

BUILDING AWARENESS OF EMPLOYMENT OPPORTUNITIES FOR EX-OFFENDERS IN KOSCIUSKO COUNTY

Connecting local employers with individuals reentering the workforce who are seeking a rewarding career.

Dustin Dillon



Jason Branham



THE MISSION/THE VISION

RAISING AWARENESS TO MORE KOSCIUSKO COUNTY BUSINESSES ABOUT 2ND CHANCE PROGRAMS INCLUDING SERVICES AVAILABLE TO EMPLOYERS IN SEARCH OF EMPLOYEES TO FILL CURRENT NEEDS

ASSIST INDIVIDUALS EXITING RECOVERY BASED PROGRAMS IN FINDING A REWARDING CAREER AS THEY REENTER THE COMMUNITY

The Process

- Gain knowledge of local services that can assist in providing/placing individuals, currently in programs of development, back into the workforce and the community. Bring continued awareness of these programs to the hiring community:
 - 1.) Kosciusko County Jail Chemical Addiction Program (JCAP)
 - 2.) Kosciusko County Work Release Program
- Raise awareness of county wide services to assist employers with training and understanding of hiring and coaching individuals with prior involvement with the justice system.
 - 1.) Live Well Kosciusko –Employer Wellness Coalition and Substance Misuse Workforce Recovery Program
- Employment Levels Throughout the County
 1. Unemployment rates are low, business growth and expansion is on the rise.
- Issue a survey to Kosciusko County employers to begin building a database of local companies who currently hire or would entertain the idea of hiring those individuals who have had justice system involvement and awareness of local programs to assist them as the employer.

JCAP (JAIL CHEMICAL ADDICTION PROGRAM)

- JCAP is a 4 month substance abuse program within K-County Jail
- Inmate applicants go through a selection screening process and are housed in separate area of the jail.
- Participants go through 6-8 hours of classes each day and are expected to maintain high standards of living while in the program.
- Multiple community organizations contribute to teaching members of the program MRT, Matrix, Anger Management, Seeking Safety, SMART Recovery, Celebrate Recovery, Boundaries, Codependency, Domestic Violence, as well as many life skill classes.
- JCAP's current graduation count is 70, with 68 being release from the jail system.



KOSCIUSKO COUNTY WORK RELEASE PROGRAM

- A division of Kosciusko County Community Corrections
- One step from the Jail: Designed to help participants find work, build resumes, responsibility, interact with the community, before being stepped down to community corrections.
- On Average 74 participants are housed at the Kosciusko Work Release Center split evenly among gender.
- Work release gives participants the opportunity to learn, build, and develop skills/relationships without being in a conventional jail setting.
- Residents of work release are subject to random drug screening

Live Well Kosciusko is a non-profit organization that promotes the health & well being off all residents in Kosciusko County.

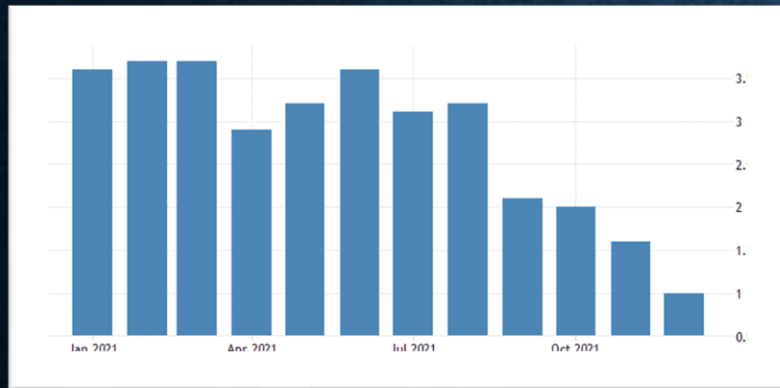
Live Well is supported by the Kosciusko Chamber of Commerce, and the K21 Health Foundation

Live Well is working to transform the community into a thriving place to live, learn, work, play, and visit.

Live Well has many programs to help employers of Kosciusko County including Employer Wellness Coalition, Workforce Recovery and a new program slated to begin in May with Education & Stigma Reduction on substance misuse geared towards assisting the employer.

LIVE WELL KOSCIUSKO

EMPLOYMENT LEVELS THROUGHOUT THE COUNTY-GROWING NUMBERS OF JOBS INCREASED NEED FOR EMPLOYEES!



- Unemployment Rates in Kosciusko County, IN was 1% in December of 2021 according to the United States Federal Reserve.
- Historically, unemployment rate in Kosciusko County hit a record high of 17.9% in April of 2020, to a record low of 1% in December of 2021.
- Through the Covid-19 Pandemic Kosciusko County continued to experience growth among current business' as well as introduction to new business. Between 2020 & 2021 roughly 40 local businesses saw growth in the form of expansion, new hires, expansion of facility, new equipment or relocations/renovations/upgrades and community investment.

SURVEY SAYS?

Survey questions were sent out electronically to roughly 400 local businesses thanks largely in part to help from Kosciusko Human Resources Association (KHRA) Work One and Live Well Kosciusko. The surveys purpose was to gain insight from local employers; including their policies for hiring individuals with prior convictions, knowledge of Kosciusko County programs for those looking to reenter the workplace, and more.

The Survey contained the following questions:

Is your business or organization open to hiring individuals with a criminal record?

What criminal offense could eliminate the possibility of employment?

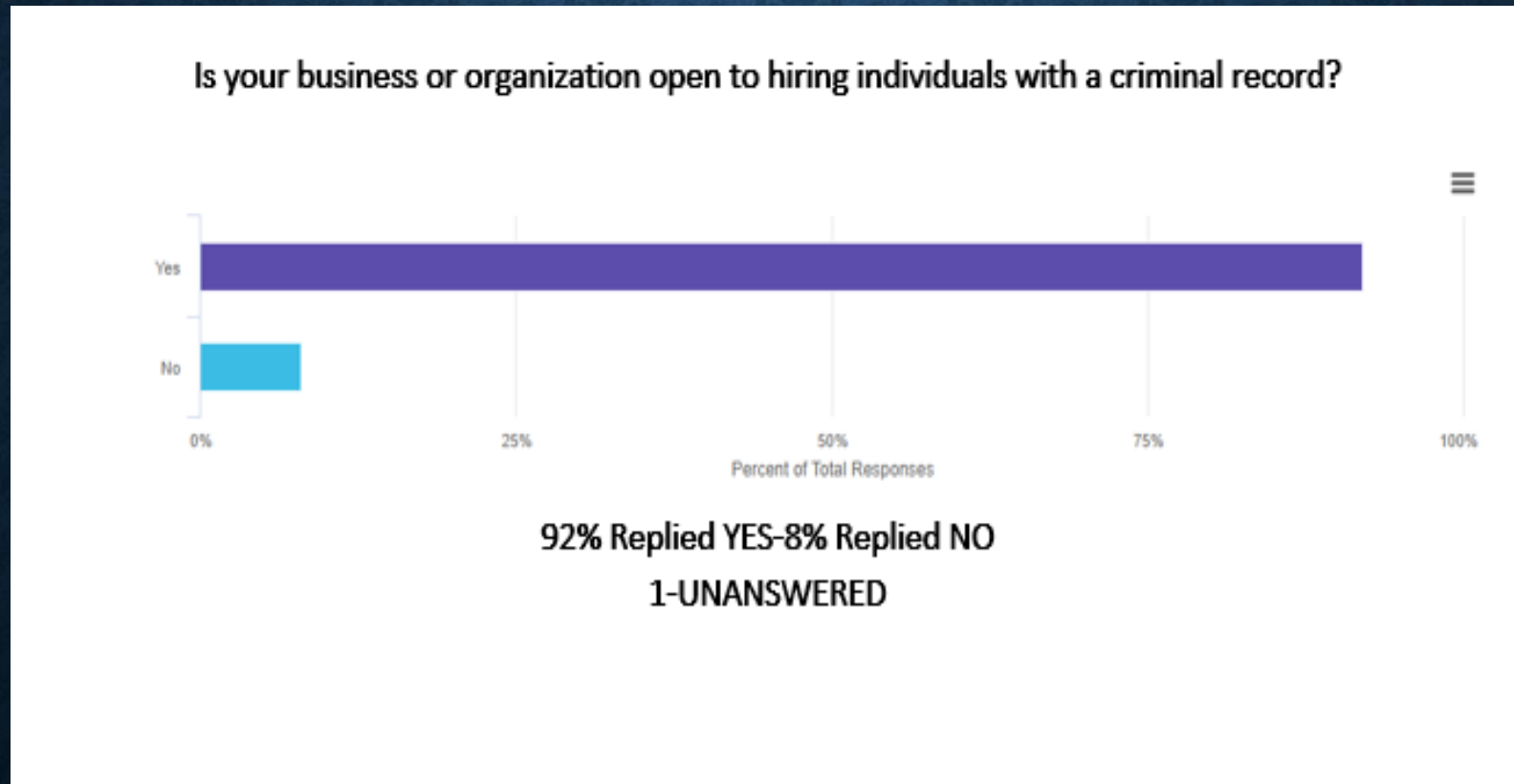
Would you be willing to learn more about the potential to hire individuals with prior convictions?

Are you familiar with Kosciusko County's JCAP program?

Would you consider hiring opportunities from an individual graduation from the JCAP program, or a similar program of development?

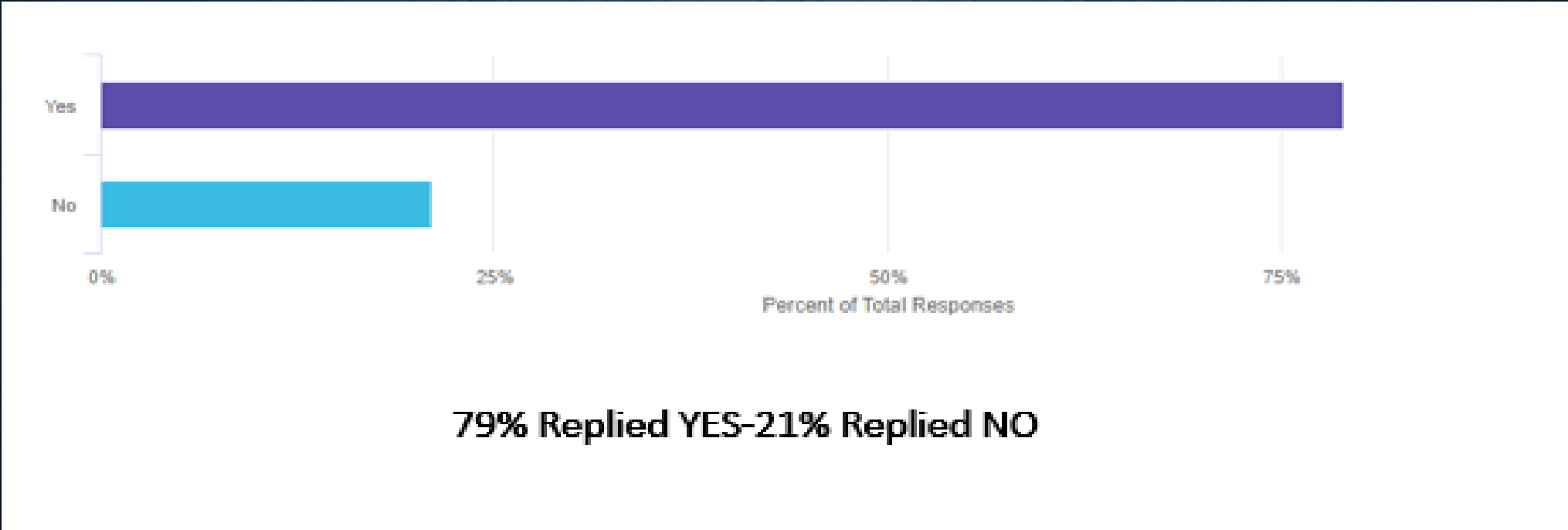
SURVEY RESULTS

Is your business or organization open to hiring individuals with a criminal record?



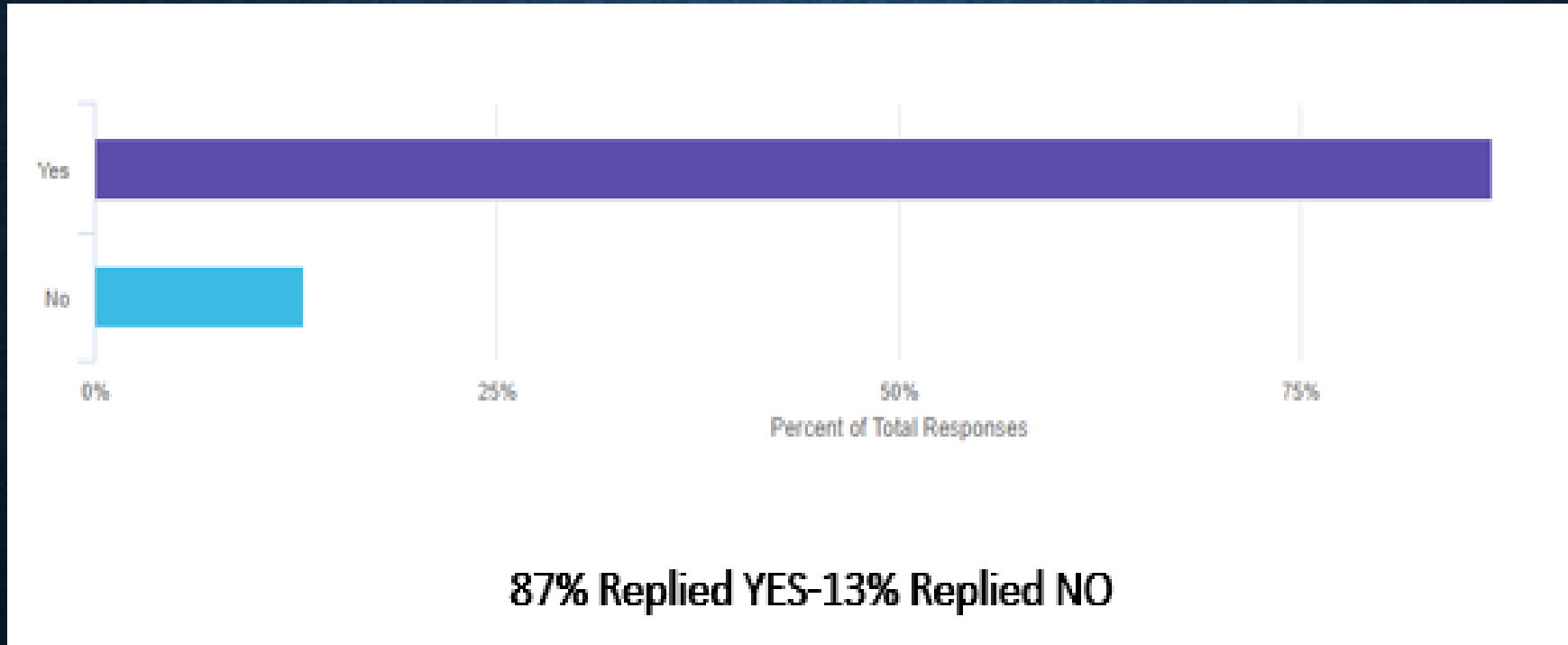
SURVEY RESULTS

Would your business or organization be willing to learn more about the potential to hire individuals with prior convictions?

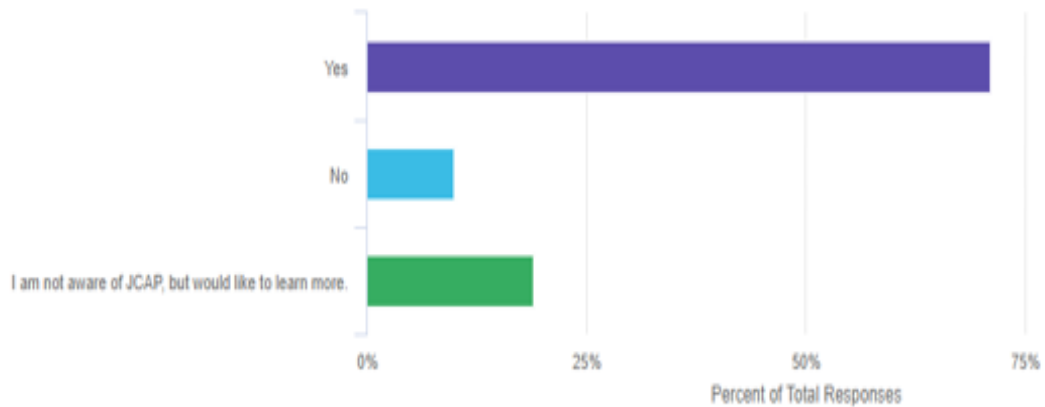


SURVEY RESULTS

Are you familiar with Kosciusko County's JCAP program?



SURVEY RESULTS



71% Replied YES-10% Replied NO

19% Would like to learn more

Would your business or organization consider hiring opportunities from an individual graduation from the JCAP program, or a similar program of development?

NEXT STEPS, SUSTAINABILITY CONCLUSION &

01

Our goal was to assist in building continued awareness of employment opportunities for ex-offenders in Kosciusko County by creating a data base of employers that are willing to explore those opportunities. Unfortunately, survey results did not garner the overall response that we had initially hoped for. Maybe the question of Business name/contact person, detoured from continuing further.

02

This project is one that could be sustained as many businesses are still unaware of these employment pools, development programs, and opportunities to help participants of these programs the opportunity to succeed once their programs are completed. Enhancing community knowledge of these groups remains key to assisting these individuals.

03

If this project were chosen for the Jean Northernor Project Proud Award, it would be used to continue funding for Kosciusko County's JCAP program and its service to our community. Funding could be used to promote awareness with employers in our county and bring in further programs to help the growth and education within the JCAP program

Kosciusko County
JCAP
GRADUATION



Thursday,
April 14, 2022
1:00



Kosciusko County
Justice Building
121 N. Lake St.
Warsaw, IN



Join us as we
celebrate our
newest graduates!