

Outcome Team Roster

Commissioner Deborah A. Lieberman

Montgomery County Board of Commissioners

Co-Champion

Sheldon Mitchell

Dayton Urban League

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Montgomery County Department of Job and Family Services

Catherine M. Brown

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Community Action Partnership

Kathleen J. Emery

Community Affairs – Department of Community Development

Honorable Dennis J. Langer

Montgomery County Common Pleas Court

Jan Lepore-Jentleson

East End Community Service Corporation

Commissioner Dean Lovelace

City of Dayton

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Honorable Walter H. Rice

United States District Court

Joe Stan

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Human Services Consultant

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John Theobald

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ECONOMIC SELF-SUFFICIENCY

Vision

Residents must have access to employment that provides a living wage and benefits. Barriers to employment, including transportation and day care issues, are minimized. Adequate opportunities for lifelong learning help prepare the workforce for the realities of 21st-century jobs. Educational, vocational training, and worker retraining services are readily available to support the needs of residents and employers.

Economic Self-Sufficiency Outcome Team Report

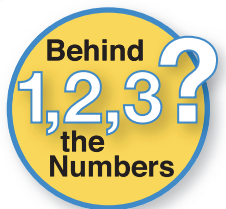
The Economic Self-Sufficiency (ESS) Outcome Team is committed to the economic sustainability of Montgomery County residents for the purpose of enhancing the quality of life for all our citizens – especially those in poverty or at risk of poverty. ESS is equally committed to the successful reintegration of the formerly incarcerated (or Ex-Offenders) into our community. One of the effective pathways for reaching economic sustainability is the creation of transitional jobs that build skills and provide opportunities for lifelong, sustainable employment. ESS recognized a unique opportunity to combine these efforts in a socially conscious, sustainable, and replicable manner.

Current Economic Challenges Facing Montgomery County

The most significant challenges facing families are growing unemployment and poverty. Dayton and Montgomery County have been losing manufacturing jobs for decades and the recent economic downturn has brought more job losses. Unemployment rates for both Dayton and Montgomery County increased in October, 2009 after two months of declines, according to data released November, 2009 by the Ohio Department of Job and Family Services. The Dayton rate for October was 12.4%, up from 12% in September, while the Montgomery County rate increased to 11.4 % from 11%.

County Business Patterns data indicate that there were 424,339 employees in 2000 and by 2006 the number had fallen to 360,892 – a decrease of 63,447 employees. The effect of the loss of manufacturing jobs is even more severe since Dayton has a workforce where significant numbers do not currently have the skills to compete in a global economy. According to the American Community Survey data from 2005-2007, 78% of Dayton residents have a high school education or greater and only 14.7% have a bachelor's degree. This compares to United States data of 84% with high school or greater and 27% with a bachelor's degree.

For a look behind the numbers, go to pages 57 and 67.



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In addition to having a disproportionate rate of poverty, Montgomery County was the third highest county in Ohio in foreclosure filings in 2008 with a rate of 9.65 per 1,000 persons. Unemployment and subprime loans, along with other factors, have fueled the foreclosure crisis.

ESS Outcome Team's Work in 2009

During 2009 the ESS Team continued to focus its efforts on identifying and creating opportunities to develop pathways to economic self-sufficiency for low income adults and children in Montgomery County. The ESS Team began investigations into alternative and nontraditional types of employment opportunities for this population in 2008. The first was the importance of putting the necessary public, non-profit and private resources together to develop and sustain pathways to living wage jobs for low skilled, low income adults, including ex-offenders returning to Montgomery County. The second, led by East End Community Services Corporation, was the development of a framework for a comprehensive, sustainable, multi-year investment involving multiple partners to break the cycle of generational poverty in one or more low income neighborhoods. A critical area of need for low income adults with multiple barriers to employment in Montgomery County is transitional jobs. Transitional jobs provide structure, literacy, life skills training and work experience, while enabling participants to build good work habits and a sense of responsibility and accomplishment. They also enable the participants to earn much needed income during the 3-6 month transition to a permanent job. For-profit or non-profit community-based businesses can provide semi-skilled jobs paying livable wages that can also improve neighborhoods by removing unsound obsolete housing, retrofitting sound structures with energy efficient materials, landscaping, community gardens and/or cleaning up environmental hazards, etc.

This framework bore fruit with the development of a transitional jobs pilot program called **"Dayton Works Plus"** which was funded by the City of Dayton to provide job training and livable wages for participants. The ESS Team requested and was granted funding from FCFC to support the case management and job development/job coaching component of the program.



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Dayton Works Plus and Deconstruction

Dayton Works Plus is a partnership formed by East End Community Services, PowerNet of Dayton and Architectural Reclamation Company also known as ARC (a private architectural reclamation business). The goals of Dayton Works Plus are to employ and train (hard to place) entry level workers, including returning ex-offenders and those who are chronically unemployed with multiple barriers, for on-going jobs; to divert materials from the landfills and promote green practices; and to create spin-off businesses (furniture, sheds, picnic tables, outbuilding construction) with recycled materials. Eventually they hope to establish related businesses including landscaping, asbestos and lead abatement, weatherization, etc. that will add employment opportunities in our community. The City of Dayton has a plan to demolish 1,000 homes over the next 16 months that are vacant and deteriorated. Of these 1,000 homes, 40 homes will be set aside for deconstruction and the removal of reusable building materials through Dayton Works Plus. St. Vincent de Paul is also a partner in the process and oversees sales of the deconstructed materials.

The crews of workers will be trained on OSHA rules and regulations as well as soft skills training before being trained to perform deconstruction. The salvaged materials are transported to the Community Store of St. Vincent de Paul which is the new Deconstruction Depot. Workers are also trained in customer relations, marketing of deconstruction materials both in the store and with potential bulk customers, inventory management,

e-commerce, basic photography and updating web pages to reflect inventory for sale. Workers are provided with on-going case management and other support services to enhance job retention and career mobility. Dayton Works Plus offers a career ladder for workers into team leader and supervisor positions as well as training in other occupations.

PowerNet of Dayton will provide job development/ job coaching services for workers hired through the deconstruction project. The job developer/coach responsibilities include recruiting, screening and selecting workers for the deconstruction project. In addition, PowerNet will provide case management services, handle human resource matters, and provide job coaching support to the workers. The job coaching activities will also include providing the prospective employees with job skills to assist them with becoming "job ready."

Why Transitional Jobs/Dayton Works Plus and Deconstruction?

Currently, there are no other firms that are engaged in deconstruction of vacant homes. Two of the existing private general contractors that have performed limited reclamation work are part of the collaboration with Dayton Works Plus. There are only two companies within Montgomery County serving as demolition contractors. One of the contractors has their own construction and demolition (C&D) certified landfill and does not perform deconstruction. The other firm performs demolition, uses other landfills and does not perform deconstruction.

The ESS Outcome Team believes that deconstruction is a new model that will provide long-term opportunities for the development of transitional jobs. The cities of Dayton and Kettering and Montgomery County have a combined/pending application for additional NSP funding to support deconstruction.



ECONOMIC SELF-SUFFICIENCY

Ex-Offender Reentry Task Force Roster

Task Force Co-Chairs

Commissioner Deborah A. Lieberman
Montgomery County Board of Commissioners

Honorable Walter H. Rice
U.S. District Court

Children and Families Work Group Co-Chairs

Gayle Bullard
Montgomery County Job and Family Services – Children Services Division

Rev. Robert Bishop
Dayton Christian Center

Continuum of Care Work Group Co-Chairs

Dr. John Boggess
Miami Valley Career Technology Center

Christy Norvell
Montgomery County Department of Job and Family Services

Employment Work Group Co-Chairs

Cheryll Bennett
Federal Public Defender

Heath MacAlpine
Montgomery County Department of Job and Family Services

Housing Work Group Co-Chairs

Greg Johnson
Dayton Metropolitan Housing Authority

Chief Quincy Pope, Sr.
Trotwood Police Department

Legal Issues/Advocacy Work Group Co-Chairs

Honorable Connie S. Price
Montgomery County Court of Common Pleas

John White
Dayton Circles Campaign

Pre/Post Release Service Work Group Co-Chairs

Brigid Slaton
Adult Parole Authority

Angela Lee
Ohio Department of Rehabilitation and Correction

Technical Work Group Co-Chairs

Joe Spittler
Criminal Justice Council

Amy Wiedeman
Assistant County Administrator

Faith Based Caucus Chair

Rev. Jesse Watson

Ex-Offender Caucus Chair

Tamico Pulliam

Law Enforcement Caucus Chairs

Mathias H. Heck, Jr.
Montgomery County Prosecutor

Chief John Sedlak
Miamisburg Police Department

STAFF:

Joyce Gerren
Human Services Consultant

Gayle Ingram
Clerk of Commission – Board of County Commissioners

John Theobald
Montgomery County Commission Assistant

Montgomery County Community-Wide Ex-Offender Reentry Task Force Report

The vision of the Montgomery County Ex-Offender Reentry Task Force is to reduce recidivism in Montgomery County by 50% in five years, to remove artificial barriers to reentry and to improve the opportunities of ex-offenders to successfully reintegrate into the community.

After nearly two years, dozens of meetings and hundreds of hours of work and research – including examining numerous best practice models across the country and forging key partnerships – the work of the Task Force is almost complete. The Task Force's "Five Year Strategic Plan" is expected to be published in early 2010. One of the primary recommendations is the creation of a permanent Reentry Policy Board to direct the reentry effort in Montgomery County. The most significant goal of The Plan is to reduce recidivism by 50% in five years.

While this goal might seem lofty, it is doable. The Task Force recognizes that it needs the support of the people and businesses in the community in order for the initiative to be successful.

In December, 2008 the Ohio General Assembly passed House Bill 130 which offers a framework for long-term investment in the state's economy by addressing legal and other barriers to employment for persons released from prison. A key component of the bill is the removal of non-relevant prohibitions or collateral sanctions to employment. The legislation states that a felony conviction does not by itself constitute grounds for denying employment. Additional barriers exist and there is much work to do to remove some of the remaining collateral sanctions.

ECONOMIC SELF-SUFFICIENCY

In mid-2009, due in large part to the efforts of the Ohio Department of Rehabilitation and Correction (ODRC), The Montgomery County Community-Wide Ex-Offender Reentry Task Force began an effort to set up regular communications with our counterparts in Lucas County. Although Montgomery and Lucas Counties approach reentry differently, both counties are of similar size and at similar points in their reentry efforts. Montgomery County participants found interesting Lucas County's efforts in providing legal clinics for individuals with felony records. The clinics are held in cooperation with their Legal Aid Society. Recently, Legal Aid in Ohio had experienced some merger of offices and efforts. To our great advantage, Legal Aid of Western Ohio, Inc., was one of the merged areas and, as a result, now serves both the Toledo and Dayton regions. This allows Montgomery County to access the experience and resources of Lucas County's successful model of legal clinics for ex-offenders. Legal Aid presented the Montgomery County Task Force with a proposal to conduct three legal clinics as a demonstration project.

The Task Force approved the request and partnered with Legal Aid to fund the initial effort. In the Fall of 2009, three Ex-Offender Reentry Legal Clinics were held at the Old Courthouse in downtown Dayton. This location was chosen in part due to its easy accessibility by public transportation and ability to provide private areas for consultations. The goal of the clinics is to provide legal guidance or assistance to returning citizens in the areas of warrant identification, expungement, child support modification, driver's license reinstatement and housing.

Earlier in 2009, Montgomery and Lucas Counties partnered with ODRC on a Federal Second Chance Act mentoring grant application, which was not funded. However, ODRC so believed in this demonstration model, which would evaluate one-on-one mentoring as practiced in Lucas County and group mentoring as utilized in Montgomery County, that it funded the demonstration project with their Alien Assistance Grant Program.

Montgomery County Mentoring Demonstration Project

Montgomery County chose The National Circles Campaign (Circles) and Think Tank, Inc., to carry out the demonstration project. The Circles Campaign is a community engagement, high-impact strategy for building relationships across class, race and cultural lines. A Circle consists of a person who is voluntarily participating in a long-term mentoring relationship with persons from a different economic class, race and/or culture.

Once the returning citizen elects to participate in Circles, leadership training inside the prison will begin within 90 days of the date of release, consisting of a curriculum named "Getting Ahead in a Just Getting By World." The 15-module curriculum assesses individual resources, connects the individuals to available resources in the community, and assists him or her in developing a long-term plan for successful reentry which will be implemented upon returning home.



For the last 45 days before release, the returning citizen will be attending leadership training twice a week and meeting weekly with his or her primary Ally, a member of the mentoring team, who develops the relationships, facilitates the relationship building with other Allies, and coordinates the efforts of the Circle. This intensive schedule will equip the inmate with the necessary relationships, resources and objective reasoning skills so vital for successful integration in the community.

Upon release, the returning citizen will begin working with the Primary Ally and 2-4 additional Allies to build relationships with the community and implement the reentry plan. The returning citizen will also be working with a Circles Coach and a probation officer, as well as attending weekly community meetings. The Allies will be challenging stereotypes and biases, regarding ex-offenders, as well as becoming advocates for ex-offenders in the community.

ECONOMIC SELF-SUFFICIENCY

Progress of Task Force

By the end of July 2009, all seven work groups completed recommendations and presented them to the full Task Force for input. The seven work groups are as follows:

- Children & Families Work Group
 - Continuum of Care Work Group
 - Employment Work Group
 - Housing Work Group
 - Legal Issues/Advocacy Work Group
 - Pre/Post Release Services Work Group
 - Technical Work Group
- The Writing Team is currently drafting a comprehensive plan that sets achievable goals and recommendations for successfully rehabilitating and reintegrating ex-offenders within Montgomery County.
 - A Reentry Marketing and Education campaign is being developed, with videos and written materials produced for later presentations to the community, in order to achieve community acceptance of the necessity of successful reentry.
 - An Implementation Team is designing the Montgomery County Office of Reentry to take the recommendations in the Plan and turn them into reality.
 - The Task Force partnered with its Reentry Faith Based Caucus to support a Faith Based Reentry Conference in October, 2009.
 - The Task Force made a volunteer site visit to the Clark County, Nevada, Office of Reentry in October, 2009.
- The Task Force submitted three grant applications in 2009 to assist in funding:
 - Department of Justice- Prisoner Reentry Demonstration Grant – **Second Chance Act.** Collaborated with the Ohio Department of Rehabilitation and Correction (ODRC) and Lucas County Reentry Task Force for an offender reentry mentoring program.
 - **Edward Byrne Memorial JAG** Program. Collaborated with Goodwill/Easter Seals to develop and implement a model ex-offender Specialized Employment Center (SEC) to increase the employment rate and decrease the recidivism rate of ex-offenders within Montgomery County.
 - Environmental Protection Agency (USEPA) **Climate Showcase Communities** grant. Montgomery County proposed to incorporate a unique approach to ex-offender employment and entrepreneurship through locally grown and distributed food in its TransPlant Project.
 - The Task Force is currently preparing two additional grant applications to fund the implementation of this initiative:
 - Substance Abuse and Mental Health Services Administration (SAMHSA): to initiate mental health and drug and alcohol abuse treatment for ex-offenders in Montgomery County. Wright State University is the lead agency in the grant application.
 - The Ohio Office of Criminal Justice Services (OCJS): to implement a program to support the recommendations of the reentry strategic plan. The application will assist the startup of the Montgomery County reentry effort.

During 2009, the Task Force was busy forging relationships with the Ohio Department of Rehabilitation and Correction, the U.S. Departments of Labor, Justice and Commerce, Legal Aid of Southwest Ohio, and many others, to support the goals and objectives of the reentry initiative and to secure public and business buy-in of the Task Force recommendations.

In 2010, the Reentry Task Force will publish its final report, create a permanent policy board, hire staff, and begin the task of implementing the report's recommendations, with the goal of reducing recidivism in Montgomery County by 50% within five years.

