

2014 Program Report Card: Alternative in the Community - Employment Services (Judicial Branch)

Quality of Life Result: All Connecticut working age residents have jobs that provide financial self-sufficiency.

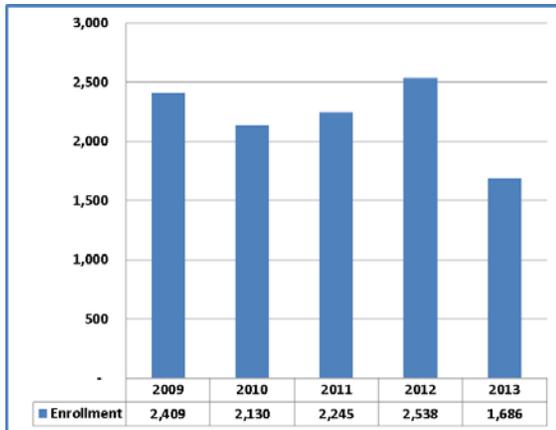
Contribution to the Result: To reduce offender long-term recidivism by introducing and developing the skills necessary for clients to both obtain and retain employment. Employment provides pro-social and structured activity that reduces offender risk of recidivism. The employment program teaches the clients how to be a productive employee by introducing key concepts crucial to meeting the employer's needs and encouraging career growth.

Program Expenditures	State Funding	Federal Funding	Other Funding	Total Funding
Actual FY 13	\$1,500,000	\$0	\$0	\$1,500,000
Estimated FY 14	\$1,500,000	\$0	\$0	\$1,500,000

(Employment Services is one of many services offered at the Alternative in the Community. The total estimated FY14 AIC funding, as determined by the Judicial Branch, is \$18,529,313)

Partners: Private non-profit providers, Criminal Justice officials, Businesses, Department of Labor and associated local programs, Families, Education providers

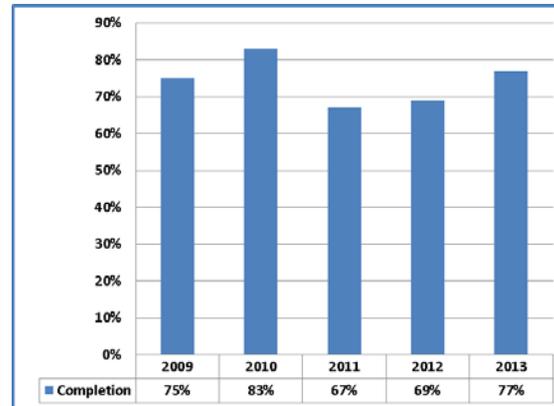
How Much Did We Do? Number Enrolled in Employment Services 2009-2013



Story behind the baseline: The number of persons referred for employment services at the AIC remained steady from FY09 through FY11. In 2012 the number jumped to a 4 year high for referrals. This increase was due to a policy change within CSSD mandating that probation officers refer all unemployed clients to employment services when all other mitigating factors that act as a barrier to employment have been addressed. A decline in 2013 enrollment will lead to further scrutiny of the employment referral process.

Trend: ▼

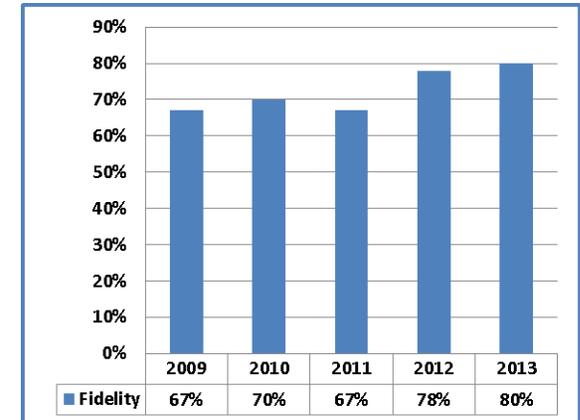
How Well Did We Do It? Percent Completing Employment Services Group, 2009-2013



Story behind the baseline: The percentage of clients completing the employment curriculum declined in 2011. This shift was attributed to adoption of an enhanced nine session curriculum from the previous four session curriculum. The enhanced employment group was designed to provide clients with the skills to be more marketable in their job search and promote job retention. Completion Rates improved in both 2012 and 2013, ending with a 77% completion rate in 2013 which exceeds the 75% goal.

Trend: ▲

How Well Did We Do It? Provider Proficiency (Quality Assurance), 2009-2013



Story behind the baseline: This performance measure measures staff's ability to deliver the employment services curriculum with fidelity to the curriculum as well as the staff's ability to motivate clients. Research has demonstrated that delivering group interventions with a high proficiency results in better outcomes. In 2013, the 80% goal was achieved for the first time. This is largely due to staff becoming increasingly skilled with the new employment curriculum that was created and implemented during 2010.

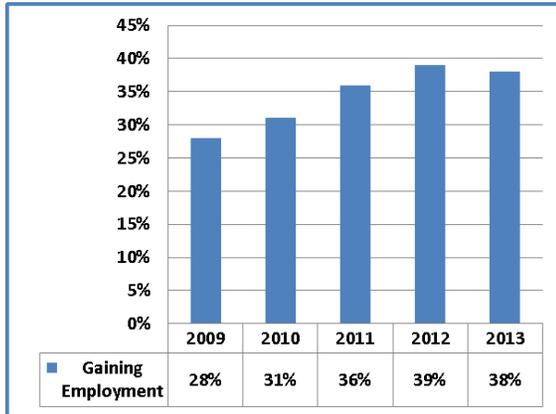
Trend: ▲

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Is Anyone Better Off?

Percent of Employment Services Group Completers Gaining Employment, 2009-2013

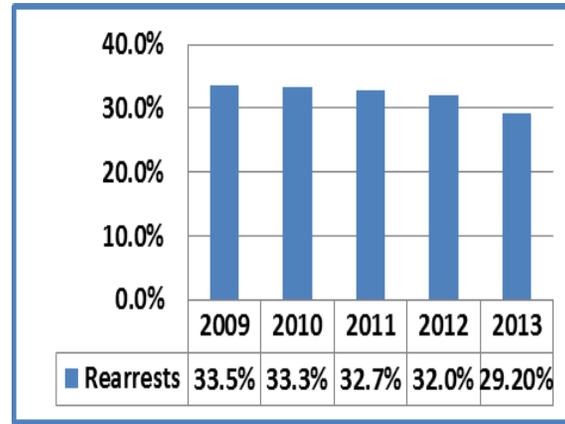


Story behind the baseline: This performance measure examines the rates at which clients that participate in Employment Services obtain employment prior to discharge from the AIC. Despite the economic downturn this measure continuously improved from 2009 through 2012. While the ambitious goal of 50% has not yet been achieved, 2013 performance reached the second highest level (38%) in the past five years, down 1% from 2012 numbers.

Trend: ◀▶

Is Anyone Better Off?

12-month Rearrest Rate for Completers 2009-2013



Story behind the baseline: This performance measure examines the rate at which clients who complete AIC services are re-arrested within 12 months of discharge. In the past five years, there has been a downward trend in re-arrest of AIC completers, with a modest reduction each year. A more significant drop was realized in 2013 when rearrest rates dropped 2.8% to 29.2%. Fewer AIC participants being rearrested directly affect community safety.

Trend: ▲

Proposed Actions to Turn the Curve: No-Cost/Low-Cost Actions

- Review individual AIC program employment initiatives and job development practices;
- Monitor the implementation of the new Job Development training within the AIC network
- Enhance involvement with local and statewide training and vocation education opportunities
- Reallocate AIC resources so every AIC program has a dedicated job developer who can focus on engaging the local employment community in developing pathways to employment for AIC clients
- Develop client internship possibilities with area employers that allow AIC clients opportunities to develop skills and gain experience while job searching
- Initiate a Youthful Offender pilot program that will focus on young adult males ages 18-24 for more intensive services including a teaming approach between probation officers and contracted providers;

Data Development Agenda:

- Continue to collaborate with the Department of Labor to establish a data exchange protocol for tracking longer-term employment retention and average earnings, with a potential comparison to the Connecticut Self-Sufficiency standard