

2013 Program Report Card: Alternative in the Community - Employment Services (Judicial Branch)

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

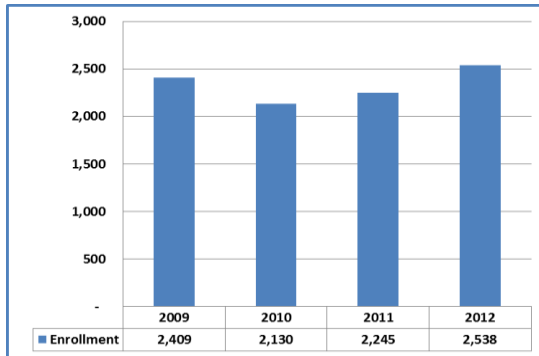
Contribution to the Result: To reduce offender long-term recidivism by introducing and developing the skills necessary for clients to both obtain and retain employment. Employment provides pro-social and structured activity that reduces offender risk of recidivism. The employment program teaches the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

Program Expenditures	State Funding	Federal Funding	Other Funding	Total Funding
Actual FY 12	\$1,500,000	\$0	\$0	\$1,500,000
Estimated FY 13	\$1,500,000	\$0	\$0	\$1,500,000

(Employment Services is one of many services offered at the Alternative in the Community. The total FY12 AIC funding, as determined by the Judicial Branch, is \$18,515,292)

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

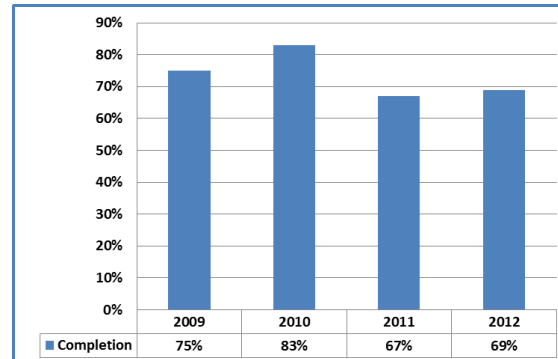
How Much Did We Do? Number Enrolled in Employment Services 2009-2012



Story behind the baseline: The number of persons referred for employment services at the AIC remained steady from FY09 through FY11. There was a slight decline during 2010 as the AIC model underwent a competitive bid process that saw turnover in 5 locations which limited referral capacity during the transition. In 2012 the number jumped to a 4 year high for referrals. This increase was due to a policy change within CSSD mandating that probation officers refer all unemployed clients to employment services when all other mitigating factors that act as a barrier to employment have been addressed. The probationer unemployment rate impacts the number of potential clients that may be referred.

Trend: ▲

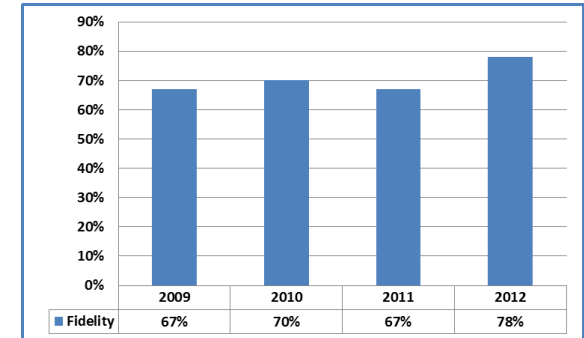
How Well Did We Do It? Percent Completing Employment Services Group, 2009-2012



Story behind the baseline: The percentage of clients completing the employment curriculum declined in 2011, but improved in 2012. This shift is attributed to adoption of an enhanced nine session curriculum from the previous four session curriculum. While the completion rate is still below the 75 percent goal, the positive trend in completion rate is expected to continue as programs adapt to the new enhanced curriculum. The enhanced employment group is designed to provide clients with the skills to be more marketable in their job search and promote job retention.

Trend: ▲

How Well Did We Do It? Provider Proficiency (Quality Assurance), 2009-2012



Story behind the baseline: This performance measure is determined by measuring the employment specialist's ability to deliver the employment services curriculum with fidelity to the curriculum as well as the staff's ability to motivate clients. Research has demonstrated that by delivering group interventions with a high proficiency results in better outcomes. The current data demonstrates a significant improvement to 78%, which is just 2% below the goal of 80%. This is largely due to staff becoming increasingly skilled with the new employment curriculum that was created and implemented during 2010.

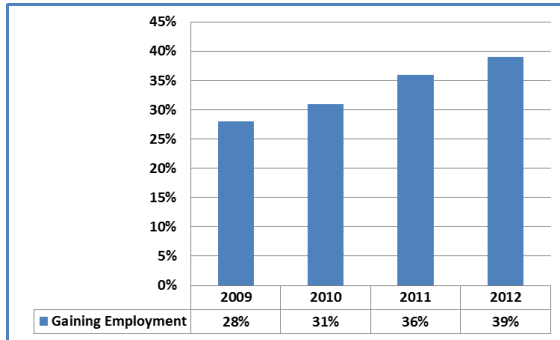
Trend: ▲

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Is Anyone Better Off?

Percent of Employment Services Group Completers Gaining Employment, 2009-2012

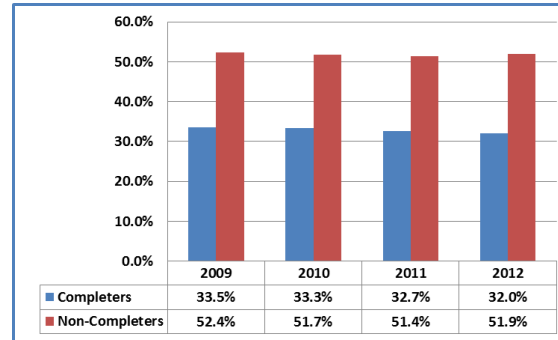


Story behind the baseline: This performance measure examines the rates at which clients that participate in Employment Services obtain employment prior to discharge from the AIC. Despite the economic downturn, this measure has continuously improved from 2009 through 2012. While the ambitious goal of 50% has not yet been achieved, 2012 performance reached the highest level (39%) in the past five years as a result of persistent employment initiatives.

Trend: ▲

Is Anyone Better Off?

12-month Rearrest Rate for Completers 2008-2011



Story behind the baseline: This performance measure examines the rate at which clients who complete AIC services are re-arrested within 12 months of discharge. Due to an adjustment in calculation methodology adopted in 2012, the numbers in this report card differ from those presented in the 2011 Report Card. In the past four years, there has been a downward trend in re-arrest of AIC completers, with a modest reduction each year. Fewer AIC participants being rearrested directly affect community safety.

Trend: ▲

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

- Review individual AIC program employment initiatives and job development practices;
- Develop AIC job developer training and development program to enhance skills pertaining to responsibilities outside of employer outreach;
- Standardize job development component of the AIC to be consistent statewide and using the most promising practices from each individual location
- Enhance involvement with the regional Workforce Development Boards to design a process for working in collaboration to achieve the best outcomes for AIC clients
- Join Hartford Jobs Funnel Advisory Committee to ensure that AIC clients have maximum access to the program;
- Develop client internship possibilities with area employers to allow AIC clients opportunities to develop skills and gain experience while job searching

Data Development Agenda:

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