JUSTICE INVOLVED COLLABORATION PROGRAM

MassHire Metro South/West

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PROGRAM PURPOSE & GOAL

- The purpose of our collaboration is to provide justice involved clients the skills and tools needed to assist them in transitioning into the workforce and becoming law abiding citizens.

- The goal is to assist in lowering the recidivism rate. By providing assistance in identifying barriers, best approaches to overcome barriers, job readiness and creating action plans.

- I have created a 4-week program of workshops to engage our customers while challenging them to develop strategies to make positive life changes.

POLL QUESTION #1

What are contributing factors to our high recidivism rate?

A. Educational Literacy

B. Lack of vocational job skills

C. Criminal history

D. All of the above

POLL QUESTION #1 ANSWER

Correct answer is D- All of the above

PROGRAM OVERVIEW

- The program consist of 4 weeks of workshops, teaching job readiness skills and life skills. Each week we focused on a variety of new skills.

- Week 1 we focused on Barriers to Employment
- Week 2 we focused on Job Readiness
- Week 3 we focused on Computer Skills
- Week 4 we focused on Future Goals

BARRIERS TO EMPLOYMENT

- Overview of MassHire Services
- Case Management Sessions: career planning, setting realistic short term and long term goals
- Vocational assessments
- Self-care, positive concepts
- Conflict resolution in the workplace
- Prep for next week- homework assignment
- Workshop weekly Survey

JOB READINESS

- 21st century resume workshop
- Interview Prep- How to respond to questions about CORI & employment gaps.
- Discussion about transferrable skills
- Networking
- Prep for next week-homework assignment
- Workshop weekly Survey

BASIC COMPUTER SKILLS

- Navigating through Job Quest & Indeed
- Navigating through Masscis
- How to fill out both online and paper job applications
- How to use LinkedIn to network
- Prep for next week- homework assignment
- Workshop weekly Survey

MY FUTURE GOALS

- Vision boards
- Action plans
- Mock interviews
- On the job success
- Ongoing positive support system
- Workshop weekly survey

WRAP UP

- Wrap up discussion
- Discuss community resources
- Program completion survey
- Celebration & Certificates

POLL QUESTION #2

What information do you think the group had the most questions about?

A. How to research Labor Market Information

B. How to write resumes and cover letters

C. How to answer CORI related and gap to employment questions during interviews

D. How to write CORI explanation letters

POLL QUESTION #2 ANSWER

Correct answer is C - How to answer CORI related and gap to employment questions during interviews

OUTCOME TESTIMONIAL FROM MCI FRAMINGHAM

- The orientation to the MassHire facility was an integral element to the employment program, because often when individuals are released from prison, they are nervous to walk into a center and ask for help, or are so overwhelmed that they do not feel comfortable going on their own to MassHire. The women were so impressed with the facility and all of the information that was available to them to assist them in their reintegration into their communities. The interest assessments and SMART goals that were introduced to the women were easy to understand and were presented in a way that they were able to articulate what they wanted to pursue when they were released from prison. This topic gave them a foundation to be able to accurately focus their objectives to specific areas to make the best use of their time at MassHire and be able to categorize their skills and areas of interest efficiently. Along with the SMART goals, the 21st Century Resume portion was important for the women to undertake with the intention that they would leave custody with an updated and professional resume using their skills and experiences to assist them in their job search, or to apply for a supervisory position in a work release job that they currently had. They learned soft skills, interview tips, and how to find CORI friendly employers in the community. This information would not otherwise be available to individuals releasing from prison and was definitely an important tool to add to their employment toolboxes.

- The women from South Middlesex Correctional Center were impressed with the professionalism and knowledge of the facilitators, and were thankful that they had the opportunity to attend this program. All feedback was positive, and the women felt that the workshop was so in depth and thorough that they were sure they would be able to gain successful employment after their release from prison, and their skills and experiences would shift seamlessly into the workforce. They were also thankful for the professional treatment they received from the facilitators that their skills and experiences were desired and they were worthy of success on the outside, which gave them the confidence to want to better themselves after release.