NACo 2013 Smart Justice Symposium

Employing Ex-Offenders and Developing Your Workforce

January 31, 2013
Big Idea

RE-IMAGINE a more effective and less expensive approach

RE-FRAME “the problem” to drive a better approach and results

RE-ENGINEER how essential services are organized, delivered, and financed

RE-DIRECT scarce public dollars
Founding Philosophy

• Value of work
• High expectations
• Value of earned income
• Accountability
• Personal redemption
• Status quo is not sustainable
Our Beliefs

• All participants are important, valuable, lovable

• Focus on the future

• Community reduces isolation

• Participants must be ready to change
Barriers to Employment

- Little or no work experience
- New economy
- Great Recession
- Poor education
- Limited skills
- Criminal record
Job Alone Is Not Sufficient

The Problem:
• Locked out of opportunities
• Locked into a cycle of dependency
• Enormous costs
  — Social
  — Economic
  — Human
Our Formula For Success

**COACHING**
Pathways to personal transformation

**HEALTH**
Provide access to primary health care, behavioral health supports, and trauma-informed care

**JOBS**
Create jobs and income for the men

**HOUSING**
Connect men to safe housing

**MEANINGFUL RELATIONSHIPS**

**VIBRANT COMMUNITY**
Two lines of business:

1. Provide reliable, supervised, work crews for public and private customers

2. Divert materials from the waste stream, activities include:
   - Book recycling
   - Residential and commercial building deconstruction
   - Mixed plastics recycling
   - Appliance reuse and recycling
   - Resale and recycling of used household goods
   - Mattress recycling
# 2012 Results

Based on an average of 80 men receiving housing assistance and other supports

<table>
<thead>
<tr>
<th></th>
<th>Status Quo</th>
<th>Better Futures Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>25%</td>
<td>89%</td>
</tr>
<tr>
<td>Paying child support</td>
<td>15%</td>
<td>60%</td>
</tr>
<tr>
<td>Homelessness</td>
<td>100%</td>
<td>0%</td>
</tr>
<tr>
<td>Health insurance</td>
<td>0%</td>
<td>89%</td>
</tr>
<tr>
<td>Behavioral health assessments</td>
<td>0%</td>
<td>60%</td>
</tr>
<tr>
<td>Return to prison for a new felony</td>
<td>26%</td>
<td>14%*</td>
</tr>
</tbody>
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*Based on participants who have been engaged since December 2009
## First Five Years

<table>
<thead>
<tr>
<th></th>
<th>2008-2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men Enrolled</td>
<td>602</td>
</tr>
<tr>
<td>Men Employed</td>
<td>378</td>
</tr>
<tr>
<td>Business Income</td>
<td>$1,906,672</td>
</tr>
</tbody>
</table>
Value of This Distinctive Model

- Creates jobs
- Builds a business
- Improves public safety
- Increases child support payments
- Reduces child welfare costs
- Reduces use of acute health services
- Increases positive engagement in the community

- Pay-for-performance is cost efficient and generates results
Lessons Learned

• Impact of life long traumas
• Legal and social barriers affect ex-offender
• Their normal is not our normal
• Desire to work but not ready to work
• Re-entry is a misnomer
• Create jobs to expand options
• Incredible resilience
Questions

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