

# PAY FOR SUCCESS PROJECT DESIGN OPTIONS: REDUCING RECIDIVISM

## POLICY OBJECTIVE

Improve public safety and provide pathways to better individual and family outcomes by providing immediate, comprehensive, and customized services to justice-involved individuals



The incarcerated population in the U.S. is 4.5x larger now than it was in 1980 – growing by more than 220% between 1980 and 2014



As of 2018, over 2.2 million people in the U.S. are behind bars in federal, state and local prison systems



Interactions with the criminal justice system are disproportionately concentrated among minorities: though Blacks and Hispanics represent approximately 30% of the population, they comprise over 50% of the incarcerated population

## PFS PROGRAM DESIGN OPTIONS<sup>1</sup>

### Target Population

- Individuals (adults or juveniles) who are:
  - Nearing the end of their sentence and will be released to probation or parole
  - Recently released and on probation or parole
- Children of Incarcerated Parents (CIPs)

### Intervention

- Cognitive behavioral therapy such as Moral Reconciliation Therapy
- Thinking for a Change
- Triple P Parenting
- Job readiness skills development
- Employment placement and support
- Trauma therapy such as Seeking Safety
- Prevention and Relationship Education (PREP)
- Individualized case management

### Outcomes

- Program enrollment or engagement, measured at program completion
- Reduction of prison/jail bed days for new offenses
- Reduction of re-arrest or re-incarceration rates for new offenses
- Increase in short-term employment in a transitional job, measured as hours worked/person
- Increase in long-term unsubsidized employment, measured at multiple points

### Measurement

- Validation of administrative data
- Pre-post assessment
- Historical baseline comparison
- Matched comparison (contemporaneous or historical)
- Randomized control trial (RCT)

1. These options represent areas that Social Finance has explored as suitable for Pay for Success; options shown here are not exhaustive.

# PAY FOR SUCCESS IN ACTION: CENTER FOR EMPLOYMENT OPPORTUNITIES

For over 30 years, the Center for Employment Opportunities (CEO) has provided immediate, comprehensive, and effective employment services to individuals returning from prison in order to reduce the likelihood of re-incarceration.

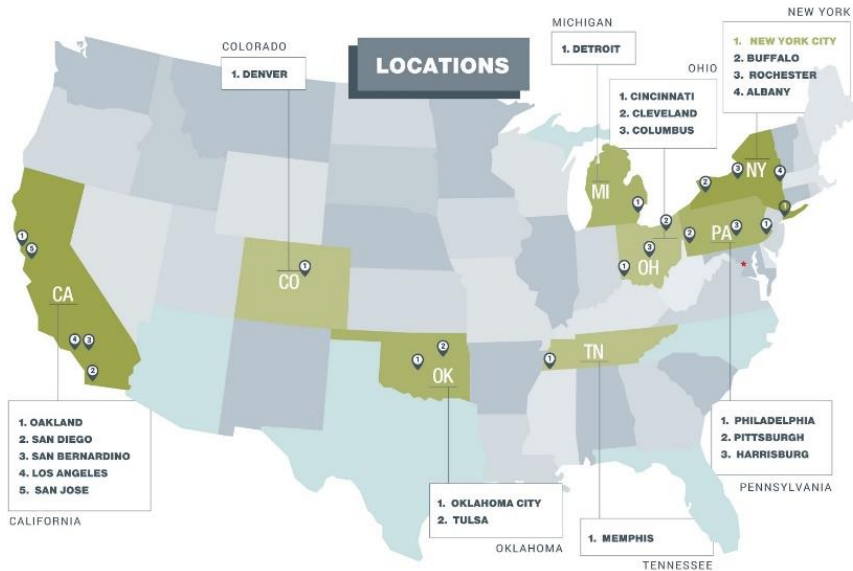
CEO's transitional jobs model includes four main components:

**Job readiness training:** A life skills education course that teaches participants best practices for applying to jobs, interviewing, and overcoming the stigma of a conviction

**Job coaching and placement:** Assistance addressing any gaps in job readiness (i.e. resume/interview skills) and matching the skills, interests and abilities of participants with specific needs of employers

**Crew-based transitional work:** CEO provides immediate work, daily pay, and an environment from which to evaluate participants' ability to be on time, communicative, and productive

**Job retention services:** Ongoing support and incentives for a full year post-placement, providing: work-related counseling, crisis management, and help with long-term career planning



## CAPACITY

- 21 Offices across 8 States
- 5,500+ Annual enrollments
- 2,700+ Annual job placements
- 400+ Employees working daily
- 80+ Work crews daily

## EXAMPLE PFS PROGRAM TERMS

### PFS Program Terms

- **Target Population:** Adults recently released from prison at medium- and high-risk of recidivating
- **Intervention:** CEO's transitional jobs model
- **Outcomes:** (1) Reduction in bed days spent in prison related to new crimes; (2) Reduction in prison re-incarceration related to new crimes; (3) Attainment of long-term unsubsidized employment; (4) Short-term employment in transitional job
- **Measurement:** Validation of administrative data

### Financial Terms

- **Scale:** 1,000 - 2,250 Individuals
- **Maximum Outcome Payments:** \$20-30 M
- **Outcome Payment Schedule:** First possible payment in 2<sup>nd</sup> quarter following project launch, with potential quarterly payments thereafter, contingent on outcomes achieved
- **Term:** 5 years of service delivery, 7 year investment term

# PAY FOR SUCCESS IN ACTION: VENTURA COUNTY PROJECT TO SUPPORT REENTRY

*This project is an innovative approach to expand the evidence-based services of Interface Children & Family Services to individuals on formal probation, ensuring they have access to the services they need to lead productive and successful lives in Ventura County, California. Social Finance raised \$2.6 M for service delivery, and the State of California's Board of State and Community Corrections awarded \$1.5 M in grant funding to support outcome payments.*

## THE CHALLENGE



One out of every 100 adults in California is on probation, and more than two-thirds return to prison within three years. Recent changes in the criminal justice system have led to efforts to reduce the state's high level of recidivism.



Recidivism and community supervision generate significant costs for the state and Ventura County; in 2014, California counties spent \$1.5 billion on probation services.

## THE OPPORTUNITY



Interface Children & Family Services is providing case management and a customized suite of services focused on understanding and responding to clients' individualized needs for successful reentry. Services offered include:

### Individualized Case Management

**Moral Reconciliation Therapy:** Structured exercises and assignments based on seven basic treatment issues to address criminogenic thinking

**Trauma Therapy:** Trauma-informed cognitive behavioral protocols to empower clients and their family to support positive behavior

**Relationship Skills Building:** Parenting and relationship programs to enhance parenting, co-parenting and relationship building skills

**Employment Support and Placement:** Instruction to develop and enhance job readiness skills

## ADDITIONAL PROJECT TERMS

### PFS Program Terms

- **Target Population:** Recently released adult probationers at medium to high risk of recidivating
- **Intervention:** Interface Children & Family Services' evidence-based intervention
- **Outcomes:** (1) Reduction in total rearrests; (2) Number of quarters without an arrest per enrolled individual
- **Measurement:** Randomized control trial for metric (1) and validation of administrative data for metric (2)

### Financial Terms

- **Scale:** 400 individuals
- **Maximum Outcome Payments:** \$2.85 M (includes matching funds from CA Board of State and Community Corrections)
- **Outcome Payment Schedule:** Quarterly payments possible starting in the 3<sup>rd</sup> quarter after project launch, contingent on outcomes achieved
- **Term:** 3 years of service delivery, 4 year investment term