



Community Corrections Partnership Subcommittees

Community Corrections Partnership Subcommittees

The Community Corrections Partnership (CCP) utilizes focused subcommittees to achieve its task of developing, maintaining and implementing a County-wide strategic reentry plan. Each CCP Subcommittee represents an area of critical importance and convenes subject matter experts, service providers, and community members to address the dynamic needs of justice impacted populations.

CCP Subcommittees

- Workforce Development & Employment
- Substance Abuse
- Primary Health Care/Physical Health
- Mental Health/Trauma-Informed Care
- Housing
- Family Stability & Reunification
- Education
- Community/Civic Engagement



Education Subcommittee

Overview

The Education subcommittee is dedicated to strengthening and aligning in-custody education services with community programs to support a seamless transition; ensuring education services are well integrated into the prisons and jails by making it a critical component of intake and pre-release processes; and seeking opportunities to further expand partnerships with work force development stakeholders to create innovative pathways for clients that support returning community member's efforts to obtain permanent, living-wage employment opportunities.

Details

Leadership

- CCP Subcommittee Chair: L. Karen Monroe, Alameda County Office of Education Superintendent
- Designated/Acting Chair: Shani Shay, Director, Incarceration to College Program & Director, Pathways to College
- *Workgroup is supported by Shadeequa Smith, Alameda County Probation Department's Reentry Coordinator for Employment*

Workgroup Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19
Meeting Frequency: Subcommittee meet monthly starting in September 2022
Meeting Dates: 6/20/22, 8/22/22, 9/26/22



Objectives

Fiscal Year 22/23

The Education Subcommittee is revamping itself after the closures of the COVID pandemic. We have been able to review the strategic plan and identify methods which support the goals set out in the previous strategic plan.

Over the 2022/2023 fiscal year, the Education subcommittee wants to simplify access to education, provide networks for complimentary resources, and change the climate and belief system of education for re-entry population. The following objectives will help us meet those goals:

- **Increase utilization of educational services in county facilities to 15% within 1 year**
- **Conduct in-custody math, English and career interest assessments to determine appropriate education services assessments**
- **Expand current inmate intake process to include education & employment history to create a population baseline**
- **Reentry education network**
- **Best practices and program referral system**
- **Utilization of education services in County facilities**
- **In-custody assessment to determine services**
- **Add education measures to contracts**
- **Expand intake process and develop case management plan**
- **Develop marketing campaign**
- **Annual policy agenda that addresses barriers to accessing education services**
- **Prioritize the needs of the formerly incarcerated population**
- **Develop education services for transition-age youth**
- **Community-based organizations to refer to college programs**



Family Stability & Reunification Subcommittee

Overview

The Family Stability and Reunification Subcommittee seeks to:

- Make progress on the Alameda County Strategic Reentry Plan with an emphasis of preserving, supporting, and restoring families
- Reduce barriers to reunification and negative impacts of incarceration
- Promote programming which prioritizes family and best practices
- Enhance family-centered, culturally appropriate, and trauma responsive services and policies

Details

Leadership

- CCP Subcommittee Chairs:
 - Phyllis Nance, Director, Alameda County Dept. of Child Support Services
 - Kevin Bremond, Co-Founder of Alameda County Fathers Corps, Program Administrator, First 5 Alameda County
- *Workgroup is supported by Corrine Lee, LCSW, Reentry Coordinator for Health and Substance Use, Alameda County Probation Department*

Workgroup Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19
Meeting Frequency: Subcommittee meet monthly starting in February 2022
Meeting Dates: 9/16/21, 2/8/22, 3/8/22, 4/12/22, 5/10/22, 6/14/22



Achievements

Fiscal Year 21/22

FY 21/22 Priority #1: Establish a Fatherhood group, which emphasizes the importance of healthy co-parenting relationships

First 5 has funded 8 organizations to offer father specific parenting education and support groups. Co-parenting is a component of all funded groups.

FY 21/22 Priority #2: Identify and increase housing opportunities for returning parents

Alameda County Probation Department expanded housing to include housing for women and children. Contracted family reunification provider are able to issue housing stipends for returning member.

FY 21/22 Priority #3: Develop training material on the Child Support Program

Alameda County Department of Child Support Services has created an orientation for case participants. Trainings have been also created for specific programs i.e. Debt Reduction targeting justice involved parents and outreach for service providers working with the reentry community.

FY 21/22 Priority #4: Establish partnership with Alameda County Workforce Development Board to provide referrals for employment for non-custodial parents with barriers to paying child support

Alameda County Department of Child Support Services is included in the Alameda County Workforce Development Board's local plan to provide targeted services to non-custodial parents seeking employment with an emphasis on the reentry population.

FY 21/22 Priority #5: Increase employment services and subsidized hours for returning parents

Returning parents on probation have access to employment providers who assist with subsidized employment.



Objectives

Fiscal Year 22/23

- Provide in-reach and discharge planning services to connect reentry population to family supportive programming such as established Fatherhood groups which emphasize the importance of healthy co-parenting
- Expand access to Child Support Program materials, education, and resources through service outreach and promotion amongst consumers and stakeholders
- Strengthen partnership with Alameda County Workforce Development Board and employment providers to increase employment services, subsidized hours, and address barriers impacting non-custodial parents
- Increase the capacity including housing options of reentry service providers with an emphasis on culturally relevant education, child and family focused environments and diversity, equity and inclusion

During the Fiscal Year 22/23, the Family Stability and Reunification Subcommittee aims to increase and prioritize community participation. This includes:

- Bringing the reentry community into the subcommittee meeting
- Engaging in authentic interactions and conversations with reentry community within the subcommittee
- Working with service providers to host group discussion/listening session on supporting healthy family reunification – driven from lived perspectives



Housing Subcommittee

Overview

The Housing subcommittee is focused on ensuring successful outcomes for the reentry population by creating and investing in housing resources, expanding collaborations and improving coordination between various systems of care with the aim of reducing housing instability and increasing access to permanent, independent housing.

Details

Leadership

- CCP Subcommittee Chair: Sandra Rivera, Interim Agency Director, Community Development Agency
- Designated/Acting Chair: Riley Wilkerson, Housing and Community Development Manager
- *Workgroup is supported by Tyler Zatcoff, Reentry Coordinator for Housing, Alameda County Probation Department*

Workgroup Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19

Meeting Frequency: Subcommittee has been meeting on a quarterly basis

Meeting Dates: 9/16/22, 1/19/22, 4/4/23, 6/23/22



Achievements

Fiscal Year 21/22

FY 21/22 Priority #1: Number and percentage of target population released from incarceration who have an individualized services plan that includes a housing assessment

Housing programs funded by Probation are currently have individualized services plan that includes a housing assessment. The Housing Subcommittee is working with Just Cities to develop a comprehensive plan to address homelessness for the entire reentry population.

FY 21/22 Priority #2: Coordinate efforts with Probation, State, Federal Parole, Federal Probation, Alameda County Sheriff’s Office, California Department of Corrections and Rehabilitation (CDCR), nonprofit providers, and the community access and retain housing, including housing for registered sex offenders

Representatives from many of these organizations participate in the Housing Subcommittee meetings.

FY 21/22 Priority #3: Increase coordination between employment, benefits programs, housing, and education programs to ensure income to support the ability to secure and retain long term housing

Housing programs funded by Probation are currently have individualized services plan that coordinates to ensure participations. The Housing Subcommittee is working with Just Cities to develop a comprehensive plan to address homelessness for the entire reentry population.



Objectives

Fiscal Year 22/23

- Number and percentage of target population released from incarceration who have an individualized service plan that includes a housing assessment individualized services plan that includes a housing assessment
- Coordinate efforts with Probation, State, Federal Parole, Federal Probation, Alameda County Sheriff's Office, California Department of Corrections and Rehabilitation (CDCR), nonprofit providers, and the community access and retain housing, including housing for registered sex offenders
- Increase coordination between employment, benefits programs, housing and education programs to ensure income to support the ability to secure and retain long-term housing
- Create new housing and service resources
- System of direct access from incarceration to housing
- Coordinate efforts to access and retain housing
- Educate on housing resources and access
- Evaluate and track housing referrals
- Create a reentry housing resource committee
- Expand capacity of housing programs
- Shared pre-release housing assessment tools
- Pre-release case coordination using COMPAS assessment
- Engage potential landlords
- Coordination to support the ability to secure and retain long term housing
- Provision of services to help establish/re-establish family relationships
- Coordinate pre-release services and supports



Mental Health/Trauma-Informed Care *Subcommittee*

Overview

The Mental Health subcommittee supports the mental health and wellbeing of justice-impacted individuals. This subcommittee utilizes a trauma-responsive and culturally responsive approach to mental health prevention, diversion, service provision, care coordination, and supports. This subcommittee addresses justice involvement through the promotion of mental health services, intervention, peer specialists, and wellness practices.

Details

Leadership

- CCP Subcommittee Chair: Colleen Chawla, Director, Alameda County Health Care Services Agency
- Designated/Acting Chair: Yvonne Jones, LCSW, Associate Director, Forensic Diversion, Re-entry Services System of Care Out-Patient Services, Alameda County Behavioral Health Care
- *Workgroup is supported by Corrine Lee, LCSW, Reentry Coordinator for Health and Substance Use, Alameda County Probation Department*

Workgroup Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19

Meeting Frequency: Subcommittee meets every 2-3 months

Meeting Dates: 9/2/21, 12/2/21, 3/31/22, 5/19/22, 7/21/22



Achievements

Fiscal Year 21/22

FY 21/22 Priority #1: Ensure all incarcerated individuals identified by jail/prison mental health staff as needing case management programs are connected to these programs immediately upon release. This also includes connection to transportation and discharge options. Those individuals requiring psychotropic medication will be connected to medication immediately upon release

Alameda County Behavioral Health (ACBH) is working with Adult Forensic Behavioral Health (AFBH), Probation, Well Path, Alameda County Sheriff's Office (ACSO) and Community Based Organizations to ensure progress toward priority #1. Roots Community Health Center (Roots) collaborated with Probation to implement a transportation shuttle that transports individuals exiting Santa Rita Jail to Dublin Bart. Roots also operates the Safe Landing trailer at Santa Rita Jail to "catch" individuals released from jail. Safe Landing provides the use of phones, snacks, hygiene kits, and clipper cards as another means of safe transportation. They are also able to communicate with the discharge team within Santa Rita Jail when certain client needs arise.

Incarcerated individuals are evaluated by licensed Behavioral Health Clinician's funded through the Mental Health Services Act. The Behavioral Health Clinicians act as care coordinators and discharge planners for successful transition back to the community. Participants are referred to ACCESS and/or Community Based Organizations (CBOs) for linkage to the right matched level of mental health care and ongoing treatment and subsequently engaged with an Intensive Case Management (ICM) Team or Full-Service Partnership (FSP) Team or Reentry Treatment Team. Typically, transportation upon discharge is offered through the treatment provider to ensure housing linkage and stabilization. Through coordination with AFBH/jail psychiatry or NP prescribers, individuals receive an in-kind supply of medications or a prescription is sent to the local pharmacy.

The Office of Collaborative Court Services and Telecare's Alameda Court Collaborative program has continued our efforts to support immediate screening and linkage for mental health and substance abuse disorder treatment services for incarcerated clients. The reentry court case manager (Criminal Justice Substance Use Treatment Specialist) maintains communication with courts, assigned probation officers, and staff within Santa Rita jail to plan transportation and discharge directly to treatment programs. This immediate transportation to treatment reduces the likelihood of overdose and mental health emergencies. This year, a newly MHSA-funded full-time mental health navigator was hired who ensures that treatment court clients are referred to mental health treatment within two weeks and that they have a warm handoff to ongoing mental health services.



Achievements

Fiscal Year 21/22

FY 21/22 Priority #2: Establish MOU, ROI, or sharing agreement between County entities to improve information sharing and case collaboration while maintaining HIPAA and other privacy laws and regulations

Through monthly Probation System of Care meetings, Alameda County Behavioral Health (ACBH) departments: Forensic Outpatient Services and Transitional Age Youth Services meets with Probation, Alameda County Sheriff's Office (ACSO) and Community Based Organizations (CBOs): Roots and Felton Institute (Felton) to discuss system issues, improve coordination of care and information sharing among the stakeholders. Through collaborative efforts avenues of information sharing have been created such as referral process workflows shared among the organizations, Release of Information document sharing and client referral tracking in efforts to promote transparency while maintaining client privacy expectations. Collaborating monthly also allows a space to work on improving Santa Rita Jail release data which supports program planning and client connection to services.

FY 21/22 Priority #3: Support agencies in accurate data collection, reporting, and analysis regarding service provision. Additionally, evaluate current program efforts and data in order to advance evidence-based and culturally responsive practices

ACBH Forensic Outpatient Services meets monthly with forensic mental health programs to review contract requirements including, but not limited to, number of clients served, services provided and service hours. ACBH contract and fiscal contract staff attend these meetings on a quarterly basis to provide guidance and troubleshoot compliance issues. Monthly meetings support programs with accurate data collection, provide updates regarding available trainings and ensure evidence-based and culturally responsive services are provided to clients.

The Board of State and Community Corrections requires that a Local Advisory Committee (LAC), comprised of key stakeholders from Probation, Collaborative Courts, Alameda County Behavioral Health, Community members with lived experience and others, meet quarterly to review and address current Propositions 47 grant funded programs. In this space, data is shared and program developments are reported out to inform the public of services provided to our most vulnerable populations. Community engagement is encouraged through designated discussion and public comment agenda items that inform how we measure best and culturally responsive practices. The LAC fits within the broader scope of the Community Corrections Partnership mission and goals having to do with all justice involved individuals.



Objectives

Fiscal Year 22/23

- **Provide discharge planning and streamline connections for all individuals with known mental health needs in Alameda County Jails**
 - Discharge planning for reentry mental health clients
 - Expansion of discharge team and scope of work
 - Increase Behavioral Health Court, Specialty Court and Diversion program visibility and utilization

- **Enhance Continuum of Care for mild to moderate/severe mental illness service recipients through dedicated information sharing channels**
 - Comprehensive intake mental health screening
 - All individuals entering Santa Rita Jail receive mental health screening
 - AFBH is alerted when individuals have been identified
 - Track current programs are meeting contract impact and quality measure benchmarks

- **Investing in community mental health by training/utilizing peers**
 - Track staff hiring of peer specialists with lived experience in the mental health and/or criminal justice system
 - Track staff peer training when ACBH peer specialist certificate program becomes available
 - Track CBO monitor staff diversity



Primary Health Care /Physical Health *Subcommittee*

Overview

The Primary Health Care/Physical Health subcommittee aims to improve the physical health and access to health care services for the realigned population. This subcommittee is dedicated to physical health promotion, health care access, and increased health equity amongst consumers. This subcommittee integrates health needs with clients' various community and reentry needs.

Details

Leadership

- CCP Subcommittee Chair: Colleen Chawla, Director, Alameda County Health Care Services Agency
- Designated/Acting Chair: Kathleen Clanon, MD, Director, Alameda County Care Connect, Alameda County Health Care Services Agency
- *Workgroup is supported by Corrine Lee, LCSW, Reentry Coordinator for Health and Substance Use, Alameda County Probation Department*

Workgroup Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19

Meeting Frequency: Subcommittee work was halted due to the pandemic

Meeting Dates: Subcommittee has been re-started and met 7/15/22



Achievements

Fiscal Year 21/22

FY 21/22 Priority #1: Deploy Community Coalition model to support equitable access to COVID-19 testing, vaccination and prevention, and to support resilience in under-resourced and disproportionately affected communities

The Community Resilience Coalition model was developed over the course of 2021 and implemented beginning Jan 2022. The aims were to reach neighborhoods most impacted by COVID; expand access to vaccinations in these populations; deliver accessible health information; and engage communities in COVID recovery and resilience work. Six coalitions covered a wide range of priority neighborhoods across the County. Vaccines and health information were delivered via stationary and pop-up PODs (points of dispensing), a mobile vaccine program, and community events and street outreach to homeless encampments, etc. More than 143,000 residents were reached with health literacy information and other COVID information and services. Close to 80% of residents surveyed reported receiving information they needed to better protect their health and that the information was easy to understand.

FY 21/22 Priority #2: Release \$12M Request for Proposal (RFP) to partner w/ CBO's to collect data on vaccination rates by census track & evaluate vaccination rates through a race equity lens

An RFP for \$12.3M was released in 2021 and contracts began in January 2022.

FY 21/22 Priority #3: Prepare for implementation of CalAIM initiatives intended to serve the Re-entry population

HCSA has made significant progress developing the data and program infrastructure for implementing CalAIM. While the Re-entry part of CalAIM won't begin until July 2023 (tentatively), the changes being implemented will be foundational to the needs of the Re-entry CalAIM services. The Social Health Information Exchange (SHIE) is being built out to provide automated authorizations and claiming for housing services, including utilizing information from the Homeless Information System (HMIS) and determining health plan enrollment based on health plan membership files that come from the plans. Functionality is also being expanded to provide similar support for the ACBH enhanced care management (ECM) pilot starting in September 2022. Meanwhile, data from WellPath is now flowing into the SHIE, along with jail census and release data from the AC Sheriff's Office.

FY 21/22 Priority #4: Continue in-custody COVID-19 prevention and mitigation efforts, and facilitate vaccine outreach and delivery in Santa Rita Jail.

The Public Health Department has an active COVID Corrections team operating in collaboration with Santa Rita jail. This includes screening for COVID on entry, and managing quarantine and isolation as needed, and providing vaccinations. Data on infections and hospitalizations among inmates and staff are monitored weekly.



Objectives

Fiscal Year 22/23

- **Continue deploying Community Coalition model promoting health equity and resilience, addressing both COVID and other critical issues to the priority communities**
 - Measurements:
 - # reached with accessible COVID 19 related materials
 - % reporting information received is easy to understand

- **Prepare for and begin implementation of CalAIM initiatives intended to serve the justice-involved population**
 - Measurements:
 - Identify data system(s) to support CalAIM pre- and post-release services
 - Establishment of ECM providers for post-release services

- **Advocate for and promote improved data sharing among agencies serving the justice-involved population**
 - Measurements:
 - # of entities providing data to the health information exchanges
 - # of entities utilizing SHIE / CHR or related data systems for patient care
 - Evidence of cross-sector coordination

- **Improve Medi-Cal enrollment (pre-release) and retention (in community), as part of CalAIM justice-involved services**
 - Measurements:
 - % of released individuals enrolled in Medi-Cal
 - Develop metrics appropriate to CalAIM planning and deliverables related to the justice-involved population



Substance Abuse

Subcommittee

Overview

The Substance Abuse subcommittee addresses the intersection of substance use and justice involvement.

The substance use continuum of care utilizes the American Society of Addiction Medicine (ASAM) assessment and Drug Medi-Cal Organized Delivery System (DMC-ODS) to appropriately connect individuals to services.

Peer specialists are integral in advancing equity and community wellness.

This subcommittee further promotes the health and wellness of individuals through coordinated systems to support varied levels of care and intervention.

Details

Leadership

- CCP Subcommittee Chair: Colleen Chawla, Director, Alameda County Health Care Services Agency
- Designated/Acting Chair: Clyde H. Lewis, Jr., Ed.D, Interim Director, Substance Use Continuum of Care
- *Workgroup is supported by Corrine Lee, LCSW, Reentry Coordinator for Health and Substance Use, Alameda County Probation Department*

Workgroup Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19

Meeting Frequency: Meetings were held monthly after new staff hired in late 2021

Meeting Dates: 2/24/22, 3/31/22, 4/26/22, 5/27/22, 6/10/22



Achievements

Fiscal Year 21/22

FY 21/22 Priority #1: Establish comprehensive ASAM SUD screenings within county jails and state prisons

ASAM SUD screenings are currently being conducted inside Santa Rita Jail. We are in process of working with State prisons to incorporate wider access to ASAM screenings.

FY 21/22 Priority #2: Provide SUD services in jail, including expansion of MAT in jail and state prison

Alameda County implemented Co-Occurring Substance Use and Mental Illness (CSAMI) funds to provide standardized screening and assessment, collaborative comprehensive case management, and pre- and post-release programming that address criminogenic risk and needs, including mental illness and substance abuse for African American males in Santa Rita Jail.

FY 21/22 Priority #3: Provide discharge planning for all people in custody with known SUD needs in SRJ, including Naloxone distributions to prevent opioid overdose

SUD leadership is working with Alameda County to streamline discharge processes, which include Naloxone distribution and other SUD needs. Some of the collaborations include Healthcare for Homeless, which focuses on Naloxone distribution.

FY 21/22 Priority #4: Use individualized ASAM assessment to connect those re-entering the community to the most effective level and type of SUD treatment

SUD leadership is working with Alameda County to streamline discharge processes, which will include improved alignment with re-entry programming designed to connect those re-entering the community to the most effective level and type of SUD treatment. Alameda County SUD is currently partnering with Options Recovery under the Co-Occurring Substance Use and Mental Illness (CSAMI) grant to provide services inside Santa Rita Jail.

FY 21/22 Priority #5: Increase training and hiring of reentry peer specialists to provide recovery coaching in SUD programs

In alignment with SB 803, Alameda County Substance Use, Mental Health and the Pool of Consumer Champions (Alameda County Behavioral Health (ACBH) is participating in the development of the peer support certification process, which will provide individuals and families with mental health and substance use difficulties and the increased diversity and effectiveness peers bring to the mental health workforce. Moving forward, SUD contracts will include language indicating the need for inclusion of peer support specialists for service delivery.



Objectives

Fiscal Year 22/23

- **Increase service provision (care and navigation) to those inside and direct connection to community providers**
 - Service delivery to individuals inside, bridging care, and services to those recently released
 - Using restorative practices
 - Draw down different funding streams to maximize service capacity
 - Expand services for men with custody of children and teens
 - Inviting content experts and resources to help those with lived experience get through clearance and gain SRJ access

- **Increase service provision to family and community**
 - Providing services directly to family, loved one, and restorative community including providing direct resources, case management, counseling, system navigation, service connection, education, and healing (inclusive of streets teams and natural community members)
 - Services for men with children and families with teens
 - Inviting content experts and resources to help those with lived experience get through clearance and gain SRJ access

- **Improve communication about program options and between providers**
 - Communication between providers, including channels of communication beyond substance use providers; dedicated connection point, cross training, making better use of Community Health Record
 - Possible dashboard for SUD community to communicate outside of monthly meetings; currently difficult to speak and involve families due to privacy and communication due to necessary Release of Information (ROI)
 - Make use of downtime in Santa Rita Jail and provider information about SUD services via flyers, television, word of mouth, and other outreach



Workforce Development & Employment Subcommittee

Overview

The Workforce Development and Employment subcommittee advances opportunities for justice-impacted individuals.

Workforce development, career technical education (CTE), and employment help to foster confidence, community, and belonging. This subcommittee works to support the reentry population in increasing transferrable skills, confidence in skills/abilities, employment success, career development, and overall stability.

Details

Leadership

- CCP Subcommittee Chair: Lori Cox, Social Services Agency Director
- Designated/Acting Chairs:
 - Rhonda Boykin, Interim Director, Alameda County Workforce Development Board
 - Sofia Navarro, Executive Director, Workforce Development Board, City of Oakland
- *Workgroup is supported by Shadeequa Smith, Alameda County Probation Department's Reentry Coordinator for Employment*

Meetings

Meeting Location: Workgroup meetings were held virtually due to COVID-19

Meeting Frequency: Meetings were held on a quarterly basis

Meeting Dates: 7/21/21, 9/2/21, 12/20/21, 3/18/21, 6/17/21



Achievements

Fiscal Year 21/22

FY 21/22 Priority #1: Coordinate approaches to better address barriers to employment in effort to improve job retention among the reentry population (e.g., utilizing cognitive behavioral interventions, substance use counseling, soft skills development)

Over the past year, our member partners (organizations who are on the committee and serve the reentry population) utilized numerous approaches to address barriers to employment. Among those were the Human Centered Design approach, which utilized recommendations and feedback provided by participants to better address their most pressing needs and concerns. The COVID-19 crisis presented a new and different barrier to employment. Many partners presented education and counseling resources about COVID-19, coordinated onsite vaccinations, or offered incentives for individuals to be vaccinated (voluntary). Additionally, many partners distributed technological tools, such as IPADs, laptops, and cell phones. The use of these tools enabled participants to keep pace with expectations of virtual meetings, interviews, and job training. Also, the tools assisted in maintaining regular and consistent communications with program participants, which allowed partner organizations to address issues that could have disrupted employment efforts. These practices, along with regular employer communications helped to increase job retention.

FY 21/22 Priority #2: Increase positive job matching to address long-term job retention

Member partners utilized engaging outreach efforts to employer partners, developing excellent lines of communication. This approach promoted in-depth discussions focused on employer partner's needs and program participants' career goals, prior work experience, skills, and abilities. These discussions with both employers and program participants greatly enhanced the opportunities for successful job matching. As a result, by knowing the employer's needs, enabled member partner organizations to identify those participants most appropriately prepared to enter employment. For those individuals seeking a different path, entrepreneurial opportunities were explored and encouraged.



FY 21/22 Priority #3: Expand partnerships with employers to develop a pathway from incarceration to employment through pre-release services

Prior to the pandemic, many partner agencies successfully established relationships with our local jail and prison officials. These relationships helped to inform and educate our correctional partners about the many services offered throughout Alameda County. This collaboration helped to create the existence of pre-release services throughout the local correctional systems which included hosting meet and greet sessions, employer roundtables, and on-site job fairs that were held inside the jail. However, due to the jail closure during the pandemic, these activities were suspended. Member partners were able to continue their work with employers but had to temporarily shift their focus to post-release services and connections. They also sent information pertaining to employment, career trainings, and educational options to the transition deputy partners, who in turn distributed this information to interested participants.

Objectives

Fiscal Year 22/23

- **Develop approaches to better address barriers to employment, such as cognitive behavioral interventions, substance use, soft skills development, positive job matching, etc., to improve job retention for the target population**
- **Provide opportunities for employers to assess an incumbent’s skills and offer upgraded, customized training, which could lead to approved licensed occupations, or occupations requiring certification within a specialized skill set**
- **Expand partnerships with employers to develop a pathway from incarceration to employment through pre-release services**

The workgroup will integrate the role of and impact of evidence-based practices within the stated priorities.



Annual CCP Report

Year 11: Fiscal Year 2022/2023



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CCP Approval Date

October 26, 2022

CCPEC Approval Date

October 26, 2022

Alameda County Board of Supervisors Approval Date

December 6, 2022