



Urban League of
Philadelphia

An Urban League of Philadelphia ReEntry Program

PATHWAYS HOME

Funded by the Pennsylvania Department of Labor

Summary of PH3 Grant Activities **Department of Labor**

The Urban League of Philadelphia continues to provide Pre-release programming to both men and women housed in the Philadelphia Prison systems. The current facilities we are engaged with Philadelphia Industrial Correctional Center (PICC), Riverside Correctional Facility (RCF) and Curram-Fromhold Correctional Facility (CFCF), all located on State Road in the Northeast section of Philadelphia. The curriculum mainly focuses on dealing with trauma informed practices and then incorporates teaching the hard and soft skills (relationship management) that will benefit them when going for an interview, repairing family relationships, working within a team and managing their time wisely. At this time we currently have three cohorts in session. Cohort 1 – 15 men at CFCF; Cohort 2 – 12 men at PICC; Cohort 3 – 15 women at CFCF.

During the 3-year grant period we are to serve 100 individuals with at least 60% successfully completing the program.

Progress Toward Grant Goals

We continue to have a great working relationship with the Philadelphia Jail System and the Administration. In addition to having weekly meetings with the Deputy Superintendent, Mr. Terrel Bagby, we have been working directly with the prison counselors who oversee ensuring the participating men and women are placed on the “call-out system” and report to the classes on the assigned days. Also, the counselors have been most helpful insuring the participants receive copies and any other additional information highlighting the focus of the class sessions.

We are on pace to meet (and hopefully exceed) our grant goals and have been taking our time to ensure we are giving quality information, time and assistance to those participating in PH3.

Development and Implementation of Effective Practices and Program Model Strategies.

As mentioned above, we focus on trauma-informed practices. In this open class forum, we address, speak on and navigate through the various triggers that prevent these men and women from succeeding in society and regressing to self-defeating behaviors. We have learned that breaking down these barriers, specifically, battling these physical and/or mental demons allows us to better focus on the possibilities of a better future rather than focus on the negatives of our past and view of what the future could become. Of course, some will receive more attention than others because of their release dates; however, as stated in our PH3 Grant Memorandum, upon their release from prison, they will be enrolled in our reentry program, **OUT4GOOD** to complete their training and support. Currently there are 26 men and two women in the post-release program, **OUT4GOOD**.

Significant Activities, Accomplishments, and Success Stories.

As already mentioned, partnering with Gaudenzia is a huge win for the PH3 program as drugs, here in Philadelphia are huge factors in these men and women going to prison and more importantly, being unable to remain out of the criminal justice system. We are beginning to see more participants getting released and it is even more vital that we secure more employer partners to ensure these men get the training and opportunity to secure a family sustaining wage career.



Brian S. has been in and out of the prison system since age 15...and now he is 31 years old. Generally, he spends his time in the Restricted Housing Unit (RHU) for breaking the institution rules and/or getting into fights. He stated that this is the first time he ever paused and thought about the consequences of caving in to his frustrations and thoughts.

"This class gives me a reason to think. **This class gives me hope because you guys really care** and I don't want to miss a session because I am in the RHU."

- Brian S. Pathways Home participant

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An Urban League of Philadelphia Workforce Development Program



PROGRAM DESIGN

PRE-RELEASE

- 1. Recruitment**
(we work with Prison Case Managers & Unit Counselors)
- 2. Interviewing Participants**
- 3. Needs Assessment**
- 4. WIOA Eligibility Assessment**
- 5. Program Enrollment**
- 6. Housing analysis**

PRE-RELEASE TRAINING

- 7. Trauma Training**
Embracing the Present and Letting Go of the Past (Psycho-Education Course)
- 8. CBT Practices**
 - a. What Is Your Why?
 - b. Who Am I?
 - c. What Must I do now?
- 9. Relationship Building** (initiating/maintaining healthy relationships w/partners, children and family)
- 10. Communication (verbal and non-verbal)**
 - a. Empathy and active listening
 - b. Telling your story
(their 2-minute summary of their value to self and employers)
- 11. Career Readiness**
 - a. Career assessment & exploration
 - b. Resume building c. Interviewing
 - i. Discussing past employment
 - ii. Transferrable skills
 - iii. Employment gaps
 - iv. Criminal Record *Applying their 2-minute summary





PROGRAM DESIGN

WORKFORCE DEVELOPMENT

12. Guest Employers/Speakers

a. They have yet to speak to the participants via Zoom and/or entry into the institution but the following will be approved to do so: CDL Global Trucking School to discuss the process to obtain CDL Class A License

1. They will also teach the men to take and receive their CDL Class A Permit prior to their release

2. Dr. Carmen Meyer. She helped to develop the Psych-Education Course (#7)

3. ULP Workforce will assist in teaching job readiness and available opportunities the man can apply weeks prior to their release. (W. (We are hoping to have a person specifically assigned to develop employer relationships that hire returning citizens).

RELEASE DAY

13. Release Day

We meet the participants being released with a "Welcome Home Bag". It contains:

- i. Soap & wash cloth
- ii. Toothbrush
- iii. \$25 gift card
- iv. ULP Resource Material
- v. Clothing Voucher to MenzFit for interviewing clothes





PROGRAM DESIGN

OUT4GOOD

14. Each participant will become a part of the Post-release program, **OUT4GOOD**

a. **OUT4GOOD** builds upon local and national movements to address the pervasive threats – both social and economics – posed by mass incarceration and seeks to offer evidence-based solutions to reconnect individuals to gainful employment and fully integrate into society.

OUT4GOOD is an intensive 4-week long program that fully integrates individuals with criminal records into the economic and social mainstream, for good.

The pilot program was encouraging with 100 percent of the enrolled participants completing the training and 90% of them securing jobs. The Out4Good program offers employment opportunities and industry recognized certification in Forklift Operation, Welding and CDL (Class A) licensing, Personal Trainer Certification and continues to monitor those specialized certifications and licenses that offer greater opportunity these participants can enroll in and build careers doing.

Those who opt to further their training to receive these specialized certifications are insured opportunity to obtain careers that pay higher salaries, offer better benefits and provide the means for them to obtain financial security. **OUT4GOOD** stabilizes returning citizens through job training and employment opportunities, intensive case management and peer-to-peer supportive services.



“

The success of our program is gaining the attention of Judges and parole agents across the City. We are becoming the resource to keep their clients from committing additional crimes and returning back to prison.

-Dennis Nicholson
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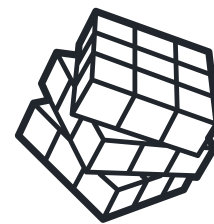
PATHWAYS HOME

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Successful program graduates demonstrate mastery skills related to:



Workforce Readiness with **Resume Building, Interview Prep** and more.



Problem Solving for the workforce: **Empathy & Active Listening**



We equip participants with **Digital Literacy** skills for a digital workforce



Cognitive Behavior Therapy (**CBT**)



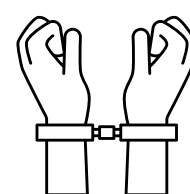
We provide **Financial Literacy & Money Management**



Emotional Agility & Learning healthy responses to trauma



Professional Development: Leadership, Accountability & Integrity



Life After Prison Mentoring and **1:1 Case Management**

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“

Michelle P was released early from PICC by her Judge to attend in-patient drug treatment for 30 days. I waited for her at the drug facility and was inside when the sheriffs dropped her off. The sheriffs drove away. I walked outside, waved to her, she waved back, hopped into a car and drove away! For the past three weeks, I have been speaking with Michelle, trying to convince her to return to treatment but she will not tell me her address and it is evident that she is using crack cocaine again.

Her Judge, instead of putting a warrant out for her arrest, has given me until June 14th to get her into treatment because if **“Urban League can’t help her, she needs to go back to prison”**. I understand that we can’t help everyone, but I need to help Michelle. To hear her plead for help yet be so consumed by the drugs is heartbreaking. We need to find a pathway home for Michelle.

-Dennis Nicholson
Urban League of Philadelphia

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PROGRAM UPDATES

Match/Leveraged Resources

We are in the final negotiating stages with Aramark. If successful, they will match the funds provided by the DOL (\$530K) and this will support the men and their programming once they are released and enrolled in Out4Good. These funds will provide them with a stipend and other financial resources to help them rise above the hardships of having a record, etc.

Strategic Partnership Activities

Many of those currently in prison have dependency issues that have not been addressed while they are incarcerated. Many have been trapped in the revolving door of incarceration because they do not receive treatment and/or support for drug and alcohol dependency issues. We have partnered with Gaudenzia DRC (Gaudenzia: Addiction Treatment and Recovery Services). This partnership is a win for us because they also provide in-patient services...which provides "housing" for those needing treatment, support and housing upon their release. We have not yet signed a MOU but verbally, they see the benefit in partnering with us to fulfill their needs (and beds) and again, offer us a much-needed service.

Employer Engagement Strategies

We are looking to hire 1-2 additional employees to assist in engaging new employee partners and to assist in case management work. We continue to leverage our relationships throughout the city to make opportunities available, but we also recognize the need to have more direct face-to-face meetings to ensure these opportunities are open to those returning home and who have completed the PH3 program.



“

Serving women through this program has revealed that they need far more attention than the men. Substance abuse, relationship abuse, image abuse, children, lack of parenting skills, homelessness, trauma of all forms. I need help to assist them in moving forward.

-Dennis Nicholson
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OUT4GOOD

A Philadelphia ReEntry Jobs Program

What Is **OUT4GOOD**

A 4-week initiative designed to facilitate the successful reintegration of individuals with prior criminal records into society's economic and social fabric. The program seeks to achieve this objective by providing participants with comprehensive job training, access to employment opportunities, individualized case management, and peer-to-peer supportive services. Through this holistic approach, Out4Good aims to enable citizens with criminal backgrounds to stabilize their lives and secure long-term success in their careers and personal lives.

Credentials Offered

✓ **HVAC** ✓ **FORKLIFT OPERATION** ✓ **WELDING** ✓ **CDL (CLASS A)**

Benefits of **OUT4GOOD**



Workforce Readiness with **Resume Building, Interview Prep** and more.



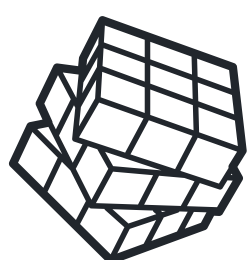
We equip participants with **Digital Literacy** skills for a digital workforce



We provide **Financial Literacy & Money Management**



Professional Development: Leadership, Accountability & Integrity



Problem Solving for the workforce: **Empathy & Active Listening**

Cognitive Behavioral Therapy **CBT:**



reduces recidivism in both juveniles and adults. **Participants improve** their social skills, means-ends problem solving, critical reasoning, moral reasoning, cognitive style, self-control, impulse management and self-efficacy.

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I wish that I could say we are providing all these men and women with readily available job opportunities; however, that is one area in which we need to grow. The time it takes to find, develop and establish relationships with potential employers leaves too much idle time for the clients we serve.

-Dennis Nicholson
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