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Sent: Tuesday, February 24, 2015 10:24 AM
To: Canning, Sean; Gouveia, Susan
Subject: FW: JCETP- 2014 Year End Prisoner Reentry Report
Attachments: 2014 Prisoner Reentry Year End Report 2-23-15 (1).pdf

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From: Lisandra Reyes [mailto:lreyes@jcetp.org]
Sent: Monday, February 23, 2015 12:43 PM
Subject: JCETP- 2014 Year End Prisoner Reentry Report

On behalf of Executive Director James McGreevey,

Attached is our 2014 Year End Prisoner Reentry Report. After reading, we would love to hear your comments.

Please fill out our short form to provide us with feedback using the link below.

<http://bit.ly/2014yer>

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2014 YEAR END REPORT



THE HUDSON COUNTY / JERSEY CITY PRISONER REENTRY MODEL



Jersey City Employment & Training Program, Inc.
Martin's Place
398 Martin Luther King Jr. Drive
Jersey City, New Jersey 07305



Martin's Place Grand Opening
September 15, 2014

Introduction

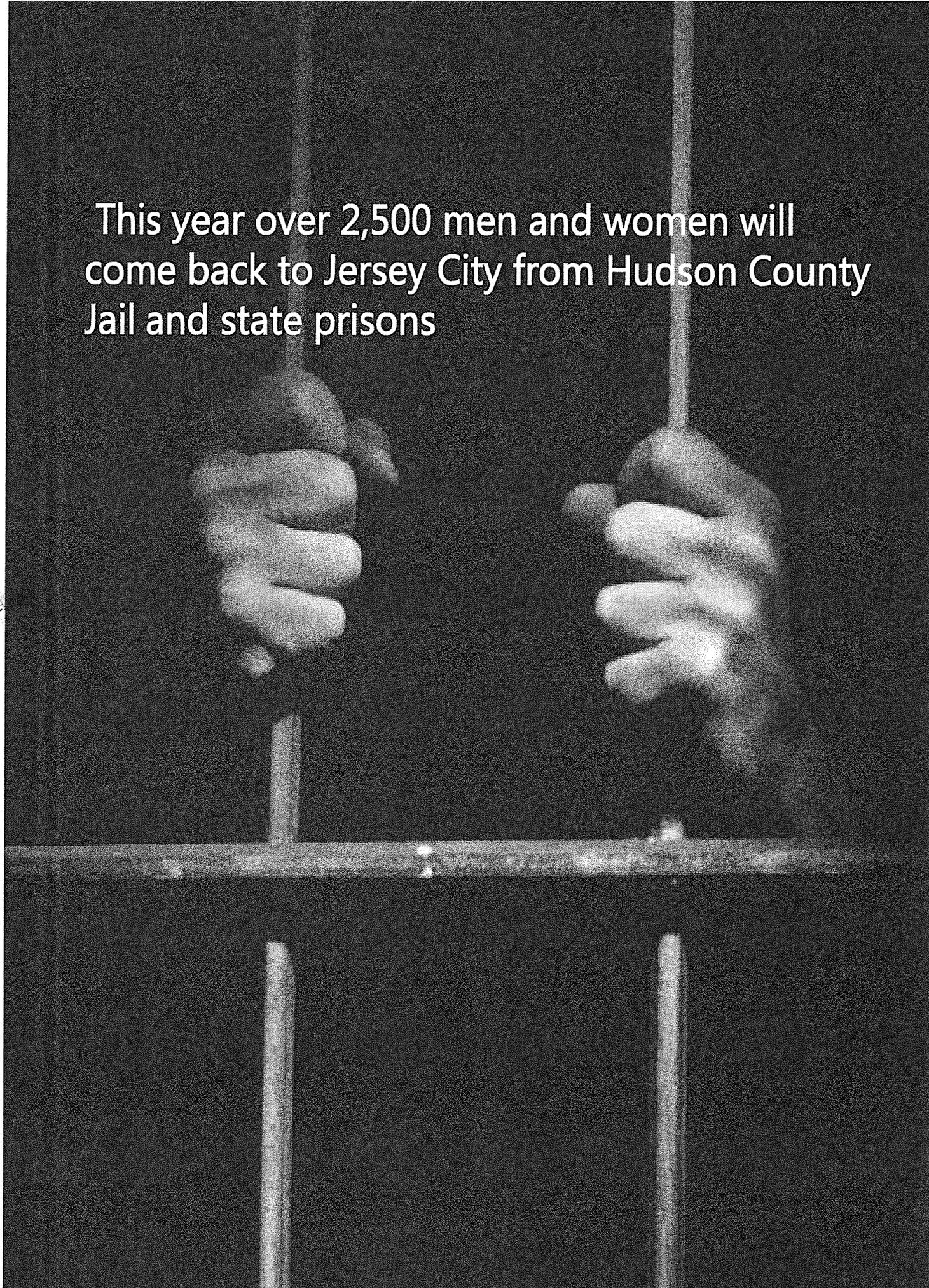
The Jersey City, Hudson County Model of prisoner reentry is based upon the principal of "integrated reintegration." That is, we coordinate those integrated services which foster the healthy rehabilitation of the ex-offender. As approximately 70% of imprisoned persons are addicts, sobriety is the cornerstone of our efforts. As Mayor Steven Fulop has stated, "Without sobriety, a person cannot be a good parent and a responsible employee." Working with Integrity House, Hudson County Correctional Center enrolls offenders into licensed treatment, which utilizes "best practices" to grapple with addiction. Recognizing the intertwined plight of addiction/overdose and incarceration locally, over 2,500 formerly incarcerated persons from state and federal prisons will come home to Jersey City every year. The majority of these ex-offenders are either clinically addicted or have had substantial involvement with the drug culture. Today, tragically statewide the number one cause of death for young Caucasian males is overdose due to opiates (740 persons dying from overdose in 2013), while for African American the number one cause of death is gun violence. Jersey City and Hudson County have prudently embraced the need to provide the ex-offender with addiction treatment, sober structured housing, and training and employment.

After receiving intensive residential therapeutic treatment while behind bars, the offender is then transferred to an Intensive Outpatient Program at Martin's Place in Jersey City. The now ex-offender is also placed by Hudson County into sober, structured housing, where there are strict rules of behavior as well as regular screening for potential drug and alcohol violations. Mindful of the priestly admonition, that "we cannot think our way into

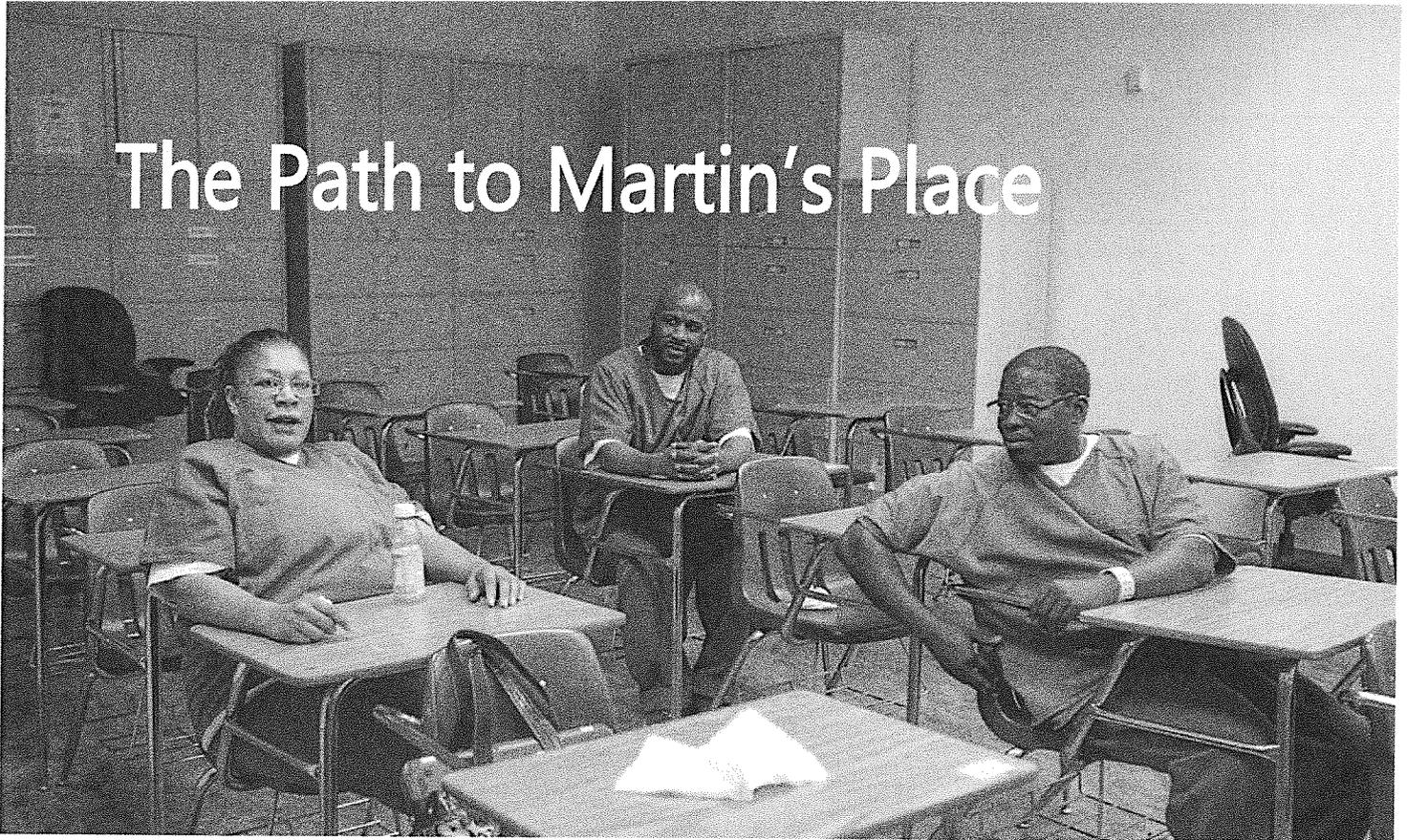
new behaviors, but we can behave our way into new thinking", our shared model works to change the behavior of the ex-offender; thereby changing his or her values. The program's strict accountability and structure, requirement for consistent performance, and promotion of spiritual awakening are critical factors in our success. Indeed, the United States Department of Justice, Bureau of Justice Assistance and the prestigious National Institute of Justice have recognized our efforts "as being at the forefront of the reentry field."

We have seen the results of Mayor Steven Fulop's pledge to assist in the reintegration of ex-offenders by expanding Jersey City Employment and Training Program's mission to provide a full range of reentry services. Working with the vast array of Hudson County services, the Jersey City, Hudson County Reentry Program has provided services to 375 men and women in 2014. With JCETP fully operational, 61% of formerly incarcerated men and women who enrolled in the first six months of the program have secured employment. In support of our employment-based mission, Martin's Place has become a full-service reentry center with training, employment and case management services. Union Carpenters and Laborers, Jersey City Medical Center, and numerous training programs and employers within the hospitality, logistics, and retail industries are examples of our partners who have assisted our clients in fulfilling their aspirations. The dignity of work affords the sober formerly incarcerated person with the opportunity to transcend one's past, particularly when living in healthy, structured housing, which places a premium upon sound spiritual principles.

This year over 2,500 men and women will
come back to Jersey City from Hudson County
Jail and state prisons



The Path to Martin's Place

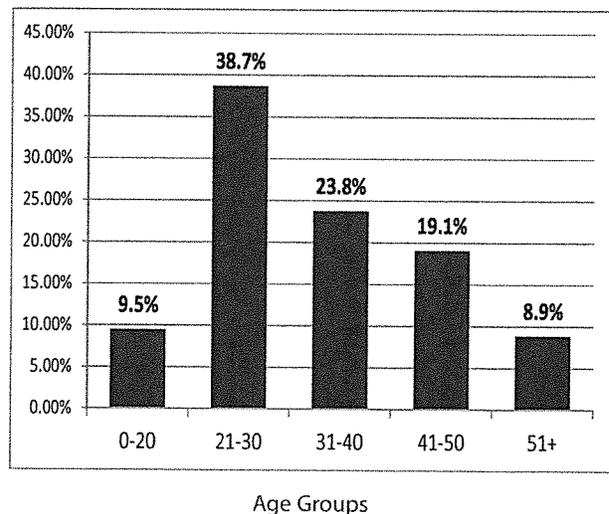


In partnership with the Hudson County Community Reintegration Program (CRP,) Martin's Place has become an integral part of a continuum of pre- and post-incarceration services for Jersey City residents. CRP clients begin their journey with addiction treatment in a therapeutic community inside Hudson County Correctional Center. As they transition home, CRP places them in one of three supportive transitional housing programs where their addiction treatment continues. After observing clients' progression in their reentry process, CRP decides when an individual is ready for employment services at Martin's Place. Although the large majority of our referrals come from CRP, some clients either walk in for assistance or are referred from other sources leading to Martin's Place serving individuals returning not only from the County Jail but also from State prisons, Hudson County Drug Court and U.S. Pretrial Services for the District Court of New Jersey.

In an effort to assist some of the neediest members of our community, we are also partnering with the Hudson County Department of Corrections to increase services to homeless individuals at the County Warming Center that handles overflow from homeless shelters on nights with freezing temperatures. Many individuals who utilize

the Warming Center regularly cycle between homeless shelters and the County jail and require an array of services if they are to have any hope of escaping a life of homelessness and incarceration.

Figure 1. Jail Population by Age (in years)



Data Source: New Jersey Administrative Office of the Courts - County Corrections Information Systems (CCIS) dataset compiled on 10/03/2012 for all NJ jails

Addiction Treatment

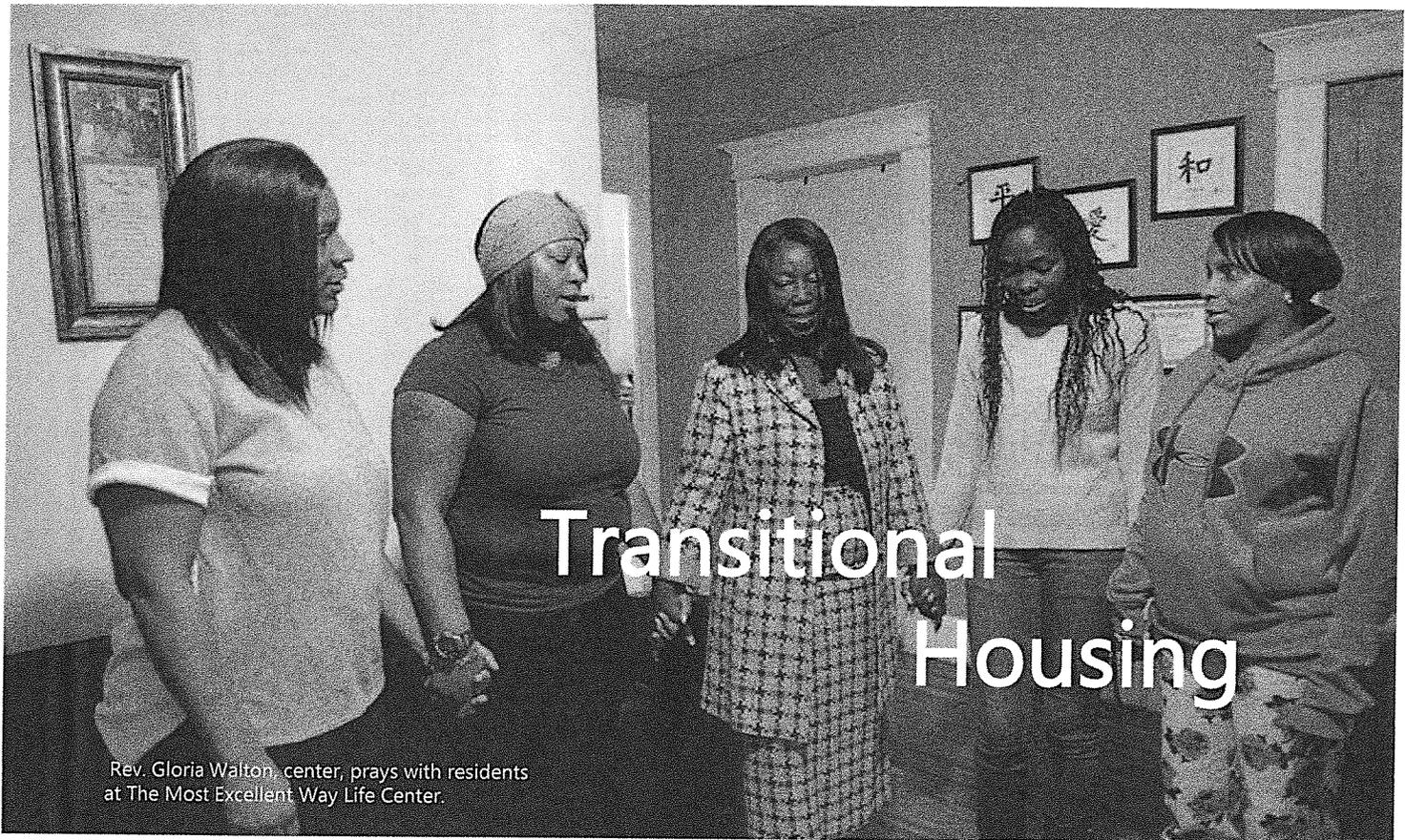
Hudson County Correctional Center Director Oscar Aviles has taken seriously his mission to rehabilitate the men and women who reside in his facility. At the center, one women's and two men's housing tiers have been transformed into licensed therapeutic communities operated by Integrity House. Funding for this substance abuse treatment, which is of a higher level of licensure than available at any other correctional center in the state, is provided entirely from the Inmate Welfare Fund. CRP assesses which individuals are ready for admission into these units through the use of a New Jersey Division of Addiction approved and SAMHSA certified screening tool. CRP also uses the North Pointe Compass screening assessment demonstrated to be valid in determining criminological needs and barriers. CRP Social Rehabilitation Therapists also conduct a clinical interview on each CRP applicant. Individualized treatment plans are developed based on assessment results.

In parallel to the substance abuse treatment they receive from Integrity House, clients have access to physical and mental healthcare from an

outside provider as well as evidence based cognitive behavioral treatment in both group and one on one settings. Reentry services begin immediately after enrollment with a CRP Community Service Worker working with each client to complete an application for public benefits. Through its partnership with the Hudson County Department of Family Services, CRP is able to provide each client with a pre-eligibility decision of what public assistance will be available at the time of release. Having an understanding of what resources are available to each client plays a significant role in treatment planning.

Upon release into the community, CRP ensures every client maintains their connection to addiction treatment with either Integrity House or Khaileidoscope Healthcare. CRP both mandates and monitors regular drug testing and adjusts treatment plans and services accordingly.





Rev. Gloria Walton, center, prays with residents at The Most Excellent Way Life Center.

Transitional Housing

One of the fundamental obstacles to success in the early post-release period can be a return to the same environment that was conducive to criminal activity. For this reason, a key element of CRP's continuum of services is the transitional housing programs that approximately 65 percent of CRP clients enroll in upon release. Through Federal Second Chance Act Funds, CRP provides housing assistance for the initial 90 days of release. When a client's public assistance case is activated, an additional 18 months of housing can be provided through Welfare Emergency Assistance Funds. Unfortunately, New Jersey bans the use of Emergency Assistance for individuals convicted of drug distribution charges. To connect these individuals with the supportive transitional housing they need to maintain sobriety, CRP uses a combination of Second Chance Act, HUD Continuum of Care and Rapid Rehousing funding.

While having a place to live is a critical component of stability, the services that are provided there can be as important as the housing itself. Most Excellent Way and 71 Bostwick housing programs not only offer access to anger management and mental health services, but the

programs are designed to create a community feel that supports clients' healthy emotional development. Residents meet together in weekly house meetings to assign chores and discuss issues within the house. Clients shop as a group (often pooling food stamps) and cook meals together. The Most Excellent Way community also promotes clients' spirituality with prayer circles and weekly group church attendance. This connection to a positive community can help counteract the years of negative influences that most CRP clients have experienced.

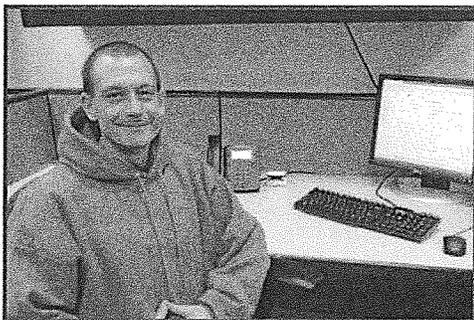
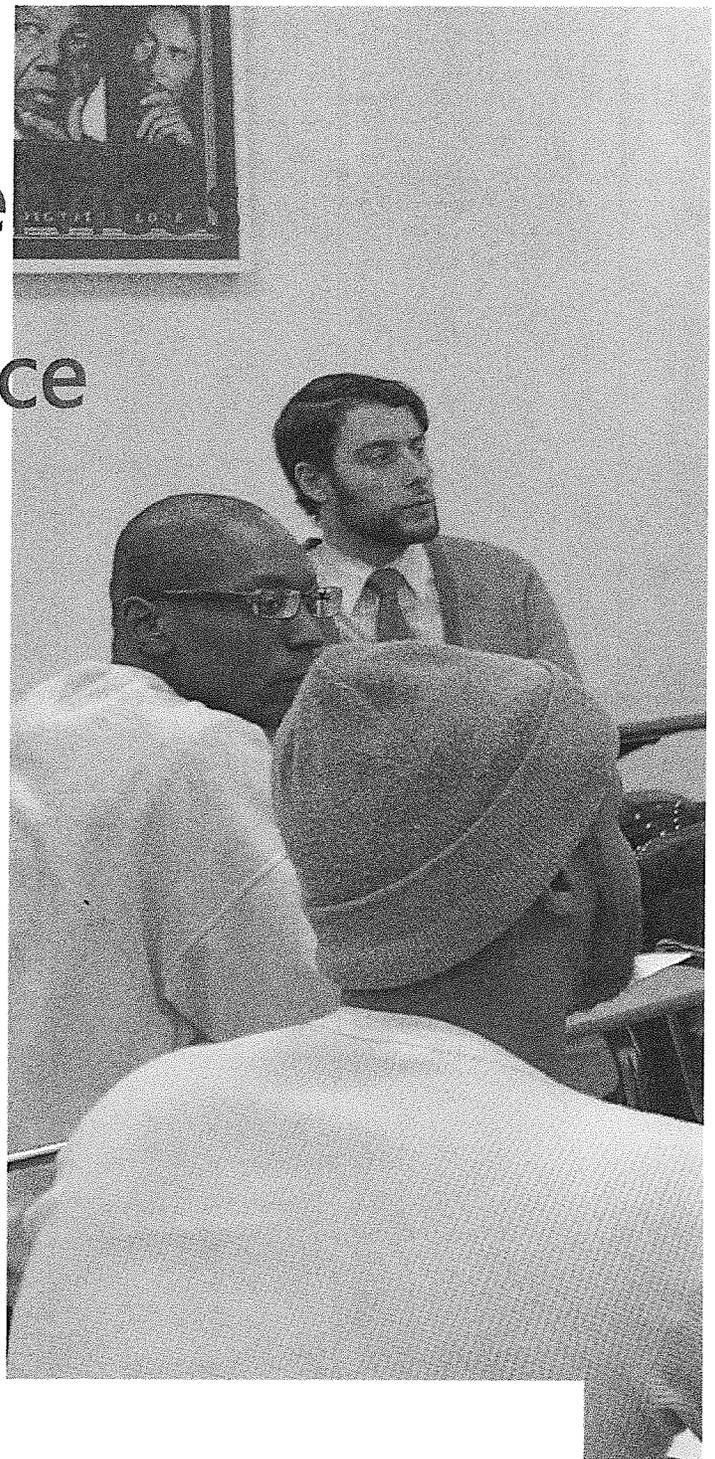
Although supportive transitional housing is a critical step on the path to long-term stability, our goal is for our clients to eventually obtain homes of their own. Through a partnership with the Hudson County Division of Housing and Community Development and Garden State Episcopal CDC, we are able to offer funds for security deposits and up to three months' rent after a client has obtained employment and can afford monthly rental payments. This initial funding not only enables an individual to move into a permanent home, but also creates a cushion of savings to help ease the transition to self-sufficiency.

" Although supportive transitional housing is a critical step on the path to long-term stability, our goal is for our clients to eventually obtain homes of their own"

Employment Search at Martin's Place

When the CRP deems a client has sufficient stability to maintain employment, they are referred to join one of the cohorts that arrive at JCETP every Monday to start our week long workshop curriculum. The purpose of the orientation curriculum is to help individuals learn to effectively search for work, develop an understanding of workplace culture and learn the expectations of employers. To support their subsequent job searches, clients develop resumes, complete several computerized job search workshops, and repeatedly practice interview questions – including the challenge of discussing their incarceration and how they have turned their lives around. During the week we also provide overviews of our goal setting model and substance abuse treatment services.

Clients' reactions to the workshops have been inspiring. We have had many of our cohorts write greeting cards to the following group welcoming them to the program. Cards have repeatedly mentioned the caring nature of the staff, the effective tools they have received and even that this program is fundamentally different from others they have attended. The compassion of our staff matched with the repeated work on job search and interview skills has resulted in clients regularly mentioning that they are so much more confident seeking work on their own after their initial week in the program.



Searching for work online at Martin's Place
(He found a temp job that became permanent.)



Showing off their new resumes!



Sean M.

"I owe them my life."

"The staff here are the very best... they will prepare you for the interview, the job and life itself."

Isaiah G.

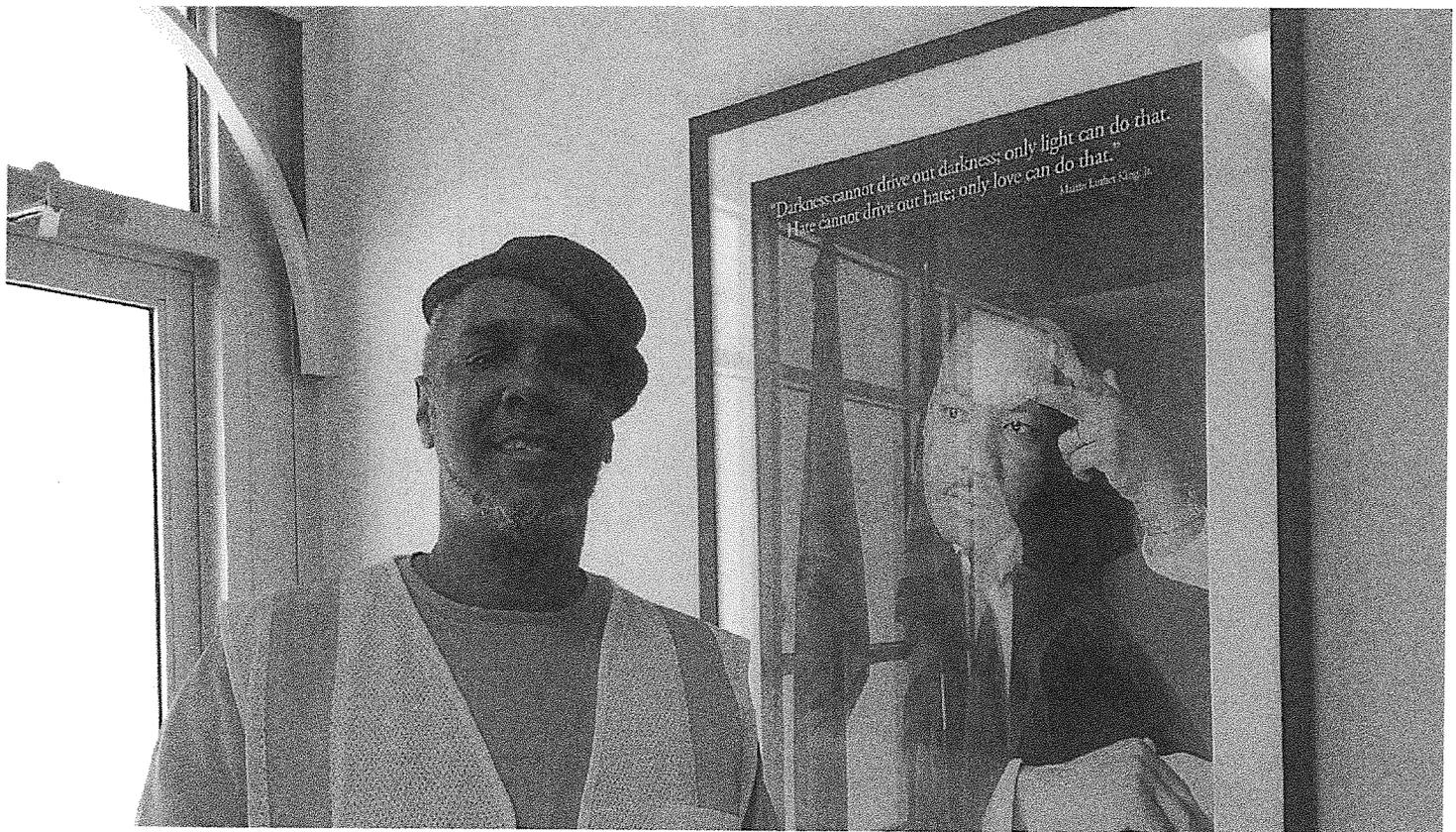
"The program helped me look into myself to see the good and how my life can be better."

Anonymous

"They truly motivated me...and now I have a promising future in the workforce, life and with my family."

"This program took me to the next step and put me in the right direction."

"Thank you all for your great work."



Employment Placement

Following the week of workshops, each participant is matched with an Employment Specialist who helps connect them with job opportunities. As our model focuses on leading individuals to take control of their own job search, meetings with an Employment Specialist begin with a review of what the participant has accomplished in their job search since their previous meeting. If the client has not brought their "job search diary" that outlines their efforts, the meeting begins with the Employment Specialist assisting with the participants online job search. Only then does the Employment Specialist connect the participant with one of our employment leads.

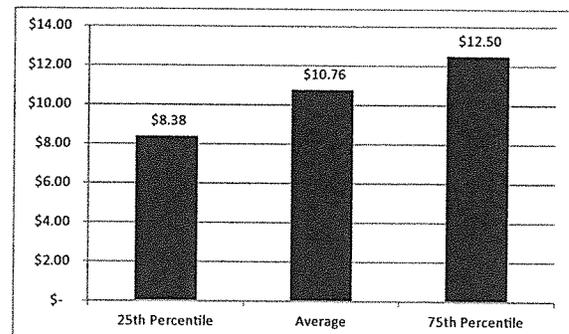
While teaching clients job search skills is critical, we have also worked aggressively to develop partnerships with individual employers and local unions to find "background friendly" positions for our clients. Through these efforts we have created partnerships with the apprenticeship programs of both the Laborers and Carpenters Unions and Jersey City Medical Center – as well as many smaller local employers.

Additionally, through the pressures that Jersey City's local and minority hiring resolution has put

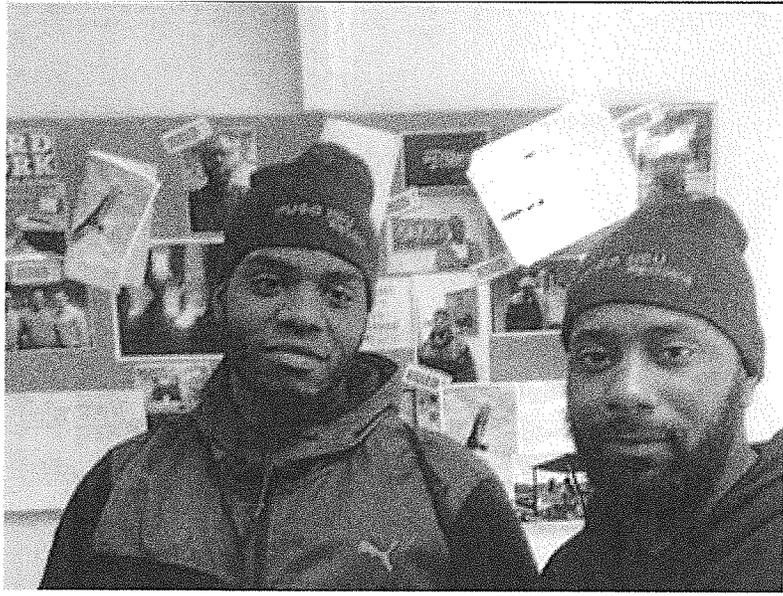
on developers with tax abatements, we have had success placing reentry clients in construction positions in Jersey City as well. Though a partnership with Same Sky America, many of our female clients have also been able to earn income manufacturing jewelry. Revenue from jewelry sales supports these women as well as Same Sky's philanthropic work throughout the world.

In addition to this job search assistance, individual meetings regularly include additional interview preparation. This approach to employment has been highly effective with 61 percent of participants enrolled in the first six months of the program securing employment.

Figure 2. Participants Hourly Wages



Data Source: Martin's Place



Mentoring

Concurrent to their work with an Employment Specialist, each client is matched with a Case Manager/Mentor who helps the client set and move toward goals not only in employment, but also in areas including education, spirituality, family/relationships, health/physical fitness, and community involvement. Mentors help individuals transform their vague desires into measurable objectives and lead them to take the actions necessary to achieve these goals. One of the key features of our goal setting model is an effort to help clients break down large goals into segments that can be met within a month's time so they quickly can feel the rush of success that comes from achieving a self-defined objective. Examples of short-term goals our clients have achieved include:

Goals that mentors have led clients to achieve

Employment

- Pass the laborers apprenticeship test
- Work with math tutor to study for the Carpenters' Union test
- Obtain a driver's license
- Arrange ride with Director of transitional housing program to apply for a dishwasher position

Education

- Enroll in a GED Program
- Obtain a Library Card

Spirituality

- Attend church for two straight Sundays
- Read the bible for ten minutes, three nights a week for three weeks straight

Family

- Contact my brother who I have not seen in months
- Help my niece with her homework on three different days

Community Involvement

- Volunteer at my block association picnic
- Clean the wall at my transitional housing program

Health/Fitness

- Contact my doctor about my X-ray results
- Walk five miles twice a week for three weeks

COACH



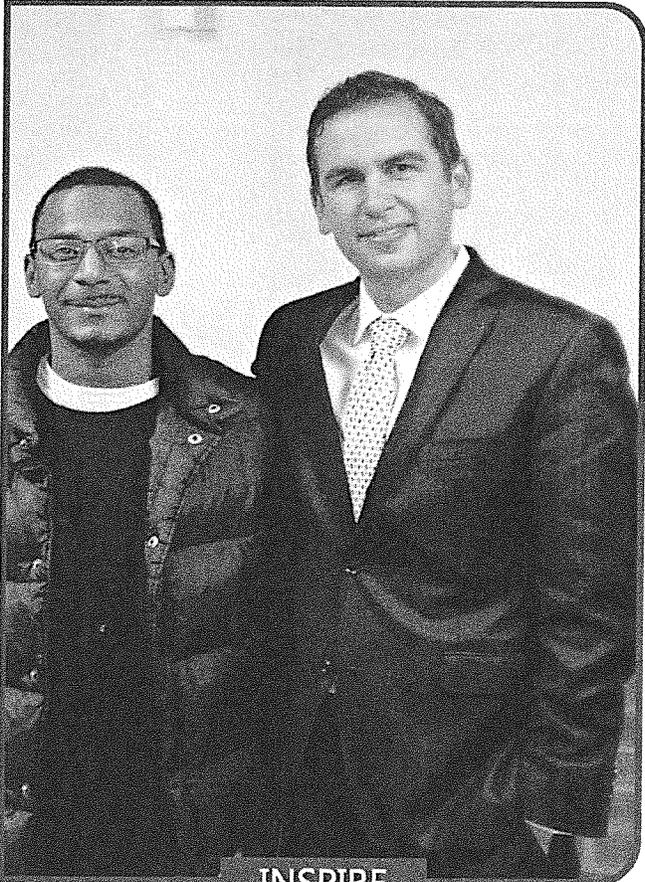
SUPPORT



MOTIVATE



HELP

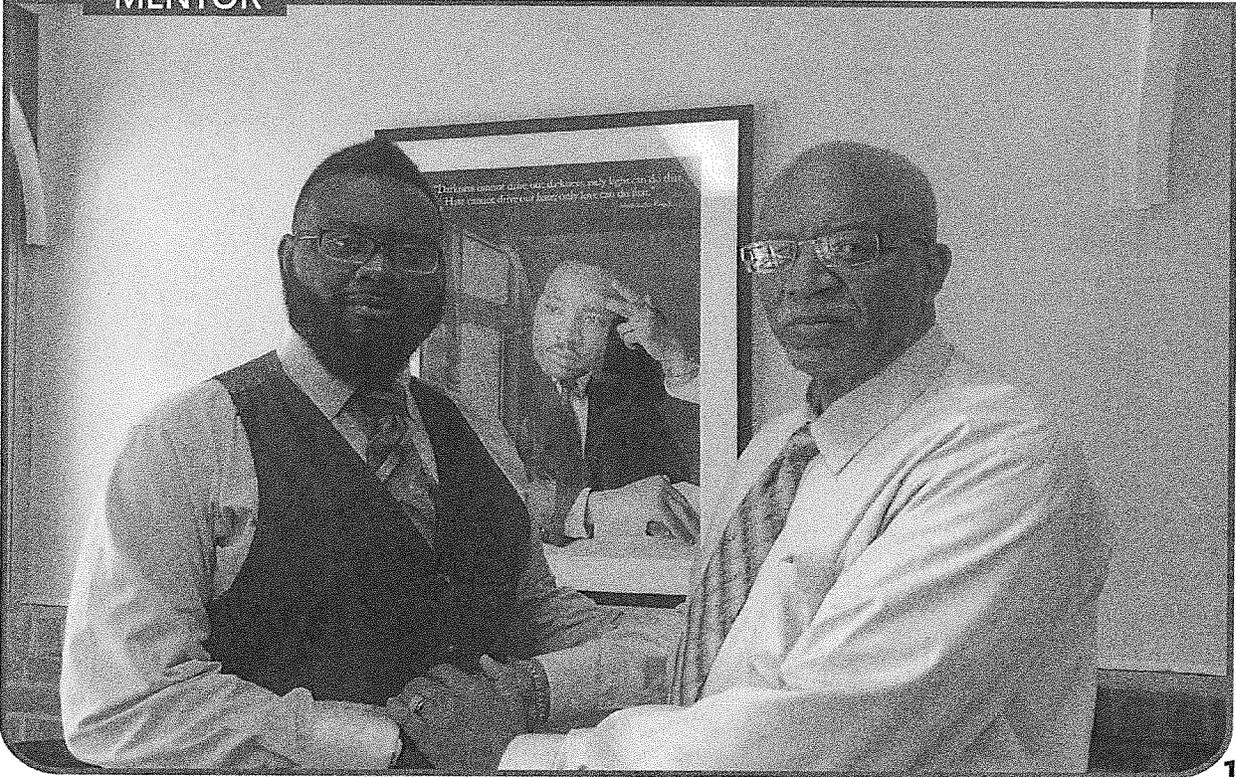


ACHIEVE



INSPIRE

MENTOR



Onsite Social Services

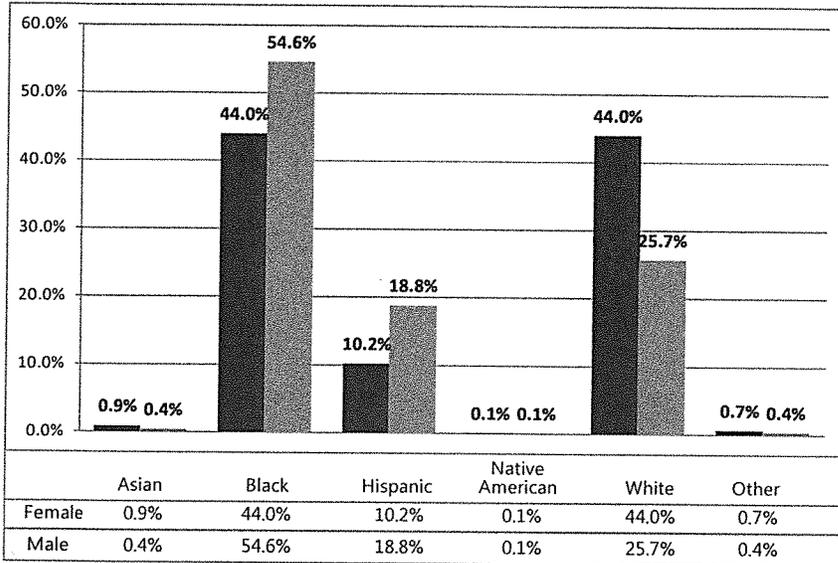
One of our primary visions for Martin's Place has been of a one stop reentry center that provides a range of reentry services under one roof. The facility is licensed so Integrity House is able to provide intensive outpatient Level 2 DMHAS certified treatment three days every week. Additionally, we have a CRP employee visit Martin's Place every Thursday to work with program clients they have not specifically referred. CRP offers housing assistance; provides advocacy with parole and probation; and connects individuals

with public benefits, substance abuse treatment and physical and mental healthcare. For clients with legal needs, we partner with the New Jersey State Bar Association's Young Lawyers Division so we can offer assistance with expungements, child support issues, driver's license suspensions and other civil and criminal issues. In addition to the services we provide through multiple partnerships, our Case Managers help clients obtain identification, connect with food pantries, secure work clothing and access healthcare services.



Statistics and Demographics

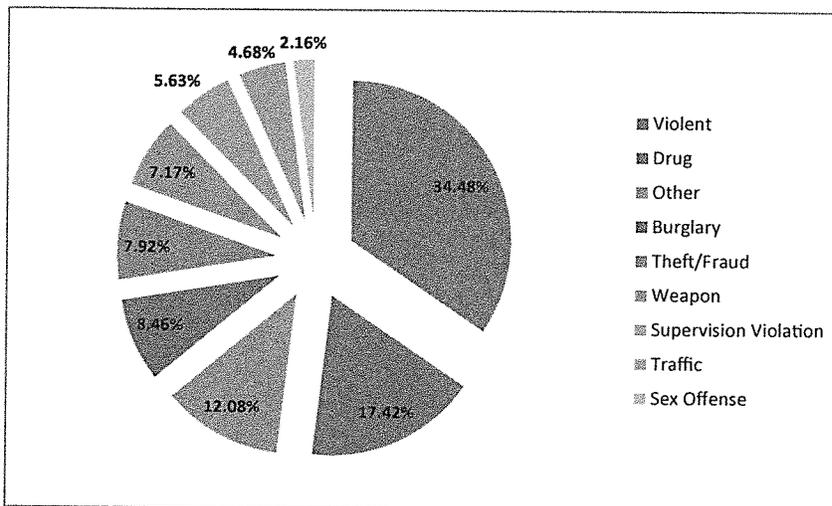
Figure 3. New Jersey Jail Population by Gender and Race/Ethnicity



Data Source: New Jersey Administrative Office of the Courts - County Corrections Information Systems (CCIS) dataset compiled 10/03/12

Seventy-one percent of inmates were reported as either Black or Hispanic. Figure 2 delineates the inmate population by gender and race/ ethnicity.

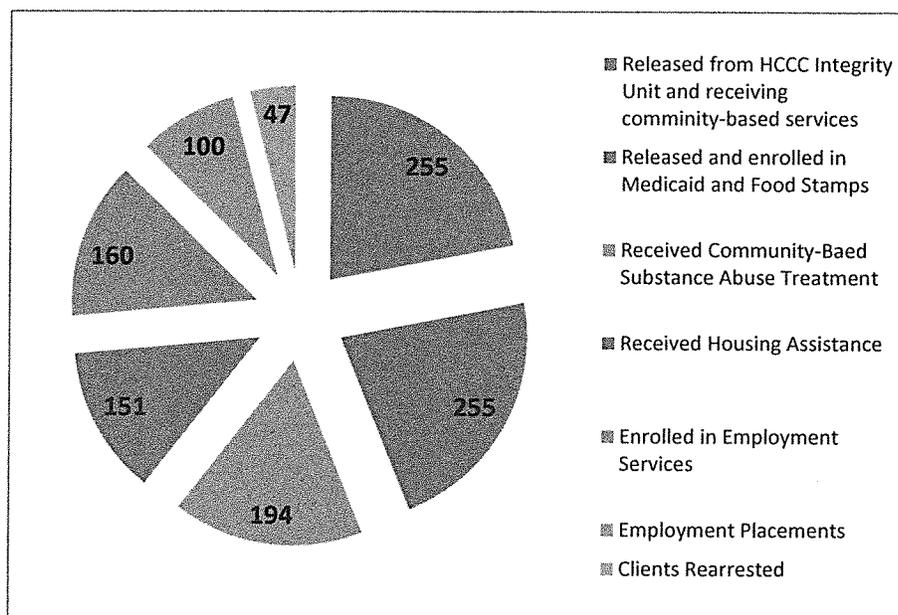
Figure 4. Primary Charge Category



Data Source: New Jersey Administrative Office of the Courts - County Corrections Information Systems (CCIS) dataset compiled 10/03/12 for all NJ jails

Of those inmates in custody in 2012, more than half of all inmates had primary charges that are considered non-violent such as drug, theft/fraud and traffic. Figure 4 provides the primary charge category in percentage of total population.

Figure5. Hudson County/Jersey City Number of Clients Served in 2014



Median Age: 37 • Male: 91% • African American: 68%

Program Partnerships

The broad range of services provided at Martin's Place are complemented by a host of community partners that provide services to individual clients, help us advocate for critical changes in legislation and public policy, and participate in our reentry task force. In addition to the multiple public private entities already mentioned in this report, we have forged relationships with numerous organizations including:

Applied Housing Companies
 Assurance Wireless
 Catholic Charities
 Community Solutions
 Fountain of Salvation Church
 Hudson County Department of Health and Human Services
 Hudson County Law Department
 Hudson County Office of the Public Defenders
 Hudson County Prosecutor's Office
 Hudson County Schools of Technology
 Hudson County Superior Court
 Jersey City Medical Center
 Jersey City Police Department
 Jersey City Ties
 Kenmare/York Street Project
 Khaleidoscope Healthcare

National Career Institute
 New Jersey City University
 New Jersey Division of Youth and Family Services
 New Jersey State Department of Labor
 North Hudson Community Action Corporation
 Rising Tide Capital
 Rutgers University
 S&E Scaffolding
 Self Help - Collaborative Support Programs of New Jersey
 Soxcess
 St. Mary's Hospital
 Suits For Success
 The Archdiocese of Newark
 US Attorney's Office - District of New Jersey
 Walder Hayden P.A.
 Williams Law Group

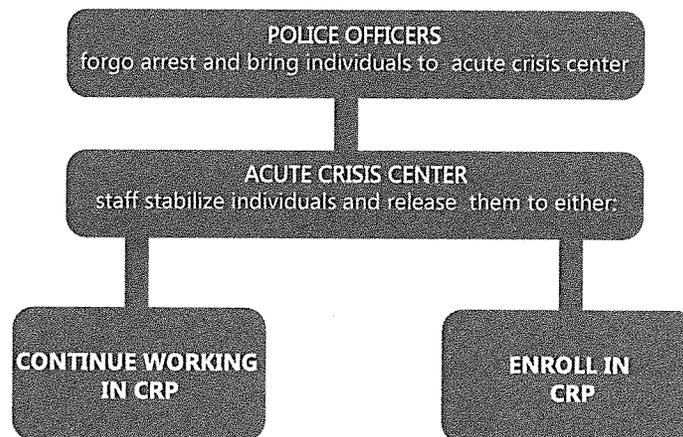


The Next Step for Hudson County

This innovative continuum of pre and post-release services has proven effective in randomized controlled studies conducted by the USDOJ. The control group experienced a 53% recidivism rate, while the number was reduced to 38% for individuals assigned to the treatment units. Although these statistics validate the effectiveness of this model, a deeper examination of individual pathways to stability illuminates an opportunity for improvement. Even successful journeys to sobriety often include one or even multiple relapses, which regularly include arrests for relatively minor property or behavioral crimes. Even minor arrests for individuals on probation or parole include

reincarceration, which can effectively reverse any progress that has been made. Our goal is to enhance the Jersey City/Hudson County model to include a diversionary intervention at the point of arrest. In this model, police officers would have the discretion to forgo arrest and bring individuals to an acute crisis center, a secure facility with 24 hour medical care and substance abuse treatment. When crisis center staff deem that an individual is sufficiently stabilized, the client will be released to either continue to work in CRP, if they were previously a CRP client, or enrolled in the program if they were not.

HUDSON COUNTY / JERSEY CITY DIVERSIONARY INTERVENTION MODEL FOR MINOR ARRESTS



Replicating the Model

Jersey City and Hudson County's success in cracking the code of prisoner reentry has obvious implications throughout New Jersey. Through a grant from the Department of Community Affairs, JCETP has created, New Jersey Reentry Corporation, a nonprofit corporation that will help other municipalities replicate this model with their reentry population. Board members of the corporation include former governors Brendan Byrne, Thomas Kean, James Florio, Christine Todd Whitman, Jim McGreevey, and Jon Corzine. The plan is for the corporation to provide technical assistance to help local departments of corrections utilize inmate welfare funds and partner with a substance abuse treatment provider to create a therapeutic community in their jail. For the housing component, the corporation will help counties create a separate reentry unit in their welfare department to utilize Emergency Assistance funds to finance a transitional housing community. We will also

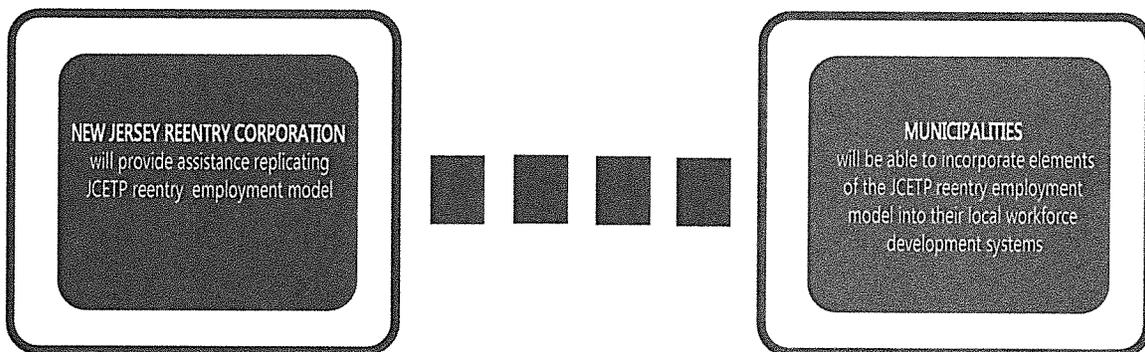


NEW JERSEY REENTRY, A NONPROFIT CORPORATION

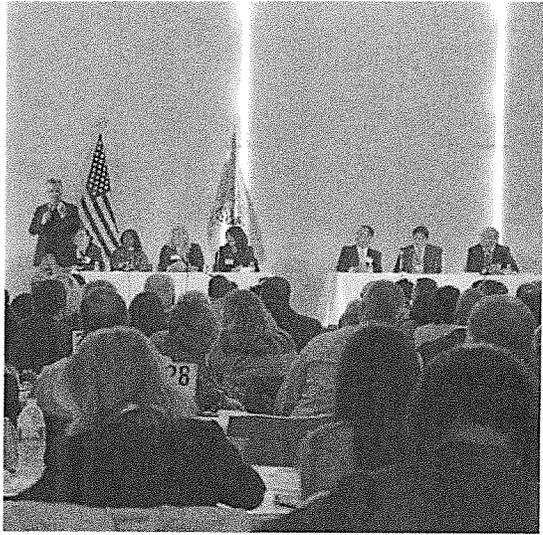
Integrated Reintegration

offer technical assistance so that municipalities can incorporate elements of the JCETP reentry employment model into their local workforce development system. New Jersey Reentry is already in active discussions with Paterson, Newark, Toms River, Atlantic City and Trenton to help them develop these systems.

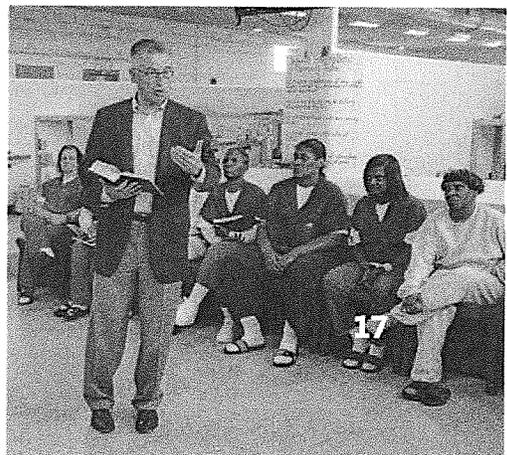
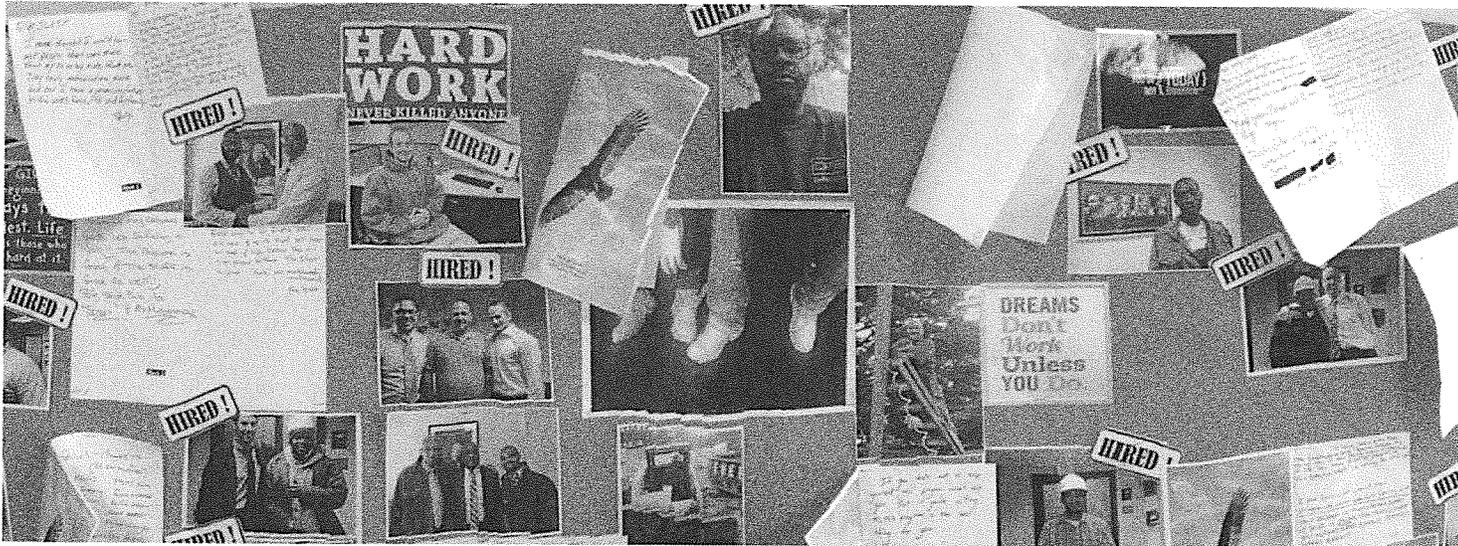
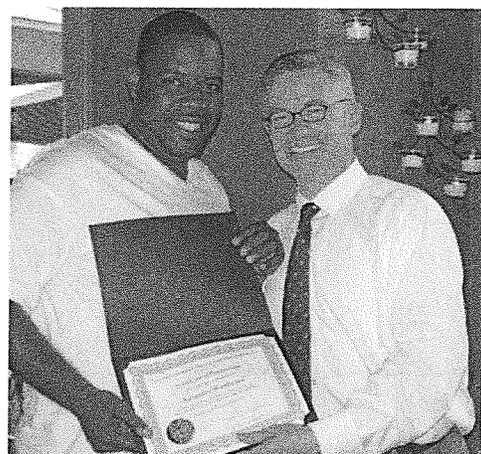
To support both local efforts and the work of New Jersey Reentry, JCETP has formed a research partnership with Rutgers University School of Criminal Justice. Our agreement calls for Rutgers to explore the Jersey City/Hudson County Model to see which elements of this partnership should become a national best practice and also for which subpopulations it is working best. This evaluation will help with the ongoing development of both the JCETP and County portions of the program and improve the effectiveness of the collaboration between each element of the partnership.



Mayor Fulop's pledge to help some of our most vulnerable neighbors build stable lives after incarceration has been realized through this partnership between JCETP and the Hudson County Community Reintegration Program. While this year-end review describes the programming that has resulted from the Mayor's vision, the power of these services cannot be fully grasped without meeting our participants and seeing their profound connection to the staff who deliver these interventions. This report should be viewed in the context of those individual lives and their families who may never consider the systems behind the miraculous transformations their loved ones have experienced.



Thank you
for supporting us
this past year!



Martin's Place

Jersey City Employment and Training Prog

