



***Employment Core Services for Reintegrating
Individuals Program***

**State of Hawaii
Department of Labor & Industrial Relations
Office of Community Services**

Evaluation Report

January 2016



Paia Kāne
Program Improvement Section



EXECUTIVE SUMMARY

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Purpose of the Evaluation

The Office of Hawaiian Affairs (OHA) continues to contribute resources toward reducing prisoner recidivism for Native Hawaiians and supporting their reintegration into communities through programs designed to secure and maintain meaningful jobs and advance toward careers.

Identifying the results of the *Employment Core Services for Reintegrating Individuals Program* introduced by the Department of Labor & Industrial Relations - Office of Community Services (DLIR-OCS), will help OHA in determining how to best distribute its resources to other similar programs.

Findings

OHA contracted with DLIR-OCS for reintegration services statewide, but the service providers contracted by DLIR-OCS only served O‘ahu and the Island of Hawai‘i where their ongoing economic projects were already established.

Numerous problems that surfaced in this evaluation can be attributed almost entirely to poor contract writing, lack of comprehension, and a serious lack of oversight. DLIR-OCS was allowed to procure a service provider to meet OHA’s contract requirements but the contract with the third party did not mirror the requirements of the OHA Agreement.

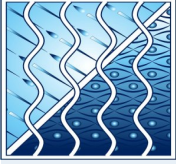
Originally planned as a two-year, million dollar program, the DLIR-OCS Agreement was to be funded with \$250,000 each year from the State Legislature totaling \$500,000. OHA was to provide \$500,000 in matching funds. Instead, the DLIR-OCS RFP for the two-year contract was challenged resulting in the reissuance of a new RFP for one-year. Thus, the \$250,000 originally slated for Native Hawaiian offenders was used for other OHA projects. As a result, Year 1 was funded with \$100,000 from DLIR-OCS and \$250,000 from OHA. Year 2 was funded with \$150,000 from the Department of Public Safety (DPS) and \$100,000 from DLIR-OCS which procured the services of Goodwill Industries Hawaii (GIH) to implement the program.

DLIR-OCS provided a 1:1.25 match in funds for the first year. OHA provided a 2:1:1 match when viewed as a two-year program with DLIR-OCS and the Department of Public Safety.

Contract monitoring was almost non-existent. The OHA monitor produced no monitoring reports and progress reports received from DLIR-OCS were not reviewed or retained.

DLIR-OCS failed to monitor the work of their service provider, Parents and Children Together (PACT), against the requirements stipulated in its contract with OHA. There were no reports on each individuals’ progress, recidivism, gaps in knowledge and skills, types of counseling commissioned, status of relations with potential and actual employers, barriers to employment and/or advancement, and court-mandated requirements.

The service provider (PACT) made two strong recommendations to improve the program in the 1st Quarter and each subsequent quarter thereafter to combine funding for support services and vocational tuition and allow clients to decide how those funds would be used. Another recommendation was made for additional funding to extend participants’ contact with their counselor during the enrollment period. There was no response from DLIR-OCS or OHA to PACTs’ recommendations.



RECOMMENDATIONS

1. OHA should continue its quest to support the reintegration of offenders and reduce recidivism given the fact OHA was instrumental in drawing attention to the disparate treatment of Native Hawaiians within the criminal justice system and forcing it to acknowledge there were unresolved issues.
2. In the future, OHA should consider only partnering with organizations that specialize in working with offenders to capitalize on their existing network of resources and experience. (See Appendix)
3. Improve contract writing to produce essential outcomes needed to measure and verify performance and require OHA pre-approval for third party contracted services to ensure all OHA requirements are addressed.
4. Acknowledge recommendations by Grantees to improve the effectiveness of a program are recognized in writing within a reasonable time.
5. Improve contract monitoring to ensure any issues can be addressed in a timely manner to avoid potential problems.
6. OHA should consider reviewing the 38 Recommendations made by The Native Hawaiian Justice Task Force in 2012 to gauge how many of those recommendations were implemented and how they have impacted Native Hawaiians.



INTRODUCTION

Purpose of the Evaluation

The Office of Hawaiian Affairs (OHA) continues to contribute resources toward reducing prisoner recidivism for Native Hawaiians and supporting their reintegration into communities through programs designed to secure and maintain meaningful jobs and advance toward careers.

Identifying the results of the *Employment Core Services for Reintegrating Individuals Program* introduced by the Department of Labor & Industrial Relations - Office of Community Services (DLIR-OCS), will help OHA in determining how to best distribute its resources to other similar programs.

Scope of the Evaluation

The evaluation covers the Memorandum of Agreement (MOA) executed on June 5, 2014 between the State of Hawaii Department of Labor and Industrial Relations - Office of Community Services and the Office of Hawaiian Affairs for the period of May 1, 2014 to June 30, 2015 with a no-cost, three (3) month extension to September 30, 2015. Since the MOA concerned funds used by PACT only, OHA did not evaluate the program and outcome of GIH.

DLIR-OCS sub-contracted Parents and Children Together (PACT) as the service provider for reintegrating individuals back into gainful employment and civilian society. PACT used their existing program, *Ready to Work and Career Services - Reintegration* to perform the contracted services.

Methodology

Information was derived from the newly assigned DLIR-OCS staff specialist, from quarterly reports, prior studies, and reports on the issue of recidivism. In this case, interviews were not conducted as current staff does not possess extensive background knowledge and the contract with their service provider did not impose the same requirements stipulated by OHA.

OHA Strategic Priority

The *Employment Core Services for Reintegrating Individuals* program aligns with several of the OHA Strategic Priorities:

Ho`okahua Waiwai (Economic Self-Sufficiency). *To have choices and a sustainable future, Native Hawaiians will progress towards greater economic self-sufficiency.*

Mo`omeheu (Culture). *To strengthen identity, Native Hawaiians will preserve, practice and perpetuate their culture.*

Ho`ona`auao (Education). *To maximize choices of life and work, Native Hawaiians will gain knowledge and excel in educational opportunities at all levels.*

Mauli Ola (Health). *To improve the quality and longevity of life, Native Hawaiians will enjoy healthy lifestyles and experience reduced onset of chronic diseases.*

Why OHA funded this Program

Originally, DLIR-OCS was to provide matching funds from the Legislature for two years at \$250,000 per year for a total of \$500,000. OHA chose to match the \$250,000/yr. resulting in \$1 million for a 2-yr. program to aid furloughed and newly released individuals seeking employment - a crucial piece in the effort to reduce recidivism for Native Hawaiians. A change by DLIR-OCS resulted in it providing \$100,000 for a one-year contract and OHA agreeing to provide \$250,000.



BACKGROUND

Office of Hawaiian Affairs

In 2010, the **Office of Hawaiian Affairs** (OHA) produced a report entitled “*The Disparate Treatment of Native Hawaiians in the Criminal Justice System*” which recommended, among other things, a governing collaborative to address this issue.

In 2011, the OHA report led to the Hawaii State Legislature’s passage of Act 170 which created the *Native Hawaiian Justice Task Force* of nine members chaired by the Honorable Michael Broderick (retired). The OHA Chief Executive Officer was a Task Force member and OHA was the Administrator of the Task Force.

In 2012, the Office of Hawaiian Affairs worked diligently to assist the Task Force by holding six summits throughout the state and gathering hours of testimony from over 150 individuals in the public sector and from others at State correctional facilities. Following this intensive endeavor, the Task Force acknowledged other studies done in 1981 and 1994 and confirmed there did exist a disproportionate number of Native Hawaiians in the criminal justice system and drafted their Findings and Recommendations in “*The Native Hawaiian Justice Task Force Report*” (2012).

In 2014, OHA continued its’ collaborative efforts by providing matching funds for a prisoner reintegration program initiated by the Department of Labor & Industrial Relations - Office of Community Services (DLIR-OCS) which focused on securing full-time jobs for ex-offenders and those on furlough. This program is the most recent example of OHAs’ efforts to effect positive change for Native Hawaiian offenders and the topic of this evaluation.

State of Hawaii, Department of Labor and Industrial Relations—Office of Community Services (DLIR-OCS)

DLIR-OCS is the agency responsible for the statewide implementation and oversight of the *Employment Core and Recidivism Prevention for Reintegrating Individuals* services. It requested state funding for a two-year offender program which the Legislature agreed to fund with the stipulation other organizations would need to provide matching funds.

OHA agreed to provide a grant award of \$250,000 per year and DLIR-OCS proceeded with issuing a Request for Proposals (RFP) for a service provider. Their selection was challenged, resulting in the reissuance of another RFP for a one-year contract, instead of a two-year contract.

DLIR-OCS contracted Parents and Children Together (PACT) as their service provider to perform the necessary Scope of Services. OHA required statewide implementation to include services that, “*provide support to ensure adherence to court-mandated requirements, such as drug tests, appearances, scheduled meetings with supervisory staff and other such activities*”.

A summary of the services OHA required of DLIR-OCS is listed below:

- (1) Create participant records with recent inventory assessment and treatment plans from the Department of Public Safety (DPS); interview participants for strengths and weaknesses; Develop Individualized Service Plans to record progress toward employment and re-entry goals.
- (2) Prioritize individual services to produce a person adjusted to civilian society; have an adequate support structure; be ready to seek and maintain employment and advance to a career; provide training to fill gaps in knowledge and skills and provide treatment to improve conditions that could lead to recidivism and when needed, offer referral services to participants.
- (3) Increase employer awareness for hiring furlough participants and respond to employers and DPS.



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- (4) Maintain contact with participants, probation officers, and others; define any barriers to employment and advancement. Provide support to adhere to court-mandated requirements such as drug tests, appearances and other activities.
- (5) Verify Hawaiian ancestry for program eligibility.

Parents and Children Together (PACT)

PACT is a private, non-profit organization founded in 1968 and contracted by DLIR-OCS to meet the requirements of the MOA with OHA. PACT offers educational social services that include community and economic development in support of families. Working with government agencies, PACT offered their “*Ready to Work and Career Services - Reintegration Program*” to prepare ex-offenders to reintegrate back into their communities, obtain and maintain employment, and prevent recidivism.

The training participants received used a culturally sensitive approach that encompassed lā`au lapa`au (medicine), ho`oikaika kino (body strengthening & conditioning), hua`ka`i (applied study field trips) genealogy, traditional protocols and ways of knowing, and character building. They had basic skills training, literacy education, and job readiness, with the goal to increase their self-sufficiency. A review of the PACT proposal shows it originally requested \$450,000 for a 9-month contract, with an option to extend three months. It planned to serve 70 clients on Oahu and 30 on Hawaii Island using referrals from, but not limited to, the Department of Public Safety (DPS), Immigrant Resource Centers, Federal Probation agencies, the general public, and other Employment Core Service programs. (The OHA contract specifically named *only* DPS as providing referrals for this program.)

A summary of the services DLIR-OCS required of PACT is listed below:

- (1) Provide quarterly progress reports with narrative statements relating to work accomplished for the reporting period and quantitative data deemed pertinent to DLIR-OCS.
- (2) Provide quarterly fiscal reports that detail the *uses* of the compensation PACT receives from the contract.
- (3) Maintain a service plan for each individual that includes all services needed to accomplish each person’s specific goals.
- (4) Submit *additional* quarterly reports on the number of immigrants provided services by their country of origin, the number of Native Hawaiians, and number of persons from Compact of Free Association nations by:
 - (a) Republic of Marshall Islands, (b) Federation of Micronesia (Chuuk, Yap, Pohnpei, Kosrae, and
 - (c) Republic of Belau (Palau).

Memorandum of Agreement

The one-year Memorandum of Agreement (MOA) between OHA and DLIR-OCS required specific rehabilitation and education services be provided to adult offenders on furlough and ex-offenders out of prison for no longer than six months. The goal was to obtain and maintain gainful employment through core services and activities using a culturally sensitive approach.

The MOA allowed for DLIR-OCS to select through the State procurement process, a service provider to meet these contract requirements. The contract period was from May 1, 2014 to June 30, 2015 but was not executed until June 5, resulting in progress reports beginning with June 2014.

The MOA states the period of performance shall be from May 1, 2014 to June 30, 2015 “*plus a three-month extension, unless this Agreement is extended or sooner terminated as hereinafter provided.*” DLIR-OCS extended their contract with PACT to December 31, 2015, but failed to notify or extend the MOA with OHA. The DLIR-OCS contract with their service provider (PACT) ran concurrent with the MOA until it was extended six months to December 31, 2015. The final report to OHA now ends on September 30, 2015 as an informal, no-cost extension.



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The MOA contains four Attachments to be completed and submitted with each quarterly report:

Attachment 1: Provide Outputs and Outcomes for Native Hawaiians

Outputs:

- number assessed for services
- number completed individual service plans
- number entered and completed an employment preparation plan
- number enrolled in treatment programs

Outcomes:

- number employed by sub-categories
- number re-incarcerated
- number participated in cultural activities

Attachment 2: Verification of Hawaiian Ancestry

Attachment 3: List of Participants Placed in Jobs by Quarter

Attachment 4: List of Participants who completed the Program

Quarterly Progress Reports

Quarterly reports were designed to provide OHA with detailed and specific information that would describe each participant's strengths and weaknesses and how they were being helped. OHA wanted to know how many Native Hawaiian offenders and ex-offenders were assessed for services that resulted in employment, what type of work they were able to obtain, their hourly wage, length of employment, and whether they participated in cultural activities. Of special interest to OHA was the number of Native Hawaiians who were not successful and might have been re-incarcerated.

The *Employment Core Services for Reintegrating Individuals Program* includes teaching participants coping skills to help them transition back into the community, build relationships with their families, and create support networks. Some participants face a multitude of barriers to successful employment, such as being registered sex offenders, or having no form of transportation, inadequate education, physical disabilities, and/or other barriers.

In addition to quantitative data, progress reports needed to provide brief narratives regarding efforts to maintain regular contact with employers, participants, and supervisory staff such as probation officers while collecting information regarding barriers to employment and advancement. Other contract requirements included reporting on efforts to ensure ex-offenders adhered to court-mandated requirements such as drug tests and court appearances.

DLIR-OCS reported long work hours and intensive staff support resulted in positive changes for participants which led to a request for additional funding to maintain the high level of support. It was discovered that after the first month when participants secured employment, the once a month meeting with their assigned specialist was not sufficient to address all of their concerns. Furthermore, it was felt that overwhelming challenges could lead to loss of community work and ultimately recidivism.

A recommendation from the service provider to DLIR-OCS suggested the tuition and service fee be combined into one fund for vocational training and allow the client to determine how to best use the fund. This recommendation surfaced in the 1st and 2nd quarters, but by the 3rd quarter, the service provider suggested it should determine how to use the fund which included transferring residual funds to other inmates.

Another recommendation was made to extend the participants' access to their specialist at least six months after training had been completed to provide them with additionally needed support. The recommendation was made in the 1st quarter and again in the 2nd quarter.



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Milestone Payment System

The Milestone Payment System, referred to as “Milestones”, a true performance-based contract, is a series of steps for completing activities with assigned payments or unit rates. OHA only pays for services delivered. The MOA defines Milestones 1 through 4, client assistance, and the maximum compensation allowed per milestone. DLIR-OCS was compensated \$4,500 for each participant who completed the entire program training. Listed below is a description and value for each Milestone:

Table 1. Milestone Payment System

Milestone	Description	Unit Rates
M1	Assessment and Individualized Service Plan (Intake & Assessment)	\$ 450
M1a	Vocational Training	\$1,250
M2	Employment and Re-entry Support	\$1,300
M3	Job Placement	\$ 650
M4	Job Maintenance/Re-Assessment (90 days)	\$ 600
----	Client Assistance (bus passes, basic necessities, work clothes, etc.)	\$ 250
	TOTAL	\$4,500

In the contract with its service provider, DLIR-OCS split *Vocational Training* between *Tuition* for \$1,000 and *Service Fee* for \$250. Within the first quarter, the service provider recommended vocational tuition and support services be combined and the participant be allowed to decide how to use the fund. They were aware the tuition for a commercial driver’s license (CDL) costs about \$2,600 per person which exceeds the \$1,000 limit, while asbestos training costs \$569 leaving an unused balance of \$431 in the vocational account.

Support services are oftentimes needed more than vocational training as it is the basis for securing any job that requires proof of identity. Funds are also used to pay for bus passes, equipment and work clothing which can include steel toe boots, hard hats, etc. All of these items can exceed the \$250 service fee allowance.

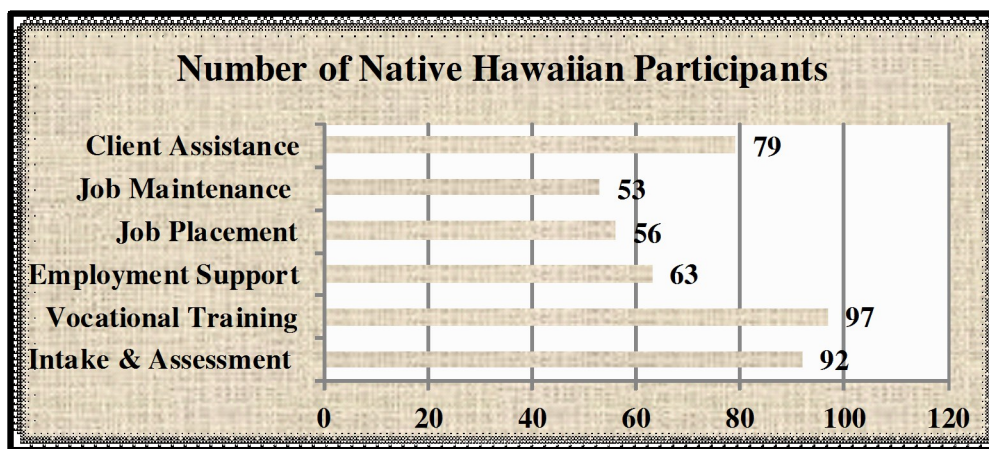
Milestone Achievement Summaries submitted quarterly to OHA show a goal for each Milestone, the actual year-to-date count, and the percentage attained. After the 1st Quarter, the goals were changed slightly by the service provider and some numbers were reported in dollar amounts, which distorted the count. In addition, some narrative reports contradicted the summary counts.



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The final step in the program is *Client Assistance* which helps participants obtain necessities for work, such as bus passes, birth certificates, work clothes, etc. The goal was set at 52 participants in the 1st Quarter, but reported as dollar amounts for subsequent quarters. The summary of information provided did not match the terms of the MOA which required a *different* set of data (Attachment 1). The final milestone data from DLIR-OCS is shown below:

Figure 1. Final Milestone Results



Outcomes of the Program

A final report claims 92 Native Hawaiians completed individual service plans and enrolled in treatment programs, while 63 completed the employment preparation program. Success for this quarter million dollar grant was based on putting at least 52 Native Hawaiian former or furloughed offenders into permanent, unsubsidized jobs for 30-90 days. They were able to place 56 in jobs for 30 days, but that number lessened to 53 for 90 days of employment. There were no reports for those employed for 180 days and 365 days as required by the MOA because the service provider for DLIR-OCS was using a form that did not require that information, and although the MOA also required reporting the number employed for 365 days, that was not practical given the fact this was a one year contract.

The number of Native Hawaiian offenders participating in cultural activities was expected to be 36 and that goal was met, but it also showed that only 57% who completed the employment preparation program chose to participate in cultural activities. This is the first time that cultural activities were included in a prisoner recidivism contract. However, there was no feedback on participants' involvement in cultural activities and whether it stimulated confidence, learning, or appreciation.

Although the progress reports mention partnering with others to provide rental assistance for clients on parole and offered support with job interviews, calls to employers, and reinstatement for union workers, the reports provided no statistics on actual accomplishments.

Insufficient qualitative data hindered a proper assessment of participant reintegration, as there was no mention of interaction between the service provider and probation officers, or efforts made to increase employers' awareness of the positives and negatives of hiring furloughed or former offenders. We were not able to confirm if these contract requirements were carried out.

The Performance Measurements Table from DLIR-OCS is slightly different from the OHA Performance Table in the MOA (Attachment 1) and is missing important statistics, such as, how many Native Hawaiians in the program were re-incarcerated or how many remained employed for six months or a year. There is also a considerable difference between the DLIR-OCS projected number of Native Hawaiian participants who will complete Individual Service Plans (79) versus the projected number in the MOA (44). DLIR-OCS acknowledged the differences and explained the service provider followed the Milestones in the RFP and Contract with DLIR-OCS.



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Three Individual Service Plans (ISP) requested by OHA for evaluation showed Milestones with completion dates, but no descriptive narrative. It could not be determined how participants benefitted from the training, what areas needed extra support, or what helped participants successfully reach their goals. A separate form, *Barrier Analysis*, was used to identify gaps in knowledge and skills which are significant roadblocks prisoners face and can worsen their economic situation or prevent improvement. Reports provided no statistical data on barriers encountered which would have been valuable to OHA for planning future programs.

Contract Monitoring

OHA contract monitoring was basically non-existent. The OHA monitor was placed under two departments working part-time in Grants and part-time in the Loan Division resulting in management voicing concern over the employee's lack of performance.

At the same time, personnel changes at DLIR-OCS were having an equally negative impact on the monitoring of the program. The DLIR-OCS Executive Director overseeing the program changed twice, as well as the specialist working with the service provider.

The grant file obtained from the OHA contract monitor contained an executed MOA, a few non-descript emails and requests for payment, and two-thirds of the billing invoices. Unfortunately, the four Attachments to the MOA, a third of the billing invoices, and all progress reports were not in the file. The contract monitor believed it was DLIR-OCS's responsibility to monitor the service provider, therefore reports were discarded. Attempts to obtain copies of the four Attachments and progress reports from the OHA Grants division, corporation counsel, fiscal, and procurement departments resulted in learning no one had a copy. This evaluation was dependent upon whatever data DLIR-OCS could provide OHA.

Budget

The budget for this one-year program was \$350,000 with OHA providing \$250,000 (71%) to serve *Native Hawaiian furloughed and ex-offenders*, and DLIR-OCS providing \$100,000 (29%), *unspecified*. The MOA did not contain a budget and the Proposal from the service provider was for their initial request of \$450,000.

At the end of June 30, 2015, reports show about \$122,000 was spent for non-Hawaiians and about \$230,000 was spent for Hawaiians. As of February 09, 2016, a balance of \$29,641.25 remains in the account with no activity since June 28, 2015. A final invoice for \$11,980.00 was submitted to OHA on August 24, 2015 for payment and remains outstanding pending reconciliation of the account. Any unspent funds will be transferred to the OHA fiscal reserve fund.

Findings

OHA contracted with DLIR-OCS for reintegration services statewide, but the service providers contracted by DLIR-OCS only served O'ahu and the Island of Hawai'i where their ongoing economic projects were already established.

Numerous problems that surfaced in this evaluation can be attributed almost entirely to poor contract writing, lack of comprehension, and a serious lack of oversight. DLIR-OCS was allowed to procure a service provider to meet OHA's contract requirements but the contract with the third party did not mirror the requirements of the OHA Agreement.

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RECOMMENDATIONS

1. OHA should continue its quest to support the reintegration of offenders and reduce recidivism given the fact OHA was instrumental in drawing attention to the disparate treatment of Native Hawaiians within the criminal justice system and forcing it to acknowledge there were unresolved issues.
2. In the future, OHA should consider only partnering with organizations that specialize in working with offenders to capitalize on their existing network of resources and experience. (See Appendix)
3. Improve contract writing to produce essential outcomes needed to measure and verify performance and require OHA pre-approval for third party contracted services to ensure all OHA requirements are addressed.
4. Acknowledge recommendations by Grantees to improve the effectiveness of a program are recognized in writing within a reasonable time.
5. Improve contract monitoring to ensure any issues can be addressed in a timely manner to avoid potential problems.
6. OHA should consider reviewing the 38 Recommendations made by The Native Hawaiian Justice Task Force in 2012 to gauge how many of those recommendations were implemented and how they have impacted Native Hawaiians.



REFERENCES

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APPENDICES



Appendix: Other Work Reintegration Programs

Other Work Reintegration Programs

There are numerous prisoner reintegration programs throughout the State that work closely with the Department of Public Safety and the court system. Listed below are a few that have proven to be successful advocates in reducing recidivism among adults:

Hawaii Correctional Industries (HCI) is a division of the Department of Public Safety and creates work related proficiencies for offenders to increase their employment prospects upon release. Offenders are used in the manufacture and production of goods and services to government and non-profit organizations in Hawaii.

Qualified offenders have participated in projects involving Department of Education playgrounds, furniture refurbishing, Department of Transportation work lines, production of modular paneling systems, printing, painting, welding, carpentry and other related services.

HCI subscribes to the theory of offering the best opportunities to those offenders who are “ready, willing, and able” to work to increase their chances of gaining meaningful employment upon their release. HCI employs several hundred inmates each year within the prison at their print, furniture, canteen, or sewing shops. They also provide them with external work cleaning and maintaining our highways, trimming trees and picking up trash in public places. In a five-year span, HCI provided work opportunities to 3,142 inmates who generated over \$33.5 million in revenue for HCI to maintain its mandatory, self-sufficiency status with the State of Hawaii.

The Community Assistance Center (CAC), formerly known as the John Howard Association of Hawaii, offers a program to offenders, ex-offenders, and crime prone adults and has assisted thousands of men and women since 1958. Personal and family counseling is available to assist them with job placement, housing, and vocational support. CAC will also advocate for those in need, working within the criminal justice system.

CAC follows the concept of alternative sentencing as a means of lowering taxpayer costs and improving prison conditions. It supports individualized plans for sentences rather than prison for certain convicted felons and offers programs to reduce the recidivism rate among felons.

The Restorative Circle Program began in 2005 and works with inmates to create a written transition plan for those preparing to leave prison. The whole premise is to create a circle that involves family, friends, and prison staff working as a group to plan a process which includes having the inmate identify his or her needs and helping to determine what is needed for reconciliation with those harmed by his or her actions.

Reconciliation is whatever the group determines is needed by the inmate to successfully re-enter society and can include finding housing and employment for self-sufficiency. Circle participants offer ways in which they can support the inmate and how that person can utilize their own strengths, skills, talents to reintegrate back into the community.

Hawaii Opportunity Probation with Enforcement (HOPE) is an intensive supervision program created by Hawaii State Judiciary First Circuit Court Judge Steven Alm to correct what he considered, a ridiculous probation system. It works to reduce recidivism and uses swift sanctions for noncompliance, such as failed drug tests. This program acts to reduce crime and drug use and was tested on a small scale with a random assignment design and achieved very positive results. It is being replicated and tested in several other sites by the National Institute of Justice.

Although this program works on preventing recidivism, not reintegration into the community, and does not focus on work programs and housing, it is worth mentioning as part of the many programs available to reducing jail or prison time.



Appendix: Attachment 1 (1 of 2)

Attachment 1

CHA

PERFORMANCE OUTPUTS AND OUTCOMES MEASUREMENT TABLE

REPORT: ☐ Quarter 1 ☐ Quarter 2 ☐ Quarter 3 ☐ Quarter 4
☐ Year 1 ☐ Year 2

	Projected (Per. FY)	Q1	Q2	Q3	Q4	Cumulative
1) Outputs						
Number of Native Hawaiians assessed for services	44					
Number of Native Hawaiians with completed Individual Service Plans	44					
Number of Native Hawaiians who entered Employment Preparation Program	47					
Number of Native Hawaiians who completed Employment Preparation Program	47					
Number of Native Hawaiians enrolled in treatment programs	22					
2. Outcomes						
Number of Native Hawaiians placed in permanent, unsubsidized employment	47					
Number of Native Hawaiians placed in part-time employment	22					
Number of Native Hawaiians placed in full-time employment	25					
Number of Native Hawaiians employed for 90 days	44					
Number of Native Hawaiians employed for 180 days	44					

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Memorandum of Agreement Between OHA and OCS



Appendix: Attachment 1 (2 of 2)

OHA		Attachment 1	
Number of Native Hawaiians employed for 365 days	44		
Number of Native Hawaiians who were returned to the prison general population (re-incarcerated)	N/A		
Number of Native Hawaiians who participated in Hawaiian cultural activities	44		

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Memorandum of Agreement Between OHA and OCS



Attachment 2

Verification of Hawaiian Ancestry

REPORT: ☐ Quarter 1 ☐ Quarter 2 ☐ Quarter 3 ☐ Quarter 4 ☐ Year-End
☐ Year 1 ☐ Year 2

NO. OF NATIVE HAWAIIANS SERVED THIS PERIOD: _____

METHOD OF VERIFICATION				
Please check one for each participant				
Participant Name	OHA Hawaiian Registry	Birth Certificate	Self Declaration	Other

I hereby swear the information provided above is correct to the best of my knowledge, and that our contracted organizations retain documentation verifying the OHA participants' Hawaiian ancestry.

Signature _____ Date _____

Name (print) _____ Title _____



Appendix: Attachment 3



Attachment 3

Placement Information Form

REPORT: ☐ Quarter 1 ☐ Quarter 2 ☐ Quarter 3 ☐ Quarter 4 ☐ Year-End
☐ Year 1 ☐ Year 2

Placed in Jobs by OHA

NO. OF NATIVE HAWAIIANS PLACED THIS PERIOD: _____

Participant Name	Job Title	Hourly Wage



Appendix: Attachment 4



Attachment 4

Program Completion Information Form

REPORT: ☐ Quarter 1 ☐ Quarter 2 ☐ Quarter 3 ☐ Quarter 4 ☐ Year-End
☐ Year 1 ☐ Year 2 *List NH who Finished the Program*

Participant Name	Job Title	Hourly Wage