOPE Probation Officers assigned to the unit work directly with the marginalized population living in encampments and on the streets. They go out in the community to establish and cultivate partnerships with different community stakeholders, such as meeting with the local police departments and serving as a liaison for clients. Referrals to resources are made to assist clients with barrier removal and life skills.

The HOPE Unit partners with Justice Partners and community-based organizations alike to troubleshoot difficult cases that are repeatedly involved in the criminal justice system and utilizing vital resources within Alameda County. ACPD is proud to partner with Community-Based Organizations (CBO) to offer a variety of housing options and services to best suit the needs of each individual.

Client Success Story - Fiscal Year 21/22

Housing, Outreach & Probation Engagement (HOPE) Unit

Here are two client's success stories from the HOPE Unit who have successfully terminated from Probation:

- A client who was on Probation for 3 years was able to get shared custody of his children, obtain and maintain employment. Client received assistance with housing through East Oakland Community Project (EOCP) and has been able to keep housing and pay his rent on time. This client was reluctant at first when put on Probation with his past experiences however once we started working on achieving his goals and addressing some of his behavioral issues he bought in to the process and had a lot of success.
- A client who had a very cynical view of Probation explained that his previous interactions with the Probation department were very negative. Probation worked with the client to address his needs and were able to get him housing through EOCP and a job through Building Opportunities Self-Sufficiency (BOSS). The client excelled and was able to maintain both housing and a job while on Probation and at his termination date he thanked the Deputy Probation Officer (DPO) and stated he would not have gotten through his time on Probation without DPO's assistance.

Client's success stories from HOPE Unit who are still on Probation:

- This client was assisted in getting his ID, he was provided housing at Hope House (BOSS) and has been working with their staff successfully for about a year. He is currently working part-time and has his Guard Card which is opening new opportunities for him. He participates in programming, and he reports to probation as directed. Since being on Probation he has been able to turn himself around and reconnect with his family who are very excited to see how well he is doing as this point of his life. He has attributed his willingness and desire to change to do well within Probation and BOSS.
- This client previously had a hard time reporting to Probation with drug use issues. However, client was counseled on how to maintain a job, provide for his new family, stay away from drug use and was referred to BOSS for temporary housing. Client has been a model resident at the Hope House (BOSS) where he found employment and worked his way to being a supervisor. He is currently working with our long-term housing providers to find an apartment where he can be near his family and child. He has been attending career building and substance abuse workgroups while taking advantage of all the opportunities that he is being given through Probation and our Community-Based Organizations (CBOs).



- This client was assigned to Probation on a DPO's caseload on January 13, 2021. He was ordered by the Court to complete El Chante 90-day drug program. At first the client was reluctant to stay in the program and wanted to leave. El Chante program worked well with the client and helped him transition to Second Chance. Client currently remains at Second Chance where he continues to receive treatment. Not only has the client maintained his sobriety, but the client has also successfully obtained a job. His next step is to save enough money to transition to long term housing.
- This client was assigned to Probation on a DPO's caseload on December 8, 2021. The client was staying at St. Vincet De Paul and had a substance abuse problem. Multiple referrals were made, and the client took full advantage. Client was accepted at Dream Center and remained at the Dream Center until he transitioned to the LAO Care Campus. Client secured a job a Civic Corps where he currently is working. Client is also engaged with the Felton SMI program where he receives mental health services. Client's plan is to terminate from Probation within the coming year and reunite with his family who reside in Pennsylvania.

Fiscal Year 2022/2023 Initiatives Supporting the CCP's Realignment Goals

Goal #1: Reduce Recidivism

The Adult Field Services Division (AFS) of ACPD provides supervision and focused services to justice-involved adults, working closely with community partners to deliver effective services. This population includes clients released from state prison (post-release community supervision) and county facilities (mandatory supervision) under AB 109, and those placed on formal probation by the courts. The Division is responsible for supervising these clients in the community (field services) and returning them to court if they violate the terms and conditions of their release.

Probation Department goals are a commitment to the success of every client and their family, to continue to build a robust system of wraparound client services and the continuity of care, build a vibrant and exemplary workforce, focus to be a data driven organization and build a network of partnerships to foster a safe community. The following programs such as enhancing housing services, refining the development of our clients Case Plans, standardizing our case management practices as well as continuing our current programs such as AB1950 and our SOU treatment programs help further our initiatives for the four CCP themes.

As a part of the commitment to the success of every client and their family, AFS coordinates and participates in multidisciplinary team meetings for adult clients that includes family and other natural supports. AFS will increase the measure within the partner portal usage and collaboration within Enterprise Supervision.

AFS goal is to stabilize the targeted population by making referrals to the program providers to continue the support of the clients when they transition off-of probation. With the help of our robust case management system (Enterprise Supervision), we strive to be a data driven organization to standardize the Case Management Practices. With this tool, Case Plan and the Partner Portal are made to make direct referrals for services that best fits the client's needs, which allows staff instant communication with service providers.

AFS continues the AB1950 program for clients who have terminated, extending services for one-year to help remove barriers. Another program that we are enhancing is our Sex Offender Treatment Programs (SOU). AFS have contracted with three Sex Offender Treatment Programs to provide treatment to sex offenders who cannot afford the treatment. Sex Offender Treatment is comprised of cognitive behavior methodologies, polygraphs and utilizes a victim centered approach. For our SOU treatment program expectations and measures is to meet 100% of the following measures:

- Clients must receive an evaluation/intake within 30 days of program referral.
- Eligible clients must be assessed using the SARATSO dynamic tool and future within 30 days of the Program referral.
- Clients must have an initial case conference with 45 days of program.



- Clients must have written Treatment Plan that is developed using the client's assessment and follows Risk Needs Responsivity Principles.
- Treatment sessions must align with client's Treatment Plan and use evidence-based modalities, such as cognitive behavioral therapy, to address the client's risk, needs and responsivity issues.
- 75% of clients must complete their treatment goals as outlined in their Treatment Plans.

Goal #2: Provide High Quality, Comprehensive, Wraparound Service from First Point of Contact with the Criminal Justice System, with a Reintegration and Reunification focus that leads to Pro-Social Outcomes

The Community Programs Division of ACPD implemented the Program Design & Development (PDD) Unit and the agency's outreach engagement plan for Adult clients during FY 21/22. The Unit was created to support the development and implementation of AB-109 funded programs and services and to develop strategic partnerships to foster connections to natural resources in the community to aid clients in their transition from community supervision.

Highlights from the year include:

- In collaboration with the California State Association of Counties (CSAC), implemented the use of logic models in the Alameda County Community Corrections Partnership's funding process
- Re-designed ACPD's Day Reporting Center (CORE) program in collaboration with the Re-Entry Services Team. RFP to post in October 2022
- Participated in the Better Career Design Group's (BCDG) Think Tank that designed and implemented a guaranteed income and mentoring pilot to support re-entry community members in locating and securing quality jobs
- Coordinated the "Scholastic Spotlight" as part of Onward October in collaboration with Federal Probation for DPOs and clients

During FY 22/23, the Community Programs Division intends to increase its outreach efforts to include the following:

- Outreach efforts to local transitional housing providers to increase available housing options for families and 290 registrants
- Employment Resource Fair in collaboration with County District 5
- Four pro-social events for clients and their families
- Support community events hosted by system partners
- Feedback campaign to gather feedback from current and former clients about AB-109 services and ACPD engagement

Additionally during FY 22/23, the Community Programs Division in collaboration with the AB-109 Contracts Unit, will implement the following programs:

- Employment Services (Revamp): The employment program will assist clients in becoming job ready and getting connected to employment in their chosen field and offer job skills training and long-term case management through mutually beneficial relationships with employers with open positions who are willing to work with clients throughout the year long program and are open to hiring them permanently. The program will also connect clients to mentors in their desired field that can help clients build relationships and network.
- Center of Re-Entry Excellence (CORE) (Revamp): The CORE will serve as a vibrant one-stop shop & resource offering a trauma-responsive, therapeutic environment that provides barrier removal, short-term case management & brokerage to sustainable community resources & workshops.
- Coordinated Reentry Services Program (CRSP) (New): Reentry service navigation is important to ensure clients have a successful transition from incarceration to Probation supervision in the community and subsequent discharge from Probation. This service will provide Reentry service specialists with knowledge of a wide range of reentry services to help guide clients to services and programs that match their individual.



Goal #3: Develop a Network of Well-Coordinated Systems of Services

ACPD's Community Programs Division in conjunction with the Best Practices Unit is working with George Mason University (GMU) to conduct a Risk-Need-Responsivity (RNR) Simulation Tool Assessment of AB109 Providers. GMU used its RNR Simulation Tool to assess the extent the county's AB109 providers' service models are evidence-based and how they are meeting the population's needs. The RNR Simulation Tool assesses the level and dosage of services, adoption of EBPs, and implementation issues, identifying areas where services can be strengthened. AB 109 programs have completed this assessment and received program reports which detail strengths, improvement areas, and recommendations across six domains related to best practices. This program information, in combination with data from ACPD about the AB109 population (e.g., risk level, criminogenic needs, other responsivity factors or service need areas), is currently under analysis to understand the county's capacity to meet the needs of the population through these programs. These analyses identify critical gaps or areas where program availability may be mismatched with population needs.

Based on the outcome of these analyses, we anticipate implementing the Elevate Academy, which will enhance the EBP competencies of our community partners and increase their capacity to mentor other re-entry professionals in implementing EBP. The Academy's flagship initiative includes a collaborative effort to offer the Evidenced-Based Workforce Training Series in conjunction with the National Institute of Corrections (NIC) to community-based organizations, and ACPD's Adult Field Services and Community Programs Divisions. The training is comprised of four essential elements: increasing collaboration between governmental agencies and community organizations, teaching participants competency-based skills, building capacity to train others, and helping participant teams develop a plan for delivering the training in their communities. This training and the Academy is scheduled to be fully implemented by the end of the fiscal year.

Goal #4: Establish and Maintain Accountability, Transparency, Fiscal and Performance Outcomes

Evaluation of AB-109 Funded Services

During FY 21/22, ACPD's Research & Evaluation Team completed a programs and services inventory for Alameda County in preparation for the evaluation. This inventory detailed the services available to the Realignment population and will be utilized as part of the procurement process to secure a research partner. Our goal is to initiate and conclude the procurement process during FY 22/23.

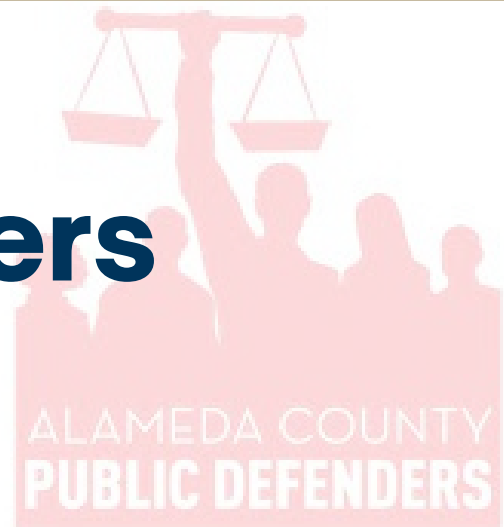
Data Transparency

During FY 21/22, ACPD began transitioning program provider utilization and outcome data reporting into the Agency's case management system (Enterprise) via the Provider Portal. The Provider Portal is a platform by which Deputy Probation Officers can initiate and manage referrals to community providers, send and receive communication to the client's treatment team, and receive client participation and outcome data. As a result of this effort, ACPD was able to begin publishing timely client demographic and program participation data at the Community Corrections Partnership Executive Committee and associated workgroup meetings on a quarterly basis. The goal for Fiscal Year 22/23 is to have 90% of AB-109 Funded (Probation managed) contracts reporting outcome through the case management system.

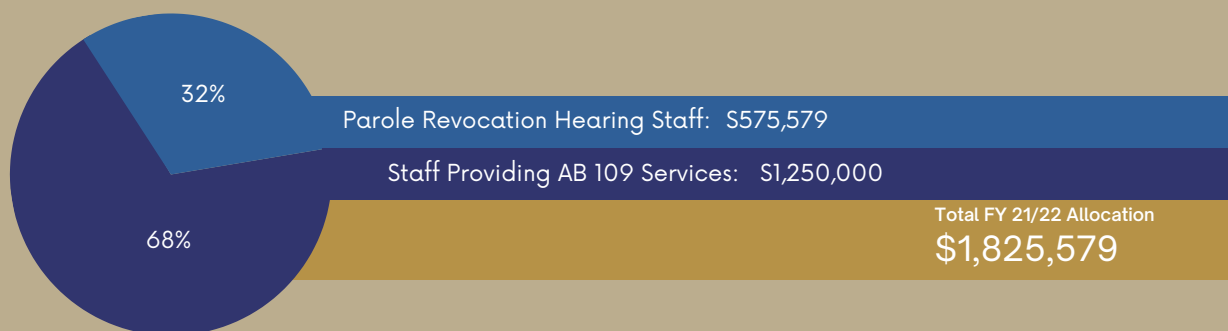


Alameda County

Public Defenders



AB 109 Budget - Fiscal Year 21/22



The Alameda County Public Defenders Office received \$1,825,579 of AB 109-funding for fiscal year 2021/2022 and allocated it all to Realignment related staffing cost.

Staffing

- **Amount:** \$1,250,000 was allocated for staff provided AB 109 services and \$575,579 was allocated for staff providing AB 118 Parole Revocation services.
- **Number of Staff:** The allocation fully or partially pays for 19 AB 109 staff members and eight AB 118 staff members.
- **Funded Positions:**
 - AB 109 Staff
 - Chief Assistant Public Defender
 - Assistant Public Defender
 - Deputy Public Defender
 - Executive Programs Coordinator
 - Attorney Assistant
 - Legal Secretary
 - Legal Assistant
 - Specialist Clerk I
 - Social Worker Supervisor
 - Social Worker II
 - Social Worker III
 - AB 188 Staff
 - Deputy Public Defender
 - Legal Assistant
 - Specialist Clerk I



Client Services

• The Clean Slate Program

- **Program Overview:** Over the course of Fiscal Year 21/22 a combination of seven full and part time attorneys and support staff were assigned to the Clean Slate Team. Attorneys advise and represent clients on civil and administrative remedies that allow them to overcome collateral consequences of contact with the criminal legal system.
- **Eligibility:** The Clean Slate staff provide high-quality, high-volume representation for clients who are seeking criminal court-based remedies in Alameda County, including, but not limited to, dismissals of convictions, early terminations of probation, reductions of felonies to misdemeanors, Certificates of Rehabilitation, and reductions under Propositions 47 and 64. All Clean Slate Clients are low income.
- **Program Goal:** The goal of the program is to help system-impacted people achieve successful reentry and stability in their lives by removing barriers to employment, occupational licensing, and more. Given that evidence shows employment reduces recidivism, it follows that, in addition to improving the lives of our clients and their families, the Clean Slate Program's holistic services are making communities safer and more secure.
- **Service Location:** Clean Slate Services are provided out-of-custody.
- **Program Data:** The Clean Slate Team assisted 782 clients with Proposition 47 cases and 576 clients received Clean Slate Services.

Type of Assistance	Year	Petitions Filed	Petitions Granted	Success Rate	Clients Served
Prop 47 Cases	2021	1,544	1,509	98%	782
Clean Slate Petitions	2021	1,707	1,627	95%	576

Note. The Public Defender keeps Prop 47 and Clean Slate statistics by calendar year, not the fiscal year.

• The Social Worker Program

- **Program Overview:** The Social Worker Team was comprised of six full time Social Workers and two part-time Attorneys in Fiscal Year 21/22. The Social Workers are masters-level professionals who conduct assessments and develop comprehensive re-entry plans, prepare social history assessments, and advocate for alternatives to incarceration. When appropriate, the Social Workers provide recommendations for treatment and/or services in lieu of incarceration to the District Attorney and the Court.
- **Eligibility:** Clients suffering from mental health, substance abuse, and other disorders underlying their criminal conduct.
- **Program Data:** In Fiscal Year 21-22, the Social Worker Team served 267 clients. Below is the breakdown of client's served:

267	Total Number of Clients Served	100%
59	Active/Unresolved Cases	22%
153	COVID Advocacy, Integrative Services & Client Support (Resolved Cases)	57%
22	Comprehensive Treatment Proposal (Resolved Cases)	8%
33	Social History Reports (Resolved Cases)	12%



One metric utilized to measure the impact of the team’s work is to assess the success rates for comprehensive treatment plans presented to the court for clients facing incarceration.

Unfortunately, COVID has created a high “Active/Unresolved” case rate, and the number of treatment plans under counts the team’s efforts. It does, however, effectively measure the unit’s efficacy:

Accepted vs. Declined Treatment Proposals (Closed Cases)

90% Treatment Accepted

**10% Declined
Treatment**

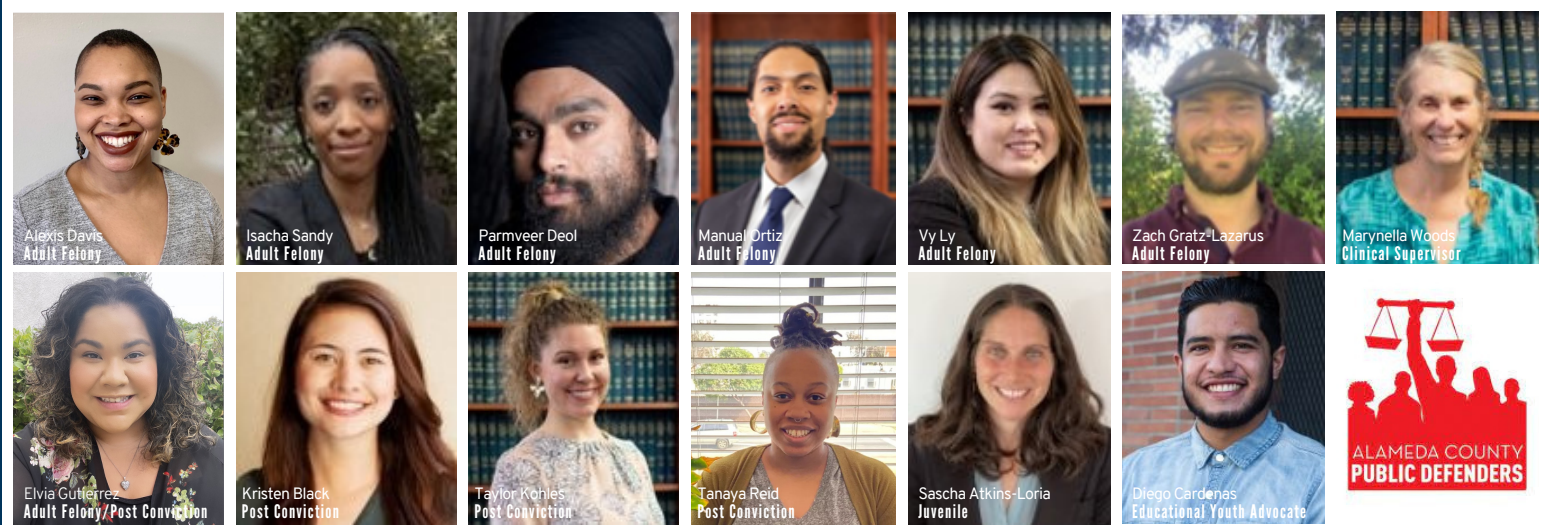
Additionally, the Social Worker Team tracks successful outcomes by looking at custody time saved as a result of the unit’s efforts, and the corresponding county dollars saved. These results, unfortunately, are also limited to resolved cases and therefore also undercounts the team’s efforts.

Number of Social History & Treatment Proposal Cases (Closed)	Custody Time Saved (Years)	Annual Cost of Incarceration*	County Dollars Saved
55	424.7	\$87,713.15	\$37,248,851.03

**The annual cost of incarceration was provided by the Alameda County Sheriff's Office.*

Please Note: These numbers do not include the amount of county dollars saved through avoiding costly litigation.

THE TEAM



The Social Worker Unit’s success is dependent upon its collaboration with various justice partners and community-based agencies throughout Alameda County and beyond.

Judge Smiley, Assistant District Attorney Matthew Golde, and Probation Re-Entry Services Coordinator Corrine Lee have all offered reflections upon various aspects of the Social Worker Team’s accomplishments.



Mathew Golde Assistant District Attorney

It is the social workers that the attorney and the judges respect and listen to; it is the social workers that enable us to identify different needs and circumstances of each accused. Most importantly, the social workers are trusted and speak truth. At a time when many of us mired in an unhealthy dialogue that pervades our society, **we need your voice and greatly appreciate your dedication and work.** May you continue to thrive and grow.

Presiding Judge Charles A. Smiley Superior Court of California, County of Alameda

As the presiding judge of our juvenile courts (2016-2019), I became familiar with the work of the public defender social workers. They wrote insightful detailed reports about young people in the juvenile justice system that provide a fuller picture of their lives, challenges, and needs than judicial officers would otherwise receive. They reached out to coaches, mentors, and teachers to provide additional perspective and coordinate wrap-around services. They attended court appearances and created case plans that allowed the court to consider appropriate ways to incentivize better decision-making, keep the community safe, and put young people on a path to more responsible citizenship. **Overall, I found that social workers added profound value to our juvenile justice work. Their contributions improved the ability of justice stakeholders to understand and respond to the complicated circumstances that are part of that important justice system.**

Corrine Lee Re-Entry Services Coordinator

Public Defender social workers hold a critical lens and role within the criminal legal system and are able to extend the reach of the Public Defender's department. The social workers are able to connect with clients, community stakeholders and County partners/providers in intentional and focused ways to enhance clients' reentry success and quality of service provision. **The training, educational background, and approach of these staff helps divert individuals from unnecessary system involvement and provides clients with necessary connections to local resources.**

Program Highlight - Fiscal Year 21/22

Clean Slate Program

For close to a decade, The Clean Slate Program has assisted system-impacted individuals achieve successful reentry and stability in their lives by removing barriers to success. This client story demonstrates how our intervention can change the trajectory of lives, from one with limited options which may result in persistent criminal justice involvement; to one of promise and opportunity fueled by self-assurance.

Client Story: K.M.



- **Background:** Turned 18 just before his first and only felony conviction.
- **Before Clean Slate:** "Before I couldn't do anything. I was more limited in what I could do and didn't have that many options of jobs to pick from. I was rejected by jobs due to my background. That's not the case now..."
- **What Clean Slate Did:** Helped KM have his case dismissed and his felony reduced to a misdemeanor.
- **After Clean Slate:** KM got a job with an Amazon fulfillment center and says he "was able to get the job because of the clean slate." KM says he is also likely to pursue a guard card now that he is more confident he can pass the background check, and noted he is exploring options for pursuing higher education.

"I'm glad I was able to move past (my record) so I could better my situation and my surroundings." - KM



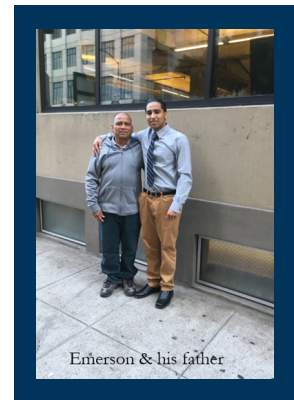
Client Success Story - Fiscal Year 21/22

Public Defender Social Work Program: Emerson

Emerson D. was referred to the Public Defender Social Work Department at the age of 19. He had fled his country at 15, gangs had threatened his life. Upon arriving in the United States, he was alienated, without family, had endured significant trauma, and began abusing drugs in an ineffective attempt to cope with difficult emotions.

After working with a Spanish speaking Public Defender Social Worker, he began processing his trauma. They worked closely together to re-engage Emerson in school, connected him with a case manager, and assisted him in finding a job.

Emerson is now sober, employed, and a proud father of two beautiful infant boys.



Fiscal Year 2022/2023 Initiatives Supporting the CCP's Realignment Goals

Goal #2: Provide High Quality, Comprehensive, Wraparound Service from First Point of Contact with the Criminal Justice System, with a Reintegration and Reunification focus that leads to Pro-Social Outcomes

The Clean Slate Program

The goal of the Alameda County Public Defender's Clean Slate Program is to help system-impacted people achieve successful reentry and stability in their lives by removing barriers to employment, occupational licensing, and more. The Program achieves its goals by providing high-quality, comprehensive reentry legal services. Our FY 22/23 objectives include increasing the frequency of some services already offered, such as criminal record correction requests. Additionally, we would like to continue to provide our clients with wrap-around services and resource referrals by working with our office's Partners for Justice Advocates on cases. We will continue to use clients served, petitions filed, petitions granted, and success rate as metrics for our Program's impact. In addition, where appropriate, we will quantify our goals, and track, for example, Partners for Justice referrals, to ensure we are meeting those goals.



Clean Slate Team Photo

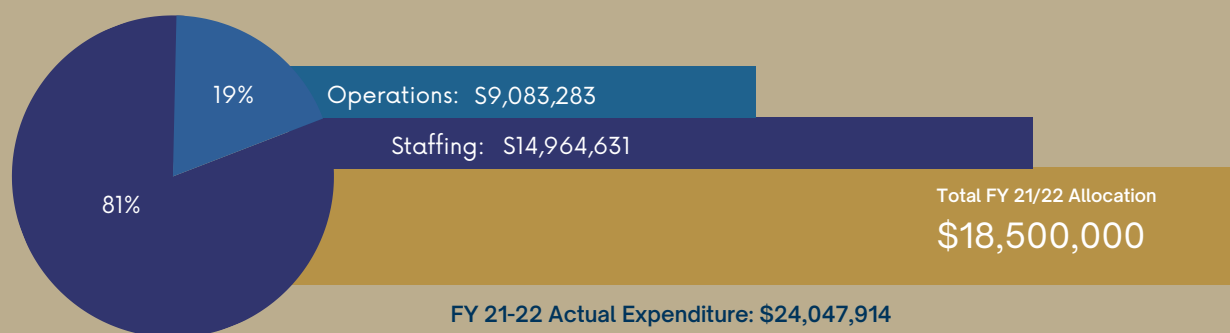
The Social Worker Program

The Alameda County Social Worker Team will always execute the mission of advocating for reduced jail time or treatment in lieu of incarceration. Having hired additional staff to grow the Social Work Team; in Fiscal Year 22/23, the Social Workers will continue to provide high quality, comprehensive, wrap-around case management services from the early stages in the justice system through sentencing and release planning support. The team's goal is to effectively serve as many clients as possible without negatively impacting the quality of the work. The program will continue to track the impact of our work utilizing metrics previously outlined: tracking the number of clients served, the number and percentage of successful treatment plans provided to the court, and the dollars saved from reduced incarceration time as a direct result of their efforts. In Fiscal Year 22/23, the team will also utilize its expanded capacity to add an additional specialization: supporting Public Defender clients who are also represented by the office's immigration department.



Alameda County Sheriff's Office

AB 109 Budget - Fiscal Year 21/22



The Alameda County Sheriff's Office received AB-109-funding in the amount of \$18,500,000 for fiscal year 2021/2022 to cover their Realignment related expenses. This AB 109-funding was used for staffing and client services.

Staffing

Of the Sheriff's \$18,500,000 fiscal year 2021/2022 allocation. Staff cost totaled \$14,964,631. Below is a breakdown of the AB 109 funded positions:

- Youth and Family Services Program Assistant: Salary Range - \$65,754 - \$78,214, Job Function – The YFS Program Assistant assists with assessing new referrals in Santa Rita Jail, conducting orientations for the Maximizing Opportunities for Mother's to Succeed (MOMS) and Dads Acquiring and Developing Skills (DADS) family reunification programs, and they work onsite at the family reunification housing complex. At the housing complex, they conduct classes and interventions for the reentry participants regarding parenting skills, recovery skills, independent living skills, and they coordinate services with the assigned Clinical Case Manager.
- Associate Youth and Family Services Therapist: Salary Range - \$81,159 - \$93,112, Job Function – The Associate YFS Therapist provides clinical case management and psychotherapy services for reentry individuals who are a part of the Operation My Home Town (OMHT) service. They conduct a validated risk assessment, assist the individuals with establishing an individualized reentry plan, and they provide psychotherapy interventions as needed.
- Youth and Family Services Therapist: Salary Range - \$91,611 - \$105,573, Job Function – The YFS Therapist provides clinical case management and psychotherapy services for reentry individuals who are a part of the Operation My Home Town (OMHT) service. They conduct a validated risk assessment, assist the individuals with establishing an individualized reentry plan, and they provide psychotherapy interventions as needed.
- Youth and Family Services Supervisor: Salary Range - \$102, 107 - \$122,657, Job Function – The YFS Supervisor provides clinical and administrative supervision for the Youth and Family Services clinical staff.
- Deputy Sheriff: Salary Range - \$105,684.80 – 128,315.20, Job Function- The Deputy Sheriff provides security and coordinates services for incarcerated individuals with Community Based Organizations (CBOs).



Client Services

Youth and Family Services Bureau (YFSB) Behavioral Health Unit (BHU)

The Youth and Family Services Bureau (YFSB) Behavioral Health Unit (BHU), mentioned in the previous section, has a team of Therapists, Licensed and Associate Master's in Social Work and Marriage and Family Therapists, who work at Santa Rita Jail providing clinical case management reentry services. The reentry team is referred to as Operation My Home Town (OMHT). The BHU OMHT Therapists provide clinical case management services, assisting individuals who are reentering back into the community. The services are optional, and the individuals request the support via a tablet and/or message request. The OMHT Clinical Case Managers (CCM) meet with the individuals to conduct a validated risk assessment and establish an individualized re-entry plan for that individual based on the results of the validated risk assessment. The OMHT CCM collaborates with Deputies, Probation Officers, Attorneys, Community Based Organizations, Faith Based Organizations, and other service providers to obtain and locate services specific for the individuals. The OMHT CCMs collaborate with the SRJ Inmate Services Deputies to receive the referrals (individuals who request support) and coordinate services for the individuals in custody and in preparation for reentry. For example, an individual needs housing upon release, the OMHT CCM will coordinate with SRJ Inmate Services Transition Center Deputies to meet with a housing partner when they are working in the SRJ Transition Center. OMHT is based in Evidence Based Practices for Corrections and focuses on the Risk Needs Responsivity principles, continuously assessing risks for criminal activity & needs, then responding and intervening accordingly to reduce recidivism and increase self-sufficiency.

Eligibility

Individuals in Santa Rita Jail who are sentenced to Formal Probation and individuals who fall within the AB 109 category as defined by Alameda County Probation, are eligible for the services. Services were provided both in-custody and out-of-custody.

Goal

The goal of the service is to assist individuals with their reentry process, increase self-sufficiency for those individuals, and reduce recidivism. The macro goal of Operation My Home Town is to build upon a multi-disciplinary approach that establishes strong partnerships with a broad range of local stakeholders and service providers to ensure a broad range of supports, a coordination of care and to increase access to in-jail and post-release programming.

Program Data

During the fiscal year of 2021-2022, the following is the program data:

Total Served: 153	During FY 21/22, 153 Individuals were Served	100%
36 Active	At the End of the Fiscal Year, 36 of the 153 Individuals were Still Receiving Services	24%
117 Closed	At the End of the Fiscal Year, 117 of the 153 Cases were Closed	76%
42 Successfully Closed	42 of the 117 Closed Cases were Successfully Closed (Making Progress/Completing Their Reentry Goals)	36%
68 Never Engaged	68 of the 117 Closed Cases Never Fully Opened or Only Engaged Briefly in Services Due to Reasons Such as Not Being Released Pending Trial, Sent to Prison, COVID Quarantine, Released Early with No Contact Info and Hospitalization	58%
7 Declined Services	7 of the 117 Closed Cases were Cases where the Services were Declined by the Client	6%



Program Highlight - Fiscal Year 21/22

Santa Rita Jail Transition Center

The Santa Rita Jail Transition Center (SRJTC) coordinates services and programs offered by OMHT, Faith Based Organizations, and Community Based Organizations with incarcerated individuals. Two Deputy Sheriff's are assigned to the SRJTC.

As a result of the COVID-19 Pandemic the Santa Rita Jail Transition Center (SRJTC) was closed until June 1, 2022. From June 1, 2022 to August 1, 2022; 130 incarcerated individuals have utilized SRJTC and been connected with OMHT and Community Based Organizations (CBOs).

Currently BOSS (Building Opportunities for Self-Sufficiency), Open Gate (Chabot College, Laney College), YEP (Youth Employment Partnership), CenterPoint, Veteran Affairs, La Familia, Abode Services, TAY (Transition Age Youth) are utilizing the SRJTC to provides services and program enrolment to incarcerated individuals. In the near future LAO Family, Center Force (Family Reunification), CEO (Center for Employment Opportunities), and VTA (Veteran Treatment Affairs) will be utilizing SRJTC.

Client Success Story - Fiscal Year 21/22

Santa Rita Jail Transition Center's Reentry Unit Client

Growing from a positive relationship with Deputy B. Hayes and Deputy Probation Officer (DPO) G. McLean, Avery Stancil contacted the Reentry Unit to request services. Mr. Stancil and the Reentry Unit met on multiple occasions to discuss employment opportunities that would best fit Mr. Stancil's work history and interests. The Reentry Unit, through cooperation with Mr. Stancil, developed a case plan to get Mr. Stancil back to work upon his release. Deputy Hayes and DPO McLean transported Mr. Stancil directly to B.O.S.S. (Building Opportunities for Self-Sufficiency) who were able to connect Mr. Stancil with a job working for CALTRANS. Deputy Hayes and DPO McLean also took Mr. Stancil to meet with his Parole Agent then brought him back to his residence.

Mr. Stancil resides with his mother in Oakland. Mr. Stancil has since been referred to Dig Deep Farms by his supervising Probation Officer to supplement his income. Mr. Stancil is doing well, improving, keeping busy working , and grateful for any opportunity to better himself for his life beyond incarceration.

Fiscal Year 2022/2023 Initiatives Supporting the CCP's Realignment Goals

Goal #1: Reduce Recidivism

One of the main goals of Operation My Home Town (OMHT), the ACSO clinical case management model mentioned above, is to reduce recidivism. The recidivism rate for participants who receive OMHT services is measured and tracked.

Goal #2: Provide High Quality, Comprehensive, Wraparound Service from First Point of Contact with the Criminal Justice System, with a Reintegration and Reunification focus that leads to Pro-Social Outcomes

One of the main goals of Operation My Home Town (OMHT) the ACSO clinical case management model mentioned above, is to create a wraparound service increasing the individuals in custody engagement with services providers and a coordination of care with service providers in the community to address the individuals specific risks and needs. In addition, a service provided by the OMHT team is family reunification services through clinical case management services and housing for individuals who meet the housing criteria. The metrics measured for this theme is recidivism rates, successfully obtaining reentry goals, education status, housing status, and employment status.



Public Safety Realignment: Lessons Learned

Breaking Through the Cycle Towards a Better Life

By Deputy Lance Thomas & Deputy Joe Vu

In 2018, Alameda County Sheriff's Office staff Deputy Lance Thomas and Deputy Joseph Vu began supervising inmate volunteer work crews at the Santa Rita Jail in Dublin, California. It was during this time they both met inmate Leon Robinson who was assigned to a volunteer worker kitchen detail. At the time, Mr. Robinson was serving his second of what would be a total of seven incarcerations at the Santa Rita Jail, equating to 1,049 days in custody.

Over the next three years, Deputy Thomas and Deputy Vu would see Robinson go through the revolving door of incarceration several times, getting to know him better during the process. Deputy Thomas and Deputy Vu would both comment on how Mr. Robinson's work ethic was exceptional in the jail. They questioned what could be done to keep inmates such as Mr. Robinson from a lifetime of jail, prison, and incarceration. From there, they developed a plan to support Mr. Robinson and give him the tools, mentorship, guidance, and confidence to show him a way of life that did not involve incarceration.

In 2021, Deputy Thomas and Deputy Vu approached their Sergeants and eventually the Sheriff with their idea and vision, which was met with support and encouragement. The Sheriff told his deputies "This needs to happen." From these meetings, the R.E.V.A.M.P. (Re-entry, Educational, Vocational, & Mentoring Program) was born. Deputy Thomas and Deputy Vu established a network of non-profits, social services, unions, and local businesses who would come together to help Alameda County's incarcerated population find the inspiration and support to change their lives for the better.

The deputies established different vocational volunteer work details for the program participants, which would include furniture building sponsored by a local non-profit, vehicle detailing, painting, and gardening, while simultaneously offering food handling certifications and first aid certifications for inmates. Mr. Robinson took full advantage of these programs and services, knowing that the goal was to give him additional skills and to prepare him for his re-entry into the community. Deputy Thomas and Deputy Vu told Mr. Robinson that one of the hallmarks of the REVAMP program was that the services from them did not stop when Mr. Robinson was released from custody. They told Mr. Robinson they would be by his side to help him become successful after his release!

On the morning of December 15, 2021, Mr. Leon Robinson was released from the Santa Rita Jail, where he was greeted by REVAMP deputies. Within minutes, he was reunited with his Deputy Mentor, Deputy Thomas. Deputy Thomas drove Mr. Robinson to a well-known community-based organization, where he was interviewed and approved for a paid on the job training program at Dig Deep Farms in San Leandro. Mr. Robinson excelled at Dig Deep Farms, earning the respect of his peers and supervisors. Deputy Thomas would often comment, "I knew Leon just needed to be shown a different path in life. His work ethic and his personality will carry him towards success."

Since his release, REVAMP staff have helped Leon Robinson lift a hold on his driver license, obtain a social security card, and influence his subsequent employment and housing decisions. REVAMP is proud to say Mr. Leon Robinson is now employed as a peer support specialist by La Familia, a community-based organization in Alameda County. He also maintains a part time security job at night. Furthermore, he has obtained housing, purchased his first car, and has even joined a gym to maintain his physical health. In a recent conversation between Mr. Robinson and his Deputy Mentor Thomas, Mr. Robinson said "Thanks a lot. I'm so happy with how far I've come. I've pretty much started a new life. I still have a way to go, and I am very grateful for the push I received from the REVAMP program. I look forward to seeing many more take my same path."

Mr. Robinson loves his new job and his new life. He states his new path has kept him out of the cycle of incarceration. The entire REVAMP team at the Alameda County Sheriff's Office is very proud of the many success stories they have achieved in such a short amount of time. Its staff are dedicated to helping program participants reenter as productive members of society. Programs such as REVAMP serve to highlight the success of Alameda County's Public Safety Realignment.

The REVAMP program will continue to strive to be a beacon of hope to the incarcerated population of Alameda County.

"Getting released to a job was something I had never experienced before, it was like an overwhelming feeling, I've never had that type of support behind me, so I knew I had to do things different this time. It's made a lot of people proud of me who I didn't think would be proud of me, I've had a lot of support from different people, a lot of things have gone to a whole different direction in life now." -Leon Robinson, REVAMP participant



Community Corrections Partnership Subcommittees

Community Corrections Partnership Subcommittees

The Community Corrections Partnership (CCP) utilizes focused subcommittees to achieve its task of developing, maintaining and implementing a County-wide strategic reentry plan. Each CCP Subcommittee represents an area of critical importance and convenes subject matter experts, service providers, and community members to address the dynamic needs of justice impacted populations.

CCP Subcommittees

- Workforce Development & Employment
- Substance Abuse
- Primary Health Care/Physical Health
- Mental Health/Trauma-Informed Care
- Housing
- Family Stability & Reunification
- Education



Education Subcommittee

Overview

The Education subcommittee is dedicated to strengthening and aligning in-custody education services with community programs to support a seamless transition; ensuring education services are well integrated into the prisons and jails by making it a critical component of intake and pre-release processes; and seeking opportunities to further expand partnerships with work force development stakeholders to create innovative pathways for clients that support returning community member's efforts to obtain permanent, living-wage employment opportunities.

Details

Leadership

- CCP Subcommittee Chair: L. Karen Monroe, Alameda County Office of Education Superintendent
- Designated/Acting Chair: Shani Shay, Director, Incarceration to College Program & Director, Pathways to College
- *Workgroup is supported by Shadeequa Smith, Alameda County Probation Department's Reentry Coordinator for Employment*

Workgroup Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19
Meeting Frequency: Subcommittee meet monthly starting in September 2022
Meeting Dates: 6/20/22, 8/22/22, 9/26/22



Objectives

Fiscal Year 22/23

The Education Subcommittee is revamping itself after the closures of the COVID pandemic. We have been able to review the strategic plan and identify methods which support the goals set out in the previous strategic plan.

Over the 2022/2023 fiscal year, the Education subcommittee wants to simplify access to education, provide networks for complimentary resources, and change the climate and belief system of education for re-entry population. The following objectives will help us meet those goals:

- **Increase utilization of educational services in county facilities to 15% within 1 year**
- **Conduct in-custody math, English and career interest assessments to determine appropriate education services assessments**
- **Expand current inmate intake process to include education & employment history to create a population baseline**
- **Reentry education network**
- **Best practices and program referral system**
- **Utilization of education services in County facilities**
- **In-custody assessment to determine services**
- **Add education measures to contracts**
- **Expand intake process and develop case management plan**
- **Develop marketing campaign**
- **Annual policy agenda that addresses barriers to accessing education services**
- **Prioritize the needs of the formerly incarcerated population**
- **Develop education services for transition-age youth**
- **Community-based organizations to refer to college programs**



Family Stability & Reunification Subcommittee

Overview

The Family Stability and Reunification Subcommittee seeks to:

- Make progress on the Alameda County Strategic Reentry Plan with an emphasis of preserving, supporting, and restoring families
- Reduce barriers to reunification and negative impacts of incarceration
- Promote programming which prioritizes family and best practices
- Enhance family-centered, culturally appropriate, and trauma responsive services and policies

Details

Leadership

- CCP Subcommittee Chairs:
 - Phyllis Nance, Director, Alameda County Dept. of Child Support Services
 - Kevin Bremond, Co-Founder of Alameda County Fathers Corps, Program Administrator, First 5 Alameda County
- *Workgroup is supported by Corrine Lee, LCSW, Reentry Coordinator for Health and Substance Use, Alameda County Probation Department*

Workgroup Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19
Meeting Frequency: Subcommittee meet monthly starting in February 2022
Meeting Dates: 9/16/21, 2/8/22, 3/8/22, 4/12/22, 5/10/22, 6/14/22



Achievements

Fiscal Year 21/22

FY 21/22 Priority #1: Establish a Fatherhood group, which emphasizes the importance of healthy co-parenting relationships

First 5 has funded 8 organizations to offer father specific parenting education and support groups. Co-parenting is a component of all funded groups.

FY 21/22 Priority #2: Identify and increase housing opportunities for returning parents

Alameda County Probation Department expanded housing to include housing for women and children. Contracted family reunification provider are able to issue housing stipends for returning member.

FY 21/22 Priority #3: Develop training material on the Child Support Program

Alameda County Department of Child Support Services has created an orientation for case participants. Trainings have been also created for specific programs i.e. Debt Reduction targeting justice involved parents and outreach for service providers working with the reentry community.

FY 21/22 Priority #4: Establish partnership with Alameda County Workforce Development Board to provide referrals for employment for non-custodial parents with barriers to paying child support

Alameda County Department of Child Support Services has established a MOU with the Alameda County Workforce Development Board to provide targeted services to non custodial parents seeking employment with an emphasis on the reentry population.

FY 21/22 Priority #5: Increase employment services and subsidized hours for returning parents

Returning parents on probation have access to employment providers who assist with subsidized employment.



Objectives

Fiscal Year 22/23

- Provide in-reach and discharge planning services to connect reentry population to family supportive programming such as established Fatherhood groups which emphasize the importance of healthy co-parenting
- Expand access to Child Support Program materials, education, and resources through service outreach and promotion amongst consumers and stakeholders
- Strengthen partnership with Alameda County Workforce Development Board and employment providers to increase employment services, subsidized hours, and address barriers impacting non-custodial parents
- Increase the capacity including housing options of reentry service providers with an emphasis on culturally relevant education, child and family focused environments and diversity, equity and inclusion

During the Fiscal Year 22/23, the Family Stability and Reunification Subcommittee aims to increase and prioritize community participation. This includes:

- Bringing the reentry community into the subcommittee meeting
- Engaging in authentic interactions and conversations with reentry community within the subcommittee
- Working with service providers to host group discussion/listening session on supporting healthy family reunification – driven from lived perspectives



Housing Subcommittee

Overview

The Housing subcommittee is focused on ensuring successful outcomes for the reentry population by creating and investing in housing resources, expanding collaborations and improving coordination between various systems of care with the aim of reducing housing instability and increasing access to permanent, independent housing.

Details

Leadership

- CCP Subcommittee Chair: Sandra Rivera, Interim Agency Director, Community Development Agency
- Designated/Acting Chair: Riley Wilkerson, Housing and Community Development Manager
- *Workgroup is supported by Tyler Zatcoff, Reentry Coordinator for Housing, Alameda County Probation Department*

Workgroup Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19

Meeting Frequency: Subcommittee has been meeting on a quarterly basis

Meeting Dates: 9/16/22, 1/19/22, 4/4/23, 6/23/22



Achievements

Fiscal Year 21/22

FY 21/22 Priority #1: Number and percentage of target population released from incarceration who have an individualized services plan that includes a housing assessment

Housing programs funded by Probation are currently have individualized services plan that includes a housing assessment. The Housing Subcommittee is working with Just Cities to develop a comprehensive plan to address homelessness for the entire reentry population.

FY 21/22 Priority #2: Coordinate efforts with Probation, State, Federal Parole, Federal Probation, Alameda County Sheriff's Office, California Department of Corrections and Rehabilitation (CDCR), nonprofit providers, and the community access and retain housing, including housing for registered sex offenders

Representatives from many of these organizations participate in the Housing Subcommittee meetings.

FY 21/22 Priority #3: Increase coordination between employment, benefits programs, housing, and education programs to ensure income to support the ability to secure and retain long term housing

Housing programs funded by Probation are currently have individualized services plan that coordinates to ensure participations. The Housing Subcommittee is working with Just Cities to develop a comprehensive plan to address homelessness for the entire reentry population.



Objectives

Fiscal Year 22/23

- Number and percentage of target population released from incarceration who have an individualized service plan that includes a housing assessment individualized services plan that includes a housing assessment
- Coordinate efforts with Probation, State, Federal Parole, Federal Probation, Alameda County Sheriff's Office, California Department of Corrections and Rehabilitation (CDCR), nonprofit providers, and the community access and retain housing, including housing for registered sex offenders
- Increase coordination between employment, benefits programs, housing and education programs to ensure income to support the ability to secure and retain long-term housing
- Create new housing and service resources
- System of direct access from incarceration to housing
- Coordinate efforts to access and retain housing
- Educate on housing resources and access
- Evaluate and track housing referrals
- Create a reentry housing resource committee
- Expand capacity of housing programs
- Shared pre-release housing assessment tools
- Pre-release case coordination using COMPAS assessment
- Engage potential landlords
- Coordination to support the ability to secure and retain long term housing
- Provision of services to help establish/re-establish family relationships
- Coordinate pre-release services and supports



Mental Health/Trauma-Informed Care *Subcommittee*

Overview

The Mental Health subcommittee supports the mental health and wellbeing of justice-impacted individuals. This subcommittee utilizes a trauma-responsive and culturally responsive approach to mental health prevention, diversion, service provision, care coordination, and supports. This subcommittee addresses justice involvement through the promotion of mental health services, intervention, peer specialists, and wellness practices.

Details

Leadership

- CCP Subcommittee Chair: Colleen Chawla, Director, Alameda County Health Care Services Agency
- Designated/Acting Chair: Yvonne Jones, LCSW, Associate Director, Forensic Diversion, Re-entry Services System of Care Out-Patient Services, Alameda County Behavioral Health Care
- *Workgroup is supported by Corrine Lee, LCSW, Reentry Coordinator for Health and Substance Use, Alameda County Probation Department*

Workgroup Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19

Meeting Frequency: Subcommittee meets every 2-3 months

Meeting Dates: 9/2/21, 12/2/21, 3/31/22, 5/19/22, 7/21/22



Achievements

Fiscal Year 21/22

FY 21/22 Priority #1: Ensure all incarcerated individuals identified by jail/prison mental health staff as needing case management programs are connected to these programs immediately upon release. This also includes connection to transportation and discharge options. Those individuals requiring psychotropic medication will be connected to medication immediately upon release

Alameda County Behavioral Health (ACBH) is working with Adult Forensic Behavioral Health (AFBH), Probation, Well Path, Alameda County Sheriff's Office (ACSO) and Community Based Organizations to ensure progress toward priority #1. Roots Community Health Center (Roots) collaborated with Probation to implement a transportation shuttle that transports individuals exiting Santa Rita Jail to Dublin Bart. Roots also operates the Safe Landing trailer at Santa Rita Jail to "catch" individuals released from jail. Safe Landing provides the use of phones, snacks, hygiene kits, and clipper cards as another means of safe transportation. They are also able to communicate with the discharge team within Santa Rita Jail when certain client needs arise.

Incarcerated individuals are evaluated by licensed Behavioral Health Clinician's funded through the Mental Health Services Act. The Behavioral Health Clinicians act as care coordinators and discharge planners for successful transition back to the community. Participants are referred to ACCESS and/or Community Based Organizations (CBOs) for linkage to the right matched level of mental health care and ongoing treatment and subsequently engaged with an Intensive Case Management (ICM) Team or Full-Service Partnership (FSP) Team or Reentry Treatment Team. Typically, transportation upon discharge is offered through the treatment provider to ensure housing linkage and stabilization. Through coordination with AFBH/jail psychiatry or NP prescribers, individuals receive an in-kind supply of medications or a prescription is sent to the local pharmacy.

The Office of Collaborative Court Services and Telecare's Alameda Court Collaborative program has continued our efforts to support immediate screening and linkage for mental health and substance abuse disorder treatment services for incarcerated clients. The reentry court case manager (Criminal Justice Substance Use Treatment Specialist) maintains communication with courts, assigned probation officers, and staff within Santa Rita jail to plan transportation and discharge directly to treatment programs. This immediate transportation to treatment reduces the likelihood of overdose and mental health emergencies. This year, a newly MHSA-funded full-time mental health navigator was hired who ensures that treatment court clients are referred to mental health treatment within two weeks and that they have a warm handoff to ongoing mental health services.



Achievements

Fiscal Year 21/22

FY 21/22 Priority #2: Establish MOU, ROI, or sharing agreement between County entities to improve information sharing and case collaboration while maintaining HIPAA and other privacy laws and regulations

Through monthly Probation System of Care meetings, Alameda County Behavioral Health (ACBH) departments: Forensic Outpatient Services and Transitional Age Youth Services meets with Probation, Alameda County Sheriff's Office (ACSO) and Community Based Organizations (CBOs): Roots and Felton Institute (Felton) to discuss system issues, improve coordination of care and information sharing among the stakeholders. Through collaborative efforts avenues of information sharing have been created such as referral process workflows shared among the organizations, Release of Information document sharing and client referral tracking in efforts to promote transparency while maintaining client privacy expectations. Collaborating monthly also allows a space to work on improving Santa Rita Jail release data which supports program planning and client connection to services.

FY 21/22 Priority #3: Support agencies in accurate data collection, reporting, and analysis regarding service provision. Additionally, evaluate current program efforts and data in order to advance evidence-based and culturally responsive practices

ACBH Forensic Outpatient Services meets monthly with forensic mental health programs to review contract requirements including, but not limited to, number of clients served, services provided and service hours. ACBH contract and fiscal contract staff attend these meetings on a quarterly basis to provide guidance and troubleshoot compliance issues. Monthly meetings support programs with accurate data collection, provide updates regarding available trainings and ensure evidence-based and culturally responsive services are provided to clients.

The Board of State and Community Corrections requires that a Local Advisory Committee (LAC), comprised of key stakeholders from Probation, Collaborative Courts, Alameda County Behavioral Health, Community members with lived experience and others, meet quarterly to review and address current Propositions 47 grant funded programs. In this space, data is shared and program developments are reported out to inform the public of services provided to our most vulnerable populations. Community engagement is encouraged through designated discussion and public comment agenda items that inform how we measure best and culturally responsive practices. The LAC fits within the broader scope of the Community Corrections Partnership mission and goals having to do with all justice involved individuals.



Objectives

Fiscal Year 22/23

- **Provide discharge planning and streamline connections for all individuals with known mental health needs in Alameda County Jails**
 - Discharge planning for reentry mental health clients
 - Expansion of discharge team and scope of work
 - Increase Behavioral Health Court, Specialty Court and Diversion program visibility and utilization
- **Enhance Continuum of Care for mild to moderate/severe mental illness service recipients through dedicated information sharing channels**
 - Comprehensive intake mental health screening
 - All individuals entering Santa Rita Jail receive mental health screening
 - AFBH is alerted when individuals have been identified
 - Track current programs are meeting contract impact and quality measure benchmarks
- **Investing in community mental health by training/utilizing peers**
 - Track staff hiring of peer specialists with lived experience in the mental health and/or criminal justice system
 - Track staff peer training when ACBH peer specialist certificate program becomes available
 - Track CBO monitor staff diversity



Primary Health Care /Physical Health *Subcommittee*

Overview

The Primary Health Care/Physical Health subcommittee aims to improve the physical health and access to health care services for the realigned population. This subcommittee is dedicated to physical health promotion, health care access, and increased health equity amongst consumers. This subcommittee integrates health needs with clients' various community and reentry needs.

Details

Leadership

- CCP Subcommittee Chair: Colleen Chawla, Director, Alameda County Health Care Services Agency
- Designated/Acting Chair: Kathleen Clanon, MD, Director, Alameda County Care Connect, Alameda County Health Care Services Agency
- *Workgroup is supported by Corrine Lee, LCSW, Reentry Coordinator for Health and Substance Use, Alameda County Probation Department*

Workgroup Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19

Meeting Frequency: Subcommittee work was halted due to the pandemic

Meeting Dates: Subcommittee has been re-started and met 7/15/22



Achievements

Fiscal Year 21/22

FY 21/22 Priority #1: Deploy Community Coalition model to support equitable access to COVID-19 testing, vaccination and prevention, and to support resilience in under-resourced and disproportionately affected communities

The Community Resilience Coalition model was developed over the course of 2021 and implemented beginning Jan 2022. The aims were to reach neighborhoods most impacted by COVID; expand access to vaccinations in these populations; deliver accessible health information; and engage communities in COVID recovery and resilience work. Six coalitions covered a wide range of priority neighborhoods across the County. Vaccines and health information were delivered via stationary and pop-up PODs (points of dispensing), a mobile vaccine program, and community events and street outreach to homeless encampments, etc. More than 143,000 residents were reached with health literacy information and other COVID information and services. Close to 80% of residents surveyed reported receiving information they needed to better protect their health and that the information was easy to understand.

FY 21/22 Priority #2: Release \$12M Request for Proposal (RFP) to partner w/ CBO's to collect data on vaccination rates by census tract & evaluate vaccination rates through a race equity lens

An RFP for \$12.3M was released in 2021 and contracts began in January 2022.

FY 21/22 Priority #3: Prepare for implementation of CalAIM initiatives intended to serve the Re-entry population

HCSA has made significant progress developing the data and program infrastructure for implementing CalAIM. While the Re-entry part of CalAIM won't begin until July 2023 (tentatively), the changes being implemented will be foundational to the needs of the Re-entry CalAIM services. The Social Health Information Exchange (SHIE) is being built out to provide automated authorizations and claiming for housing services, including utilizing information from the Homeless Information System (HMIS) and determining health plan enrollment based on health plan membership files that come from the plans. Functionality is also being expanded to provide similar support for the ACBH enhanced care management (ECM) pilot starting in September 2022. Meanwhile, data from WellPath is now flowing into the SHIE, along with jail census and release data from the AC Sheriff's Office.

FY 21/22 Priority #4: Continue in-custody COVID-19 prevention and mitigation efforts, and facilitate vaccine outreach and delivery in Santa Rita Jail.

The Public Health Department has an active COVID Corrections team operating in collaboration with Santa Rita jail. This includes screening for COVID on entry, and managing quarantine and isolation as needed, and providing vaccinations. Data on infections and hospitalizations among inmates and staff are monitored weekly.



Objectives

Fiscal Year 22/23

- **Continue deploying Community Coalition model promoting health equity and resilience, addressing both COVID and other critical issues to the priority communities**
 - Measurements:
 - # reached with accessible COVID 19 related materials
 - % reporting information received is easy to understand
- **Prepare for and begin implementation of CalAIM initiatives intended to serve the justice-involved population**
 - Measurements:
 - Identify data system(s) to support CalAIM pre- and post-release services
 - Establishment of ECM providers for post-release services
- **Advocate for and promote improved data sharing among agencies serving the justice-involved population**
 - Measurements:
 - # of entities providing data to the health information exchanges
 - # of entities utilizing SHIE / CHR or related data systems for patient care
 - Evidence of cross-sector coordination
- **Improve Medi-Cal enrollment (pre-release) and retention (in community), as part of CalAIM justice-involved services**
 - Measurements:
 - % of released individuals enrolled in Medi-Cal
 - Develop metrics appropriate to CalAIM planning and deliverables related to the justice-involved population



Substance Abuse

Subcommittee

Overview

The Substance Abuse subcommittee addresses the intersection of substance use and justice involvement.

The substance use continuum of care utilizes the American Society of Addiction Medicine (ASAM) assessment and Drug Medi-Cal Organized Delivery System (DMC-ODS) to appropriately connect individuals to services.

Peer specialists are integral in advancing equity and community wellness.

This subcommittee further promotes the health and wellness of individuals through coordinated systems to support varied levels of care and intervention.

Details

Leadership

- CCP Subcommittee Chair: Colleen Chawla, Director, Alameda County Health Care Services Agency
- Designated/Acting Chair: Rhonda Boykin, Interim Director, Alameda County Workforce Development
- *Workgroup is supported by Corrine Lee, LCSW, Reentry Coordinator for Health and Substance Use, Alameda County Probation Department*

Workgroup Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19

Meeting Frequency: Meetings were held monthly after new staff hired in late 2021

Meeting Dates: 2/24/22, 3/31/22, 4/26/22, 5/27/22, 6/10/22



Achievements

Fiscal Year 21/22

FY 21/22 Priority #1: Establish comprehensive ASAM SUD screenings within county jails and state prisons

ASAM SUD screenings are currently being conducted inside Santa Rita Jail. We are in process of working with State prisons to incorporate wider access to ASAM screenings.

FY 21/22 Priority #2: Provide SUD services in jail, including expansion of MAT in jail and state prison

Alameda County implemented Co-Occurring Substance Use and Mental Illness (CSAMI) funds to provide standardized screening and assessment, collaborative comprehensive case management, and pre- and post-release programming that address criminogenic risk and needs, including mental illness and substance abuse for African American males in Santa Rita Jail.

FY 21/22 Priority #3: Provide discharge planning for all people in custody with known SUD needs in SRJ, including Naloxone distributions to prevent opioid overdose

SUD leadership is working with Alameda County to streamline discharge processes, which include Naloxone distribution and other SUD needs. Some of the collaborations include Healthcare for Homeless, which focuses on Naloxone distribution.

FY 21/22 Priority #4: Use individualized ASAM assessment to connect those re-entering the community to the most effective level and type of SUD treatment

SUD leadership is working with Alameda County to streamline discharge processes, which will include improved alignment with re-entry programming designed to connect those re-entering the community to the most effective level and type of SUD treatment. Alameda County SUD is currently partnering with Options Recovery under the Co-Occurring Substance Use and Mental Illness (CSAMI) grant to provide services inside Santa Rita Jail.

FY 21/22 Priority #5: Increase training and hiring of reentry peer specialists to provide recovery coaching in SUD programs

In alignment with SB 803, Alameda County Substance Use, Mental Health and the Pool of Consumer Champions (Alameda County Behavioral Health (ACBH) is participating in the development of the peer support certification process, which will provide individuals and families with mental health and substance use difficulties and the increased diversity and effectiveness peers bring to the mental health workforce. Moving forward, SUD contracts will include language indicating the need for inclusion of peer support specialists for service delivery.



Objectives

Fiscal Year 22/23

- **Increase service provision (care and navigation) to those inside and direct connection to community providers**
 - Service delivery to individuals inside, bridging care, and services to those recently released
 - Using restorative practices
 - Draw down different funding streams to maximize service capacity
 - Expand services for men with custody of children and teens
 - Inviting content experts and resources to help those with lived experience get through clearance and gain SRJ access
- **Increase service provision to family and community**
 - Providing services directly to family, loved one, and restorative community including providing direct resources, case management, counseling, system navigation, service connection, education, and healing (inclusive of streets teams and natural community members)
 - Services for men with children and families with teens
 - Inviting content experts and resources to help those with lived experience get through clearance and gain SRJ access
- **Improve communication about program options and between providers**
 - Communication between providers, including channels of communication beyond substance use providers; dedicated connection point, cross training, making better use of Community Health Record
 - Possible dashboard for SUD community to communicate outside of monthly meetings; currently difficult to speak and involve families due to privacy and communication due to necessary Release of Information (ROI)
 - Make use of downtime in Santa Rita Jail and provider information about SUD services via flyers, television, word of mouth, and other outreach



Workforce Development & Employment Subcommittee

Overview

The Workforce Development and Employment subcommittee advances opportunities for justice-impacted individuals.

Workforce development, career technical education (CTE), and employment help to foster confidence, community, and belonging. This subcommittee works to support the reentry population in increasing transferrable skills, confidence in skills/abilities, employment success, career development, and overall stability.

Details

Leadership

- CCP Subcommittee Chair: Lori Cox, Social Services Agency Director
- Designated/Acting Chairs:
 - Rhonda Boykin, Interim Director, Alameda County Workforce Development Board
 - Sofia Navarro, Executive Director, Workforce Development Board, City of Oakland
- *Workgroup is supported by Shadeequa Smith, Alameda County Probation Department's Reentry Coordinator for Employment*

Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19

Meeting Frequency: Meetings were held on a quarterly basis

Meeting Dates: 7/21/21, 9/2/21, 12/20/21, 3/18/21, 6/17/21



Achievements

Fiscal Year 21/22

FY 21/22 Priority #1: Coordinate approaches to better address barriers to employment in effort to improve job retention among the reentry population (e.g., utilizing cognitive behavioral interventions, substance use counseling, soft skills development)

Over the past year, our member partners utilized numerous approaches to address this issue. Among those were the Human Centered Design approach, which utilized recommendations offered from participants to better address their most pressing needs. In addition, partners also facilitated and offered specific services created by the COVID crisis. Many partners offered education and counseling surrounding COVID, and vaccination shots for many participants were scheduled on-site. Incentives were also offered to promote vaccinations. Additionally, many partners offered technological tools, such as IPADs, laptops, and cell phones to be used for virtual, remote meetings, and interviews. The use of these tools enabled regular and consistent communications with our program participants, which allowed partner agencies to address issues that could have disrupted employment efforts. These practices, along with regular employer communications helped to increase job retention.

FY 21/22 Priority #2: Increase positive job matching to address long term job retention

Member partners utilized aggressive and engaging outreach efforts to our employer partners, creating excellent communication lines. This encouraging pathway promoted in-depth discussions surrounding our program's participants' prior work experience if any, and what abilities and capabilities they were capable of. These discussions with both employer partners and program participants greatly enhanced our matching abilities, for this allowed the format for successful job matching. In other words, knowing what our employer partner's needs were, enabled partner agencies to identify those participants most appropriately prepared to meet those employer needs. This too helped to reduce recidivism and helped to increase retention. In addition, extensive research on participant's career goals and legal obstacles were considered, ensuring no obstructions to the clients pursuit, entrepreneurial opportunities were explored and encouraged, and the use of incentivized programs also helped when matching participants to those available opportunities.

FY 21/22 Priority #3: Expand partnerships with employers to develop a pathway from incarceration to employment through pre-release services

Prior to the pandemic, many partner agencies successfully established relationships with our local jail and prison officials. These relationships helped to inform and educate our correctional partners about the many services offered throughout our county. This collaboration helped to create the existence of pre-release services throughout our local correctional systems. Partner agencies hosted meet and greet sessions with both Correctional officials and employers. Also



scheduled were employer roundtables and on-site job fairs were held inside our jails. However, due to the jail closure during the pandemic, many of the activities were suspended. Member partners were able to continue their work with employers but had to temporarily shift their focus to post-release services and connections. Many providers also sent information pertaining to employment, career trainings, and educational options to our transition deputy partners, who in turn distributed this information to interested participants.

Objectives

Fiscal Year 22/23

- Coordinate approaches to better address barriers to employment in effort to improve job retention among focused population (e.g. utilizing CBI, substance use counseling, soft skills development)
- Increase positive job matching to address long term job retention
- Expand partnerships with employers to develop a pathway from incarceration to employment through pre-release services
- Initial and ongoing client needs assessment
- Assess client satisfaction with services and subsequent employment outcomes
- Assist client in obtaining employment documents
- Assess client's skills and job readiness
- Identify and engage potential employers and business associates
- Connect with employers projected for high growth and immediate labor
- Coordinated strategy with local employers to explore barriers
- Assess the needs of the employer
- Employer/Customer satisfaction survey
- Opportunities for employers to assess skills and customize training
- Pre-release services
- Implement/Integrate more evidence-based practices