**OVERVIEW50**

Reentry Hiring Initiative was established by the Alameda County Board of Supervisors (Supervisor’s Carson and Supervisor Valle). The initiative engineers and deploys tactics addressing the needs of the “hardest to employ” population, defined as individuals with criminal justice system involvement (CJSI) and/or felony convictions.

**ALAMEDA COUNTY PROBATION DEPARTMENT HIGHLIGHTS**

**Program Worker Placements**

As of March 28, 2019, Probation has hired **two** Program Workers in the Reentry Unit and Juvenile Facilities-Food Service Unit.

**Reentry Video Project**

Probation and Social Service Agency are revising the Alameda County Reentry Supervisor Training video to address the needs of Program Worker Hiring Managers and will develop an additional orientation video to help staff resolve additional issues once staff are hired.

**Civil Service Training Modules**

Probation and Human Resource Services are hosting the *Navigating Alameda County: Civil Service 101 workshop* in June 2019 at Probation Administration facilities in Oakland and Hayward.

**CBO SURVEY SNAPSHOT**

* **100%** of surveyed vendors indicate their agency is very supportive/Somewhat supportive of hiring people with a criminal background.
* **Half** of all respondents **intentionally target/recruit** individuals with criminal justice involvement
* The most reported **hiring barriers** are:
* Education/skills, and
* Related job experience

Source: Alameda County Probation Department (2019*). AB109 Key Information Survey,* administered December 7, 2018.

**Criminal Justice Involved Monthly Hiring Report**

ACPD Contracts & Compliance Unit has incorporated employment mandate language in direct service contracts and initiated a new reporting mechanism to track the number of CJSI hires in contracted agencies. Based on 15 reporting agencies, 10 agencies have hired a combined total of 26 persons with CJI.

**PROB Employment RFP**

The ACPD Evidence Based Practice & Research Units have conducted a best practice review on nationally recognized reentry employment models and have submitted a report to leadership in anticipation of a competitive procurement process.

**California Department of Corrections & Rehabilitation (CDCR) & Probation Department Grant: Pathways Home Pilot Initiative**

* Probation has been awarded a $4M grant to improve the warm hand off process for returning citizens. The grant will support the development of standardized curricula.
* Probation Staff have conducted a facility tour of San Quentin and CCWF to support systems mapping endeavors, and
* Has convened 12 interagency subcommittees which focus on prerelease needs.

**COUNTY-WIDE UPDATES**

* Alameda County Reentry Strategic Plan (Employment subcommittee meetings)
* Alameda County and City of Oakland Workforce Development Boards Prison to Employment grant (awarded $100K for planning phase with anticipating a $2M regional award for implementation)
* Alameda County Workforce Development Board & Alameda County Sheriff Office $2M Smart Reentry Grant to expand services in Santa Rita Jail
* Probation Employment RFP Coming soon (2020)
* General Service Agency P4 Initiative (15% preference points for Bidders hiring persons with CJI)