

Status Report on Offender Transitional and Re-entry Services

*Office of the Secretary of Public Safety
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Executive Summary

The Status Report on Offender Transitional and Re-entry Services has been prepared in compliance with Item 370, Paragraph B of the 2010 Appropriation Act (Chapter 874, 2010 Acts of Assembly), which requires the Secretary of Public Safety to provide a status report on actions taken to improve offender transitional and re-entry services, as provided in §2.2-221.1 of the *Code of Virginia*. Information about the re-entry-related efforts of over 20 state agencies has been compiled in this status report.

A system-wide approach to re-entry, such as Governor Robert F. McDonnell's Re-entry Initiative in Virginia, has the potential to reduce recidivism and victimization. These criminal justice outcomes can result in enhanced public safety and savings associated with fewer offenders returning to the criminal justice system. Core re-entry targets for former offenders, such as obtaining and maintaining employment, education, stable housing, and prosocial family and community ties, are associated with this substantial and complex effort. As a result, the Commonwealth's Re-entry Initiative, which facilitates the development of a statewide system for re-entry planning and service delivery, is Virginia's primary strategy for making communities safer. Throughout his term, Governor Robert F. McDonnell has continually challenged all state agencies to work towards this mission of enhancing public safety by building and strengthening partnerships and engaging in collaborative and innovative efforts at the state and local level. Each year state agencies continue to rise to this challenge, working together to facilitate effective re-entry planning at every stage of the criminal justice process from sentencing to post-release.

State agencies have invested substantial time and effort in updating practices and implementing programs that promote positive re-entry outcomes. The Virginia Department of Corrections (DOC) and Department of Juvenile Justice (DJJ) in cooperation with other stakeholders and agencies including the Virginia Department of Health, the Department of Veterans Services, and the Department of Behavioral Health and Developmental Services have identified correctional populations with unique challenges and needs. These populations include female offenders, identified gang members, and HIV-infected offenders, and veterans involved in the criminal justice system. These inter-agency

partnerships have facilitated the development and implementation of strategies for addressing the re-entry needs of these populations. In addition to these efforts that promote equity in service delivery, other strategies that agencies have employed over the last year to promote re-entry include the following: implementing evidence-based programming and transitional services, increasing access to treatment and programs that reduce offenders' risk of recidivism, improving the coordination and quality of service delivery, enhancing information sharing between agencies and re-entry stakeholders through the use of technology, collaboratively facilitating individualized release planning, and identifying and removing policy-gaps and other barriers to re-entry.

Service-level gaps and barriers still exist due to the limited availability of funding, public sentiment towards former offenders, restrictive policies, and crime barrier laws. However, collaboration, which is the cornerstone of the Governor's Re-entry Initiative, has helped agencies minimize these obstacles by encouraging innovation, interagency problem-solving, and outreach efforts to identify and make efficient use of untapped or underutilized resources. The number of re-entry stakeholders has increased substantially over the years as local and state agencies and re-entry councils engage in community outreach. State agencies continue to work together alongside local community agencies and organizations including businesses, hospitals, colleges, courts, law enforcement agencies, faith-based groups, and non-profit organizations to strengthen re-entry assets. These innovative partnerships are central to the approaches taken by the Virginia Prisoner and Juvenile Offender Re-entry Council and the Virginia Community Re-entry Initiative, which provide a model of collaboration replicated throughout the Commonwealth. The Statewide Re-Entry Conference, Cross Systems Mapping Workshops, and inter-agency training efforts (e.g., the statewide crisis intervention team training) provide additional opportunities for community outreach, networking, and collaborative problem-solving. Other collaborative efforts have resulted in the development of programs, often supported by grant funding and community partners, that strive to achieve a continuity of care between incarceration and reintegration into the community. Some of these programs and initiatives spearheaded by the DOC and DJJ have resulted in additional adult and juvenile offenders being enrolled in academic and vocational programs, improved educational planning, and increased

opportunities for offenders to receive job certifications and work experience prior to release. The Divisions of Education within these Departments have made substantial efforts within the past year to increase program capacity, seek out alternate funding sources, provide additional instruction, and make tuition more affordable for students. Other programs supported by partnerships between agencies have resulted in revisions to policies, procedures, and programming that help offenders secure forms of identification and apply for benefits prior to release. These efforts in addition to the valuable transitional services provided by community corrections, social services, and local treatment and service providers facilitate a coordinated system of statewide re-entry. A more detailed explanation of the programs and initiatives cited above as well as new partnerships and efforts implemented within the last year is provided in the body of the report.

Introduction: Re-entry in Virginia 2011

One of the top priorities of Governor McDonnell's Administration is public safety. The mission of the Office of the Secretary of Public Safety and the state agencies it oversees remains the same: to promote a secure Virginia by confronting challenges associated with ensuring the public safety of the Commonwealth. The approach employed by this Administration has produced innovative, research-driven strategies for addressing this challenge. Reductions in recidivism can be facilitated by preparing offenders for re-entry and connecting them with needed services in the community following release. Approximately 95% of the incarcerated population will be released at some point¹. This statistic highlights the critical nature of adopting an effective statewide re-entry initiative. By translating research into policy and practice and fostering collaborative partnerships with criminal justice and community stakeholders, successful offender re-entry can reduce victimization, make Virginia communities safer, and cut costs for state and local governments.

Following release from incarceration, many offenders face unique challenges associated with adjusting to non-institutionalized life outside of prison. These challenges, which include difficulties overcoming the negative stigma associated with having a criminal record, and obtaining housing, employment, public assistance, and prosocial support, may contribute to higher crime rates accompanying mass re-entry². This significant, positive correlation between crime rates and re-entry has been called the "reverse incapacitation effect³." Research has demonstrated that incarceration may have a criminogenic effect, suggesting that former inmates may be more likely to commit new crimes following release than had they never served time in prison. Given the potential criminogenic impact of incarceration, the vast majority of inmates that will eventually be released, and the

¹ Hughes, T. & D.J. Wilson. Re-entry Trends in the United States. Washington, D.C.: U.S. Department of Justice, Bureau of Justice Assistance, 2002. bjs.ojp.usdoj.gov/content/pub/pdf/re-entry.pdf.

² DeFina, R. & Hannon, L. (2010). For incapacitation, there is no time like the present: the lagged effects of prisoner re-entry on property and crime rates. *Social Science Research*, 39, 1004-1014.

³ Raphael, S., Stoll, M., 2004. The effect of prison releases on regional crime rates. *Brookings-Wharton Papers on Urban Affairs* 2004, 207-256.

difficulties associated with reintegrating into the community, prisoner re-entry is one of the central social problems that today's communities face.

“Re-entry is a term used to describe programs and services designed to help former prisoners successfully reintegrate into communities following their release from jails and prisons and to address the multiple problems that they experience,” (Wheeler & Patterson, 2008, p. 145). Examples of these programs and services include job training, transitional housing services, mentoring, substance abuse programs, mental and physical health services, educational programs, pre-release programs, and other transitional services. Evidence-based re-entry programs that attempt to address offenders' criminogenic needs or provide other transitional and support services can create opportunities for change and crime-free reintegration. Therefore, re-entry not only can prevent incarceration from “making inmates better criminals”, it also can encourage desistance from criminal behavior by giving inmates the opportunities and skills to undergo substantial prosocial change.

The re-entry process includes a series of events that begin at sentencing and end when an offender safely and successfully reintegrates into the community. Effective re-entry emphasizes the importance of connecting offenders with services that encourage them to desist from criminal activity and become productive members of the community. Due to the complexity and array of issues that offenders face upon release, researchers and experts emphasize the importance of providing a continuity of care throughout each stage of the re-entry process⁴ (Harwell, 2005). Providing this level of integrated care requires building strong partnerships with stakeholders who commit to a shared mission of re-entry, implementing a systematic approach, committing resources to support effective programming and services, making needed policy change to remove barriers to re-entry, and continually engaging in collaborative efforts to close gaps in the system and make efficient use of limited resources.

⁴ Hartwell, S. (2005, August 12). *The organizational response to the community re-entry of ex-inmates with psychiatric disabilities*. Paper presented at the American Sociological Association Annual Meeting, Philadelphia.

The Need for Re-entry

Federal, state, and local re-entry initiatives have been developed to respond to the large number of prisoners released each year and substantial evidence that connecting offenders with needed services can ultimately reduce recidivism. In Virginia, 11,585 state responsible offenders were released from prison and 568 were released from juvenile correctional centers in FY2012. Average total length of stay for all offenders released from state responsible incarceration including state responsible offenders released from jails was 41.8 months in FY2012, a decrease of 3.7 months from the previous year. For offenders committed to DJJ, the average actual length of stay was 18.7 months in FY2012⁵. Since length of time spent incarcerated is negatively correlated with desistance from crime⁶, it is imperative that criminal justice agencies with the assistance of other agencies and community partners implement a research-based re-entry initiative that matches offenders with treatment and services that will ultimately prepare them for release and increase their likelihood of success in the community. With programming based on cognitive behavioral principles, individualized re-entry planning and preparation, and a network of interagency and community partners as the foundation of the re-entry initiative in Virginia, the Commonwealth could experience a drop in its already low three year re-incarceration rate of 26.1% among state responsible, adult offenders.

State Re-entry Initiatives: Virginia's Efforts to Improve Prisoner Re-entry in 2012

Implementing an effective statewide re-entry initiative is a challenging and rewarding undertaking. The current focus on prisoner re-entry in Virginia is unprecedented. Successful re-entry is no longer just a criminal justice issue. The numerous stages of the re-entry process, which involve different agencies and stakeholders at each key decision point, the high percentage of incarcerated offenders that will eventually be

⁵ In FY2012, the average actual lengths of stay for juveniles in JCCs were 15.1 months for indeterminate commitments, 31.4 months for determinate commitments, and 35.8 months for blended sentence commitments. For juveniles with multiple commitment types, the type with the longest assigned length of stay was selected. If all commitment types are considered together, the average actual length of stay is 18.7 months.

⁶ Gendreau, P., Goggin, C., & Cullen, F. (1999). The effects of prison sentences on recidivism. A report to the Corrections Research and Development and Aboriginal Policy Branch, Solicitor General of Canada. Ottawa, Ontario: Public Works & Government Services Canada.

released, the unique needs of each offender, and barriers associated with policies, funding, limited resources, and the public perception of returning offenders highlight the complexity of this public safety initiative. State agencies have collaborated with community partners and made it their business to dedicate time and resources to ensuring offenders preparing for release from incarceration have the tools they need to be successful in the community.

To implement a successful re-entry initiative, the Commonwealth of Virginia has turned to a growing body of research that identifies impediments to the successful transition from incarceration to the community. In Virginia, Governor Robert F. McDonnell signed Executive Order No. 11 in May of 2010. This Executive Order established the Virginia Prisoner and Juvenile Offender Re-entry Council, which operates under the direction of the Secretary of Public Safety, Marla Graff Decker. The duties of the Re-entry Council include making recommendations to support and improve Virginia's Re-entry Initiative by identifying barriers to re-entry and collaborative strategies for overcoming those barriers. The Re-entry Council is comprised of stakeholders from a number of Secretariats in the Governor's Cabinet, as well as representatives of multiple agencies under each Secretary and members of faith-based communities, non-profit organizations, former offenders, and victims' associations. The Re-entry Council designated three focus area committees to address the unique needs of special offender populations. The focus area committees (the Juvenile Re-entry Committee, the Women's Re-entry Committee, and the Veterans' Re-entry Committee) address problems and issues that these special populations face during re-entry. Several workgroups were also established to address specific and critical components of the re-entry process such as employment, education, housing, family reintegration, mental health and substance abuse services, and offender re-entry preparation. A local and regional jails workgroup was also convened to enhance the implementation of the Re-entry Council's recommendations related to service delivery faced by local and regional jails.

The Prisoner and Juvenile Re-entry Council initiated a process in 2010 to capture re-entry-related initiatives and strategies within each state agency. This process involves

giving state agencies an opportunity to describe their initiatives and efforts that have promoted offender re-entry within the past year. The *Prisoner and Juvenile Re-entry Inventory* serves as a vehicle for capturing these assets as well as agency-identified barriers and policy-related gaps in the system that could adversely impact offenders' likelihood of success following release from incarceration. Results from this annual inventory are summarized in this report, the *Status Report on Offender Transitional and Re-entry Services*, published by the Office of the Secretary of Public Safety each November.

The *Prisoner and Juvenile Re-entry Inventory* was updated in 2012 to capture the progress that agencies made towards implementing new re-entry-related efforts, improving interagency collaboration, and addressing previous barriers to and gaps in re-entry that were described in the previous year. This updated inventory was sent to all agencies that provided information on the inventories distributed in 2010 and 2011. The following state agencies completed the 2012 Re-entry Inventory or provided information about re-entry-related efforts within their agency: Department for Aging and Rehabilitative Services (DARS), Department of Alcoholic Beverage Control (ABC), Department of Behavioral Health and Developmental Services (DBHDS), Department of Corrections (DOC), Department of Criminal Justice Services (DCJS), Department of Education (DOE), Department of Forestry (DOF), Department of Health (DOH), Department of Housing and Community Development (DHCD), Department of Juvenile Justice (DJJ), Department of Medical Assistance Services (DMAS), Department of Motor Vehicles (DMV), Department of Professional and Occupational Regulation (DPOR), Department of Rail and Public Transportation (DRPT), Department of Social Services (DSS), Department of Veterans Services (DVS), Virginia Department of Transportation (VDOT), Virginia Employment Commission (VEC), Virginia Indigent Defense Commission (IDC), Virginia Parole Board, and the Virginia State Police (VSP).

Capturing Agency Collaboration

Developing partnerships with stakeholders across state agencies, communities, and organizations is vital to the success of any re-entry initiative. In addition to the partnerships formed by those on the Prisoner and Juvenile Re-entry Council and its focus

area committees, individual agencies across the Commonwealth have made it a priority to identify, utilize, and collaborate with re-entry partners. Therefore, one of the primary dimensions captured by the *Prisoner and Juvenile Re-entry Inventory* is interagency collaboration. Agencies were asked to describe the collaborative efforts they undertook within the last year and the impact of those efforts on the successful transition of offenders returning to the community. Pending and future collaborative relationships and programs were also captured on the inventory.

Local Re-entry and Community Collaboration Councils

The Virginia Community Re-entry Initiative (VCRI) continues to be an important component of the Commonwealth's comprehensive approach to re-entry. This initiative is a community-based re-entry approach that integrates human services and public safety. The VCRI is based on four primary principles: pre-release planning, interagency coordination, integrated service delivery, and system of family and community support. These components are vital to reducing recidivism and promoting positive re-entry outcomes.

The goals of the VCRI are to increase public safety, maximize opportunities for former offenders returning to the community, and support family and community reintegration for persons previously incarcerated. To accomplish these goals, communities that voluntarily adopt the VCRI model establish re-entry councils that bring together community service providers, public safety agencies, businesses, non-profits, and the faith community to address local re-entry issues, assets, and barriers. As a result of these efforts, the VCRI has had a significant impact on re-entry service delivery in the Commonwealth.

To promote the VCRI approach, the Virginia Department of Social Services (DSS) has taken a lead role in providing community outreach, technical assistance, and re-entry capacity building. The DSS has also provided the staffing and support for expansion of VCRI in the Commonwealth. Social Service agencies partner with the Virginia Department of Corrections (DOC), non-profits, and other re-entry stakeholders to convene and operate Local Re-entry Councils. These supportive efforts help build a statewide system of re-entry collaboration at the community level.

At the end of the FY2012, there were 34 re-entry councils in Virginia serving 105 localities. The VCRI does not impose any new requirements on institutions or local government agencies and their community partners. Rather, this initiative is a collaborative re-entry approach that maximizes the effective use of existing resources. No new or additional resources have been provided for coordinating and operating the councils. Lack of funding ultimately limits the services that can be provided. The amount of time devoted by council partners is not sufficient to meet the needs of reentering offenders. Because local social service departments must run the councils using existing resources, some localities have been able to dedicate more resources and time than others to this population. Agencies and organizations continue in their missions to promote public safety and provide needed services to former offenders. However, the model employed by the VCRI helps ensure that their efforts to carry out the goals of the initiative are done in a planned and coordinated manner.

Directors of local social services departments, community organizations, and/or public safety offices volunteer to serve as council conveners. Local councils are comprised of representatives of public and private agencies, law enforcement, correctional agencies, the courts, local businesses, community-based service providers, victims of crime, former offenders, families of offenders, and faith-based organizations who join the councils on a voluntary basis. Staff from DOC, including wardens, chief probation officers, and their staff, continue to be active participants in the councils. Local councils were originally developed with an adult focus. However, the Virginia Department of Juvenile Justice (DJJ) has been building and enhancing its relationships with existing re-entry councils throughout the Commonwealth. Since DJJ's engagement with the initiative, councils have begun to adopt juvenile re-entry as one of their priorities. The DJJ will be represented in the Local Re-entry Councils by its Court Service Units (CSUs).

Council agencies work together to engage the community in re-entry-related issues. They secure locality buy-in, identify community assets and service gaps, identify re-entry resources, and coordinate service delivery to promote public safety. Additionally, the councils place an emphasis on the use of evidence-based programming by mentors and

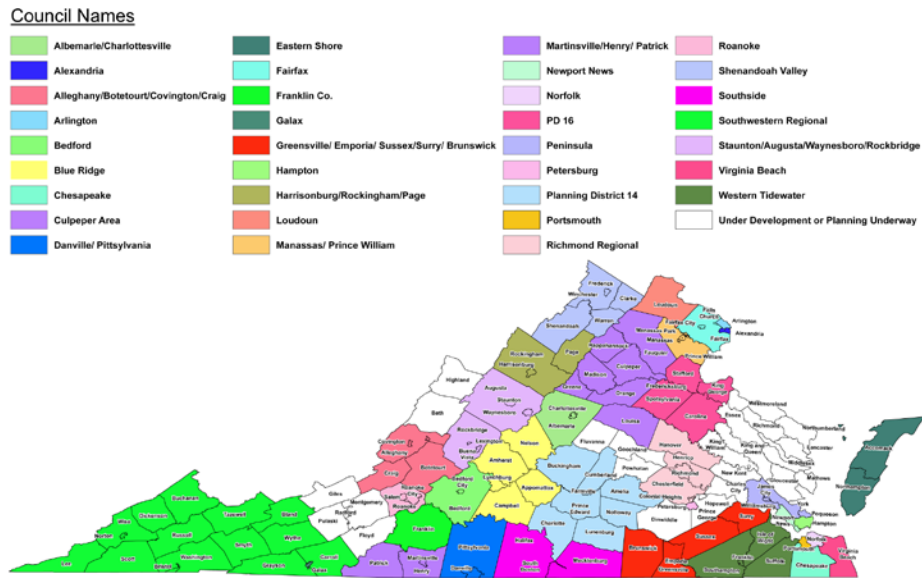
community service providers to support and facilitate the following outcomes for former offenders: development of responsible decision-making, formation of healthy relationships, use of positive parenting practices, and development of positive work habits. The Department of Behavioral Health and Developmental Services (DBHDS) is working with DOC and the Virginia Association of Community Services Boards (VACSB) to develop a new memorandum of understanding (MOU) for linking individuals re-entering the community from jails and prisons with re-entry services and programming. The project will coordinate with established Local Re-entry Councils for the initial piloting and monitoring of the effectiveness of the MOU process.

The VCRI approach includes re-entry mentoring. Volunteer mentors will “walk with” previously incarcerated persons and their families for 12 months. Mentors serve as concerned adults who help former offenders develop positive connections with the community. Volunteer mentors recruited from the community are able to have an initial meeting with the incarcerated mentee three months prior to his or her release. The mentor continues that formal relationship for nine months following release.

In addition to coordinating re-entry service delivery at the community level, re-entry councils across the state address policy and practice issues. The most common re-entry barriers identified by councils include housing, employment, transportation, access to mental health and substance abuse programs, and the debt/financial obligations of those returning to the community. Councils work with local and state decision-makers to develop strategies to reduce the barriers to successful re-entry.

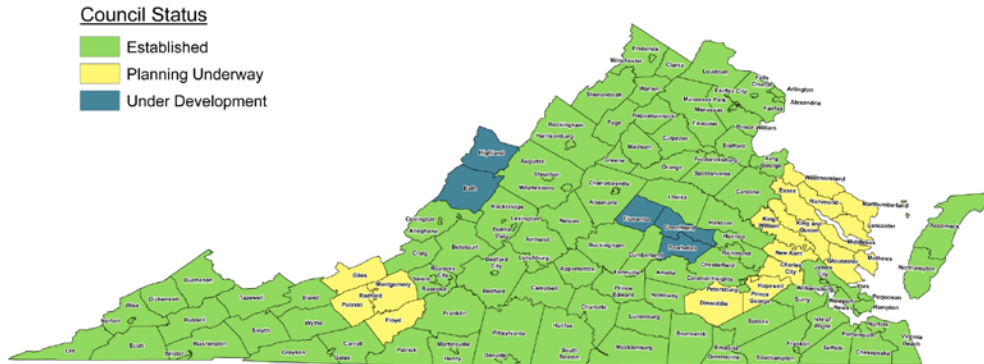
The DSS in collaboration with the Office of the Secretary of Public Safety has conducted community outreach across the Commonwealth to provide information on the VCRI community-based approach to re-entry. Since January 2011, the number of established councils in Virginia has expanded from 6 to 34. An additional six councils are in the planning or development stage. Localities elect to form either single jurisdiction or multi-jurisdictional councils. The following maps show the distribution of local re-entry councils across the state.

Virginia Reentry and Community Collaboration Councils Established Councils



Prepared by: Virginia Department of Social Services, Office of Research and Planning, Mike Theis
Map data as of July 17, 2012

Virginia Reentry and Community Collaboration Councils Established, Under Development, or Planning Underway



Prepared by: Virginia Department of Social Services, Office of Research and Planning, Mike Theis
Map data as of July 17, 2012

Conferences & Workshops

Cross Systems Mapping Workshops. Cross Systems Mapping Workshops are collaborative training events among DCJS, DBHDS, local Community Service Boards (CSB), local criminal justice departments, and behavioral health agencies and stakeholders. Individuals who work with justice-involved women and veterans, including representatives from the Virginia Wounded Warrior Program (VWWP) and veterans advocate groups, are encouraged to participate in the workshops. The workshop facilitators collaborate with local stakeholders to identify and address issues that disproportionately impact women (e.g., trauma, child care, and pregnancy) and veterans (e.g., post-traumatic stress, and access to veteran specific services and benefits).

By August 2012, twenty-nine workshops were held, which covered 69 jurisdictions. More than 800 stakeholders have participated in this project. Results from a survey of workshop participants conducted in January 2012 showed a substantial increase in the following areas: cross system collaboration, new partnerships formed, number and quality of crisis intervention team (CIT) programs, the number of mental health trainings provided for first responders and dispatchers, information sharing, discharge planning, re-entry case management, and availability and access to psychotropic medications. Cross Systems Mapping Workshops will be held monthly until September 2013 to give every Virginia locality an opportunity to participate. A statewide training and conference for representatives from across the state is tentatively planned for August 2013. Development of that event is currently underway.

In May 2012, DBHDS, in collaboration with DCJS and the Council of State Governments Justice Center, hosted a daylong meeting and training for representatives of the first round of Cross Systems Mapping workshop attendees. Approximately 100 individuals from each of 19 Cross Systems Mapping sites attended the meeting. The event was held as a pre-conference meeting connected with the statewide Re-entry Conference, *Keeping Communities Safe: Reducing Crime Through Offender Re-entry Strategies*, which was held at the same location following this gathering.

Statewide Re-entry Conference. On May 23-24, 2012, the DOC collaborated with the Office of the Secretary of Public Safety and Department of Criminal Justice Services (DCJS) to plan and present *Keeping Communities Safe: Reducing Crime Through Offender Re-entry Strategies*. This conference, which was the first of its kind in Virginia, created an opportunity for re-entry stakeholders throughout the Commonwealth to meet, learn from each other, and network. This conference drew approximately 300 participants from criminal justice and law enforcement backgrounds. Conference participants learned about existing re-entry practices in the Commonwealth and other states throughout the country as well as the need for further progress.

Academic and Vocational Services for Incarcerated Offenders

The DOC Division of Education. A number of collaborative efforts are underway throughout the Commonwealth to provide offenders with academic and vocational services. These programs and services provide offenders with opportunities to advance academically and acquire job skills, both of which are needed to be competitive in the job market following release. Effective July 1, 2012, an interagency reorganization directed by the State budget bill merged the Department of Correctional Education (DCE) with the DOC and DJJ. Under this restructuring initiative, educational services became a division within both of these agencies. All DCE personnel supporting the youth school operations were transferred to DJJ and those supporting the adult school operations were transferred to the DOC. These mergers will enable better service coordination, and internal strategies for structuring program delivery may increase capacity.

In the past year, adult academic programs have extended distance education opportunities. The DOC Division of Education continues to support, through an MOU with the Virginia Department of Education (DOE), a state site license for broadcast, purchase of reduced-cost materials, and an online management system for the GED Connection program that provides instruction on GED-related content. The instructional modules of GED Connection programming provide relevant content for offenders who are unable to enroll in a classroom and those students who need additional instruction and reinforcement of the concepts covered in the program. The GED Connection instructional

modules are currently broadcast through closed circuit televisions in a number of facilities, and efforts have been ongoing to further extend these modules. Additional resources for the creation and dissemination of more distance education content are provided by recent upgrades to the studio at Red Onion State Prison that facilitate the production and broadcast of instructional modules and the installation of equipment for closed-circuit broadcast at Keen Mountain Correctional Center.

The BOOK Program assists offenders with addressing educational deficiencies while awaiting enrollment in the Division of Education's GED program. Specialized educational software and computers are provided. In the BOOK program, staff serve as facilitators and offenders serve as tutors. Currently, there are 22 sites that are involved with the program. Staff receive special training and are certified by Pro-Literacy to train tutors as well as other facilitators. The Division of Education also provides standardized academic testing for those programs. Staff time and budget restrictions limit the Division's involvement in the BOOK program. The model for training tutors will help alleviate some of the issues. With regard to the BOOK program, the two key roles of Division of Education staff have been training tutors and conducting standardized testing. The merger of DCE and the DOC unfortunately resulted in the removal of several staff positions that provided support for this program.

The Division of Education within the DOC has established memorandums of understanding (MOU) with a variety of partners that help support academic and vocational services with needed resources, such as staffing, assessments, and materials. The MOU with Southside Virginia Community College, which has been in effect since December 2005, provides reduced cost testing for eligible individuals to take the WorkKeys assessments that lead to the Career Readiness Certificate. Other DOC Division of Education collaborations include the partnership with Johnson Controls to establish a new Green Heating, Ventilation, and Air-Conditioning (HVAC) program at Indian Creek Correctional Center. This project has involved developing a new curriculum, setting up over \$200,000 worth of equipment that Johnson Controls provided, and conducting training for the

program instructor. The Green HVAC program began in June 2012, with 24 students currently enrolled.

The DOC Division of Education continues to offer college programs at a number of sites throughout the Commonwealth. The Division is also working with the Sunshine Lady's Foundation and the Kate's Foundation to provide funding for offenders enrolled in college courses. Financial assistance from these foundations would help support the cost of college programs within the prison system. However, the Kate's Foundation has limited funding and the Sunshine Lady's Foundation has requested that the state contribute toward this project. Staff in the DOC Division of Education recently met with college officials to develop a proposal for the Sunshine Lady's Foundation to determine if they will be willing to continue with a commitment at Greensville Correctional Center. The collaboration at Greensville Correctional Center creates a "College within Walls" where offenders are housed together in a single pod at the prison and receive college level courses provided by Southside Virginia Community College. Participants in "College within Walls" are self-pay or are assisted through a grant made possible by the Sunshine Lady Foundation. The program has had 39 offenders successfully graduate, and 18 offenders receive an Associate's Degree. If the model works at Greensville Correctional Center, the DOC will explore expanding the effort to other sites if funding for the program can be acquired and maintained. Currently, funding for the program is tenuous, because the federal education grant may not be renewed and the private non-profit partner Sunshine Lady Foundation has indicated an unwillingness to continue funding unless the state matches the Foundation's investment.

Future collaborations facilitated by the Division of Education include working with the DOE to plan for GED assessments transitioning from a paper-and-pencil test to a computerized assessment. While this transition will accompany significant changes being planned to the GED® effective January 2014, there are substantial barriers that the DOC will face in moving to a computerized assessment. Due to security concerns within facilities, the level of computerized testing that will be required to provide the GED to incarcerated

individuals cannot be accommodated at this time. This challenge for correctional facilities is being addressed at the national level but is not yet resolved.

Within the last year, the DOC Division of Education has made several modifications to its academic and vocational programs. Changes made to the spending plan for the Second Chance grant allowed an additional 40 students to enroll in the Information Technology certificate program. These students completed the program during September 2012. A total of 80 students will be able to participate in college training as a result of these modifications to the spending plan. The Division has also increased the number of concurrent enrollment programs with Southside Virginia Community College. This arrangement allows Career & Technical Education (CTE) students to earn college credit while taking the normal CTE program. The Division is also trying to increase enrollment in apprenticeship programs by working with the DOC Corrections Construction Unit and Virginia Correctional Enterprises (VCE) to determine if there are apprenticeship opportunities in either operation. While the DOC is currently exploring available options for increasing the number of offenders able to enroll in and complete vocational and academic programs, this effort faces substantial barriers due to lack of funding. Unfortunately some offenders return to the community without having an opportunity to learn basic literacy or a vocational trade due to long wait lists, limited program capacity, and insufficient resources for educational programs. Post-release services for students leaving the prison system have also been insufficient due to financial limitations. Many positions, including those within the Division of Education, must be held vacant due to insufficient funding levels. Consequently, during the past year emphasis was placed on filling teaching positions. Furthermore, as the cost of tuition rises the offender population becomes increasingly unable to pay the 20% cost of tuition. As a result, the number of students participating in these programs is declining despite the Department's efforts to increase enrollment.

In the last year, some DOC Division of Education programs were modified in an effort to shorten the length of time students need to complete CTE programs. In addition, more emphasis has been placed on providing additional instruction in computer literacy.

As a result, the average number of days to complete these programs decreased from 278 days in 2010-11 to 264 days in 2011-12.

Higher Education. Partnerships exist between DOC and universities and colleges that assist with re-entry preparation in prisons and probation and parole districts. These organizations include but are not limited to the following: Blue Ridge Community College, James Madison University, Rappahannock Community College, Virginia Commonwealth University, and Virginia State University. Despite the potential benefits of these higher education programs, the efforts are not funded and consequently dependant on the resources and motivation of individual educational institutions.

The entrepreneurial program of University of Virginia Darden Business School operates at Dillwyn Correctional Center and provides college-level entrepreneurial training to offenders who are within one year of release from incarceration. Offenders who have completed vocational training during incarceration are eligible for this program. The entrepreneurial program uses a business planning curriculum taught by a professor and graduate students in the Darden Business School. The first cycle of the program is currently underway, and a post-release mentorship phase involving community business owners is in the planning stages. Future plans also include expanding the program to Fluvanna Correctional Center for Women.

Job Skills Training and Preparation. The DMV has worked collaboratively with DOC to establish a Commercial Driver's License (CDL) program for offenders currently incarcerated at DOC facilities. In the program, non-violent offenders who are license-eligible receive training from DOC staff to become CDL operators. The DMV provides the training curriculum, testing, and licensure. The CDL Re-Entry program involves quality assurance technicians from the Virginia Department of Motor Vehicles (DMV) traveling to designated correctional facilities to administer knowledge exams and subsequent skills testing to offenders who want CDL endorsements. Since the program began, approximately 45 offenders in state and federal correctional facilities have been issued a Class A or B CDL license. At Greensville Correctional Center, there have been approximately 20 offenders that have taken the knowledge test and road skills test and subsequently received their

CDL. Offenders with a CDL are paid lower wages than a private CDL operator and can drive trucks to deliver products produced in the DOC agribusiness program. Consequently, this program reduces costs to DOC while providing offenders with a marketable job skill. The DMV has also been engaged with the Federal Bureau of Prisons in Hopewell where the Department has licensed 25 individuals with Class A & B CDLs. In August 2012, the DMV was invited to participate in a graduation ceremony of 19 of the 25 offenders as they received official recognition for successfully completing all their training and licensing.

The DOC has a number of external partnerships that assist with the Department's agribusiness operation. The programs demonstrate how agencies can use their expertise to work together and prepare offenders for re-entry, even though they are small and limited to offenders who work in DOC's agribusiness. When available, these partnerships provide incarcerated offenders with work training that could help them find employment after release. One initiative involves veterinarians from the College of Veterinary Medicine at Virginia Polytechnic Institute providing training to offenders who work with beef cattle on DOC farms. Participants receive certificates upon completion of this training. The DOC partners with the Virginia Department of Agriculture and Consumer Services (DACCS) to train offenders in the use of pesticides in accordance with the Virginia Pesticide Act. Participants in this training can become a registered technician. In a new multi-agency partnership among the DOC, Virginia Department of Health (DOH), and the U.S. Food and Drug Administration, incarcerated offenders who work in the prison Milk Plant and Dairy are provided with a special course that covers plant sanitation, milk pasteurization, and inspections. Offenders receive a certificate upon completion of the program.

The VEC staff collaborates with local jails and prisons throughout the Commonwealth to provide pre-release information sessions and training on job-seeking skills. These trainings cover a variety of topics including job market information, how to prepare and dress for interviews, work opportunity tax credit, where to obtain training, referrals to pre-employment supportive services, and workshops. Trainers assist offenders with writing their resumes and provide application completion techniques. The goal of this collaboration is to provide offenders with job-related information and assistance before

release to promote re-entry preparation. In the last year, VEC staff have increased their efforts to conduct workshops in correctional institutions for offenders nearing their release dates.

Goodwill Industries partners with DOC to provide a “One Stop Behind Bars” at Dillwyn Correctional Center. Since 2010 the project has been fully implemented at the prison. “One Stop Behind Bars” is staffed by Goodwill Industries and provides training on job seeking skills to offenders preparing for release. Lack of funding is a substantial barrier to the expansion of this program. The program is not funded from external sources and has been facilitated by Goodwill with existing staff only. Unless grants or other funding can be obtained, the program may be closed. The only identified policy barrier to this program has resulted from Goodwill’s desire to have incarcerated offenders conduct job searches via the internet, a standard practice in the community. The DOC has not granted this access to offenders due to security concerns.

Work Release and Offender Labor. Local and regional jails partner with the DOC for work release throughout the Commonwealth. Non-violent offenders nearing release who meet the eligibility criteria and are approved by both the jail and DOC are released to local jails for work release. Participants in this program work in the community during the day and return to the jail at night. Offenders earn prevailing wages and are required to save money for release and pay jail and court-ordered costs. While these collaborative programs offer a step-down approach to help offenders transition back into the community, policies based on short-term public safety goals limit work release to non-violent offenders and restrict most offenders from the benefits of participating. Furthermore, only some jails participate in work release agreements with DOC, which limits this opportunity for many offenders nearing the end of their terms with the Department.

The DOC has also received funding to pilot a new work release program. The Department is considering implementing this program at a female correctional center, because there are limited work release opportunities for females. The prison site will be chosen based on the number of offenders released to certain localities and the availability of viable employment opportunities in those areas. Offenders in the program will be

carefully screened to determine if they are eligible for obtaining a job in the community 90 days before release. This process will help prepare offenders for law abiding re-entry. While on work release, the participants will return to the prison at night to continue programming. Programming may be operated by the contract program service provider, Community Education Centers.

Re-enrollment Regulations for Juveniles. The impact of the collaborative relationships that have been established among DOE, DCE, DJJ, and superintendents of detention facilities continues to be productive and beneficial for juveniles in corrections and long-term detention. Due to the implementation of the Virginia Board of Education's re-enrollment regulations, several agencies and partners routinely engage in collaborative planning for re-enrollment of incarcerated and detained youth into public schools. Formal and informal procedures and relationships promote timely re-enrollment with appropriate academic placement and support for students. Regular communication among the entities involved and ongoing training of staff on the part of all of the agencies have promoted and maintained a multi-agency and systemic approach to achieving timely educational planning and placement for released youth.

In response to a request by the Commission on Youth, DOE and the DJJ Division of Education developed a survey to collect information about the re-enrollment process. The results of this survey, which was distributed to all school division re-enrollment coordinators, helped to determine if there are commonly encountered barriers to re-enrollment, outstanding issues to be addressed, and topics that should be included in training. Some recommendations for addressing specific issues with the process emerged from the results of the survey. These recommendations for the DOE were to inform DJJ about any difficulties local educational agency have with students being able to attend their re-enrollment meetings so the Department can identify strategies for addressing this issue; and periodically provide a distribution list of contact information for both detention re-enrollment coordinators and DJJ re-entry specialists.

Licensures. The Virginia Department of Professional and Occupational Regulation (DPOR) contributes to successful offender re-entry by supporting academic and vocational

training for offenders through its partnerships with other state agencies. Through these interagency partnerships, DPOR boards are able to approve education and training programs as meeting eligibility criteria for licensure. The approval of these programs and their implementation in correctional facilities provides vocational training opportunities for inmates that could result in licensure prior to or soon after release. Additionally, DOC instructors in the Division of Education provide testimony at license application proceedings for recently released individuals with past criminal offenses as well as currently incarcerated applicants. The DPOR has no policies that prevent individuals who have committed certain types of crimes from obtaining licensure. However, applicants must disclose convictions that DPOR boards evaluate on a case-by-case basis in accordance with the criteria outlined in Section 54.1-204 of the *Code of Virginia*. The DOC Division of Education and the Board for Contractors strive to ensure that incarcerated individuals who hold licenses that require continuing education as a prerequisite for renewal are afforded ample opportunities to take these required classes. The Division of Education has become an approved education provider and is consequently able to offer continuing education courses within the facilities, which is convenient for inmates as well as staff members who may also be licensed.

Several of the regulatory programs housed at DPOR, particularly in the areas of contractors, tradesmen, barbers, cosmetologists, and wastewater works operators, continue to foster productive relationships with the DOC and the Virginia Department of Labor and Industry (DOLI). This year, in response to a request from the DOC, DPOR's wastewater works operator program is implementing a special process to review criminal convictions prior to the DOC enrolling inmates in the apprenticeship training. In the standard process, individuals apply to sit for the required examination only after completing the prerequisite training and education. This DOC collaborative effort allows the Department to direct its training efforts only toward those inmates whose criminal convictions have already been vetted by the board in accordance with Section 54.1-204. Offenders working in the DOC wastewater treatment plants receive on-the-job training from work foremen in maintenance of waste water plants, laboratory work, and clerical

skills. Through this training program, offenders may become qualified as licensed Wastewater Treatment Plant Professionals.

State Operated Programs. The DOE is responsible for the education of offenders within detention centers. Through the State Operated Programs (SOP), the Department provides an educational program meeting the Virginia Board of Education's *Standards of Learning*. This program is staffed by school division personnel on contract. GED® instruction is also provided. Many detention centers have Post-Dispositional (Post-D) programs offering job preparation, career components, life skill development, and other treatment and services. With detention superintendent approval, community work experiences are available. Juveniles are sentenced to Post-D programs by a judge. The goal of these programs, which typically last six months, is to build and maintain the participants' ties to the community. In some cases, detention centers' access to the community is restricted by local security policies or funding issues. In these cases, the educational programs and work experience programs cannot reach their potential in terms of technical preparation for transition to work or a career.

In the 2010-2011 school year, the following outcomes occurred: 5,198 students earned one or more high school credits; 443 enrolled in a GED® program with 256 earning a GED®; 20 earned a high school diploma while in detention (awarded by the local school division); 25 enrolled in post-secondary education upon leaving detention; 385 students were enrolled in an elective job training program while in detention and achieved positive vocational outcomes; of the 1,203 students who tested below grade level in reading on entry, 1,137 improved by at least 0.5 of a grade, with 800 improving by one or more grades; of the 962 students who tested below grade level in mathematics on entry, they all improved by at least 0.5 of a grade, with 703 improving by one or more grades.

In the last year, the number of literacy coaches has increased from 10 to 21. The twenty-one detention homes with literacy coaches all facilitate book groups that promote literacy and the development of prosocial behaviors. In all the book groups, students learn to state their own opinions, listen to those of others and agree or disagree in socially appropriate ways. Students and faculty at a number of facilities engage in "Poetry Slams"

performing their own poetry for the detention home staff as well as their families and other members of the community and serving refreshments to guests. A number of facilities have developed relationships with colleges and universities, resulting in some professors and graduate students facilitating book discussions with detention students.

Career class is offered for all Post-D students. The class includes a work interest inventory for all students to help them pinpoint their areas of interest for the future. The students are also instructed on how to fill out a job application and write a resume. In addition, students are taught to explore and hone their soft skills. Opportunities for various certifications such as Occupational Safety and Health Administration (OSHA) certification, Food Handlers Certifications, and Work Keys are explored for all Post-D students. In addition, most programs with Post-D students are equipped with a greenhouse, which provides students an opportunity to learn about how to care for various trees and plants. The *Standards of Learning* instruction for the SOP emphasize lifetime sports. Fitness and aerobic activity are stressed with monitoring of vital signs for the youth, which provides feedback on their physical condition. This school year, the physical education teachers will also emphasize the First Lady, Michelle Obama's initiative of "Let's Move in School" in order to improve behavior and learning. In addition, an effort is being made to incorporate into physical education classes new sports such as tennis, golf and fishing, which are sports/activities that some students may not have had an opportunity to explore otherwise.

Several of the detention homes' Post-D programs allow off-site activities. These off-site activities include selling products from the greenhouse, working at Lowe's, manning the Food Bank, landscaping, and catering. While some programs allow students to participate in off-site activities, many programs do not allow Post-D students to leave the facility. This policy inhibits expansion of employment training and opportunities. The superintendent of the detention home is responsible for all juveniles in his/her facility. It is his/her decision to allow off-site activities and the education program must adhere to the decision.

Transition Services and Re-entry Preparation for Incarcerated Offenders

Governor McDonnell's Re-entry Initiative has placed a strong emphasis on the need for cross-agency collaborations to identify and remove any impediments to the successful transition of offenders from incarceration to the community. The DOC and DJJ have taken this call for collaboration very seriously, expanding existing partnerships and seeking new re-entry stakeholders to build into the process. Engaging a variety of stakeholders in re-entry enhances re-entry efforts by expanding the network of resources (e.g., treatment, training, employment opportunities, mentoring services, and transitional resources) available.

DCJS provides funding to a variety of pre and post-release services, including continuation funds for the nine re-entry programs in the Virginia Prisoner Re-entry Program (Pre and Post Incarceration Services Programs; Papis) and the Re-entry to Education and Employment Program (REEP), which helps prepare juveniles in correctional facilities to join the workforce upon re-entry to the community. A grant was awarded in the amount of \$31,800 to support a mentoring initiative for juvenile offenders returning to the cities of Richmond, Petersburg, Colonial Heights, and the counties of Chesterfield and Henrico. The mentoring program will connect community mentors with DJJ residents within 90 days of release. This mentoring relationship will continue in the community for a minimum of six months after release. A mentoring program coordinator was hired to organize and facilitate DJJ's mentoring efforts statewide. The mentoring coordinator will work with volunteer coordinators assigned to the Juvenile Correctional Centers (JCCs) to recruit volunteers and mentors to serve DJJ residents statewide. The DCJS has also provided DJJ with a platform for re-entry training. Training attendees received information on DJJ's Re-entry Strategic Plan. The training provided participants with the opportunity to engage in dialogue with DJJ staff and learn more about the role that stakeholders play in the successful transition of former offenders back to the community.

In addition to its other interagency and community partnerships, the DOC works with the DOH, Social Security Administration (SSA), Department of Veterans Affairs, Virginia Department of Veteran's Services, Virginia Department of Medical Assistance

Services (DMAS), VEC, and DSS to help offenders obtain proof of identify (e.g., birth certificates and Social Security cards) and apply for and receive benefits and disability upon release. Through their partnership with DOC, DMAS and DSS have defined procedures for incarcerated offenders to apply for Medicaid up to 90 days before release. When applications are completed correctly, offenders can get a Medicaid number on their actual date of release, qualifying them for services upon release

The collaboration between the DOC and DOH Office of Vital Statistics allows the Department to receive offenders' birth certificates upon intake, which are used to confirm citizenship. Birth certificates are held by DOC and provided to offenders when they are released as a form of identification. The DMV requires that individuals provide their birth certificates as a form of identification when they apply for a state identification card. The DJJ is also seeking a partnership with DSS and the SSA to assist eligible offenders applying for Medicaid services prior to release.

The collaboration between the SSA and DOC allows offenders to apply for replacement social security cards 90 days before release from incarceration. Offenders need their social security cards to apply for and obtain employment in the community. The cards are also a form of identity verification used by DMV. Because identification is such a crucial component of pre-release services, it is imperative that offenders receive social security cards prior to release. However, the 90-day timeframe poses a substantial barrier because it often results in cards arriving at the facility after an offender is released due to the time it takes to process applications and mail the cards. The DOC also partners with the SSA to help connect disabled and elderly offenders with obtaining benefits following their release. The Virginia Department for Aging and Rehabilitative Services (DARS) joins this collaboration to help identify and formalize procedures that will facilitate the timely entitlement to Supplemental Security Income (SSI) for disabled and aged offenders in the DOC system. Pre-release application procedures allow inmates to file for SSI benefits prior to their release. These procedures help facilitate a smoother transition back into the community. Application for benefits can be made while offenders are in prison, but due to

federal guidelines disability payments may not be received until at least 30 days post-release.

Several agencies throughout the Commonwealth provide pre-release services and vocational programs for incarcerated offenders. The Department for the Blind and Vision Impaired (DBVI) has provided assistance to some incarcerated offenders who are blind or visually impaired to help them learn to be independent in activities of daily living such as reading and independent mobility. Services and resources provided have included low vision aids that can be used for reading, “talking book” players and media, instruction on how to read Braille, and basic mobility training using the long cane. The DBVI vocational rehabilitation program is designed to assist blind and visually impaired individuals to prepare for and obtain employment. The DBVI’s current policy allows the agency to enroll an incarcerated individual in vocational rehabilitation services when he is within six months of release.

Virginia Pre- and Post-Incarceration Services. Virginia Pre- and Post Incarceration Services (PAPIS) is a coalition of non-profit organizations across the Commonwealth that supports pre- and post-incarceration professional services and guidance. In the past year, in accordance with the special conditions of their grants, the PAPIS programs have been learning evidence-based practices (EBP), which promote prosocial attitudes and behaviors. This coalition also provides guidance that increases the opportunity for and likelihood of the successful reintegration of formerly incarcerated adult offenders into the community. DOC partners with PAPIS providers for services in some prisons and probation and parole districts. PAPIS grantees serve on Community Criminal Justice Boards, Local Re-entry Councils, and statewide re-entry steering committees. Staff at DCJS continues to give technical assistance to the coalition of nine re-entry program grantees (PAPIS Virginia Re-entry Coalition) who assist offenders releasing from prisons and jails. The Williamsburg Re-entry Council, which is co-chaired by the director of the Williamsburg PAPIS program, regularly meets with the Child and Family Services Administration to look at issues relating to duplication of services and eligibility criteria regarding the Fresh Start program.

All nine of the active PAPIS programs, which provide services to adult men and women who are either currently incarcerated or have recently been released from Virginia state prisons, local jails, and work release centers, have an employment component. These programs offer job skills training, job readiness training, and employment placement. In FY2011 PAPIS programs provided 19,547 educational or vocational service units. Most of the PAPIS programs also provide emergency housing assistance. In FY2011 the PAPIS programs were able to assist 2,591 clients with emergency shelter. In addition, the Charlottesville program partnered with the city for the “Coming Home to Work Program” in which offenders are paid by the program to work with certain employers that will assist them with more permanent employment and stable living arrangements at the conclusion of the program. The Richmond program has a similar model that uses federal funds from the Prisoner Re-entry Initiative grant that ended at the end of June 2012. The City of Arlington program is working on the development of a Community Advisory Council with Congressman James Moran as their honorary Chair. This council will facilitate connections with corporations to raise funds for scholarships clients can receive to attend vocational programs.

In FY2011, the PAPIS programs were able to assist over 16,000 offenders releasing from Virginia jails and prisons. This figure represents a decrease of over 5,000 offenders due entirely to budget deficiencies. Approximately 14,441 employment assistance services (i.e., supportive services that assist clients with job searches, career counseling, writing resumes, and interviewing skills) were provided to help clients trying to obtain and maintain employment. Employment services may also include helping clients obtain transportation assistance (e.g., bus tickets) and required work materials such as tool, boots, and uniforms. In FY2011 PAPIS programs provided 15,113 service units in transportation. The programs also provided 4,188 participants with job readiness classes.

Many of the PAPIS programs provide referrals for mental health, substance abuse, wellness, and physical health services. Some specific programs provide family reunification services, parenting classes, and other similar family services programs. Most programs also provide mentors for their clients using community volunteers.

The DCJS continues to receive federal funds funneled through the DSS for Supplemental Nutrition Assistance Program Employment Training (SNAPET) clients. The Department distributes these funds to the re-entry program grantees to reimburse them for PAPIS program expenses that supported employment services for food stamp recipients/re-entry clients. As a result, participating local social services departments and community non-profits that are members of the Virginia PAPIS Coalition can receive SNAPET funds for job training of eligible former offenders.

PAPIS grantees serve on Community Criminal Justice Boards, Re-entry Councils, and statewide re-entry steering committees. The City of Norfolk program worked with the Sheriff of Newport News on two town hall meetings on re-entry issues. A third meeting is planned for the summer. The Williamsburg program works with Williamsburg Walks the Talk (mentoring group), Child and Family Services, and the Norfolk PAPIS program to develop an orientation program for inmates, which provides information on services and eligibility criteria on each of these programs. The Williamsburg program also partners with Williamsburg Probation and Parole to distribute bus tickets to clients returning to the area who need transportation to jobs and job interviews.

The Charlottesville program continues to provide several classes on Thinking Errors and facilitates a curriculum in the jail that addresses criminogenic risk. The Charlottesville program will also be exploring all evidence-based programming in the jail through their efforts with the Evidence-based Decision Making project. The Fairfax PAPIS program has partnered with George Mason University to provide employment coaching by pairing graduate students with offenders seeking jobs for employment. Fairfax also partnered with FACETS and St. Mary of Sorrows in providing school supplies and backpacks to children of incarcerated parents. The Richmond program has offered an award to an ex-offender for successful reintegration despite staggering odds. The award was named after a previous client who is now deceased. The Richmond PAPIS program was asked to partner with the Carrico Center at the downtown campus of the University of Richmond to host and schedule a Restoration of Rights Day for trained attorneys to assist individuals who, based on a screening questionnaire, are eligible for rights restoration. The attorneys will meet

with the eligible individuals until their package of materials are submitted to the Secretary of the Commonwealth. The Arlington program is also working with a film production company to develop a film about the struggles of ex-offenders returning to the community. There is an opportunity for the Winchester program to work with Lord Fairfax Community College, Probation and Adult Education (Re-entry Transition Group) to provide testing for the Career Readiness Certificate if staffing, resources, and space allow.

Decreased funding has caused the PAPIS programs to close offices in parts of the state and eliminate and/or delay filling some positions. This financial barrier affects the level and type of services available to offenders. The programs have attempted with limited success to find other funding streams to supplement funds they receive from DCJS. The Richmond program closed their Petersburg office after operating with a deficit of between \$65,000 and \$100,000 for the past four years. This closing was the first staff layoff in the program's history. Unfortunately, PAPIS providers are not located in all areas of the State and are not sufficiently funded to provide services to all offenders in need.

Veterans' Services. The partnership between DOC, the United States Department of Veterans Affairs, and the Virginia Department of Veterans Services (DVS) helps veterans housed within DOC facilities learn about their rights and benefits and receive medical and mental health examinations to determine if disability benefits are warranted. The Veterans Administration staff also make contact with all incarcerated honorably discharged veterans to assist in special release planning needs. The Benefits Services Section of DVS maintains a cadre of 31 veterans claims representatives who work with incarcerated veterans on claim matters.

The VWWP and the Benefits Division of the DVS worked together with representatives from the DOC, the Veterans Healthcare Administration, VEC, and many other stakeholders to update and revise an existing guide to services for veterans incarcerated in Virginia. The guide and accompanying CD were developed by an interagency task force of Governor McDonnell's Prisoner and Juvenile Offender Re-entry Initiative. The revised "Re-entry Roadmap for Veterans Incarcerated in Virginia" provides veterans incarcerated in local jails and in state prisons with information about healthcare,

housing, financial assistance, eligibility for benefits, and a number of other resources and services. This guide was signed by the Commissioners of DOC and DVS, the Executive Director of the VWWP, and the Director of the Veterans Integrated Services Network. Virginia is the only state in the country to partner with the U.S. Department of Veterans Affairs on this “Re-entry Roadmap” for inmates. The DOC distributed the guide to all local and regional jails, probation and parole offices, and state correctional institutions. The “Re-entry Roadmap,” which is currently posted on the DOC, DVS, and U.S. Department of Veterans Affairs’ websites, continues to be requested by law enforcement personnel and inmates across the Commonwealth.

In other VWWP Regions, resource specialists are taking on the duties of re-entry as a collateral responsibility. The VWWP Executive Director and Executive Team have met with DOC staff to coordinate connections with VWWP staff across the regions. VWWP staff across the Commonwealth has also become engaged in Local Re-entry Councils and DOC Probation and Parole to help establish community connections for veterans.

In August 2012, representatives of the Executive Team of VWWP addressed the mental health staff of the DOC at their annual training day at the DOC Training Academy (Academy for Staff Development). Information regarding recognizing and treating post-traumatic stress disorder (PTSD) and traumatic brain injury (TBI) was shared in addition to key information about contacting and collaborating with VWWP. In October 2012, VWWP facilitated a train the trainer session in collaboration with DBHDS for advanced CIT Officers. This training helped prepare participants to train other officers in understanding, managing, and assisting veterans in the community who have PTSD or TBI. The goal of these efforts was to ensure that treatment resources and connections to care are provided at the earliest possible opportunity for veterans.

Health Services. The partnership between the DOH and DOC has resulted in the revision of DOC’s medical release form so that the DOH may facilitate referral of HIV-infected offenders to community agencies that can provide discharge planning, linkages to care, and post-release services. The DOH and DOC continue to support the collaborative “Seamless Transition” program that helps provide offenders with HIV medication and

access to medical care upon release. DOC provides offenders with a 30-day supply of HIV medications upon release, and inmates are referred to centralized eligibility services accessible by phone. If former offenders who meet the AIDS Drug Assistance Program (ADAP) clinical and financial criteria are enrolled in the program, they will continue to receive medications free of charge. Currently, ADAP is able to serve all clients who meet its financial eligibility requirements.

DOH funds community-based contractors through its Comprehensive HIV/AIDS Resources and Linkages for Inmates' (CHARLI) program. CHARLI contractors provide HIV testing, education and discharge planning pre-release as well as case management, retention in care strategies (including transportation assistance) and prevention services for HIV positive inmates post-release. Collaboration between all units and projects under DOH will continue to support efforts to build a more comprehensive HIV referral system for DOC facilities statewide. Recently hired care coordinators will be integral in coordinating this effort. The care coordinators will be instrumental in ensuring released inmates are linked to patient navigation services, medication access services, and medical care. These positions will also collaborate with DOC staff as well as community patient navigator programs and other programs within DOH to ensure needs are met.

Department of Motor Vehicles' Projects. The DMV has partnered with the DOC to develop innovative ways to provide offenders with official state identification. This collaboration provides a streamlined process for helping offenders receive identification after release, because identification is required for persons to obtain employment, housing, transportation, banking, and other necessary daily life actions.

In July 2012, representatives from DMV met with staff from DOC facilities to discuss the implementation of the DMV Connect ID Card program. During the meeting, participants outlined the documentation required, the financial process, and DMV's procedure upon arrival at a facility. Expectations for each agency's responsibilities within the program were also defined during the meeting. At the conclusion of the meeting, Deep Meadow Correctional Center, where the pilot began, described its experience with DMV Connect and the success of the 34 offenders that have gone through the process.

The Connect ID Card program will provide offenders with the option to receive a Virginia issued identification card prior to their release. The program involves the DMV visiting a correctional facility to process the transaction and issue the secure identification card to offenders that are approximately 30 days from their release date. It is anticipated that 350 offenders per month will be served by the DMV Connect Team issuing Virginia identification cards to offenders prior to their release. In the future, DMV will be expanding the ID Connect program to all DOC and DJJ facilities in the Commonwealth. The program is expected to be fully implemented in all of DOC's Intensive Re-entry Programs by January 2013.

The DMV has dispatched a mobile unit to the five JCCs to issue state picture identification cards to residents. The DMV Mobile Unit is a mobile customer service center that provides all DMV services. In April 2011, DMV staff in the Mobile Unit provided juvenile-specific services, such as advice on how to obtain a Virginia identification card or driver's license and information on road tests and driving laws. Since this partnership between DJJ and DMV began, more than 500 identification cards have been issued to DJJ residents. DMV's mobile unit will visit the JCCs on a quarterly basis to meet the goal of issuing picture identification to all eligible residents prior to release. The DMV is currently exploring opportunities to expand learners permit training/testing to DJJ facilities in the coming year.

Reducing Homelessness through Collaboration. The DOC makes continual efforts to reduce homelessness of returning offenders by working with other state agencies and community organizations. The Virginia Department of Housing and Community Development (DHCD) administers programs to prevent and end homelessness and provides funding for housing that may be targeted to former offenders . The DOC also contracts for approximately 150 community residential program beds. The DJJ has contracted with private providers and identified funding for independent living programs that will provide transitional housing for offenders.

Community housing for violent offenders is extremely limited due to funding, strong public sentiment towards former offenders, public policy, and crime barrier laws. Lack of

transitional or permanent housing for ex-offenders poses a problem for offenders releasing from DOC and DJJ. There are also tremendous barriers to placing offenders with health care needs in assisted living or nursing home care, primarily due to perceived risks, community attitudes, and limited funding. Consequently, a huge gap remains between the number of beds available and the offenders needing placement. There are interested parties willing to establish community residential/transitional programs, but they rely on the DOC for funding.

The DJJ has juvenile offenders who are released to adult probation. Although DJJ staff are responsible for offenders' home plans at the time of commitment, DOC is responsible for supervision upon release. To ensure adequate and proper housing placements are made, the CSUs are partnering with DOC to assist in housing placements. A MOU between DJJ and DOC will involve adult probation in developing re-entry plans for DJJ offenders prior to their release from DJJ to adult probation. DJJ currently works with DOC on individual cases based on need but recognizes the value of having a statewide agreement to ensure consistency for both agencies.

Community Treatment and Programming

The DBHDS and the VACSB have an agreement with the DOC to address re-entry appointments for incarcerated offenders who are in need of continuing mental health services after release. Prison-qualified mental health professionals provide assessment results to the local CSBs and make appointments for care prior to the offender's release. Many local probation and parole districts have local agreements with CSBs for offender treatment services. The DJJ continues to seek partnerships with community providers to enroll juveniles in mental health treatment who have been released from DJJ. Some local CSBs have limited or no services for juveniles while others are unable to provide services to older offenders who are not Medicaid eligible. To address this issue local CSUs are working with local mental health providers to enhance the level of services through individual MOUs based on specific needs.

Effective, targeted treatment and services are vital to the success of offenders returning to the community. Funding is provided directly to the CSB instead of being provided to probation and parole offices that would pay CSBs directly for specific services. This method of payment allows each local CSB to establish its own service priorities. In some jurisdictions, CSBs do not serve reentering offenders, do not prioritize offenders for timely services, and/or will not set appointments for offenders until after they are released from prison. Some specialized services are unavailable in some communities, rural areas in particular. In combination, these constraints create public safety issues especially when offenders have acute mental health needs and are not prioritized for immediate care upon release from incarceration.

Local CSBs also provide intensive services to offenders in the Virginia Serious and Violent Offender Re-entry Program (VASAVOR) through their partnership with DOC. The VASAVOR program is small, serving only about 70 offenders in each program per year. The program was limited to only two local communities, Newport News and Fairfax, before funding for a third program in Richmond City recently began in July 2012.

Employment

Alcoholic Beverage Control. The Alcoholic Beverage Control (ABC) considers requests from former offenders to work in businesses that sell alcohol. Agents have received training on the regulation governing employment of convicted felons by ABC licensees. Within the past year, ABC has approved all former offenders' requests for employment within the alcoholic beverage industry. A comprehensive review of the ABC regulations governing the employment of ex-offenders in the alcoholic beverage industry has resulted in a draft amendment to the regulation. These revisions will simplify the language of the regulation to help individuals with past criminal offenses to better understand the application and application process for working in a business that sells alcohol.

Department of Forestry. In the past, the DOF worked with the DOC at James River Correctional Center. Unfortunately, the DOC can no longer afford to fund the expenses

needed to support this program. The DOF has concluded that it cannot support the burden of supporting the employment/job training program at this time unless general funds are appropriated for running this program.

Department for Aging and Rehabilitative Services. The DARS continues to serve eligible individuals with disabilities, who have criminal backgrounds, in its vocational rehabilitation program. While applications of these individuals slightly decreased between Federal Fiscal Year 2009-2010 (1083 to 1058), this was not a significant change. DARS has also begun to purchase Federal Fidelity Bonds through the DOC to provide employers of individuals with disabilities who have criminal backgrounds with a security bond.

Department of Transportation. Six of the nine Virginia Department of Transportation (VDOT) construction districts are currently reporting use of offender labor. Work is done primarily in the area of vegetation management, which represents approximately 95% of man-hours used. In FY2012, VDOT benefitted statewide from approximately 193,000 hours of offender labor.

Victim Services

Victim service staff coordinates with re-entry programs and correctional agencies to promote victim notification, safety, and victim participation in decision-making. Programs like the Victim Services Unit (VSU) within DOC, the Victim Input Program at the Parole Board, and the Victim Notification Program with the Office of the Attorney General provide victims with information and opportunities for input. Through ongoing coordination, programs like these help crime victims and their advocates shape correctional agencies' policies, procedures, and programs that benefit victims and promote successful offender re-entry.

The DOC VSU provided assistance to over 618 new victims in FY2012. The VSU automated name change notification and is working to improve work release and jail notifications through its Victim Information and Notification Everyday (VINE) system. During most of FY2012, the VSU has been transitioning victim records into VirginiaCORIS,

DOC's offender management system, for improved services and notification. This effort will help keep probation officers, correctional staff, and management aware of the need for victim notification when decisions are made that impact victims. The VSU continues to provide safety planning, community referrals and explanation of community supervision. Over the past year, staff from this unit served on the DOC Re-entry Advisory Committee, the Domestic Violence Advisory Board, and Victim Rights Coordinating Committee. The agency developed a Victim Offender Dialogue (VOD) Program and the operating procedure was implemented. Facilitator training was held in July 2012, and three cases are currently being processed with a facilitator.

The DSS Office of Family Violence funds 48 domestic violence programs including 41 shelters. Shelters play a crucial role in victim safety when an offender is released. All domestic violence programs offer safety planning to victims. Shelter options are included in most of the safety plans. Coordinated Community Response Teams bring together non-profit service providers, court personnel, law enforcement, and social services to improve the system response to domestic and sexual violence in their localities. Accredited domestic violence programs offer consistent comprehensive services for victims and their children. Services include but are not limited to hotline, advocacy, crisis intervention, information and referrals, children's services, support groups, emergency transportation, and coordination of services. Many accredited domestic violence programs also provide legal advocacy and work with law enforcement, commonwealth's attorneys, victims/witness programs, court services units, and judges to remove risk factors for victims in court.

Data and Information

VirginiaCORIS. The DOC continues to use VirginiaCORIS as a platform for improving collaboration and information sharing between agencies. VirginiaCORIS continues to be updated to support the department's initiatives, specifically re-entry. Over thirty new enhancements have been deployed in the past twelve months. The most significant of these enhancements involves the integration of DCE's legacy system with VirginiaCORIS. DCE's older system (AESIS) was an Access based program. AESIS had grown

so large that Access had difficulty running and maintaining all of the information housed inside of it. As a result of the integration of VirginiaCORIS with DCE, all programs regardless of their type (e.g., education, mental health, substance abuse, sex offender) are being entered and tracked in DOC's offender management system. This merger will allow staff to readily access offenders' program enrollment and status information when handling transfers or modifying case plans. Combining the system information into one source (i.e., VirginiaCORIS) will also help ensure more accurate reporting in the future. However, some educational barriers continue to be a challenge for case planning and reporting within VirginiaCORIS. Since obtaining accurate results and reporting are still contingent on the quality of the data being entered, additional training has been delivered regionally to all probation officers and counselors to maximize the system's potential.

Over the past year, DOC has minimized challenges associated with collecting program and case plan data by providing staff with additional COMPAS risk/needs assessment and VirginiaCORIS training. Trainers, who are subject matter experts in EBP and VirginiaCORIS, have worked collaboratively to develop and facilitate case plan training. The goal of these efforts has been to ensure that case plans are based on evidence-based principles and entered/modified accurately into VirginiaCORIS. A restructuring effort of the VirginiaCORIS programs module has recently been completed, which allows DOC to capture more accurate program data for institutions. In combination, these efforts will help ensure more accurate and higher quality data entry and reporting.

In the last year, a collaborative effort supported by the Virginia Division of Consolidated Laboratory Services (DCLS), a Division of the Virginia Department of General Services (DGS), and DOC centralized the drug testing of urine samples from inmates and parolees. The resulting modification to VirginiaCORIS allows DOC staff to place orders for offender drug tests in the system and view the results of those tests when they are automatically uploaded into the system's drug testing module. One of the Governor's Awards for Public Service was presented to the Drug Testing Team in July 2012. This team, comprised of staff from DGS, DCLS, and DOC, launched the successful effort to streamline drug testing across the Commonwealth. Previously, tests were performed at 23 locations

statewide, creating numerous logistical difficulties. The DGS and DOC came together to identify efficiencies, reduce duplication, and increase drug testing quality. As a result of this collaboration, the DOC is able to collect, transport, receive, test, and track the electronic results of over 14,000 urine samples and 54,000 tests each month. The DOC is now in a better position to identify the offenders who have tested positive for particular drugs and determine how this information affects recidivism, violations, and other correctional outcomes.

The DOC is planning two major enhancements to VirginiaCORIS within the next year. The first of these enhancements includes the integration of the local inmate data system (LIDS) with VirginiaCORIS. By combining the active jail population data within VirginiaCORIS, the Department will be in a better position to link arrest data with incarceration data and share more case information with other stakeholder agencies. Offender case information will initially be input by jail staff and later updated by DOC staff. A second enhancement is planned to integrate the current gang database (GangBusters) with VirginiaCORIS. When this integration is complete, all offender-related information regarding gangs will be stored within VirginiaCORIS. The DOC has also begun discussions with the VSP to incorporate criminal history into the VirginiaCORIS. This collaboration would provide VCIN-certified staff more timely access to critical offense-related information that will help with the adequate supervision and treatment of these clients.

DOC has recently submitted a budget amendment to request funding for software, staff, and implementation costs to support an electronic health care module, which would be interfaced with VirginiaCORIS. This project would help improve monitoring of offenders and their medical conditions for treatment purposes, promote a continuity of care by allowing physicians to view electronic medical records of offenders' being released, and report more accurately on the number and type of medical conditions that exist within the DOC population so that proper medical staffing and treatment can be deployed. Unfortunately without sufficient funding, this project cannot be implemented.

Department of Juvenile Justice. DJJ has successfully implemented a Comprehensive Re-entry Case Plan (CRCP) that combines the parole plan and the

comprehensive service plan. The CRCP is available through DJJ's information data collection system. Automating the CRCP improves information sharing between facilities, the community, and service providers. Other enhancements to DJJ's data collection system that will improve data quality and collection include improvements to their Serious Incident Reporting system as well as to the housing, service provision, education, and employment data fields. A new data element has been added to DJJ's data collection system that will help capture accurate and current program enrollment statuses. This enhancement will allow facility staff to enter the status of an offender's treatment service (i.e., waiting list, active, completed).

Virginia State Police. The availability of Virginia criminal history information which is forwarded to the FBI, Interstate Identification Index, and the National Instant Check System, is utilized for the purpose of approval/denial of firearm purchases/transfers to prohibited individuals. In addition, the criminal history records maintained by Virginia and contributed to the FBI, help organizations make more informed employment decisions. In the past year, additional Live Scan installations have been made. Live Scan machines capture fingerprints and transmit arrest and demographic information electronically. The additional installations allow information, such as identification, to be readily accessible at the time of booking. Additional biometric data elements have also been added to the system. All of these efforts continue to strengthen public safety efforts in Virginia by facilitating information sharing and better tracking of offender information and criminal history.

Department of Education. School divisions and the DOE SOP maintain student information systems that collect demographic data about all enrolled students, including those in detention educational programs. The data meet federal and state reporting requirements including students' schedules, grades, teachers, and test scores. The data system enables the sharing of student information to facilitate re-enrollment and placement in schools upon release and preparation of re-entry plans prior to release. Timeliness in providing information from students' records to agencies and school divisions is crucial to the preparation of students' enrollment plan upon release and

academic course planning when the juvenile is admitted to a correctional facility. Training to reinforce enrollment regulation procedures and designating personnel within agencies to work with re-entry and re-enrollment have facilitated the timely receipt of student information for transition planning.

Grant Funding

Over the past two years, a number of agencies and community organizations have jointly applied for grants to support re-entry efforts on the state and local level. Grant funding expands the network of resources available and provides financial assistance to programs that could not operate otherwise. These opportunities encourage stakeholders to work collaboratively to design, implement, and maintain innovative re-entry approaches.

Office of the Executive Secretary. The Office of the Executive Secretary received a Second Chance Act grant in the amount of \$136,692 from the Bureau of Justice Assistance in October of 2010. An additional year of continuation funding for the grant in the amount of \$191,021 was awarded through the end of September 2013. The purpose of this grant was to develop Virginia's first re-entry docket at the Norfolk Circuit Court. Implemented as a pilot in 2011, the State's first re-entry court is funded through a federal grant to the Virginia Supreme Court and includes partnerships between Norfolk City Jail, Norfolk Probation and Parole, Norfolk Commonwealth Attorney's Office, Norfolk Circuit Court, the Norfolk Community Services Board, and faith-based organizations. The program is modeled after the city's drug court and is designed to be completed in 18 months, including a 6 month stay in jail followed by community supervision and services. Re-entry Court participants make regular appearances before the judge and receive immediate sanctions and incentives based on performance in the program. The ultimate goal of the Re-entry Court is to reduce recidivism. To meet this goal, the program includes workshops on GED preparation, anger management, and employment skills. The program is voluntary and is generally part of sentencing for a probation violation. The Norfolk Circuit Court Re-entry Docket project is also undergoing two separate program evaluations by the National Institute of Justice as well as the National Center for State Courts.

Department of Behavioral Health and Developmental Services. The VWWP, in partnership with DBHDS, was awarded a federal grant of \$71,250 from the U.S. Bureau of Justice Assistance through DCJS. The purpose of this grant is to fund a targeted educational program for judges, court personnel, and other criminal justice partners across the Commonwealth. This grant is in the third year of execution and is renewable for up to four years. To date, the project has included comprehensive research required for the development of the training curriculum and an evaluation tool for court and criminal justice personnel to determine the health, behavioral health needs, and resources available to justice-involved veterans and their family members. Initial pilot trainings were conducted in the 27th judicial district. The curriculum was subsequently revised and updated as a result of feedback from this training. Between January 1 and June 30, 2012, VWWP program staff conducted training sessions across the Commonwealth utilizing the developed curriculum. Feedback from training participants indicated that these sessions were beneficial during their contact with veterans. Funding must be renewed at the end of this fiscal year and may be continued for one additional fiscal year ending on June 30, 2014.

Department of Social Services. In October 2010, DSS was awarded a \$750,000 Second Chance Act Prisoner Re-entry grant from the U.S. Department of Justice (DOJ). Funding from the award went to the initial six localities across the Commonwealth that established Local Re-entry Councils. The purpose of the funding is to help these councils coordinate services for those leaving prison or jail.

The federal grant award along with a \$750,000 in-kind match of services from Virginia localities and state agencies resulted in a \$1,500,000 re-entry project for the Commonwealth. This project, which will end December 2012, has focused on employment and employment support services. Funding has been used to assist individuals as they transition into the community through services such as job training, temporary housing, literacy classes, mental health and substance abuse programs, education programs, and family reintegration services. Project sites have worked with over 200 returning citizens providing case management and support services. In addition to providing services, project localities have also conducted town hall meetings and other activities to raise public awareness about re-entry issues in the community.

Department of Juvenile Justice. Byrne/Justice Assistance Grant (JAG) funding in the amount of \$31,800 was awarded to DJJ to support a pilot mentoring initiative in the cities of Richmond, Petersburg, Colonial Heights, and the counties of Chesterfield and Henrico. DJJ residents will be matched with mentors from their communities. The match will begin 90 days prior to release from a JCC and continue in the community for a minimum of six months. The grant is awarded for up to four years based on the availability of funding. During the first year of the grant, 20 residents will be matched with mentors. The grant funds will be used to contract with an organization to recruit and train mentors and support mileage reimbursements for mentors and performance-based incentives for mentees.

DJJ in partnership with the Tidewater Youth Service Commission (TYSC) received a Second Chance Grant award from the Office of Justice Programs at the U.S. Department of Justice for a Juvenile Offender Re-entry Demonstration Project in the amount of \$650,000 for the first year. The Department has received continuation funding of \$337,500 in federal funds for 2012 and 2013. The project serves high and moderate risk parolees up to the age of 21 from multiple localities including the Cities of Chesapeake, Virginia Beach, Portsmouth, Norfolk, Suffolk, Newport News, Hampton, and the Counties of Southampton and Isle of Wight. TYSC provides and coordinates comprehensive, re-entry services in collaboration with DJJ and other local key stakeholders to reduce recidivism by addressing challenges posed by re-entry. The program is grounded in research-based principles and implements evidence-based modalities targeting criminogenic needs. TYSC provides sustained case planning and management during commitment and upon release into the community using risk and needs assessment that identifies necessary or beneficial pre- and post-release services. The grant funding supports a comprehensive range of services and provides for graduated re-entry options. This project demonstrates a regional approach in which local and state agencies can cooperate and reach efficiencies of scale in the delivery of services.

Department of Criminal Justice Services. The DCJS received a two-year grant provided by the Bureau of Justice Assistance in the amount of \$425,000 for the Prisoner

Re-entry Initiative for Richmond City. The remainder of the \$425,000 in Federal Prisoner Re-entry Initiative (PRI) grant was used by the grant's expiration date in June 2012. The funding was granted as a no-cost extension from December 31, 2011. DCJS will distribute approximately \$4,778 in federal funds to the PAPIS programs via its MOU with DSS.

Every three years, the Advisory Committee on Juvenile Justice (ACJJ) develops a new action plan for utilizing federal juvenile justice funds. A new plan was submitted to OJJDP in May for FY2012-2014 funds. As in prior plans, the most recent plan includes re-entry as an area for possible funding use under the ACJJ's priority of "serving at-risk and system-involved youth in their home communities". Depending on Virginia's share of federal funding for FY2014, the ACJJ would like to provide a portion for local community-based agencies to provide re-entry support services for youth returning from a JCC or detention facility. Virginia's share of federal juvenile justice and delinquency prevention funds has been significantly reduced; between FY2011 and FY2012, Virginia's funds were cut by almost 44%. At this time, it appears that there will be no funds available for new initiatives in the next few years. Current funding will help cover monitoring requirements and existing grant projects. In order to support any new projects, including those related to re-entry, additional federal funding will be needed. The severe reduction in federal juvenile justice funds over the past two years has created a gap in funding for continuation projects. To address this, it is anticipated that two years worth of federal funding will be used to support eligible continuation grants, including the Re-Entry to Education and Employment Project (REEP) to DJJ.

Department of Corrections. The partnership between Cumberland Mountain CSB, University of Virginia, Virginia Tech University, Southwestern Virginia Local Re-entry Council, Verizon Wireless, and the DOC formed in the fall of 2010 when DOC received a Federal Second Chance Act grant in the amount of \$300,000. The purpose of this grant is to target family services for female offenders with a history of substance abuse who are returning to the southwestern Virginia counties of Russell, Tazewell, and Buchanan after release from incarceration. Offenders in the program receive substance abuse treatment. Participants are also enrolled in a parenting program and receive assistance with family

reunification through video conferencing provided by University of Virginia. Re-entry services are provided through Cumberland Mountain CSB with probation supervision and case management services provided by Tazewell Probation and Parole District. A \$10,000 grant from Verizon Wireless helps provide emergency re-entry needs, counseling, and support services to offenders who have been victims of domestic violence or sexual abuse. This grant program is an excellent pilot but is very small and limited to a restricted service population, targeting only 30 offenders. The grant funding for the program ended on September 20, 2012.

Second Chance Act funding was allocated to the DCE, which is now the DOC Division of Education, to provide computer repair technology and college courses to offenders and assist with job placement and continued education upon release. The original grant was for \$750,000. Funding will continue until September 2013. The Division of Education is currently working on a proposal that would reduce the cost of tuition to make it more attractive for foundations to support the cost. Approximately \$200,000 of the Second Chance grant has been set aside to provide support services related to job placement, housing, and special needs for offenders being released from Lunenburg Correctional Center. Funding from the Second Chance Act also supports the partnership between Southside Virginia Community College, the Virginia Goodwill network, and Lunenburg Correctional Center, which allows students who complete relevant coursework and pass an exam to become entry-level computer technicians.

Department of Health. In 2011, DOH received a four-year federal grant under the Special Projects of National Significance (SPNS) program of the Health Resources and Services Administration's (HRSA) HIV/AIDS Bureau (HAB). The Department receives \$960,000/year to develop and implement innovative models of linking and retaining HIV-positive individuals in care. One of the four major components of this award includes developing enhanced approaches to connecting HIV-positive individuals released from state correctional facilities to care. The grant currently funds two centrally located care coordinators who are actively working with DOC and DOH representatives to develop and

implement the care coordination model for released inmates. The grant also funds training for DOH, DOC, and community stakeholders related to the initiative.

The program formerly known as the Bridge Program, housed within the Virginia Commonwealth University's Infectious Disease Clinic will continue to provide neuropsychological and mental health assessments for released inmates with HIV and identify individuals with mental health conditions. This project is now funded under the SPNS grant described above. The program will provide mental health services to 200 persons living with HIV/AIDS inclusive of 50 referrals from DOC. This project has demonstrated positive clinical outcomes for released inmates receiving HIV care. The program reports that 97% of referred clients appear for intakes, 94% of clients are retained in medical care, and 96% of clients show good viral suppression, which improves health for clients and decreases risk of HIV transmission to others.

The DOH is working with the DOC on implementation of the SPNS grant. A Care Coordination Strategy Group that includes DOC participants began meeting in April 2012. The DOH is currently implementing a centrally-managed care coordination model to oversee the referral process, provide patient navigation, and coordinate HIV-related services across various programs and funding sources for HIV-infected offenders being released.

Since the DOC now offers HIV testing to all offenders prior to re-entry, DOH has been working closely with the medical staff at many DOC facilities to ensure that offenders are linked to the CHARLI, Bridge, and other programs that help HIV-infected persons find and receive care upon release. A DOC Discharge Planning Specialist participates on the Community HIV Planning Group and has helped to identify key staff within DOC to work with on service coordination. The SPNS Care Coordination system will help ensure that HIV-infected offenders being released are linked to appropriate services, regardless of whether their facility is served by a CHARLI contractor. Care Coordinators will ensure released inmates are assessed for eligibility for medication access services and coordinate referrals to appropriate services including community-based HIV patient navigation services.

The DOH received \$90,000 under its federal HIV Prevention Cooperative Agreement to support a Northern Virginia site for the CHARLI program. Funding for the next calendar year is expected to increase to \$120,000 for that site. This funding is in the first year of a five year funding cycle. One CHARLI contractor was awarded funds through the Elton John Foundation to provide up to four months of housing support for HIV-infected inmates, who have been incarcerated for at least three years and are returning to the community. DOH is applying for additional grant funds that would allow this program to be expanded or replicated. This temporary housing program allows individuals to have some stability while seeking employment, receiving healthcare, and connecting with other programs such as Housing Opportunities for People with AIDS.

Department for Aging and Rehabilitative Services. The DARS is the recipient of a four-year federal TBI Grant (2009-2013). One of the grant's individual projects focuses on enhancing the identification of brain injury among youth entering the juvenile justice system. In collaboration with DJJ, DARS subcontracted with Virginia Commonwealth University's TBI Model Systems Program from 2009-2012 to develop an appropriate screening instrument and staff training. The instrument has been incorporated into the routine screening of youth entering the Reception and Diagnostic Center. Effective identification of brain injury among youth should lead to better treatment and re-entry outcomes following discharge including a lower rate of recidivism.

Other Agency Programs and Initiatives

Virginia Indigent Defense Commission

The Indigent Defense Commission is composed of 25 Public Defenders' Offices throughout the Commonwealth. The level of involvement in re-entry initiatives varies greatly among the localities. Although re-entry is not specifically a part of the Commission's statutory mandate, public defender's offices have had some involvement in localities with specific programs benefiting their clients. These collaborative efforts help close gaps in services between jails and the community by working with stakeholders to develop a system that helps link offenders with services and setting appointments prior to their

release. Many Public Defenders' Offices have partnered with local and state probation and parole, Offender Aid and Restoration (OAR), faith-based organizations, local shelters, treatment providers, social services, local law enforcement, local community colleges, hospitals, and other community stakeholders to identify treatment and services for their clients to create a smoother transition from incarceration to the community. Staff at the Public Defenders' Offices serve on a variety of boards and committees including the following: local re-entry taskforces, jail diversion task forces, Correctional Services Advisory Board to the Sheriff, Local Re-entry Councils, local courts, re-entry committees in detention facilities, mental health work groups, juvenile best practices' committees, as well as serving on the boards of foundations, local drug courts, and the re-entry and mental health dockets in their locality. These collaborations help foster communication across the system, which improves re-entry planning for incarcerated offenders, establishes a continuity of care between jail and the community, creates an extended network of available resources to support transitional services and programming, allows for the implementation of innovative new re-entry programs, and promotes evidence-based decision-making. Connecting clients with available services during incarceration and participating in release planning with other stakeholders help facilitate a smooth transition to the community where clients are linked with appropriate services upon release.

A common barrier to re-entry cited by the Public Defenders' Offices involves connecting clients with adequate mental health services upon release. This barrier is compounded by budget cuts and some providers' resistance to prioritizing offenders for services who have previously been unsuccessful in mental health treatment. Other barriers and gaps listed by Public Defenders' Offices include the following: policies that exclude offenders with mental health and medical conditions from treatment, an inability to share data on clients easily with other agencies, and a lack of employment opportunities, affordable and accessible educational programming, mental health and substance abuse services, transportation, and housing for clients. The efforts of the various workgroups and committees that staff from the Public Defenders' Offices serve on are currently working to address these barriers and gaps in services.

Department of Behavioral Health and Developmental Services

The DBHDS has strong collaborative relationships with a variety of state agencies and local partners including DOC, DCJS, DSS, DJJ, DMAS, DVS, local CSBs, and police and sheriffs offices. These partnerships help address the unique needs of those persons with behavioral health disorders and intellectual disabilities involved in the criminal justice system. Specific collaborations impacting individuals reentering from prison or jail include the following: the Cross Systems Mapping initiative, the statewide expansion of CIT, the partnership with the VWWP, the SAMHSA-MacArthur Foundation Policy Academy-Action Network Initiative, the Criminal Justice and Behavioral Health Formulary Workgroup, the Mental Illness in Jails Annual Report, the statewide Re-entry Conference, the Annual CIT Conference, and participation on various committees and workgroups with DCJS.

In 2009, DBHDS awarded individual contracts to 10 of Virginia's 40 CSBs, each of which submitted successful competitive proposals for line item funding targeted at jail diversion and jail treatment. Unlike the majority of funds that pass through DBHDS to the CSBs, these funds remain under the control of the Central Office and each site is required to meet specific goals with regard to serving justice-involved populations. Several programs are already demonstrating up to 80% reductions in the rate of arrests. Additionally, many sites use these funds to support their CIT programs, jail treatment (enhancing discharge readiness), discharge planning, and the CORE program in Alexandria, which is a partnership between state probation and parole and the CSB.

The CORE program, called the Alexandria Collaboration for Recovery and Re-entry, is supported by a partnership between Alexandria Probation and Parole and the local CSB. A grant obtained by the CSB funds a mental health probation officer position and a CSB therapist. The program provides rapid/intensive treatment, supervision and support for probationers/parolees diagnosed with mental illness. The Substance Abuse and Mental Health Workgroup of the Governor's Re-entry Council identified the program as a model worthy of replication in other localities. However, expanding this program without additional funding poses a significant challenge.

The CIT Statewide Expansion project is a collaborative effort among DCJS, DBHDS, DVS, local CSB, police, sheriff, consumer, and other service agencies. Thirty local CIT initiatives were developed and supported through federal, DCJS, DBHDS, and local funding, which increased from 26 initiatives in 2011. The CITs are firmly entrenched in Virginia, with approximately 80% of the Commonwealth developing or having CIT programs. DBHDS and DCJS finalized a policy guidance document, *Essential Elements of CIT in Virginia*, in September 2011. This document and current legislation create and maintain baseline consistency among programs. Funding for CIT programs is improving through collaborative grant opportunities between DCJS and DBHDS for the development of programs and the recent allocation of funding for CIT 'Drop Off' centers. However, of the 30 programs currently in Virginia, only 9 are operational and of those only 5 have drop off capacity. Currently, none of the programs have the complete array of community-based services needed to fully operationalize these programs across the state.

The first annual statewide CIT training and conference held in conjunction with CIT International conference was held in Virginia Beach in September 2011. The 2nd annual CIT training and conference was held in October 2012 for 300 representatives of Virginia's 30 CIT programs and other stakeholders. The conference was a collaborative project with DBHDS, DCJS, National Alliance on Mental Illness – Virginia (NAMI-VA), the Virginia CIT Coalition (VACIT), and Hampton-Newport News CSB. In conjunction with the CIT training and conference, there was a one-day advanced "train the trainer" training on special needs and interventions for veterans with behavioral health disorders. This project, co-sponsored by DBHDS, DVS, and the Mental Health Association of the New River Valley, was implemented based on a recommendation from the Re-entry Council in 2011. Applications for CIT 'Drop Off' Centers will be reviewed by a collaborative team from DCJS, DBHDS, and the VACIT to make recommendations for awards to up to five CIT programs. Funds will be distributed in late 2012 to help law enforcement reduce the number of arrests, including arrests of those on probation or parole, by providing more effective access to services in lieu of incarceration. Other collaborative efforts that DBHDS has been involved with include the following:

- DBHDS, DCJS, and the Virginia Beach Sheriff's Office participated in a technical assistance visit to Montana provided and funded by the National Association of State Mental Health Program Directors (NASMHPD) in order to learn more about their CIT, jail treatment, and cross systems mental health education projects. A two-day mental health training curriculum for first responders and community members is currently under study for implementation in Virginia.
- DBHDS worked with DJJ, CSA administrator, and local mental health and juvenile justice agencies in central Virginia to successfully develop an application to attend the SAMHSA Juvenile Justice Policy Academy for Youth with Co-occurring Disorders.
- A statewide group of criminal justice and behavioral health representatives from state and local agencies met during 2011 in response to a Re-entry Council recommendation, which resulted in budget language being introduced in 2011⁷.

Department of Corrections

The DOC continues to strengthen and improve its re-entry efforts, as outlined in the goals of the Department's strategic plan for re-entry, the Virginia Adult Re-entry Initiative (VARI). Policies and strategies are continually monitored and refined to promote re-entry. These strategies include implementing research-based practices for facilitating prosocial behavior change in offenders through programming, skill-building, transitional services, other training opportunities, and adopting a system of graduated incentives and sanctions to ensure accountability. The Department actively seeks out new opportunities to expand its partnerships with community stakeholders and other state and local agencies. These partnerships help promote the mission of the Department as it relates to prisoner re-entry.

Shifting Agency Culture. The DOC has demonstrated a strong commitment to creating a culture that establishes and supports offender change and re-entry preparation. Staff participate in training to enhance dialogue across the agency with the ultimate goal of creating an environment that promotes job satisfaction, innovation, collaborative problem-solving, retention of dedicated staff, and positive offender outcomes. The DOC has made

⁷ <http://leg2.state.va.us/DLS/H&S/Docs.NSF/682def7a6a969fbf85256ec100529ehd/a3e2af7252684d758525788b006acadd?OpenDocument>

substantial progress in creating internal continuity among its prison and community corrections operations, which supports successful re-entry and a continuity of care.

Case Management Services. The DOC has brought its case management services in line with EBP. In the last year, evidence-based case plan training was completed for all counselors and probation and parole officers. The COMPAS risk/needs assessment has also been fully implemented and interfaced with the case plan module in VirginiaCORIS. Based on the results of the assessment, an individualized re-entry case plan is developed for each offender to guide participation in programs that will help lower his or her risk of recidivism. In addition to treatment and service referrals, case plans are used in community corrections to engage offenders in the change process by eliciting their input in generating goals for supervision and strategies for addressing their criminogenic needs, garnering commitment to those action items on the plan, and continually reviewing the plan to ensure that they are held accountable and making progress on supervision.

Implementing Evidence-Based Practices. Over the past year, the DOC has implemented EBP in all probation and parole districts and detention and diversion centers in community corrections. The following stages of implementation will be facilitated by a comprehensive strategic plan, recently drafted and approved by DOC, with the primary goal of improving the fidelity of EBP implementation. Efforts underway include the following:

- developing policies and procedures to support the use of EBP supervision in all district offices in Virginia;
- developing an organizational structure that supports and sustains the implementation of EBP and quality supervision
- implementing a quality assurance process for each component of EBP;
- targeting and applying the most effective interventions for offenders via evidence-based case planning;
- implementing a structure to support competency development of staff;
- finding ways to strengthen community and family involvement with the offender in a prosocial manner; and

- utilizing supervision through technology (such as automated self-reporting systems), which is a cost-effective manner of monitoring low risk offenders in the community.

The DOC is engaged in continued efforts to improve the fidelity of its EBP implementation in all of its prisons. The process requires improving each prison's organizational culture to support offender change, respond to offenders' assessed risks and needs, improve the effective communication of all staff in dealing with offenders, use sanctions and incentives to encourage prosocial behavioral change, and measure progress and outcomes.

Cognitive-behavioral programming. Thinking for a Change, the evidence-based cognitive behavioral program made available through the National Institute of Corrections, has been implemented in DOC facilities. The focus of this program is to help offenders eliminate criminal thinking errors and establish new prosocial attitudes, thoughts, and beliefs. Community corrections is in the process of implementing *Thinking for a Change* booster sessions to provide continuity and support as offenders transition from prisons to community supervision.

Intensive Re-entry Programs. Consistent with its re-entry strategic plan, the DOC has fully implemented Intensive Re-entry Programs at 12 prisons as well as re-entry pods at higher security prisons. The Parole Board, in cooperation with DOC, is able to grant parole conditioned upon the successful completion of the Intensive Re-entry Program. This practice allows the Board to grant parole conditioned on the successful completion of the program, meaning that the offender is not actually released until the Intensive Re-entry Program is completed approximately six months later. The DOC places the offender in the program as soon as space is available rather than waiting until the offender is closer to his or her mandatory release date. This practice helps ensure that long-term offenders receive re-entry preparation before release.

The DOC has received a Residential Substance Abuse Treatment for State Prisoners (RSAT) grant provided through DCJS to implement the MATRIX model in 12 Intensive Re-

entry Programs. The DOC received \$500,000 in federal grant funds and has a required state match of \$125,000 for a total program cost of \$625,000. The MATRIX is an evidence-based substance abuse program intended to serve offenders who are assessed as having a moderate need for substance abuse treatment and who do not need the more intensive programming. The Cognitive Therapeutic Community (CTC) program, designed for offenders with high substance abuse treatment needs, only operate at three locations. These locations serve male offenders at Indian Creek Correctional Center and female offenders at the Virginia Correctional Center for Women and Central Virginia Correctional Unit. The CTC programs produce recidivism rates of 7%, much lower than the overall DOC recidivism rate of 26.1%. Even though aftercare is an important component of intensive substance abuse treatment, the DOC has not received funding to reinstate the transitional substance abuse treatment programs that provide a halfway house for graduates discharging from the CTC programs following release.

The Intensive Re-entry Programs include life skills training with the career readiness components facilitated by Offender Workforce Development Specialists and prison counselors delivering all other aspects of the program. Topics include how to budget or locate housing. The DOC's workforce development program is operated in conjunction with its re-entry efforts. Staff provide career readiness preparation, assist in resume and portfolio development, and register offenders on the state employment network prior to release.

Veterans. Specialized re-entry preparation and support programs for veterans are now operating at Haynesville and Indian Creek Correctional Centers. These programs help address the unique needs of veterans and help them learn how to access available federal benefits. The incidence of PTSD is higher among veterans than the general population. As a result, justice-involved veterans may need more services, specifically mental health and physical health services, than other offenders housed at DOC facilities. The DOC is largely dependent on volunteer support by community veterans to run programs. Consequently, funding for services continues to be a barrier to re-entry for veterans.

Other DOC efforts to address the unique re-entry needs of incarcerated veterans include the formation of an internal Veterans Re-entry Task Force. As a result of the recommendations made by the Task Force, the following actions have occurred:

- DOC's re-entry operating procedures as well as probation and parole initial intake policies have been revised to require staff to encourage offenders in custody or on supervision to apply for their DD214. The DD214 is the standard separation document of the United States Military and is official proof of military service. Enhancements to the military record section in the VirginiaCORIS have been scheduled. These enhancements include a field that will capture whether the DD214 has been requested and/or is on file.
- DOC implemented a residential re-entry program designated for veteran offenders who have an Honorable Discharge and military service verified by a DD214. The Veterans Expecting to Transition Successfully (VETS) program, located at Haynesville Correctional Center with a capacity of 84 beds is currently in operation. Participants, typically within 24 months of release, will live in a structured environment and take part in programming geared toward self-improvement and release preparation. A similar program has been implemented at Indian Creek Correctional Center.
- DOC has hired a part-time veteran advocate, who is a veteran and former offender, to support the veteran program development and assist with re-entry needs of the increasing number of offenders who are veterans.
- All prisons have been directed to establish a veterans group where security issues and capacity allow and where volunteers are available to support the program. The groups are to be voluntary and supported by veteran volunteers in the community. Established programs are currently operating at Deerfield, Powhatan, Buckingham and Bland Correctional Centers. Greenville Correctional Center is in the planning stages of implementing a program for incarcerated veterans.

Female Offenders. The DOC recently formed an internal task force to closely examine the re-entry needs of women and make recommendations for improvements within DOC. The DOC Female Offender Task force is currently doing a review of services, gaps, and barriers. Other initiatives targeting female offenders include the DOC's plans to implement a gender-specific version of the COMPAS risk/needs assessment designed to capture the unique needs of female offenders.

Gangs. The DOC has a robust gang management strategy approved by the Secretary of Public Safety in January 2012. This strategy mandates a heightened focus on the uniform identification and management of gang activity throughout the DOC, as well as increased awareness and training for all DOC staff.

Through a joint effort with the DOC Training Academy and Research Unit, strategies for reducing gang recruitment and involvement in the prison system and society will be identified. An evaluation model will be designed and implemented with the purpose of determining the effectiveness of DOC re-entry program initiatives in reducing gang involvement. The DOC will research the impact of re-entry efforts on gang members and use this information to implement pilot programs through a joint venture with law enforcement and local stakeholders.

Segregation. In October 2011, the concept for the Segregation Reduction Step-Down Plan at Red Onion State Prison and Wallens Ridge State Prison was drafted. The goal of this project is to create a pathway for offenders to move from the highest security level (i.e., Level S; segregation) to lower security levels in a way that will maintain staff, offender, and ultimately community safety. In order to accomplish this goal, a plan for implementing EBP at Red Onion and Wallens Ridge State Prisons has been developed and put into operation. By applying the principles of EBP through effective programming, a system of incentives/sanctions, and effective operational policies, this project helps facilitate prosocial, lasting change among offenders so that they are able to demonstrate through behavioral objectives and other assessment criteria that they can safely operate at a lower security level. In general, this operational plan will reduce the criminogenic characteristics of Level S offenders to allow them to be safely managed at lower security levels and

prepare them to be released with a greater likelihood for successful re-entry. The plan will also reduce staff stress and increase staff's sense of accomplishment as they see offenders progress due to their management methods.

Re-entry Work Programs. The VARI plan proposes utilizing existing DOC work foremen to teach job skills while performing work crew supervisory duties. Several innovations have begun in this area, including ServSafe Food Certification training. The DOC is providing this training to offenders who work in its prison kitchens. Since implementation in early 2011, over 1,500 offenders have passed the exam and received the nationally recognized food industry certification. In addition, the DOC has converted the former vendor-operated staff cafeteria at its headquarters to an offender food industry training program. Offenders prepare and serve food for staff and visitors while participating in the ServSafe class. Participating offenders also learn skills that will help them manage a restaurant including sanitation, food supplies, waiting tables, and working the cash register.

Video Visitation. The DOC offers an offender video visitation program at selected prisons across the Commonwealth through the Department's partnership with community faith-based and non-profit organizations. This partnership supports family reunification and continued social support/communication while the offenders are incarcerated. DOC has also developed a seminar to brief families about the re-entry expectations and probation requirements of returning offenders. Video visitation allows family members to meet with the offender via video conferencing at a cost lower than the visitor typically spends traveling to a remote prison. Visitor Centers are located in Richmond, Norfolk, Alexandria, and now Roanoke, due to a recent expansion of the program. However, the DOC is not funded for resources to facilitate extensive family reunification efforts and therefore is dependent on faith-based and other volunteer groups to assist. The video visitation centers operate on Saturdays and Sundays only. Video visitation will be used for some offenders as a part of the DOC's re-entry process to reunify offenders and families. Unfortunately, the video visitation project has been under-utilized by families.

Consequently, the DOC is working with community partners to increase marketing of the program.

Faith-Based Re-entry Programming. Substantial efforts have been made by DOC to engage faith communities in prisoner and juvenile re-entry. The Faith-Based Re-entry Program, formerly run by Prison Fellowship, is operated by volunteers and coordinated by Chaplain Services and Prison Ministry at the DOC. The program was recently de-funded by Prison Fellowship due to organizational budget cuts but picked up on a volunteer staffing basis by Chaplain Services and Prison Ministries. Since the program is faith-based and the population that this program serves is limited, offenders must volunteer for the program instead of being assigned. This program uses a Christian curriculum to provide re-entry preparation programming to incarcerated offenders approaching release and mentoring upon transition to the community. The program only serves the Richmond area and offenders pending release at one adult male facility. The current capacity of this faith-based program is only 20 offenders.

Budget Action, 2011 General Assembly Session. The 2011 General Assembly directed DOC to serve as the Federal Bonding Coordinator. The federal bonding program is an employer job-hire incentive that allows employers to hire at-risk job seekers with prior criminal convictions with limited liability to their business, thus enhancing offenders' employability. The DOC partnered with a number of agencies and employment stakeholders to develop and oversee its approach to providing the program. The current process utilized by the program involves the DOC providing letters to offenders acknowledging that they are bondable. Employers can contact DOC to request that an offender become bonded. Stakeholders assisting DOC in this effort include DARS, Workforce Investment Board of the Northern Virginia Skillsource Center, Federal Bureau of Prisons, Department of Labor, Virginia Community College System, DSS, DJJ, Boaz and Ruth, OAR of Richmond, StepUp Inc., Education and Training Corporation, and the VEC.

Department of Juvenile Justice

The DJJ is implementing services and programs guided by its strategic plan to enhance re-entry efforts for juvenile ex-offenders returning to the community. The Department understands the unique needs of juveniles transitioning back to the community and has specific programs and services to address these needs.

The DJJ continues to use Transitional Services' funding to focus on risk-based programming and individualized services to promote competency development, community protection, and accountability for offenders released from the JCCs. This community based non-residential funding provides short-term services to support and assist the youth's re-entry to the community. The use of these contracted services is guided by the youth's level of risk and need. Resources are focused on those youth at greatest risk of re-offending and whose offense pattern represents a particular risk to community safety. Services include modalities based on cognitive-behavioral principles and community-based interventions that build upon treatment provided during confinement. Services will address the criminogenic needs identified in DJJ's Comprehensive Re-entry Service Plan and be based upon current best practices and evidence-based strategies. Categories for services include the following:

- life skills coaching that focuses on reinforcing or changing skills or behaviors and preparing an offender for eventual self-sufficiency;
- employment services to develop marketable skills and sound work habits needed to obtain and maintain employment;
- intensive supervision services that provide highly structured continuously monitored, and individualized services; and
- clinical services to include substance abuse treatment, intensive in-home services, individual therapy, and gang intervention services.

The DJJ has implemented an overarching Comprehensive Re-entry Case Plan process that will combine the service plan developed in the facilities with the parole plan developed in the community. Combining these two plans will facilitate improved

communication between the JCCs and the parole officers, which will improve communication with the vendors. The new case plan model will be driven by the results of the Youth Assessment and Screening Instrument (YASI) and will focus on identifying barriers to change, risk factors, and skill deficits that have contributed to criminal behavior. This new format will allow juveniles to have one continuous plan from commitment to release from parole supervision with multiple contributors across disciplines, including JCCs, CSUs, and Behavioral Service Unit (BSU).

Employment/Job Training. The Re-entry to Education and Employment Project (REEP) initiative was started at Beaumont Juvenile Correctional Center to improve employment outcomes for offenders reentering the community. The program is currently implemented at Hanover, Beaumont, and Culpeper Juvenile Correctional Centers. The REEP initiative has been expanded to additional JCCs including Culpeper and Hanover. The program has resulted in residents from the Peninsula area being linked with employment opportunities after release. DJJ is looking to expand this initiative to connect residents from other areas of the state with employment upon release.

Increased vocational opportunities are being offered to residents of Culpeper Juvenile Correctional Center. These residents are over the age of 18 and have typically completed high school requirements. Vocational opportunities will afford them the opportunity to learn and enhance their vocational, social, and team-building skills. Ten residents selected from Culpeper began working with a renowned quilter in August 2012 to learn the basic art of using a sewing machine and quilting as a nontraditional way of embracing culture and expression. Other work opportunities and efforts supported by DJJ include the following:

- Youth Industries Programs at the JCCs are being redesigned to better provide youth with the opportunity to perform work in industries similar to those found in the local job markets.
- The number of Institutional Work Programs available in most JCCs is being increased to provide work experience in different areas.

- Work/Education Release Program at the Reception and Diagnostic Center and Bon Air Juvenile Correctional Center provides off-campus educational and work opportunities for youth before transitioning back to their community.
- Technical/Vocational Training through the DOC Division of Education provides training for trades that are licensed by the Commonwealth.
- Employment training services in the community are funded through transitional services funding.
- A new position, a workforce development coordinator, has been created. This position will help link ex-offenders released from DJJ with job services in the community.

Female Offenders. Transitional housing in the community is currently not available for female ex-offenders. Because there is insufficient transitional housing for females, the DJJ has made a unit available at Bon Air Juvenile Correctional Center for females within one year of release. Limited funding for transitional services due to budget reductions over the last three years produces a gap in the system. DJJ shifted funds within the agency's budget to increase the transitional services budget between FY2010 -2011, and the budget remained stable for FY2012. The Department identified funding for the use of Detention Re-entry and Independent Living Programs in order to meet the needs of residents transitioning from the JCCs.

Gangs. The DJJ's Gang Unit is working with local law enforcement to provide awareness and information on ex-offenders released from the Department who have been identified as a gang member or having gang involvement. This line of communication is an attempt to reduce former residents' level of criminal activity. Since information sharing can be a barrier between law enforcement and CSUs, DJJ's Gang Unit is continuously working with CSUs to encourage partnerships with local law enforcement.

Video Visitation. The CSUs and JCCs are equipped with VIA3 video equipment. Parole officers are encouraged to use VIA3 to schedule face-to-face visits with families who are not able to travel to the JCCs. DJJ also partners with a faith based organization to

provide transportation for families to Culpeper Juvenile Correctional Center. This program provides residents and their families with additional opportunities for visitation, thus promoting continued family and social support during incarceration.

Department of Social Services

The DSS public assistance programs serve as a safety net for limited income individuals and families. Included in those served are victims of crime, individuals previously incarcerated, and family members of victims and offenders. The array of programs carried out within the social services system support safe, stable nurturing environments and relationships where adults, children, and families can thrive. These services also facilitate a community-based approach among providers, businesses, and community organizations. This collaborative approach supports family strengthening and other positive outcomes for families. Services and benefits delivered through Virginia's supervised and locally administered social services system and community partners include the following: service programs (e.g., Child Welfare, Adult Services/Adult Protective Services, and Child Support Enforcement); public assistance programs (e.g. SNAP/SNAPET, Medicaid, Temporary Assistance for Needy families [TANF]); community and volunteer services (e.g., Fatherhood and Strengthening Families, Promoting Safe and Stable Families, and family/domestic violence programs); and community action agencies.

Division of Family Services. The DSS Adult Services Unit (AS) oversees local departments' AS, Adult Protective Services (APS), and Auxiliary Grant (AG) activities. This unit also develops and interprets law, regulation, and policy for these programs. Regional consultants in the unit provide direct consultation, training, and technical assistance to local AS/APS units. In the last year, the Division of Family Services participated in numerous activities in support of prisoner re-entry including the following:

- participating in DSS and interagency workgroups focusing on the unique re-entry needs of elderly or disabled offenders, including a special-needs inmate workgroup;
- providing information to DOC staff on services and benefits that may be available to former offenders being released;

- working with re-entry staff and other agencies to clarify and expedite applications, screenings, and documentation for Medicaid, AS, AG, long-term care and other benefits and services' eligibility;
- providing information to local departments on prisoner re-entry and their responsibilities and options in working with re-entering inmates;
- monitoring cases involving special-needs inmates and providing consultation and technical assistance to local AS and APS involved in those cases;
- acting as liaison between local AS/APS workers and DOC release and re-entry staff on challenging cases, including special-needs inmates; and
- advocating for the safety and health of special-needs inmates and the safety and security of the communities where these individuals are relocating upon release.

Division of Child Support. The DSS Division of Child Support Enforcement (DCSE) continues to expand its Intensive Case Monitoring Program (ICMP), which helps parents obtain education, job skills, and employment services. These efforts help parents better support their families. The ICMP is a preventative approach to incarceration of a parent for non-payment of child support. Parents learn to overcome lifelong barriers and acquire confidence as a result of positively contributing to their families. Since its inception 2008, ICMP is now situated in 25 localities throughout Virginia, assisting more than 1,300 parents, and collected over \$4M for children and their families.

The DCSE initiatives emphasize re-entry by identifying case managers specifically responsible for these efforts and developing caseloads comprised of recently released or pre-release noncustodial parents (NCPs). This division works closely with other state agencies and community partners to provide access to information and services necessary for a successful re-entry. Some DCSE's collaborations include the following:

- partnering with the DOC Offender Workforce Development Unit;
- participating in regional Local Re-entry Council meetings to provide input on child support services;

- visiting correctional facilities six months prior to inmates' release to provide information on DCSE services, responding to questions, and providing contact information;
- being involved in a statewide initiative to contact inmates, using DOC contact information, to follow-up with inmates released through February 2012; and
- visiting DJJ facilities and giving presentations on services to support juvenile offenders' transition back into the community.

In addition to its other partnerships, DCSE has initiated a promising new program in the Abingdon District Office to work with NCPs released who owe child support. The goal of this initiative is to assist NCPs in addressing the barriers that prevent their compliance with child support orders and incorporating many of the effective procedures used in the ICMP. This re-entry program is also designed to decrease court referrals for non-payment and the number of NCPs incarcerated due to non-payment. The program is available to all 13 localities served by the Abingdon District Office.

All 21 DCSE field offices provide outreach services and interact with community leaders, state prisons, regional and local jails, or DJJ facilities to serve ex-offenders. There are 120 local departments of social services that are involved in various collaborative efforts with the Local Re-entry Councils in Virginia. Some of DCSE's outreach activities include the following:

- participating in a re-entry and job fairs at DOC facilities to provide information to inmates who are within three- to six-months of release, which helps inmates better understand the child support system and encourage them to contact DCSE upon release;
- conducting and participating in workshops for participants in DOC intensive re-entry programs and hosting information sessions with inmates at regional jails;
- becoming engaged in Local Re-entry Councils meetings;
- holding question/answer sessions for the general prison population to clarify the child support process and answer questions about specific cases;

- providing informational packets on paternity and enforcement to inmates at DOC facilities; and
- partnering with DOC facility and probation and parole staff to support the prisoner re-entry initiative and help build a community-based network to manage re-entry issues.

Family Engagement Process. The DSS Family Engagement process is part of the agency's Children's Services System Transformation Practice Model. Family engagement is a decision making approach focused on relationships. This approach involves and empowers both the family and the community in the decision-making process related to family stabilization and permanency for children. Data captured in the statewide child welfare data system, OASIS, for FY2011 indicated that incarceration of a parent was a contributing factor to the entry of 572 children into foster care. This statistic underscores the importance of working with parents involved in the criminal justice system. Re-entry-related Family Engagement activities include the following:

- attending family partnership meetings where decisions regarding the safety, placement, and future of children and families served by local social services' departments are made;
- providing statewide training, in collaboration with the DSS Domestic Violence Program, to Family Partnership facilitators and local social services' staff on addressing issues of domestic violence;
- sponsoring DSS staff who want to complete the Master Trainer Institute (MTI) with the National Partnership for Community Leadership, which supports Virginia's Strengthening Families Model by preparing social services workers and practitioners to work with men trying to connect or reconnect with their families;
- providing social services workers and practitioners with a guide for helping fathers in fragile family settings develop life skills, responsible parenting and relationship skills, and health-related knowledge;

- providing guidance on working with family members, including individuals who have been incarcerated, to help prevent child abuse and neglect and enhance individuals ability to provide family support; and
- embedding information about protective factors, resiliency, and the effects of trauma on the family in guidance for all family service program areas.

Other DSS Efforts. The DSS is working to integrate the “Protective Factors” framework throughout agency programs as a case management strategy to promote positive, family outcomes. The “Protective Factors” framework provides a foundation for increasing parental resilience, understanding the importance of social connections, understanding where to obtain concrete support in times of need, gaining knowledge of parenting and child development, and understanding the social and emotional competence of children. Ex-offenders and juveniles returning home to their families and communities can face daunting challenges. This case management strategy focuses on working with the entire family to overcome challenges that impede family re-unification.

Summary and Recommendations

Over the last year, the innovative and focused efforts of state agencies, local organizations, and community stakeholders have strengthened Governor McDonnell’s Re-entry Initiative. Under the leadership of the Secretary of Public Safety, agencies have realigned their organizational missions and goals to support successful prisoner and juvenile re-entry. While individual agency efforts continue to promote and enhance the quality of the Re-entry Initiative, collaboration remains the cornerstone of this tremendous effort within the Commonwealth. Collaboration supports positive re-entry outcomes by identifying and removing policy and service-level barriers and gaps within the system, encouraging innovation by including new and diverse perspectives in problem-solving efforts, and garnering the support and assistance of community partnerships and agencies not traditionally involved in criminal justice. Prisoner re-entry is a critical public safety and social issue. Because effective re-entry is not the product of a single agency’s efforts,

engaging various stakeholders in the process is vital to the success of the Re-entry Initiative in the Commonwealth of Virginia.

In 2012, new partnerships have been established and existing relationships have been strengthened and expanded, resulting in a number of new collaborations and projects. The impact of these efforts has helped identify and close critical gaps in the system that would have otherwise impeded offenders' likelihood of success in the community. Innovative ways that agencies have addressed these gaps and disconnects in the re-entry process include the following: developing new re-entry programming; acquiring additional support and resources from community stakeholders; engaging in collaborative re-entry planning for individual offenders allowing for a more individualized approach to re-entry; implementing evidence-based practices and decision-making at key decision points; engaging in efforts to share data and information about offenders' more readily; revising policies and procedures to encourage appropriate pre-release planning; forming interagency re-entry councils, committees, and taskforces; improving current re-entry-related practice and programming;; engaging in tremendous community outreach efforts; and seeking out opportunities to apply for grant funding for re-entry programs. Some of the results of these efforts have included more focused individualized re-entry planning for offenders, more efficient use of limited funding and resources, improved information sharing between organizations, more effective re-entry programming and transitional services, and more focused efforts to prepare offenders for release and create a continuity of care.

Collaborations and community outreach help minimize the potential ramifications of limited funding and available programming and services, two of the most commonly cited barriers listed on the *Prisoner and Juvenile Re-entry Inventory*. However, feedback from agencies throughout the Commonwealth suggests that these barriers are still present and likely to reduce the potential of prisoner and juvenile re-entry efforts to positively impact public safety. Given the current economic conditions, programs, services, and grant funding has decreased or ended. Promising strategies and programs are often under or defunded. As a result, it is often difficult to meet all of offenders' individual needs through

programs and services, which can minimize their risk of recidivism, due to limited capacity associated with lack of adequate funding and staffing. Even when offenders receive adequate programming and skill-building during incarceration, they may experience re-entry barriers upon release such as lack of employment opportunities, affordable and available housing, transportation, and treatment and services. Providing a continuity of care is essential to successful re-entry, and lack of funding for associated efforts can result in service gaps. Policy and legal barriers that restrict eligibility for housing, employment, housing, and programming for those with criminal records also pose a threat to establishing and maintaining an integrated system that supports a smooth transition from incarceration to the community.

To encourage a seamless, re-entry process that begins at sentencing and ends in the community, funding and policy barriers must be addressed. In addition to the tremendous collaborations fostered by the Local Re-entry Councils, a number of promising pilot programs have been implemented at DOC, DJJ, regional and local jails, and in the community. The most successful program models should be identified, funded, and replicated throughout the Commonwealth. Using data-driven processes for targeting effective re-entry programming and initiatives will ensure that the limited funding available is granted to the efforts that will have the greatest value and impact, and ultimately ensure that the Governor's Re-entry Initiative in Virginia is as successful as possible.