

# North Bay Employment Connection

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**North Bay Regional Planning Unit**  
**PY 17-21 Two-Year Regional Plan Modifications**



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## Introduction

The North Bay Regional Planning Unit (RPU) – commonly referred to as the North Bay Employment Connection (NBEC) – spans Lake, Marin, Mendocino, Napa, Solano, and Sonoma Counties. Three regional Workforce Innovation and Opportunity Act (WIOA) workforce development boards (WDBs) serve the North Bay: the Workforce Alliance of the North Bay (WANB - Lake, Marin, Mendocino, Napa); the Workforce Development Board of Solano County; and the Sonoma Workforce Investment Board. For more information about the region’s demographics and justice-involved population, see Appendix A.

The following Two Year Regional Plan Modification is required by WIOA. To prepare this modification, NBEC engaged approximately 100 stakeholders from across the region, solicited input from dozens of Community-Based Organization (CBO) partners and other groups, and conducted extensive best practices research in its workforce-corrections partnership planning process to ensure that the modifications outlined in this plan lead to improved service delivery and workforce outcomes for the North Bay’s justice-involved population (see Appendix B: Stakeholder Outreach.) NBEC’s regional plan modifications include enhanced service delivery models, regional career pathway programs, and regional partnerships.

## Services & Delivery – Who, What, When, and How of Regional Alignment

NBEC’s existing and prospective stakeholder partnerships will facilitate the coordination of reentry, workforce, and related supportive service delivery to individuals who have been incarcerated or otherwise involved with the justice system. Through the leadership of each WDB, partnerships will leverage existing regional sector pathways and interagency and industry relationships to implement new strategies for enhancing services to support justice-involved individuals.

### Workforce-Corrections and P2E Partners

In addition to the other county agencies and the WIOA partners described in the North Bay’s 2017-2020 regional plan (i.e., workforce boards, EDD, community colleges, adult and K-12 education partners, economic development agencies, and the department of rehabilitation), NBEC has worked to identify corrections partners and CBOs who either already serve or can provide services to specifically support justice-involved individuals across the region to implement the workforce-corrections partnership and Prison to Employment (P2E) initiative.<sup>1</sup> The table below introduces those workforce-corrections and P2E partners and the roles they will play in each local board and regionally (see Appendix C Partner Services for additional information.)

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<sup>1</sup> NBEC Workforce Innovation and Opportunity Act Regional Plan 2017-2020. Retrieved from <https://cwdb.ca.gov/wp-content/uploads/sites/43/2017/03/NBEC-North-Bay-Regional-Plan-FINAL.pdf>

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### Workforce-Corrections Partnership Regional Plan Modifications

Local Board	Partner	Role
Sonoma Workforce Investment Board	Sonoma County Probation/Day Reporting Center	One-stop service center for AB 109 individuals
	Sonoma County Probation Department Adult & Juvenile Divisions	Supervision of individuals on probation
	Sonoma County Sheriff's Department	Operates the Main Adult Detention Facility
	Santa Rosa and Napa/Sonoma/Marin Parole Units	Reentry services to individuals in-custody at state prisons and state prison parolees.
	Catholic Charities	Support programs and services: food, shelter & housing, immigration and senior services
	Centro Laboral de Graton	Support and services to domestic and day workers in Sonoma County
	Goodwill Industries of the Redwood Empire	Employment services such as workshops provided in the county jail
	Legal Aid	Legal Services Referral Program (LSRP) assists clients with legal issues which may be a barrier to their employment
	Social Advocates for Youth	Employment, housing and other social services for young people
Solano Workforce Development Board	Vital Immigrant Defense Advocacy and Services (VIDAS)	Low-cost legal services to immigrant community members
	Vallejo Parole Unit	Reentry services to individuals in-custody at state prisons and state prison parolees.
	CA State Prison-Solano	Reentry services to individuals in-custody at state prisons.
	Solano County Probation Department	Supervision of individuals on probation
	Solano County Sheriff's Department	Operates adult detention facility
	Abundant Place	Trauma-informed classes and seminars in detention facilities
	Archway Recovery	Residential treatment program for men
	Bi-Bett	Residential substance abuse treatment program
	Fighting Back Partnership	Job coaching, financial education, and workforce development services
	Food Bank of Contra Costa and Solano Counties	Distributes food directly to low-income individuals, makes food available for other nonprofit organizations serving the ill, needy and children
	Health Right 360	Adult substance use and reentry case management services
	La Clinica	Transitions Clinic for reentry clients with at least one chronic medical condition
	Leaders in Community Alternatives, Inc. (LCA)	Employment Skills and Life Skills classes to inmates, both juvenile and adult programs
	Legal Services of Northern California	Legal support services, including expungement clinics
Workforce Alliance of the North Bay	McAlister Institute	SUD treatment and education
	Parent Edu & Custody Effective Program (P.E.A.C.E.)	Co-parenting relationship trainings between separating and divorcing parents
	Solano Legal Access Center (SLAC) & Family Law Facilitator	Support unrepresented people with family law and guardianship cases
	Lake/Mendocino, Napa/Sonoma/Marin, and Ukiah Parole Units	Reentry services to individuals in-custody at state prisons and state prison parolees.
Workforce Alliance of the North Bay	Sheriff's Departments in each WANB county	Operate adult detention facilities
	Probation Departments in each WANB county	Supervision of individuals on probation
	Center for Employment Opportunity (CEO)	Reentry employment provider

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	Manzanita	Serve adults experiencing behavioral health challenges through Peer Support Wellness and Education Centers
	Mendocino County AIDS/Viral Hepatitis Network	Care coordination and advocacy for HIV+ individuals and their families
	On the Move VOICES Program	Wraparound services supporting reentry
	Plowshares	Work Release and Community Service Programs in partnership with the Mendocino County Sheriff's Office and Mendocino-Lake Alternative Services
	Project Sanctuary	Domestic Violence and Sexual Assault Prevention and Support
	Redwood Community Services	Behavioral healthcare services in Mendocino
	Tapestry	Comprehensive system of community-based mental health services for children and families, transition-age youth aging out of foster care up to age 24
	Ukiah Recovery Center	Residential and outpatient substance abuse treatment for addicted and homeless individuals
	Canal Alliance	Social services, education, and workforce training to immigrants in Marin
	Marin City Community Development Corporation (MCCDC)	Eight-week construction trades pre-apprenticeship training program followed by 2-week physical agility and math test requirements
	California Indian Manpower Consortium, Inc.	Training, employment, and other activities designed to meet the employment and training needs of their client population (member tribes, groups, organizations and Indians and other Native Americans living in its service area)
	Pinoleville Pomo Nation Vocational Rehabilitation Program	Counseling and guidance, medical, transportation, vocational training and education, on-the-job training and more to enrolled federal or state-recognized tribe members
	Ya Ka Ama Indian Education and Development, Inc.	Assistance for educational and vocational training programs, resume development, interview skills, financial support for work uniforms, materials, tools, background checks, GED attainment, etc. for Native Americans
Regional Workforce-Corrections and P2E Partners	North Bay TIP	Pre-apprenticeship program for clients that include justice-involved individuals
	Department of Rehabilitation	Career guidance and counseling, job search and interview skills training, independent living skills, on the job training, employment preparation, assistive technology, etc.
	California Human Development	Vocational training, housing, youth services and related services to low-income seasonal or migrant farmworkers (agriculture or fish) and dependents
	California Immigrant Policy Center	Legal and policy support to immigrants
	Conservation Corps North Bay	Education, training, counseling services to justice-involved individuals, including TAY
	Friends Outside	Family reunification and employment services to reentry population
	GEO Reentry Services	Non-residential reentry program contracted by probation departments providing "one-stop shop" for intensive supervision and treatment services
	North Bay Regional Center	Employment services for adults
	California Independent Living Centers	Advocate for policy and service delivery for all individuals with disabilities in California
	California Tribal TANF Programs	Assistance program for American Indians and Alaska Natives providing cash aid and supportive services to eligible needy children and families
	Labor Unions	Training, certification, and employment opportunities

#### Workforce-Corrections and P2E Implementation Strategies

Workforce-corrections partnerships will enable NBEC to implement the following innovative collaboration and systems-change strategies to enhance service provision and better meet the needs of the local and regional reentry populations.

**1. Develop consistent communication, collaboration, and information sharing systems among partners to promote sustainable and successful implementation of workforce-corrections services and activities.**

NBEC recognizes that connecting organizational cultures of local and state correctional systems and North Bay workforce agencies requires collaboration, communication, and ongoing support at leadership and staff levels. This strategy establishes and expands local and regional systems to promote information sharing and collaboration across agencies and partners through activities such as maintaining a P2E listserv, engaging in local and regional stakeholder meetings, piloting CommunityPro in Solano County as a formal information-sharing tool, and piloting an integrated assessment and shared case management program.

**2. Increase and improve efforts to identify, recruit, enroll, and track the progress of justice-involved individuals receiving direct employment services.**

This strategy implements an integrated assessment and shared case management pilot program, bringing together local justice and workforce partners to test a scalable model. The pilot includes conducting in-custody Risk/Needs/Responsivity (RNR) and Job Readiness assessments. Activities will facilitate communications between WDBs and justice partners in order to integrate the assessment findings and enable shared case management, linking individuals to appropriate services to support improved long-term employment outcomes and deliver cost savings. Other strategy activities build on existing successful practices, such as expanding the use of “navigators” at one-stop and day reporting centers. Navigators have deep knowledge of the justice system, employment resources, and regional providers and can make informed, effective service placements for individuals providing necessary soft-skills training and pre-apprenticeship, apprenticeship, and industry-relevant education opportunities. They will also facilitate and strengthen local partnerships and provide technical assistance to contractors.

**3. Increase the capacity of WDB staff and partners with training to better serve the justice-involved population.**

NBEC stakeholders noted the need for formal training and case-specific cross-training between justice partners, CBOs, and WDBs. This strategy asks stakeholders to identify and inventory training needs. The Regional Training Coordinator will then recruit trainers, develop an ongoing training schedule, and implement the training programs. Based on initial planning stakeholder feedback, training topics may include: understanding barriers experienced by justice-involved individuals, relevant policy review (e.g., AB 1008, Work Opportunity Tax Credit, CA New Employment Tax Credit, Federal Fidelity Bonding), trauma-informed service provision, and cultural competency. Activities in this strategy support the goals of the workforce-corrections partnership by identifying specific gaps in providers’ capacity to serve the justice-involved population and opportunities to build and sustain their ability to serve this population over time.

**4. Align training opportunities for justice-involved individuals with regional labor market trends and needs.**

Research demonstrates that justice-involved individuals have complex education and training needs and that “linking those needs to training that articulates to post-release opportunities is essential for successful reentry.”<sup>2</sup> This strategy employs activities to inventory existing in-custody trainings and ensure that new and existing pathways link in-custody training to post-release services and employment opportunities to improve alignment of services with market needs. Activities also leverage the expertise

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<sup>2</sup> Taliaferro, W. & Pham, D. (2017). *Incarceration to reentry: Education and training pathways in California*. Reconnecting Justice in the States, p. 1. Retrieved from <https://files.eric.ed.gov/fulltext/ED582912.pdf>

of partners with deep local regional knowledge and best practices in building employment pathways for hard-to-employ individuals by bringing stakeholders together to address gaps in in-custody training and certification curricula. While California Department of Corrections and Rehabilitation (CDCR) has worked to ensure there are Career and Technical Education (CTE) training opportunities across six career sectors, the regional planning process indicated a need to ensure individuals under local supervision receive comparable opportunities to participate in stacked trainings mapped to post-release services and employment available in their region. This strategy expands existing regional models and addresses a comprehensive range of services to ensure that justice-involved individuals move towards job readiness with available employment pathways.

**5. Align and fund services that reduce barriers for accessing employment services and maintaining employment for justice-involved individuals.** During planning, stakeholders and justice-involved individuals identified the following key types of barriers to employment services: behavioral health issues, including substance abuse; housing, transportation, other basic needs, child support payments and childcare challenges; legal needs; and general stigma towards individuals with justice involvement. In response, WDBs plan to collaborate with county agencies and CBOs to identify opportunities to group supportive service provision to promote a holistic approach to service delivery, such as bundling services like transportation support with clothing and food subsidies. WDBs will also engage the Department of Rehabilitation, county social services agencies, and appropriate CBOs in targeted conversations about how barriers intersect and compound for some individuals, such as those with disabilities, non-English speakers, and low-income individuals to ensure they receive appropriate supportive services. In addition, WDBs will provide resources to navigators and case managers to help identify and link these individuals to services. P2E funds will be used to further enhance WDB services and support contracted agencies that either a) need additional support to recruit, serve, and track services specifically for the justice-involved population or b) already serve the justice-involved population and would benefit from additional support to serve more individuals.

**6. Provide paid “Earn & Learn” training services that will accelerate career development success and advancement for justice-involved individuals.** Research has demonstrated that Earn and Learn services that provide subsidized employment with training often lead to long-term employment by developing job readiness, making justice-involved individuals more competitive in the job market.<sup>3</sup> They are also effective for supporting individuals who need job training and also require immediate income assistance. Through this strategy, WDB will engage with employer partners to first identify current low or no-cost on-the-job training programs in the region, and then prioritize them to receive P2E funds to further subsidize and implement them. Activities also build in data collection and tracking to monitor implementation progress.

NBEC values collaboration with CBOs as a key component of its workforce-corrections partnership modification, as many CBOs in the region provide peer services and are culturally responsive to the needs of the population. Through the planning process, NBEC identified and began outreach to over 50 CBOs in order to generate an inventory of services available to justice-involved individuals, thus establishing new and strengthening existing CBO partnerships in the region. Many CBOs, particularly those that provide supportive services, do not specifically target programs to the justice-involved population nor collect data on the population, but are considered key resources because they work to create opportunities, remove barriers, and restore dignity to their clients. Over 20% of partners serve multiple counties in the region,

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<sup>3</sup> Council of State Governments Justice Center (2013). *Integrated reentry and employment strategies: Reducing recidivism and promoting job readiness*. Retrieved from [http://csgjusticecenter.org/wp-content/uploads/2013/09/Final.Reentry-and-Employment.pp\\_.pdf](http://csgjusticecenter.org/wp-content/uploads/2013/09/Final.Reentry-and-Employment.pp_.pdf)

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creating more deeply aligned programs and enabling cross-pollination of best practices. In general, CBOs in the region currently provide the following services:

- In-custody supports such as Adult Education (HSD, GED, CTE), mental health and substance abuse treatments, reentry counseling and case management
- Reentry supports such as educational and job training at Day Reporting Centers, access to felon-friendly employers through PACT events and vocational programs, paid on-the-job training opportunities, pre-apprenticeship programs and related support such as transportation, child care, certification and licensing fees, and other expenses
- Preventative supports like trauma and mental health support
- Ongoing post-release supports such as medical, mental health and substance abuse counseling
- Low or no-cost legal services such as criminal record expungement and driver's license retrieval
- Specialized vocational programs and related supports for transitional-aged youth (TAY), the homeless, veterans, individuals with disabilities, and Native Americans

NBEC plans to use P2E funds to implement the six aforementioned strategies and to modify the types and quantity of the direct, supportive, and Earn & Learn services available locally and throughout the region. The following table shows current direct services in the region and the services P2E funds will enhance by expanding agencies' capacity to serve justice-involved individuals, or improving their ability to identify and refer individuals with justice-involvement to these services. Local boards will expand and/or enhance direct services according to identified needs. WANB will prioritize promoting access to resources across its member counties. WANB will also direct P2E grant funds to invest in the partnership between the Lake County Sheriff's Office and Woodland Community College to provide pre-release training and educational services in Lake County, in addition to using the career navigators and other workforce service agencies to improve access to more robust and leveraged career services, vocational training, and reentry planning across all four counties. Solano WDB will prioritize developing its CommunityPro pilot to provide more integrated reentry planning and case management for probationers, parolees, and pre-trial diversions, as well as invest in its partnership with Solano Community College to expand post-release educational programs and career services. Solano WDB will also invest in pre-release occupational training in partnership with the Sheriff's Office and develop joint career services programming with Probation, blending service delivery with local CBOs. Sonoma WIB will invest in expanded capacity and increased coordination between workforce services and corrections case managers to provide more targeted services to reentry individuals. Services provided with P2E funds will add to and enhance existing America's Job Center of California (AJCC) services offered at the Day Reporting Center and at the Sonoma AJCC. Career exploration, assessment and workshops will begin during the pre-release period and continue post-release through warm-handoff referrals.

	Education and ESL		Career Services		Vocational & CTE training/certifications		Reentry planning & case management		Pre-Apprenticeship	
	Pre-Rel.	Post-Rel.	Pre-Rel.	Post-Rel.	Pre-Rel.	Post-Rel.	Pre-Rel.	Post-Rel.	Pre-Rel.	Post-Rel.
Solano	R, Δ	R, Δ	R, Δ	R, Δ	R, Δ	R, Δ	R, Δ	R, Δ	R, Δ	X, Δ
Sonoma	R, Δ	X, Δ	R, Δ	X, Δ	Δ	X, Δ	R, Δ	R, Δ		X, Δ
WANB	R, Δ	X, Δ	R, Δ	X, Δ	Δ	X, Δ	R, Δ	R, Δ		X, Δ

Key: X = Service currently exists but providers do not explicitly serve or outreach to the justice-involved population; R = service exists and provider explicitly serves the justice-involved population; Δ = P2E funds will be used to expand this service

The table below shows NBEC's plan to use P2E funds to enhance supportive and Earn & Learn services in the region. The region will expand its current partnerships with agencies including Legal Services of Northern California, Catholic Charities, the Pinoleville Pomo Nation Vocational Rehabilitation Program, Indian Health Services, and La Clinica for supportive services. They may also expand partnerships with North Bay TIP, North Bay Regional Center, Marin CDC Construction Trades Program, CA Human Development, and Conservation Corps North Bay for potential Earn & Learn services. WDBs will use the

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integrated risk assessment, shared case management, and CommunityPro pilots to strategically refer individuals to appropriate services and track referrals.

	Physical and Behavioral Health Care <sup>4</sup>		CBT & Pro-social Norms Training		Legal Support		Housing Support		Transportation, Food, and Clothing		Childcare Support, Family Services, & Reunification		Earn & Learn Services	
	Pre-Rel.	Post-Rel.	Pre-Rel.	Post-Rel.	Pre-Rel.	Post-Rel.	Pre-Rel.	Post-Rel.	Pre-Rel.	Post-Rel.	Pre-Rel.	Post-Rel.	Pre-Rel.	Post-Rel.
Solano	R	R, Δ	R	R		R, Δ		R	N/A	R	R	X, Δ		X, Δ
Sonoma	R	R	R	R		R		R, Δ	N/A	R, Δ	R	R		Δ
WANB	R	R	R	R		R		X, Δ	N/A	X, Δ	R	X, Δ		Δ

Key: X = Service currently exists but providers do not explicitly serve or outreach to the justice-involved population; R = service exists and provider explicitly serves the justice-involved population; Δ = P2E funds will be used to expand this service

WDBs will work together to monitor and update an inventory of service providers and share it with P2E stakeholders so that the navigators and integrated assessment partners established through P2E funds can conduct targeted and informed outreach and recruitment. This will happen concurrently with the CommunityPro pilot in Solano and the integrated assessment pilot, which will enhance the ability to refer and enroll individuals in supportive services. These activities will also leverage the navigator position funded by P2E by ensuring the individuals in those positions are well versed in supportive services throughout the region to improve current outreach and recruitment efforts. Existing Parole and Community Team (PACT) meetings will also function as key outreach and recruitment tools, particularly for accessing individuals released from state facilities as all recently released are required to attend.

NBEC will support job retention by using findings from the P2E-funded integrated assessment and shared case management pilot to link individuals to appropriate supportive services that meet their needs. Such referrals will reduce the likelihood of individuals being referred to inappropriate services and ensure that supportive service referrals are tailored to address each individual's specific barriers to employment, thus promoting ongoing participation in direct services and job retention. The plan's proposed strategies mitigate barriers to employment by providing services to address behavioral health issues, subsidize and improve access to transportation and childcare, and help identify transitional or supportive housing opportunities in the region. Integrated assessment findings will identify individuals who would be most successful in Earn & Learn services based on their risk of reoffending and job readiness levels.

### Collaboration and Shared Case Management

P2E planning sessions emphasized the need for improved case management and warm hand-offs from pre- to post-release. Sessions also initiated communication pathways between parole, probation, workforce partners and key CBOs who serve the justice-involved population. Through the proposed strategies, collaboration and shared case management improve pre- and post-release workforce planning and referrals will happen in several ways:

- The integrated assessment and shared case management pilot builds in consistent, ongoing communication between workforce personnel and probation agencies in pilot counties and will ensure that individuals are referred to services that meet their individualized needs. For this pilot, information sharing processes will be established based on local practices and expectations enabling

<sup>4</sup> Behavioral Health Care refers to treatment for substance use disorders and mental illness, including reentry planning to ensure individuals continue receiving care after release from custody.

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justice partners conducting RNR assessments and workforce staff conducting job readiness assessments to align findings and make appropriate referrals pre- and post-release.

- The CommunityPro pilot will facilitate information sharing, enabling case managers to obtain current information about the education and training an individual received while incarcerated.
- WDBs will increase their presence and business development services to increase information-sharing and service linkages at PACT meetings facilitated by parole units throughout the region.

In each non-pilot county, WDB staff will leverage the momentum of the planning process to develop effective information-sharing processes to ensure that WDBs can access information about individuals' certifications and accomplishments while incarcerated. NBEC will also leverage lessons learned from the pilots to scale those efforts into other counties as appropriate.

### Data Collection and Evaluation

Sonoma WIB staff will be responsible for ensuring all relevant program data are collected and reported. NBEC will use the state's P2E indicator in CalJobs, which will greatly enhance their ability to track justice-involved individuals. However, until its implementation, each WDB will maintain its own records of P2E participants using existing performance monitoring systems and metrics and adding additional indicators as appropriate. The lead analyst from Sonoma WIB will facilitate this process. NBEC will ensure that P2E-funded activities support these efforts so that an evaluation of the effectiveness of the P2E initiative in the region can be conducted.

## Regional Labor Market Needs, Sector Pathway Programs, and Partnerships

### Building Corrections Partnerships into Existing Regional Sector Pathways

NBEC is engaged in multiple initiatives focused on building pipelines for low-skill students and jobseekers to access and succeed in middle skill jobs and careers. In addition to the WANB regional partnership, NBEC established the Northern California Career Pathways Alliance (NCCPA) and the North Bay Business Sector Alliance (NBBSA). NBEC developed career pathway programs for each of its target sectors as a part of the NCCPA and is involved in ongoing recruitment of Business Champions and other industry experts to consult on these pathways as a part of the NBBSA initiative. Through the NCCPA, NBEC and its partners conducted extensive work to determine whether existing training and education programs met industry workforce needs. To enhance efforts to serve the justice-involved population, NBEC will build upon NCCPA efforts, leverage new partnerships established through the Bay Area Community College Consortium (BACCC), and align ISPs established through the NBSSA to expand service provision to justice-involved individuals.<sup>5</sup> Additionally, NBEC will engage in the following activities to incorporate workforce-corrections partnerships into existing sector pathways:

- Leverage staff capacity-building efforts key to the NBSSA, which focuses on business engagement practices by using trained business services and industry-focused staff to expand business development efforts to include hiring justice-involved individuals.
- Utilize the growing regional partnership with the North Bay TIP for pathways into the construction trades.

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<sup>5</sup> See the North Bay Employment Connection WIOA Regional Plan for 2017-2020 for a detailed description of existing partnerships, such as the Sonoma-Marín and the Napa-Solano Healthcare ISPs & the Hospitality ISP. Retrieved from <https://cwdb.ca.gov/wp-content/uploads/sites/43/2017/03/NBEC-North-Bay-Regional-Plan-FINAL.pdf>

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- Leverage and align other regional funding streams, including the Regional Plan Implementation to expand business services capacity for justice-involved individuals; Regional Organizer and Regional Training Coordinator funds to facilitate workforce board information flow and training alignment; Slingshot 2.0 funds to augment P2E strategies by including P2E-related workshops at a regional conference for front-line staff; and potential AB 1111 funds to extend P2E resources.

Through its initial 2017-2020 regional planning process, NBEC identified Construction; Healthcare and Social Assistance; Hospitality and Tourism; Manufacturing; and Professional, Scientific, and Technical Services as the industries or clusters that have the most prominent place in the region's economy. Stakeholder sessions and a review of labor data suggest that these continue to be prominent industries, with the addition of Transportation and Logistics. In addition to current regional information sharing efforts, NBEC will use activities detailed in the first strategy described above, such as the P2E listserv and stakeholder meetings, to share updates and resources about industry and occupation opportunities.

### Identifying and Partnering with Employers

NBEC's 17-20 Regional Plan includes extensive labor market analyses and forecasts as well as a discussion of priority sectors and employment pathways. However, these analyses do not take into account which employers participate in fair chance hiring practices, or which industries are open to hiring justice-involved individuals. To address these gaps, NBEC will conduct outreach to industry and trade union partners, continuing the outreach it began during the workforce-corrections planning process. Updated information about priority industry sectors and occupations will be communicated primarily through quarterly stakeholder sessions, monthly listserv emails, and enhanced WDB business development efforts.

NBEC also began outreach with business partners through the planning process, providing an overview of the workforce-corrections partnership, P2E, and the benefits of employing individuals with justice involvement. Ongoing conversations will identify employers willing to partner publicly with WDBs (see Appendix D) and inform the development of an internal list of employers who will hire justice-involved individuals. WDBs determined that this list should remain an internal resource as they build stronger relationships with employers while concurrently conducting training and outreach activities across the region to reduce the stigma associated with employing formerly incarcerated individuals. WDB staff will use this list to inform future outreach and recruitment efforts to target industry employers. Throughout and following the outreach process, NBEC staff will develop and refine resources informing employers about the benefits of hiring justice-involved individuals (see Appendix D). These resources will be used in outreach activities including emails, phone calls, listserv updates, and stakeholder meetings. Additionally, NBEC will facilitate information sharing regarding priority industry sectors and occupations among stakeholders through regional and county-specific contact lists, quarterly regional stakeholder meetings, monthly NBEC directors meetings, and PACT job fairs.

### Linking Corrections Partnerships to Existing State Board Grantee Services

There are limited Forward Focus, Workforce Accelerator, and High Road Partnerships grantees in the North Bay. California Human Development (CHD) was named a Forward Focus 1.0 grantee in 2017, with funds dedicated to supporting partnerships between CHD and workforce and corrections agencies in San Joaquin County, which is not an NBEC member county. For the purposes of the Forward Focus grant, CHD primarily partnered with the San Joaquin Workforce Investment Board and San Joaquin County Community Corrections Partnership. However, CHD sits on both the WANB and Solano WDB workforce boards, and serves as Solano's One-Stop Operator, leading to a close partnership in both workforce areas. There is an opportunity during the implementation of the regional plan modification for NBEC to partner with CHD to leverage CHD's existing capacity to provide job and career training services to justice-involved

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individuals. NBEC will work with CHD field offices in Lake, Mendocino, Napa, Solano, and Sonoma and its training center in Sonoma County to identify opportunities to link justice-involved individuals to CHD's customized trainings, on-the-job training, and subsidized work experience initiatives.

#### Anticipated Changes to MOUs

Existing MOUs with AJCCs streamline processes, create access to programs and resources, and enable partners to improve and enhance services to justice-involved individuals. Anticipated changes to MOUs reflect the region's new workforce-corrections strategies. Dependent on local policy and procedures, WDB Directors will identify necessary changes to existing MOUs with currently contracted CBOs. Such changes will likely be similar to AJCC changes to include mandatory trainings to ensure competency for working with justice-involved individuals and expectations for collaboration with WDBs, AJCCs, and justice partners, as appropriate. The regional planning process created important opportunities for WDBs to engage justice partners in their area. Through this engagement, Directors and staff from each WDB began conversations about the P2E Initiative and strategies for increasing collaboration to achieve successful employment outcomes for justice-involved individuals. AJCCs will explore the inclusion of corrections partners into new comprehensive and/or affiliate MOUs. It is not anticipated that corrections partners will be included on-site and therefore will likely not be included in the infrastructure funding agreements. However, corrections partners may be included in career activities and in-kind contributions in areas such as attending new trainings, conducting additional job readiness assessments, expanding definitions of individuals with barriers to employment to explicitly include individuals with justice involvement, and sharing case management of individuals currently under supervision with state and local justice partners, depending on the WDB. Inclusion of corrections partners in AJCC activities will also aid in higher achievement of Hallmarks of Excellence certification, which will augment AJCC MOU service delivery. WDBs anticipate continuing conversations to establish separate MOUs with Probation Departments and Sheriffs' Offices, as appropriate. They anticipate that MOUs will outline expectations for continued collaboration/information sharing and exchange of in-kind services to enable WDBs and/or contractors to provide services in-custody, and will promote justice partner referrals to AJCCs and other WDB and/or contracted employment services. Each MOU will be developed within local contexts to adhere to local ordinances and policies.

#### Multi-Craft Core Curriculum (MC3) Pre-Apprenticeship Partnerships

NBEC partnered with the North Bay Building and Construction Trades Council (NB BCTC - covering Marin, Sonoma, Mendocino, and Lake Counties) and the Napa-Solano Building and Construction Trades Council to offer the Trades Introduction Program (TIP). Initially funded by Prop 39, and now continuing with funds from the California Community Colleges Chancellor's Office's California Apprenticeship Initiative, TIP is coordinated by the NB BCTC and uses the Multi-Craft Core Curriculum (MC3). This pre-apprenticeship course is a free 120-hour introduction to the building and construction trades and has been offered on a rotating basis in different North Bay region counties. Because of agreements worked out with different North Bay apprenticeship programs, graduates are fast-tracked into the course. The resulting outcomes for individuals who have taken the course have been very good, with over 50% of those applying to apprenticeship programs gaining entry. In addition to the NB BCTC, TIP is offered in partnership with NBEC, the North Bay community colleges, the North Bay Apprenticeship Coordinators' Association, the Division of Apprenticeship Standards, the State Building and Construction Trades Council of CA.

## Appendix A: Assessment of Need and Population Size

There are at least 16,981 supervised individuals across NBEC counties,<sup>6</sup> 12,847 of whom are under probation, 982 under parole, and 3,152 incarcerated in county jails.<sup>7</sup> Each year, California state prisons release approximately 900 individuals to the region and the region averages a 46% three-year recidivism rate.<sup>8</sup> There are at least 16,981 supervised individuals across NBEC counties,<sup>9</sup> 12,847 of whom are under probation, 982 under parole, and 3,152 incarcerated in county jails.<sup>10</sup> Each year, California state prisons release approximately 900 individuals to the region and the region averages a 46% three-year recidivism rate.<sup>11</sup>

Using available CalJOBS data, NBEC served a combined 98 justice-involved individuals in FY16-17, 150 in FY17-18, and 88 to date in FY18-19. Among the justice-involved individuals who received workforce services during this period, 17% reported measurable skill gains, 33% closed with employment, and 13% attained a credential. CalJOBS data, however, do not capture all services provided by NBEC's AJCCs to the reentry population. For example, Solano WDB hosted PACT meetings, Reentry Job and Resource Fairs, Clean Slate events, and a Second Chance Entrepreneurial Summit between FY16-17 and to date in FY18-19. Solano served 580 justice-involved individuals during this period using the more holistic purview of service provision. Having unique identifiers for services provided to P2E-eligible individuals, as the State WDB has proposed, will enable NBEC counties to more effectively and systematically track service provision over time.

Available data from NBEC corrections partners<sup>12</sup> provide a helpful, if limited, snapshot of the justice-involved population's demographics. Among probationers, the majority (57%) are White, 28% are Hispanic/Latino, 6% are Black/African American, and 5% are American Indian/Alaska Native. Other racial/ethnic groups each represent 1% or less of this population. While the probation population in the North Bay is largely White, the incarceration rates of minorities outpace their representation in the general population. In Mendocino and Sonoma County, for example, Black/African American individuals comprise <1% of the general population but are 6% of probationers. The justice-involved population in the North Bay also follows statewide and national trends in terms of educational attainment (most have less than a college education)<sup>13</sup> and gender (82% male).

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<sup>6</sup> Probation, parole, and county jails do not have current, point-in-time publicly-available population data. The North Bay justice-involved population is an approximation based on the most up-to-date data available.

<sup>7</sup> Probation data from California County Probation Data Dashboard, parole data from California Department of Corrections and Rehabilitation, county jail average daily population (ADP) from California Board of State and Community Corrections. Pre-trial figures were unavailable for this assessment.

<sup>8</sup> California Department of Corrections and Rehabilitation, 2017 Outcome Evaluation Report. Retrieved from <https://sites.cdcr.ca.gov/research/wp-content/uploads/sites/9/2018/04/2017-Outcome-Evaluation-Report.pdf>

<sup>9</sup> Probation, parole, and county jails do not have current, point-in-time publicly-available population data. The North Bay justice-involved population is an approximation based on the most up-to-date data available.

<sup>10</sup> Probation data from California County Probation Data Dashboard, parole data from California Department of Corrections and Rehabilitation, county jail average daily population (ADP) from California Board of State and Community Corrections. Pre-trial figures were unavailable for this assessment.

<sup>11</sup> California Department of Corrections and Rehabilitation, 2017 Outcome Evaluation Report

<sup>12</sup> Sonoma and Mendocino County Probation Departments.

<sup>13</sup> Only Sonoma County Probation provided educational attainment data.

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Stakeholders who participated in the regional plan modification planning process<sup>14</sup> share an interest in pursuing innovative, prevention-based strategies to promote workforce engagement for justice-involved individuals because they recognize that historical investments in corrections have prioritized punishment over prevention.<sup>15</sup> Out of the planning sessions came an acknowledgement that the region's justice-involved population faces significant barriers to employment and that NBEC services have historically not evenly engaged in partnership with different corrections stakeholders to target services to this population. NBEC sees this opportunity to enhance services for the region's reentry population and improve workforce outcomes for a population that faces critically high unemployment rates.<sup>16</sup> The strategies outlined in this plan modification address these barriers by building systems-changing, sustainable regional partnerships and service models to link justice-involved individuals to services and opportunities to earn a livable wage to support themselves and their families.

NBEC workforce-corrections stakeholders reached consensus on the need for funding in a few critical areas: capacity-building trainings and coordinated cross-training for workforce and corrections service providers; supportive services to facilitate access to employment; and Earn & Learn and direct services to promote job readiness, placement, retention, and advancement for justice-involved individuals. NBEC counties plan to build staff capacity, support a pilot integrated case management and service delivery model involving workforce and corrections staff and stakeholders, and increase the number of individuals referred to appropriate direct, supportive, and Earn & Learn services. As an evidence-based best practice, the integrated model pilot will promote continuity between pre- and post-release services, increase communication between partners, and engage workforce and corrections staff in capacity-building trainings to support cross-systems knowledge and enhanced service delivery.<sup>17,18</sup> CommunityPro will also streamline referrals and monitor individuals' referral history to promote follow-up and appropriate service linkages. Both pilots will support more responsive data collection practices among NBEC partners to systematically track justice-involved individuals' utilization of services.

To promote continuous quality improvement and evaluate regional needs, Sonoma Human Services Department (HSD) will track and manage WIOA enrollment, service provision, and outcomes data for formerly-incarcerated and justice-involved individuals. Centrally housing NBEC workforce-corrections data formalizes an accountability lead and reporting pathway, ensures activities are responsive to regional needs, and facilitates information sharing among staff at the local boards and AJCC One Stops across the North Bay. NBEC directors will meet monthly and regional workforce-corrections stakeholders will meet quarterly. Data review will play a role at these meetings, as stakeholders will evaluate enrollment numbers against targets to plan activities that support the provision of direct, supportive, and Earn & Learn services. Additionally, these meetings will function as qualitative data collection activities, as workforce and corrections staff alike will have an opportunity to discuss activities funded by Prison to Employment resources and evaluate the evolving service needs of the region's justice-involved population. Partners

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<sup>14</sup> NBEC convened a diverse set of 100 stakeholders across the North Bay over the course of six stakeholder and community sessions, and collaborated with other agencies to share data from community members.

<sup>15</sup> Taliaferro, W. & Pham, D. (2017). *Incarceration to reentry: Education and training pathways in California*. Reconnecting Justice in the States. Retrieved from <https://files.eric.ed.gov/fulltext/ED582912.pdf>

<sup>16</sup> Couloute, L., & Kopf, D. (2018). *Out of prison & out of work*. Retrieved from <https://www.prisonpolicy.org/reports/outofwork.html>

<sup>17</sup> Council of State Governments Justice Center (2017). *The integrated reentry and employment strategies pilot project: four questions communities should consider when implementing a collaborative approach*. Retrieved from [https://csgjusticecenter.org/wp-content/uploads/2017/04/IRES-Four-Questions\\_April-2017.pdf](https://csgjusticecenter.org/wp-content/uploads/2017/04/IRES-Four-Questions_April-2017.pdf)

<sup>18</sup> Lewis-Charp, H. (2016). *Bridging workforce and corrections cultures*. Mathematica Policy Research and Social Policy Research Associates. Retrieved from [https://www.dol.gov/asp/evaluation/completed-studies/IB\\_MPR\\_SPR\\_LEAP\\_Culture.pdf](https://www.dol.gov/asp/evaluation/completed-studies/IB_MPR_SPR_LEAP_Culture.pdf)

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will evaluate how to improve and refine their shared case management, service navigator, and referral pilot activities to connect formerly-incarcerated individuals to appropriate services.

## Appendix B: Stakeholder Outreach

NBEC engaged in ongoing communication with stakeholders listed in the State Board's Directory of Planning Partners as well as agencies and organizations identified during the regional plan modification process by listening session attendees, WDB staff, and additional research. Outreach began with an introductory workforce-corrections regional kickoff webinar led by NBEC's contracted consultant, Resource Development Associates (RDA), which provided an overview of the workforce-corrections partnership planning process and P2E grants. This was followed by email and phone invitations to participate in six county-specific stakeholder listening sessions, and promotion of two community member after hours listening sessions. Outreach was tracked in a shared Google Sheet, which was populated by RDA, NBEC's regional coordinator, and staff from each WDB (see the Outreach Tracking section below). All required partners were included in the outreach process and received invitations to the stakeholder listening sessions. If a partner was unable to be reached by email, a direct phone call was used. NBEC leveraged snowball recruitment practices by asking invited partners for recommendations on who else should be included. This method successfully helped NBEC to identify several CBOs that were not included on CWDB's contact map. A few partners were unresponsive and outreach attempts to these organizations and/or agencies are documented in the Outreach Tracking section below. Often, unresponsive agencies were those for whom no specific contact name, phone, or email were available, though NBEC staff and RDA tried several other contacts to identify the appropriate contact person. Prior to each stakeholder listening session, RDA and/or WDB staff contacted State Board staff members Bethany Renfree, Michael Dowdy, and Rafael Aguilera via email.

In order to perform feasible outreach while remaining consistent with a regional approach, WDB directors and RDA conducted stakeholder listening sessions in each of the region's six counties, four of which occurred simultaneously and were linked via a remote video connection. The introductory webinar preceded the listening sessions and established important context among the attending stakeholders engaged in the planning process. The list of stakeholder attendees across all listening sessions is included below in this section under Stakeholder Listening Session Participants.

Participating corrections stakeholders included County Probation, County Sheriff's Offices, State Parole, County Juvenile Probation, and members of Realignment (AB 109) Community Corrections Partnerships. Outreach to corrections partners, as well as county agencies like Human Services and state agencies such as the Department of Rehabilitation, is documented below. Although State Parole agents were vocal participants in the planning process, efforts to engage other state prison stakeholders and service providers were relatively unsuccessful. Engaging CSP San Quentin and CSP Solano service providers has historically been a challenge for NBEC and other regional workforce stakeholders due to state prison service providers having access to other state funding sources. For example, when the Marin Adult Education Consortium received AB 86 funding, a stakeholder from the high school at CSP San Quentin initially attended meetings but stopped after deciding that the prison's educational programs did not need AB 86 funds. Other stakeholder session attendees represented adult education and community college partners, county social service and child welfare agencies, independent living centers, the Department of Rehabilitation and CBOs from across the region, many of whom were not previously engaged with NBEC.

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NBEC also held two after-hours community listening sessions for justice-involved individuals during this process. No one attended these sessions, which were promoted through probation departments, Day Reporting Centers, CBOs, and the WDB one-stops. In order to ensure perspectives of the justice-involved population were still included, RDA and NBEC included regional community engagement efforts' findings from other corrections evaluation and planning activities conducted by RDA and Rise Together.

While stakeholders were invited to provide input at any point in the process to NBEC or RDA, they provided the majority of input during stakeholder listening sessions and the public comment period. At the sessions, stakeholders participated in a range of activities designed to identify existing strengths of current partnerships, regional employment barriers and challenges, and potential strategies for leveraging strengths and reducing barriers. These activities included structured small group discussions, strategy brainstorming, and resource mapping. Following the stakeholder sessions, RDA continued the resource mapping process by contacting all agencies identified by stakeholders, including those who attended and did not attend the sessions, to a) share information about the workforce corrections partnership and P2E, and b) obtain additional information about their services, including who they serve, when and how they serve them, and the number of justice-involved individuals they typically serve. This information was used to develop the inventory of partners and their services (see Appendix C).

### Stakeholder Listening Session Participants

Name	Agency	County	Email address	Phone Number
Wendy Mondfrans	Probation	Lake	<a href="mailto:wendy.mondfrans@gmail.com">wendy.mondfrans@gmail.com</a>	(707) 262-4291
Kevin O'Brien	Probation	Lake	<a href="mailto:kevin.obrien@lakecountyca.gov">kevin.obrien@lakecountyca.gov</a>	(707) 262-4285
Meredith Noyer	Probation	Lake	<a href="mailto:meredith.noyer@lakecountyca.gov">meredith.noyer@lakecountyca.gov</a>	(707) 262-4285
Brian Martin	Sheriff	Lake	<a href="mailto:brian.martin@lakecountyca.gov">brian.martin@lakecountyca.gov</a>	(707) 262-4200
Norm Taylor	Lake County Jail	Lake	<a href="mailto:norm.taylor@lakecountyca.gov">norm.taylor@lakecountyca.gov</a>	(707) 262-4261
Jacqueline Cummins	EDD	Lake	<a href="mailto:jacqueline.cummins@edd.ca.gov">jacqueline.cummins@edd.ca.gov</a>	(707) 463-4706
Theresa Showen	LCDSS Employment Services	Lake	<a href="mailto:theresa.showen@lakecountyca.gov">theresa.showen@lakecountyca.gov</a>	(707) 995-3749
Kim Mather	Dept. of Rehabilitation	Lake	<a href="mailto:kmather@dor.ca.gov">kmather@dor.ca.gov</a>	(707) 263-3595
Mary Sharlow	NCAEC	Lake	<a href="mailto:msharlow@yccd.edu">msharlow@yccd.edu</a>	(707) 995-7913
Sheila Faulkne-Loser	Woodland Community College/Lake County Campus (WCC/LCC)	Lake	<a href="mailto:sfaulkne@yccd.edu">sfaulkne@yccd.edu</a>	(707) 995-7907
Steve Wylie	WCC/LCC	Lake	<a href="mailto:swylie@ycc.edu">swylie@ycc.edu</a>	(707) 995-7905
Christy Gard	CareerPoint North Bay/MPIC	Lake	<a href="mailto:christy@careerpointnorthbay.org">christy@careerpointnorthbay.org</a>	(707) 530-2330
Candy De Los Santos	MPIC/CareerPoint	Lake	<a href="mailto:candy@mpic.org">candy@mpic.org</a>	(707) 530-2327
Lori Garzoli	Lake DCSS (Child Support)	Lake	<a href="mailto:lori.garzoli@co.lake.ca.us">lori.garzoli@co.lake.ca.us</a>	(707) 262-4758

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Jill Francis	Child Support Services	Marin	<a href="mailto:jfrancis@marincounty.org">jfrancis@marincounty.org</a>	(415) 473-4067
Anna Pilloton	College of Marin	Marin	<a href="mailto:apilloton@marin.edu">apilloton@marin.edu</a>	(415) 485-9663
Kathy Takemoto	Adult Education Consortium	Marin	<a href="mailto:ktakemoto@srcs.org">ktakemoto@srcs.org</a>	(415) 492-3591
Ann Lopata	California Reentry	Marin	<a href="mailto:alopata@ca-reentry.org">alopata@ca-reentry.org</a>	(302) 373-7839
Racy Ming	North Bay RPU	Marin	<a href="mailto:racy@racymingassociates.com">racy@racymingassociates.com</a>	(707) 888-4919
Dan Daniels	Workforce	Marin	<a href="mailto:dandaniels77@gmail.com">dandaniels77@gmail.com</a>	(415) 640-9664
Blia Xiong	Marin City Community Development Corps (MCCDC)	Marin	<a href="mailto:bxiong@marincitycdc.org">bxiong@marincitycdc.org</a>	(415) 339-2837
Melissa Cadet	MCCDC	Marin	<a href="mailto:mcadet@marincitycdc.org">mcadet@marincitycdc.org</a>	(415) 339-2837
Caran Cuneo	Career Point Marin	Marin	<a href="mailto:ccuneo@marincounty.org">ccuneo@marincounty.org</a>	(415) 473-3309
America Velasco	Sheriff's Office	Marin	<a href="mailto:a_velasco@marinsheriff.org">a_velasco@marinsheriff.org</a>	(415) 473-3203
Michael Dobbins	Sheriff's Office	Marin	<a href="mailto:mdobbins@marinsheriff.org">mdobbins@marinsheriff.org</a>	(415) 473-5115
Luis Luciano	Juvenile Probation	Marin	<a href="mailto:lluciano@marincounty.org">lluciano@marincounty.org</a>	(415) 572-5708
Lawrence Colacion	CDCR - Parole	Mendocino	<a href="mailto:lawrence.colacion@cdcr.ca.gov">lawrence.colacion@cdcr.ca.gov</a>	(707) 580-9602
Pam Jensen	UVAH	Mendocino	<a href="mailto:pamjensen@uvah.org">pamjensen@uvah.org</a>	(707) 489-3496
Christy Smith	MLACE & UUSD/Adult School	Mendocino	<a href="mailto:cpedroncelli@usd.net">cpedroncelli@usd.net</a>	(707) 463-4960
Aimee Swearengin	DOR	Mendocino	<a href="mailto:aswearen@dor.ca.gov">aswearen@dor.ca.gov</a>	(707) 463-4960
Ken Garcia	Parole	Mendocino	<a href="mailto:ken.garcia@cdcr.ca.gov">ken.garcia@cdcr.ca.gov</a>	(707) 463-5713 x 214
Dino Franklin	Pinoleville VR Program	Mendocino	<a href="mailto:dinof@pinoleville-nsn.gov">dinof@pinoleville-nsn.gov</a>	(707) 462-7801
Skyler Ray	Pinoleville VR Program	Mendocino	<a href="mailto:skylerr@pinoleville-nsn.gov">skylerr@pinoleville-nsn.gov</a>	(707) 462-7801
Christine Aguilar	EDD	Mendocino	<a href="mailto:Christine.Aguilar@edd.ca.gov">Christine.Aguilar@edd.ca.gov</a>	(707) 463-4772
William Feather	Sheriff's Office	Mendocino	<a href="mailto:featherw@co.mendocino.ca.us">featherw@co.mendocino.ca.us</a>	(707) 463-4565
Lisa Weiler	Pinoleville VR Program	Mendocino	<a href="mailto:lisaw@pinoleville-nsn.gov">lisaw@pinoleville-nsn.gov</a>	(707) 462-7801
Mo Mulheren	UVNA	Mendocino	<a href="mailto:ukiahvalleynetworking@gmail.com">ukiahvalleynetworking@gmail.com</a>	(707) 391-3664
Frank Cuneo	NB TIP & WANB	Mendocino	<a href="mailto:frankcstr8@gmail.com">frankcstr8@gmail.com</a>	(707) 772-9811
Gillie Miller	Napa COE	Napa	<a href="mailto:gmillier@napa.coe.org">gmiller@napa.coe.org</a>	(707) 253-6831
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Frank Cuneo	NB TIP	Napa	<a href="mailto:frankcstr8@gmail.com">frankcstr8@gmail.com</a>	(707) 772-9811
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Mary Butler	Probation	Napa	<a href="mailto:mary.butler@countyofnapa.org">mary.butler@countyofnapa.org</a>	(707) 259-8115
Julie Baptista	Probation	Napa	<a href="mailto:juile.baptista@countyofnapa.org">juile.baptista@countyofnapa.org</a>	(707) 253-4361
Karina Castaneda	Child Support Services	Napa	<a href="mailto:karina.castaneda@countyofnapa.org">karina.castaneda@countyofnapa.org</a>	(707) 259-8289
Teresa Brown	Napa County HHS	Napa	<a href="mailto:teresa.brown@countyofnapa.org">teresa.brown@countyofnapa.org</a>	(707) 253-4277
Craig Burch	Probation	Napa	<a href="mailto:craig.burch@countyofnapa.org">craig.burch@countyofnapa.org</a>	(707) 299-1619
Sean Nunez	Department of Rehabilitation	Napa	<a href="mailto:sean.nunez@dor.ca.gov">sean.nunez@dor.ca.gov</a>	(707) 253-4933
Ivan Arce	North Bay Regional Center	Napa	<a href="mailto:ivana@nbrc.net">ivana@nbrc.net</a>	(707) 256-1289
Karen Graff	GEO Reentry Services	Napa	<a href="mailto:kgraff@geogroup.com">kgraff@geogroup.com</a>	(707) 254-4904
Bethany Smith	WDB	Solano	<a href="mailto:bsmith@solanowdb.org">bsmith@solanowdb.org</a>	(707) 648-4036
Brett Everidge	State Parole	Solano	<a href="mailto:brett.everidge@cdcr.ca.gov">brett.everidge@cdcr.ca.gov</a>	(510) 876-1056
Caryn Brock	Superior Court	Solano	<a href="mailto:cabrock@solano.courts.ca.gov">cabrock@solano.courts.ca.gov</a>	(707) 561-7948
Christine Hess	Solano Adult Ed	Solano	<a href="mailto:christineh@vacaville.usd">christineh@vacaville.usd</a>	(916) 705-4455
Damany Fisher	Solano Community College	Solano	<a href="mailto:damany.fisher@solano.edu">damany.fisher@solano.edu</a>	(707) 864-7278
Heather Henry	WDB	Solano	<a href="mailto:hhenry@solanowdb.org">hhenry@solanowdb.org</a>	(707) 863-3501
Jennifer Jaye	LCA	Solano	<a href="mailto:jjaye@lcaservices.com">jjaye@lcaservices.com</a>	(707) 784-7572
Joey Moreno	State Parole	Solano	<a href="mailto:joey.moreno@cdcr.ca.gov">joey.moreno@cdcr.ca.gov</a>	(707) 373-5936
Karen Sheehy	Superior Court	Solano	<a href="mailto:kasheehy@solano.courts.ca.gov">kasheehy@solano.courts.ca.gov</a>	(707) 207-7412
Kent Borowick	LCA	Solano	<a href="mailto:kborrowick@lcaservices.com">kborrowick@lcaservices.com</a>	(510) 505-2600
Kim Moore	State Parole	Solano	<a href="mailto:kimberlyr.moore@cdcr.ca.gov">kimberlyr.moore@cdcr.ca.gov</a>	(916) 698-5707
Kitt Lee	SEC-WDB	Solano	<a href="mailto:klee@solanowdb.org">klee@solanowdb.org</a>	(707) 863-3514
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Sheryl Cutler	SEC-WDB	Solano	<a href="mailto:scutler@solanowdb.org">scutler@solanowdb.org</a>	(707) 863-3598
Shirley Lewis	Solano College	Solano	<a href="mailto:shirley.lewis@solano.edu">shirley.lewis@solano.edu</a>	(707) 864-7122
Susan Labrecque	County Office of Education	Solano	<a href="mailto:slabrecque@solanocoe.net">slabrecque@solanocoe.net</a>	(707) 399-4805
Tonia Wells	State Parole	Solano	<a href="mailto:tonia.wells@cdcr.ca.gov">tonia.wells@cdcr.ca.gov</a>	(510) 876-6351
Wade Askew	Legal Services of Northern California	Solano	<a href="mailto:waskew@lsnc.net">waskew@lsnc.net</a>	(707) 515-4124
Alison Lobb	Probation	Sonoma	<a href="mailto:alison.lobb@sonoma-county.org">alison.lobb@sonoma-county.org</a>	(707) 565-2168
Antonio Vigil	Job Link	Sonoma	<a href="mailto:avigil@schsd.org">avigil@schsd.org</a>	(707) 565-5556
Arlene Junior	Court	Sonoma	<a href="mailto:ajunior@sonoma-county.org">ajunior@sonoma-county.org</a>	(707) 521-6855
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Crissy Tuidor	WIB	Sonoma	<a href="mailto:ctuidor@schsd.org">ctuidor@schsd.org</a>	(707) 565-8504
Darren Fravel	Probation	Sonoma	<a href="mailto:dfravel@sonoma-county.org">dfravel@sonoma-county.org</a>	(707) 565-2266
David Wayte	DOR	Sonoma	<a href="mailto:dwayne@dor.ca.gov">dwayne@dor.ca.gov</a>	(707) 576-2247
Frank Cuneo	NB TIP	Sonoma	<a href="mailto:frankcstr8@gmail.com">frankcstr8@gmail.com</a>	(707) 772-9811
George Garcia	AB109 Coordinator/Job Link	Sonoma	<a href="mailto:ggarcia@schsd.org">ggarcia@schsd.org</a>	(707) 565-5621
Jessica Taylor	WIB/Job Link	Sonoma	<a href="mailto:jtaylor@schsd.org">jtaylor@schsd.org</a>	(707) 565-5570
Katie Greaves	WIB/HSD	Sonoma	<a href="mailto:kgreaves@schsd.org">kgreaves@schsd.org</a>	(707) 565-8501
Kristy Silva	Probation	Sonoma	<a href="mailto:kristy.silva@sonoma-county.org">kristy.silva@sonoma-county.org</a>	(707) 565-8051
Liz Parra	Sheriff	Sonoma	<a href="mailto:liz.parra@sonoma-county.org">liz.parra@sonoma-county.org</a>	(707) 565-3116
Matt Perry	Probation	Sonoma	<a href="mailto:matt.perry@sonoma-county.org">matt.perry@sonoma-county.org</a>	(707) 565-3192
Nancy Miller	Santa Rosa Junior College	Sonoma	<a href="mailto:nmiller@santarosa.edu">nmiller@santarosa.edu</a>	(707) 527-4720
Nick Klein	CAO	Sonoma	<a href="mailto:nikolas.klein@sonoma-county.org">nikolas.klein@sonoma-county.org</a>	(707) 565-5312
Patti Andrews	WIB/Job Link	Sonoma	<a href="mailto:pandrews@schsd.org">pandrews@schsd.org</a>	(707) 565-7204
Peter Skinner	Sheriff	Sonoma	<a href="mailto:peter.skinner@sonoma-county.org">peter.skinner@sonoma-county.org</a>	(707) 565-1698
Robert Halverson	Probation	Sonoma	<a href="mailto:robert.halverson@sonoma-county.org">robert.halverson@sonoma-county.org</a>	(707) 565-3919
Samantha Feld	Probation	Sonoma	<a href="mailto:samantha.feld@sonoma-county.org">samantha.feld@sonoma-county.org</a>	(707) 565-4455
Vanessa Fuchs	Probation	Sonoma	<a href="mailto:vanessa.fuchs@sonoma-county.org">vanessa.fuchs@sonoma-county.org</a>	(707) 565-6258

## North Bay Employment Connection

### Workforce-Corrections Partnership Regional Plan Modifications

#### Outreach Tracking

The following table summarizes outreach efforts to entities identified by the California Workforce Development Board (CWBD), as well as additional stakeholders identified by NBEC and its partners. Representatives from each listed stakeholder were contacted via email and/or phone and invited to participate in an informational webinar about the workforce-corrections partnership and P2E initiative, as well as one of six stakeholder listening sessions conducted throughout the region.

Partner	County	Contact Name	Contact Email	Contact Phone	How contact was identified	Date initial contact made
<b>Adult Education Program Consortia</b>						
Sonoma County Adult Education Consortium	Sonoma	Nancy Miller	<a href="mailto:nmiller@santarosa.edu">nmiller@santarosa.edu</a>	(707) 527-4720	Directory	12/4/18
Napa Valley Adult Education Consortium	Napa	Eric Shearer	<a href="mailto:Erik.shearer@napavalley.edu">Erik.shearer@napavalley.edu</a>	(707) 256-7150	Directory	12/4/18
Solano Adult Education Consortium	Solano	Christine Hess	<a href="mailto:christineh@vacavilleusd.org">christineh@vacavilleusd.org</a>	not listed	Directory	12/4/18
Marin County Adult Education Block Grant Consortium	Marin	Elizabeth Pratt	<a href="mailto:epratt@marin.edu">epratt@marin.edu</a>	(415) 457-8811 x 8506	Directory	12/4/18
Marin County Adult Ed Program - Tamalpais Adult School	Marin	Jaemi Nash	<a href="mailto:JNaish@tamdistrict.org">JNaish@tamdistrict.org</a>		Consultant	12/7/18
Mendocino-Lake CCD	Mendocino	Christy Pedroncelli Smith	<a href="mailto:cpedroncelli@uusd.net">cpedroncelli@uusd.net</a>	(707) 463-5217	Directory	12/4/18
North Central Adult Education Consortium	Lake	Mary Sharlow	<a href="mailto:msharlow@yccd.edu">msharlow@yccd.edu</a>	(707) 995-7913	WANB	12/7/18
North Central Adult Education Consortium	Lake	Eric Pomeroy	<a href="mailto:ericp@sutter.k12.ca.us">ericp@sutter.k12.ca.us</a>		WANB	12/7/18
Napa Adult Ed Consortium	Napa	Elena Toscano	<a href="mailto:elena@nvaec.org">elena@nvaec.org</a>		WANB	12/7/18
<b>Strong Workforce (SWP) Regional Chair</b>						
Bay Area Community College Consortium	Multiple	Rock Pfothenauer	<a href="mailto:rock@bccc.net">rock@bccc.net</a>	(831) 479-6482	Directory	12/4/18 Consultant
Department of Rehabilitation						



## North Bay Employment Connection

### Workforce-Corrections Partnership Regional Plan Modifications

Partner	County	Contact Name	Contact Email	Contact Phone	How contact was identified	Date initial contact made
Department of Rehabilitation	Sonoma, Lake, Mendocino	David Wayte	<a href="mailto:David.Wayte@dor.ca.gov">David.Wayte@dor.ca.gov</a>	(707) 576-2247 x 11047	Directory	12/4/18
Department of Rehabilitation	Marin	Maryann Perrine	<a href="mailto:Maryann.Perrine@dor.ca.gov">Maryann.Perrine@dor.ca.gov</a>	(415) 893-7708	Directory	12/4/18
Department of Rehabilitation	Napa	Sean Nunez	<a href="mailto:sean.nunez@dor.ca.gov">sean.nunez@dor.ca.gov</a>	(707) 253-4933	Directory	12/7/18
Department of Rehabilitation	Solano	Marlyn Karrasch	<a href="mailto:marlyn.karrasch@dor.ca.gov">marlyn.karrasch@dor.ca.gov</a>		Solano WDB	12/4/18
Department of Development Services						
North Bay Regional Center	Napa, Solano, Sonoma,	Gabriel Rogin	not listed	(707) 256-1100	Directory	Called 12/5/18 & left voicemail
Golden Gate Regional Center	Marin, San Francisco, San Mateo	Eric Zigman	not listed	(415) 546-9222	Directory	Called 12/5/18 & left voicemail; emailed
Redwood Coast Regional Center	Del Norte, Humboldt, Lake, Mendocino	Rick Blumberg, Ph.D.	not listed	(707) 462-3832	Directory	Called 12/5/18 & left voicemail
Napa Valley Support Services	Napa	Beth Kahiga	<a href="mailto:beth@napavalley-supportservices.org">beth@napavalley-supportservices.org</a>	(707) 253-7490	WANB	12/7/18
Redwood Coast Regional Center	Del Norte, Humboldt, Lake, Mendocino	Cindy Claus-John	<a href="mailto:cclaus-john@redwoodcoastrc.org">cclaus-john@redwoodcoastrc.org</a>	(707) 462-3832 x 224	WANB	Emailed 12/10/18
Ukiah Valley Association for Habilitation	Mendocino	Pamela Jensen	<a href="mailto:pamjensen@uvah.org">pamjensen@uvah.org</a>	(707) 468-8824	WANB	Emailed 12/10/18
People Services	Lake	Dana Lewis	<a href="mailto:l_dana@rocketmail.com">l_dana@rocketmail.com</a>	(707) 263-3810	WANB	Emailed 12/10/18
State Council on Developmental Disabilities	Lake, Mendocino	Sheli Wright	<a href="mailto:Sheli.Wright@scdd.ca.gov">Sheli.Wright@scdd.ca.gov</a>	(707) 463-4700	WANB	Emailed 12/10/18
Independent Living Centers						

## North Bay Employment Connection

### Workforce-Corrections Partnership Regional Plan Modifications

Partner	County	Contact Name	Contact Email	Contact Phone	How contact was identified	Date initial contact made
Marin Center for Independent Living (MCIL)	Marin	not listed	not listed	(415) 459-6245	Directory	Called 12/5/18 & left voicemail with Susan
Disability Services & Legal Center (DS & LC)	Sonoma	Lake Cowell	not listed	(707) 528-2745	Directory	Called 12/5/18 & left voicemail; spoke on 12/6/18
Administration for Community Living (ACL)		Elizabeth Akinola	<a href="mailto:Elizabeth.akinola@acl.hs.gov">Elizabeth.akinola@acl.hs.gov</a>	not listed	Directory	12/4/18
Aldea Family Services	Marin	John Kniep	<a href="mailto:johnk@aldeainc.org">johnk@aldeainc.org</a>	(707) 224-8266 x 622	WANB	12/7/18
California Foundation for Independent Living Centers (CFILC)		Christina Mills	not listed	(916) 326-1690	Directory	Called 12/5/18 & left voicemail
Health and Human Services						
For CalWORKS County Contact		Emily Hering	<a href="mailto:Emily.Hering@dss.ca.gov">Emily.Hering@dss.ca.gov</a>		Directory	12/6/18
For CalFresh County Contact		Sarah Turner	<a href="mailto:sarah.turner@dss.ca.gov">sarah.turner@dss.ca.gov</a>		Directory	12/6/18
Marin County HHS	Marin	Kari Beurman	<a href="mailto:KBeurman@marincounty.org">KBeurman@marincounty.org</a>		Consultant	12/6/18
Napa County HHS (CalWORKS, CalFresh)	Napa	Lynn Perez	<a href="mailto:lynn.perez@countyofnapa.org">lynn.perez@countyofnapa.org</a>	(707) 253-4697	Laura	12/6/18
Mendocino County Social Services	Mendocino	Debbie Worra	<a href="mailto:worrad@co.mendocino.ca.us">worrad@co.mendocino.ca.us</a>		WANB	12/10/18
CalFresh Employment and Training						
Lake County Social Services	Lake	Theresa Showen	<a href="mailto:Theresa.Showan@lakecountyca.gov">Theresa.Showan@lakecountyca.gov</a>		WANB	12/10/18
Solano County Health & Social Services	Solano	Angela Shing	<a href="mailto:adshing@solanocounty.com">adshing@solanocounty.com</a>	(707) 553-5173	Solano WDB	12/4/18
Lake County Social Services (CalFresh)	Lake	Rachael Dillman	<a href="mailto:Rachael.Dillman@lakecountyca.gov">Rachael.Dillman@lakecountyca.gov</a>	(707) 995-4290	WANB	12/10/18
CalFresh	Sonoma	Greg Baker	<a href="mailto:gbaker@schsd.org">gbaker@schsd.org</a>	(707) 565-2092	CA State CalFresh	12/6/18
Mendocino County Social Services	Mendocino	Debbie Worra	<a href="mailto:worrad@co.mendocino.ca.us">worrad@co.mendocino.ca.us</a>		WANB	12/10/18
CA Employment Development Department (EDD)						

## North Bay Employment Connection

### Workforce-Corrections Partnership Regional Plan Modifications

Partner	County	Contact Name	Contact Email	Contact Phone	How contact was identified	Date initial contact made
EDD	Lake, Mendocino	Robyn Stalcup	<a href="mailto:robyn.stalcup@edd.ca.gov">robyn.stalcup@edd.ca.gov</a>		WANB	12/10/18
EDD	Lake, Mendocino	Jacqueline Cummins	<a href="mailto:jacqueline.cummins@edd.ca.gov">jacqueline.cummins@edd.ca.gov</a>	(707) 463-4706	WANB	12/10/18
EDD	Solano	David Tam	<a href="mailto:David.Tam@edd.ca.gov">David.Tam@edd.ca.gov</a>	(707) 648-5569	Solano WDB	12/4/18
EDD	Solano	Andrea Lackey	<a href="mailto:Andrea.Lackey@edd.ca.gov">Andrea.Lackey@edd.ca.gov</a>		Solano WDB	12/4/18
EDD	Napa, Solano	Paula McCray	<a href="mailto:PMccray@edd.ca.gov">PMccray@edd.ca.gov</a>			12/4/18
Immigrant Serving Organizations						
Centro Laboral de Graton	Sonoma	Jesus Guzman	<a href="mailto:jesus@gratondaylabor.org">jesus@gratondaylabor.org</a>	(707) 829-1864	Directory	12/4/18
California Immigrant Policy Center		not listed	<a href="mailto:info@caimmigrant.org">info@caimmigrant.org</a>	(213) 250-0880	Directory	12/4/18
Cal Human Development	Napa, Marin, Lake, Mendocino	Paul Castro	<a href="mailto:paul.castro@cahumandevlopment.org">paul.castro@cahumandevlopment.org</a>	(916) 371-8220 x 4313	WANB	12/4/18; 1/28/19
Immigrant Legal Services						
Canal Alliance	Marin	Omar Carrera	not listed	(415) 454-2640	Directory/Consultant	Called 12/5/18 & left voicemail
Vital Immigrant Defense Advocacy and Services (VIDAS)	Sonoma	not listed	not listed	(707) 523-1740	Directory	Called; followed up with staff attorney: Richard rcoshnear@vidaslegal.org and ED Margaret: mmcabe@sonic.net 12/6/18
WIOA 166 & 167 Grantees						
CA. Indian Manpower Consortium	Mendocino	Velma Whitebear, Field Office Supervisor	<a href="mailto:velmaw@cimcinc.com">velmaw@cimcinc.com</a>	(916) 920-0285	WANB	12/7/18
Ya Ka Ama Indian Education and Development, Inc.	Sonoma	not listed	<a href="mailto:wioa@ya-ka-ama.org">wioa@ya-ka-ama.org</a>	(707) 881-1541	Directory	12/4/18

## North Bay Employment Connection

### Workforce-Corrections Partnership Regional Plan Modifications

Partner	County	Contact Name	Contact Email	Contact Phone	How contact was identified	Date initial contact made
Reentry Organizations						
Center Point - N. California Corporate Office	Marin	Steve Jackson, VP of Criminal Justice Programs	<a href="mailto:sjackson@cpinc.org">sjackson@cpinc.org</a>	(415) 492-4444	Directory	12/4/18
Center Point - STOP 2 Main Office Specialized Treatment for Optimized Programming	Marin	Maurice Lee, VP Center Point	<a href="mailto:mlee@cpinc.org">mlee@cpinc.org</a>	(415) 526-2941	Directory	12/4/18
Center Point - Multi-Service Center	Marin		<a href="mailto:cpmail@cpinc.org">cpmail@cpinc.org</a>	(415) 456-6655	Directory	12/4/18
Center Point - Adult Residential	Marin		<a href="mailto:cpmail@cpinc.org">cpmail@cpinc.org</a>	(415) 454-9444	Directory	12/4/18
Center Point - Women & Children's Residential	Marin		<a href="mailto:cpmail@cpinc.org">cpmail@cpinc.org</a>	(415) 459-2395	Directory	12/4/18
Center Point - Medical Clinic	Marin		<a href="mailto:cpmail@cpinc.org">cpmail@cpinc.org</a>	(415) 456-6655	Directory	12/4/18
Center Point - CAJI	Marin		<a href="mailto:cpmail@cpinc.org">cpmail@cpinc.org</a>	(415) 991-5787	Directory	12/4/18
Archway Recovery	Solano		<a href="mailto:archway_recovery@sbcglobal.net">archway_recovery@sbcglobal.net</a>	(707) 435-1804	Directory	12/4/18
Bi-Bett	Solano		<a href="mailto:bbacct@att.net">bbacct@att.net</a>	(925) 798-7250	Directory	12/4/18
Friends Outside (Drop-In Center @ Sonoma County Main Adult Detention Facility)	Sonoma		<a href="mailto:office@friendsoutsidesonoma.org">office@friendsoutsidesonoma.org</a>	(707) 526-7318	Directory	12/4/18
Center Point - DAAC	Sonoma		<a href="mailto:dsmith@daacmail.org">dsmith@daacmail.org</a>	(707) 571-2333	Directory	12/4/18
McAlister Institute	Napa		<a href="mailto:jeannem@mcalisterinc.org">jeannem@mcalisterinc.org</a>	(707) 257-7078	Directory	12/4/18
BI Geo Reentry Services	Mendocino	Kirsty Thornton, Program Manager	<a href="mailto:mthornton@geogroup.com">mthornton@geogroup.com</a>	(707) 463-1039	In person	12/19/18
Lake County Day Reporting Center	Lake	Josey Sinclair, Probation Aide	<a href="mailto:Josephine.Sinclair@lakcountycal.gov">Josephine.Sinclair@lakcountycal.gov</a>	(707) 263-3025	WANB	12/7/18
GEO Re-entry Services	Napa	Karen Graff	<a href="mailto:kgraff@geogroup.com">kgraff@geogroup.com</a>		Webinar participant	12/7/18; 12/17/18
Parole Units						

## North Bay Employment Connection

### Workforce-Corrections Partnership Regional Plan Modifications

Partner	County	Contact Name	Contact Email	Contact Phone	How contact was identified	Date initial contact made
Ukiah	Mendocino	Lawrence Colacion	<a href="mailto:Lawrence.Colacion@cdcr.ca.gov">Lawrence.Colacion@cdcr.ca.gov</a>	(707) 463-5713	Directory	Called 12/5/18 but couldn't leave message; emailed other officers for contacts; 12/17/18 email
Vallejo	Solano	Joey Moreno	<a href="mailto:joey.moreno@cdcr.ca.gov">joey.moreno@cdcr.ca.gov</a>	(707) 648-5372	Directory	12/4/18
Santa Rosa	Sonoma	not listed	not listed	(707) 576-2200	Directory	Called 12/5/18 but couldn't leave message; emailed other officers for contacts; 12/17/18 email
Napa County Sonoma County Marin County	Napa Sonoma Marin	Randy Krings	<a href="mailto:Randy.krings@cdcr.ca.gov">Randy.krings@cdcr.ca.gov</a>	(415) 244-4281	Other parole contact	emailed 12/17/18
Lake County Mendocino County	Lake Mendocino	Lawrence Colacion	<a href="mailto:Lawrence.Colacion@cdcr.ca.gov">Lawrence.Colacion@cdcr.ca.gov</a>	(707) 580-9602	Other parole contact	emailed 12/17/18
County Probation						
Lake County	Lake	Josey Sinclair	<a href="mailto:Josephine.Sinclair@lakecountyca.gov">Josephine.Sinclair@lakecountyca.gov</a>	(707) 262-4285	WANB	12/7/18
Lake County	Lake	Rob Howe, (Chief Prob. Officer), Wendy Mondfrans, (Chief Deputy Prob. Officer)	<a href="mailto:probation@lakecountyca.gov">probation@lakecountyca.gov</a>	(707) 262-4285	Directory	12/7/18
Mendocino County - Ukiah Office	Mendocino	Izen Locatelli, (Chief), Brady Bechtol, (Juvi), Katie A. Ford (Asst.)	<a href="mailto:locateli@mendocinounty.org">locateli@mendocinounty.org</a> <a href="mailto:bechtolb@mendocinounty.org">bechtolb@mendocinounty.org</a> <a href="mailto:fordka@co.mendocino.ca.us">fordka@co.mendocino.ca.us</a>	(707) 234-6900	WANB	12/10/18
Mendocino County	Mendocino	Matt Kendall	<a href="mailto:Kendallm@mendocinounty.org">Kendallm@mendocinounty.org</a>		WANB	12/10/18

## North Bay Employment Connection

### Workforce-Corrections Partnership Regional Plan Modifications

Partner	County	Contact Name	Contact Email	Contact Phone	How contact was identified	Date initial contact made
Lake County	Lake	Brian Martin	<a href="mailto:mbs@co.lake.ca.us">mbs@co.lake.ca.us</a>	(707) 262-4200	WANB	12/10/18
Napa County	Napa	Mary Butler	<a href="mailto:mary.butler@countyofnapa.org">mary.butler@countyofnapa.org</a>	(707) 253-4431	Bruce	12/10/18, 12/17/18
Marin County	Marin	Mike Daly (Chief), Mario Zamudio (Deputy Chief), Andrea Krupinsky (Adult Division Director) Sam Klein (analyst)	<a href="mailto:mdaly@marincounty.org">mdaly@marincounty.org</a> <a href="mailto:sklein@marincounty.org">sklein@marincounty.org</a> <a href="mailto:AKrupinsky@marincounty.org">AKrupinsky@marincounty.org</a> <a href="mailto:mzamudio@marincounty.org">mzamudio@marincounty.org</a>	(415) 473-6599	Consultant	12/6/18, 12/17/18
Mendocino County - Ukiah Office	Mendocino	not listed	not listed	(707) 234-6900	Directory; WANB	12/4/18
Mendocino County - Fort Bragg Office	Mendocino	not listed	not listed	(707) 234-6900	Directory; WANB	12/4/18
Mendocino County - Willits Office	Mendocino	not listed	not listed	(707) 234-6900	Directory; WANB	12/4/18
Solano County Probation	Solano	Katie Ward	<a href="mailto:KIWard@solanocounty.com">KIWard@solanocounty.com</a>		Solano WDB	12/4/18
Solano County - Fairfield	Solano	Kathleen Nunez	<a href="mailto:KENunez@SolanoCounty.com">KENunez@SolanoCounty.com</a>	(707) 784-7600	Solano WDB	12/4/18
Solano County - Vallejo	Solano	Augustina Simms	<a href="mailto:asimms@solanocounty.com">asimms@solanocounty.com</a>	(707) 553-5531	Solano WDB	12/4/18
Sonoma County	Sonoma	not listed	<a href="mailto:david.koch@sonoma-county.org">david.koch@sonoma-county.org</a>	(707) 565-2149	Probation Chief	12/14
U.S. Probation						
U.S. Probation	Solano	Becky Fidelman	<a href="mailto:becky_fidelman@caep.uscourts.gov">becky_fidelman@caep.uscourts.gov</a>	(916) 930-4321	Solano WDB	12/4/18
Local Child Support Agencies						
Lake County	Lake	Gail Woodworth	<a href="mailto:gail.woodworth@lakecountyca.gov">gail.woodworth@lakecountyca.gov</a>	(707) 262-4774	Directory	12/4/18
Napa County	Napa	Janet Nottley	<a href="mailto:janet.nottley@countyofnapa.org">janet.nottley@countyofnapa.org</a>	(707) 253-4250	Directory	12/4/18; 12/17/18
Marin County	Marin	Jill Francis	<a href="mailto:jfrancis@marincounty.org">jfrancis@marincounty.org</a>	(415) 473-4067	Directory	12/4/18; 12/17/18

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Partner	County	Contact Name	Contact Email	Contact Phone	How contact was identified	Date initial contact made
Mendocino County	Mendocino	Randy Johnson	<a href="mailto:johsork@mendocinocounty.org">johsork@mendocinocounty.org</a>	(707) 472-2800	Directory	12/4/18
Sonoma County	Sonoma	Jennifer Traumann	<a href="mailto:jennifer.traumann@sonoma-county.org">jennifer.traumann@sonoma-county.org</a>	(707) 565-4023	Directory	12/4/18
Solano County	Solano	Pamela K Posehn	<a href="mailto:pkposehn@solanocounty.com">pkposehn@solanocounty.com</a>	(707) 784-3606	Directory	12/4/18
Sheriff's Office						
Napa County	Napa		<a href="mailto:sheriff@countyofnapa.org">sheriff@countyofnapa.org</a>	(707) 253-4501	Directory	12/7/18
Solano County	Solano	Renee Smith	<a href="mailto:RLSmith@SolanoCounty.com">RLSmith@SolanoCounty.com</a>	(707) 784-4813	Solano WDB	12/4/18
Sonoma County	Sonoma	Heidi Keith	<a href="mailto:heidi.keith@sonoma-county.org">heidi.keith@sonoma-county.org</a>		Online	12/14/18
Lake County	Lake	Brian Martin	<a href="mailto:mbs@co.lake.ca.us">mbs@co.lake.ca.us</a>	(707) 262-4200	WANB	12/7/18
Mendocino County	Mendocino	Tom Allman, Sheriff	<a href="mailto:allmant@mendocinocounty.org">allmant@mendocinocounty.org</a>	(707) 463-4411		12/7/18
Mendocino County	Mendocino	Matt Kendall, Undersheriff	<a href="mailto:Kendallm@mendocinocounty.org">Kendallm@mendocinocounty.org</a>	(707) 463-5657		12/7/18
Mendocino County Inmate Services	Mendocino	William Feather	<a href="mailto:featherw@mendocinocounty.org">featherw@mendocinocounty.org</a>	(707) 463-4565	WANB	12/7/18
Solano County	Solano	Jennifer Jaye	<a href="mailto:irjaye@solanocounty.com">irjaye@solanocounty.com</a>	(707) 784-7572	Solano WDB	12/4/18
CDCR Partners						
CA Medical Facility - Community Resources	Solano	David Maldonado		(707) 448-6841	Webinar participant	12/7/18
CA State Prison-Solano	Solano		<a href="mailto:cal_externalaffairs@cdcr.ca.gov">cal_externalaffairs@cdcr.ca.gov</a>		Webinar participant	12/7/18
Superior Court of California						
Solano County	Solano	Karen Sheehy	<a href="mailto:KASheehy@solano.courts.ca.gov">KASheehy@solano.courts.ca.gov</a>		Consultant	12/7/18
Other County Re-entry Partners						
Fighting Back Partnership (FRC)	Solano	Melvina King	<a href="mailto:mking@fight-back.org">mking@fight-back.org</a>		Solano WDB	12/4/18

## North Bay Employment Connection

### Workforce-Corrections Partnership Regional Plan Modifications

Partner	County	Contact Name	Contact Email	Contact Phone	How contact was identified	Date initial contact made
Solano Legal Access Center (SLAC) & Family Law Facilitator	Solano		<a href="mailto:FLF@solano.courts.ca.gov">FLF@solano.courts.ca.gov</a>		Solano WDB	12/4/18
Parent Edu & Custody Effective Program (P.E.A.C.E.)	Solano		<a href="mailto:DonnaA@fsusd.org">DonnaA@fsusd.org</a>	(707) 399-4666	Solano WDB	12/4/18
Solano Community College	Solano	Shirley Lewis	<a href="mailto:Shirley.Lewis@solano.edu">Shirley.Lewis@solano.edu</a>		Solano WDB	12/4/18
California Indian Manpower Consortium, Inc.	Solano	Susan Morla	<a href="mailto:susanm@cimcinc.com">susanm@cimcinc.com</a>		Solano WDB	12/4/18
Job Corps	Solano	Jubilee Taufetee	<a href="mailto:Taufetee.Jubilee@jobcorps.org">Taufetee.Jubilee@jobcorps.org</a>		Solano WDB	12/4/18
Solano Community College	Solano	Celia Esposito-Noy	<a href="mailto:celia.esposito-noy@solano.edu">celia.esposito-noy@solano.edu</a>	(707) 864-7299	Solano WDB	12/4/18
Napa-Solano Building Trades Council	Solano	Danny Bernardini	<a href="mailto:dannybctc@gmail.com">dannybctc@gmail.com</a>	(707) 426-6454	Solano WDB	12/4/18
OE3	Solano	Holly Brown	<a href="mailto:hbrown@oe3jac.org">hbrown@oe3jac.org</a>	(707) 396-1216	Solano WDB	12/4/18
Goodwill - Greater East Bay	Solano	Kimberly Scrafano	<a href="mailto:kscrafano@eastbaygoodwill.org">kscrafano@eastbaygoodwill.org</a>	(510) 698-7223	Solano WDB	12/4/18
Solano County Administrator's Office	Solano	Michelle Heppner	<a href="mailto:mheppner@solanocounty.com">mheppner@solanocounty.com</a>	(707) 784-3002	Solano WDB	12/4/18
Solano County Office of Education	Solano	Victor Romualdi	<a href="mailto:VRomualdi@Solanoco.net">VRomualdi@Solanoco.net</a>	(707) 399-4432	Solano WDB	12/4/18
La Clinica	Solano	Ann Finkelstein	<a href="mailto:akfinkel7@gmail.com">akfinkel7@gmail.com</a>		Solano WDB	12/4/18
Solano County	Solano	Patricia Ayala	<a href="mailto:payala@solanocounty.com">payala@solanocounty.com</a>		Solano WDB	12/4/18
Abundant Place	Solano	Deanna Allen	<a href="mailto:deanna@abundantplace.org">deanna@abundantplace.org</a>		Solano WDB	12/4/18
Solano County	Solano	Pat Nicodemus	<a href="mailto:penicodemus@solanocounty.com">penicodemus@solanocounty.com</a>		Solano WDB	12/4/18
Princess House Clean and Sober	Solano	Robin Weidman	<a href="mailto:princesswithn@gmail.com">princesswithn@gmail.com</a>		Solano WDB	12/4/18
Solano Court	Solano	John Ellis	<a href="mailto:jbellis@solano.courts.ca.gov">jbellis@solano.courts.ca.gov</a>		Solano WDB	12/4/18

## North Bay Employment Connection

### Workforce-Corrections Partnership Regional Plan Modifications

Partner	County	Contact Name	Contact Email	Contact Phone	How contact was identified	Date initial contact made
Legal Services of Northern California	Solano	Wade Askew	<a href="mailto:waskew@lsnc.net">waskew@lsnc.net</a>		Solano WDB	12/4/18
Solano Community College	Solano	Damany Fisher	<a href="mailto:damany.fisher@solano.edu">damany.fisher@solano.edu</a>		Solano WDB	12/4/18
CA Reentry Program @San Quentin	Marin	Allyson West	<a href="mailto:awest@ca-reentry.org">awest@ca-reentry.org</a>	(510) 301-8838	Consultant	12/6/18
Marin County Community Development Corp	Marin	Dr Melissa Cadet		(415) 339-2837	Consultant	12/6/18
Robby Poblete Foundation	Solano		<a href="mailto:info@robbypobletefoundation.org">info@robbypobletefoundation.org</a>	(707) 654-8490	Solano WDB	12/6/18
Pinoleville Pomo Nation	Mendocino	Gabe Ray, Program Coordinator	<a href="mailto:GRay@pinoleville-nsn.gov">GRay@pinoleville-nsn.gov</a>	(707) 462-7801	WANB	12/7/18

### Appendix C: Additional Outreach – Partner Services

Additional outreach was conducted between December 2018 and February 2019 to many of the service providers in the following table, which includes information about providers in the region, including the type of services they provide, where they offer services, whom they serve and corresponding eligibility requirements, the number of justice-involved individuals typically served, and if services are provided in-custody and/or post-release. Many agencies do not exclusively serve justice-involved individuals and do not track data on their participation, so numbers are included only for those that monitor participation of justice-involved individuals. The type of contact made is noted in the far right-hand column. If outreach was not attempted during this time period, N/A is used (note: These organizations may have been contacted during the previous outreach timeframe). All outreach was conducted by NBEC consultants.

Program/Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice-Involved Clients Served	Timing of Services	Type of Contact
Center for Employment Opportunity (CEO)	CBO	Marin	Job readiness training, job coaching and placement, transitional employment with paid work experiences, ongoing support to ensure retention. Services target reentry population.	Marin County	Adults and young adults recently released from custody, majority on probation or parole	Must be recently released	N/A	Reentry	N/A
California Indian Manpower Consortium	CBO	Mendocino	Vocational training and job placement services.	Ukiah, CA	Native Americans	Native American	N/A	Reentry Post-release	Email
Manzanita	CBO	Mendocino	Serves adults experiencing behavioral health challenges through Peer Support Wellness and Education Centers ("open door" peer support); Care Management Services by appointment at both locations.	Ukiah, CA Willits, CA	Adults with behavioral health issues		N/A	Reentry Post-release	Phone
Mendocino County AIDS/Viral Hepatitis Network (MCAVHN)	CBO	Mendocino	Intensive outpatient case management services for individuals with co-occurring disorders and/or chronic health issues with high utilization of emergency departments and/or jail services. Partnering with jail staff, Probation Dept. staff, Public Defender and District Attorney's offices to ensure alternatives to incarceration are offered and considered on case by case basis.  Other programs: Care coordination and counseling services for HIV positive individuals and their families, and individuals with active Hepatitis C and their families, including help with food, transportation, housing, benefits advocacy, social groups. Syringe exchange program. Coordinated entry to housing program for homeless and unstably-housed.	Main Office in Ukiah, CA			N/A	Reentry Post-release	Phone
Mendocino County Youth Project	CBO	Mendocino	TAY services include Levine House, a six-bed Transitional Support Program for AB12-eligible youth ages 18-21. Six-	Levine House in Ukiah, CA	TAY ages 18-22	Levine House clients are referred by MCDSS/HHSA Family	N/A	In-custody Reentry Post-release	N/A

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Program/Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice-Involved Clients Served	Timing of Services	Type of Contact
			month program includes life skills program and wraparound services. Non-AB12 youth may also apply.  Other MCYP projects include counseling services in Juvenile Hall, outpatient clinics and select schools.	Counseling services in Ukiah, Fort Bragg, Willits, Juvenile Hall, select schools	Children and TAY up to age 24	and Children's Services. Non-AB12 homeless youth may also apply.  Counseling services for children and youth with Medi-Cal, Beacon or who are eligible for other grant-funded services.			
Mendocino Day Reporting Center	CBO	Mendocino	Participants at MDRC receive a combination of intensive supervision and behavior change programming to support reentry.	Ukiah, CA	Adults and TAY	Must be referred by either the Federal, State, or Local Customer	Sites serve a range of 30-100 participants; specific location data unavailable.	Reentry	N/A
Plowshares	CBO	Mendocino	Work Release and Community Service Programs in partnership with the Mendocino County Sheriff's Office and Mendo Lake Alternative Services. Participants with certain misdemeanor sentences and fines may complete community service programs in lieu of jail time/fines. Structured environment while gaining life/employment skills.	Ukiah, CA	Parolees Alternative Sentencing		N/A	Reentry	Phone, email
Project Sanctuary	CBO	Mendocino	Domestic Violence and Sexual Assault Prevention and Support. 24/7 crisis response, individual counseling, group counseling (adults molested as children, anger management and empowerment, shelter and transitional housing support) Prevention education: K-12, college and community settings.	Main Office in Ukiah, CA; Multiple locations throughout county including Willits, Fort Bragg, and Point Arena	Children, TAY, adults		N/A	Prevention Post-release	Phone
Tapestry	CBO	Mendocino	Comprehensive system of community-based mental health services for children and families, transition-age youth aging out of foster care up to age 24. Focus on preventative services and working with children and families at time of trauma to avoid future issues such as substance abuse, justice-involvement. Some TAY clients may also be involved with justice system.	Main Office in Ukiah, CA. Multiple locations including Covelo, Laytonville and Willits.	Children and Families, Foster Youth		N/A	Preventative	Phone, email
Ukiah Recovery Center	CBO	Mendocino	Residential and outpatient substance abuse treatment for addicted and homeless populations. Case management services. Unaccredited vocational training. Emergency shelter. Apartment	Ukiah, CA	Individuals with SUD challenges, homeless population		N/A	Reentry Post-release	Phone

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Program/Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice-Involved Clients Served	Timing of Services	Type of Contact
			rentals for low-income, homeless and private pay individuals and families.						
Redwood Community Services	CBO	Mendocino Lake	Multiple programs offer MH counseling to children, TAY, adults, families. Stepping Stones provides specialty MH services for TAY, including transitional housing components. RCS administers residential treatment programs for youth, including short-term programs. RCS is starting a community center targeting the homeless population.	Ukiah, CA	Children, TAY, adults		N/A	Reentry Post-release	Phone, email
Pinoleville Pomo Nation Vocational Rehabilitation Program (PPNVRP)	CBO	Mendocino Lake Sonoma	Culturally oriented vocational rehabilitation services Initial assessment and evaluation may include adaptive technology, accommodations, work site evaluation.  Services include vocational training, on-the-job training, job development and placement, supportive employment services including coaching, counseling, medical services and equipment, transportation assistance, work tools and equipment, safety equipment. Other supports may include personal assistance services, services to family members, self- and post-employment services, medical/psychological and/or vocational assessments as needed, adaptive technology, or readers, interpreters, tutorial or note-taking services.	Ukiah, CA	Adult and TAY members of Federally-Recognized Tribes residing in Lake, Mendocino and Sonoma Counties who have a medically documented disability that significantly impacts their ability to obtain or retain employment.	Adult and TAY members of Federally-Recognized Tribes residing in Lake, Mendocino and Sonoma Counties who have a medically documented disability that significantly impacts their ability to obtain or retain employment but who has a reasonable expectation of employment outcome with vocational rehabilitation services.	N/A	Reentry Post-release	Email
Voices	CBO	Napa	Youth Center for Transition-Age Youth ages 16-24 emancipating out of foster care, group homes, mental health support services and probation. Programs include: College & Career Exploration and Readiness, Housing and Independent Living Skills, Health and Wellness, Youth Leadership & Advocacy. VOICES staff work closely with the community to provide supports such as expungement of records, housing referrals, job search and job skills support. On-site Education Navigator assists clients return to school, pursue GED, apply to college. Human Services co-locates on-site 2x a week.	Napa, CA	Transition-age youth, ages 16-24	TAY	127	Reentry Post-release	Phone, email
Napa County Community Corrections	CBO	Napa Solano Mendocino	GEO Reentry is a Cognitive Intervention Program. Offices also offer Job Development/Education and Employment	Napa, CA	Adults and TAY	Must be referred by either the Federal,	Sites serve a range of 30-100 participants	Reentry	Phone, email

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Program/Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice-Involved Clients Served	Timing of Services	Type of Contact
Service Center (CCSC)			Services, with the exception of Mendocino. Participants receive assistance with job search, job preparation and computer assistance with resumes and online job applications.			State, or Local Customer			
North Bay Regional Center	CBO	Napa Solano Sonoma	Employment services for adults include Group (with peers) and Individual Supported Employment (with job coaching). Employment services range from structured work programs, Supported Employment Services, or competitive employment. Related supports include adaptive skill training, nursing services, residential services, respite, independent and supportive living services, transportation access plans and other supports based on individual need.  NBRC advocates for employment opportunities that provide challenging, integrated work at the highest wages possible with the maximum hours of employment up to full-time.	Main Location Napa and Solano Counties in Napa Main location for Sonoma County in Santa Rosa Services location throughout all counties.	Adults and TAY with developmental disabilities.	Eligibility requirements vary by service but all clients must meet NBRC eligibility criteria: -Resident of Solano, Sonoma or Napa Counties -Must be diagnosed with developmental disability that begins before a person's 18th birthday, is expected to continue indefinitely, and presents a substantial disability	N/A	Reentry Post-release	Phone, email
Archway Recovery Services	CBO	Solano	Manages a 15-bed alcohol and substance abuse treatment residential facility. Program includes job developer who provides job development classes, resume building, assistance with finding work. Some residents served are on probation.  Recently opened two SLEs, outpatient facilities. Services include aftercare and alumni support.	Fairfield, CA			N/A	Reentry	Phone
Bi-Bett Corp. Southern Solano Alcohol Council	CBO	Solano	Provides alcohol and drug services, detox residential drug and treatment program for men and women. Drop-in support, outpatient recovery program, information and referral. Bilingual therapists, hearing-impaired programs.	Vallejo, CA			N/A	Reentry Post-release	Phone, email
LCA	CBO	Solano	Employment Skills and Life Skills classes to inmates, adult - self-referral.  Operates Solano County Juvenile Day Reporting Centers. Service learning includes community service projects with work skills, transportation and tutoring for 15-18 youth. Program at probation in	Jail Post-release  Fairfield, CA Vallejo, CA	Adult inmates  Adults and TAY	Inmates who participate in the in-custody program are eligible to transition to the LCA program in the community where they can continue to work on employment	240/per year  300 in fiscal year	In-custody Reentry Post-release	Phone, email

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Program/Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice-Involved Clients Served	Timing of Services	Type of Contact
			<p>Fairfield and Vallejo - employment services, vocational training, barrier removal, job retention for 6 months after employed. Clothing, food, anything they need to stay employed.</p> <p>Community-based adult services include vocational training, related supports include paying for initiation and one-month dues, refinery safety cards, licenses, bus passes and transportation supports. Assist with placement in any classes they need that can help them get employed whether it is a day class or a two-year class.</p>			<p>readiness and job placement.</p> <p>Must be on probation and referred by probation officer. Clients in jail program on eligible for program even if not on parole.</p>			
Legal Services of Northern California	CBO	Solano	<p>"Clean Slate" events in public locations (e.g., libraries) where justice-involved individuals are provided "expungement" services, advocacy and advice related to occupational licensing, advocacy and advice regarding employment rights and community legal education.</p> <p>Also helps those struggling with infraction debt apply for "ability to pay" determinations (to help reduce their debt) and remove holds on their drivers licenses (which can be caused by failure to appear to a court date.)</p> <p>Additional LSNC services include help with housing, public benefits, health care benefits, employment law, education, civil rights issues and senior issues (consumer cases.)</p>	Main Office in Vallejo, CA; Also Vallejo and Vacaville Libraries WDB Fairfield Office	Low-income and seniors (60+) regardless of income	Low-income and seniors (60+) regardless of income	104  N/A  N/A	Reentry Post-release	Phone, email
Five Keys Charter School	CBO	Solano County	<p>Charter school with workforce development and reentry programs for TAY and adults. Programs in Solano County Jails include High School Diploma and GED programs; Re-entry Navigator to assist with planning for re-entry (referrals, continued education and employment support.)</p> <p>Community-based programs include high school diploma and GED.</p>	All Solano County Jails  Community-based locations: Vallejo Fairfield Vacaville (Goodwill)	TAY and adults	Must not have a high school diploma	In custody: TAY 33 Adult 94 Community: TAY 40 Adult 53	In-custody Reentry	Phone, email

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Program/Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice-Involved Clients Served	Timing of Services	Type of Contact
Health Right 360	CBO	Solano County	<p>Positive Directions Adult SUD Treatment: In-custody SUD treatment services gender-responsive, culturally and demographically appropriate with peer mentors. Includes assessment, group and individual counseling, treatment and transition planning, referrals.</p> <p>Destiny: Adults in-custody work with Case Manager to develop individualized Case Plan covering in-custody, moment of discharge, short and long-term post-release services.</p> <p>Esperanza Adult Case Management and Re-Entry: males and females with history of justice involvement transitioning into community or in community and at risk for relapse. Clients receive help with sober living, transitional and stable housing, employment and/or re-establishment of entitlement benefits, vocational training, family counseling, childcare, MH and SUD treatment.</p>	<p>Jail</p> <p>Jail and post-release</p> <p>Fairfield and Vallejo</p>	<p>Adults in-custody</p> <p>Adults in-custody and post-release</p> <p>Adults in-custody and post-release</p>	<p>In-custody and post-release adults with alcohol and substance abuse issues.</p>	<p>Adults in-custody: 33</p> <p>In-custody: 120</p> <p>SUD Treatment: 38</p> <p>Community CM: 35</p>	<p>In-custody</p> <p>Reentry</p>	Phone, email
La Clinica	CBO	Solano County	<p>Transitions Clinic for clients with recent history of incarceration with at least one chronic medical condition</p> <p>La Clinica provides healthcare, dentistry, behavioral healthcare, case management linkage and referrals, crisis intervention.</p>	Vallejo		Transitions Program: Adult 18 years and over with a recent history of incarceration (usually within 6 months) in federal, state or county jail under AB 109 plus at least one chronic medical condition	100	Reentry	Phone, email
Solano County Day Reporting Center	CBO	Solano County	Job developer onsite. Assess clients to determine best fit (e.g., food, truck). Job training groups, employment assistance, computer education. GED program. Have transitional housing.	Fairfield	18+	Parolees Referrals from DAPO	30 at a time (30 this year - new)	Reentry	Phone
Friends Outside	CBO	Sonoma	Services and programs for Sonoma County inmates and family members. Drop in Center located in lobby of Main Jail provides services like notary, check-cashing, community referrals, message and document delivery for inmates, reading and coloring books for children while waiting in lobby. Conflict resolution workshops for all inmates. Women's Circle is a weekly two-hour program that runs for eight weeks and encourages	Sonoma County Jails	Inmates and their families	Inmates; Women's Circle is gender specific	N/A	In-custody	Phone, email

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Program/Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice-Involved Clients Served	Timing of Services	Type of Contact
			problem-solving, self-management and communication skills.						
Legal Aid	CBO	Sonoma	Legal Services Referral Program (LSRP) assists clients with legal issues which may be a barrier to their employment. This includes help with criminal record expungement, driver's license retrieval, traffic offences, special referral to other legal aid services, legal workshops, legal clinics and community resources.	Santa Rosa, CA	Clients receiving SonomaWORKS benefits that receive a referral to the service from their SonomaWORKS counselor	Clients receiving SonomaWORKS benefits that receive a referral to the service from their SonomaWORKS counselor	N/A	Reentry Post-release	Email
Social Advocates for Youth	CBO	Sonoma	Youth-centered work readiness training including 1:1 career coaching and support, academic support, internships and job shadows, on-the-job paid work experience, occupational skills training, financial literacy education. Additional support: affordable housing for TAY through age 24.	Santa Rosa, CA	Youth ages 16-24	N/A		Post-release	Email
Conservation Corps North Bay	CBO	Sonoma Marin	Clients work on critical local environmental projects. At the same time they can complete high school via an onsite charter school; access counseling, career guidance and other self-management skills; receive scholarships; receive a paycheck.  Career Pathways program "offers corps members personalized support in career and educational goal-setting, job skills development and career search and placement assistance." Assistance with accessing resources to create self-sufficiency. Employment "pipeline" includes internships, trade apprenticeships and/or educational opportunities. Two-year post-program follow-up.	Cotati, CA	Ages 16-24, 60% not completed high school, 99% below federal poverty line		N/A	Post-release	Phone
Catholic Charities	CBO	Sonoma Napa Mendocino Lake	Coach2Career - seven-week certificate job readiness course for those homeless, formerly homeless or in need of employment assistance. Partnering with SonomaWORKS for employment training, supportive services (transportation, childcare, MH counseling, financial education). Financial Education, assistance with health insurance and health and wellness services.  Support programs include food, shelter &	Santa Rosa, CA	Homeless, formerly homeless or in need of employment assistance	Homeless, formerly homeless or in need of employment assistance	N/A	Reentry Post-release	Phone, email

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Program/Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice-Involved Clients Served	Timing of Services	Type of Contact
			housing, immigration services and senior services.						
Goodwill Industries of the Redwood Empire (GIRE)	CBO	Sonoma Napa Mendocino Lake	Adult inmate job and life skills training through monthly workshops at the North County Detention Center in partnership with Sonoma County Sheriff's Office.  Intensive/Targeted Job Search, Transitional Work Program, Enhanced Subsidized Employment, Temporary Employment with Goodwill, in large part funded through SonomaWORKS. Job placement with employers and opportunities for employment at Goodwill.	North County Detention Center, Sonoma County  Multiple, primary location in Santa Rosa	Inmates  Focused on single adults supporting dependents, adults with disabilities	None  GIRE employment based on qualifications, potential to be successful, verification of references, successful background check, drug test and pre-employment physical. Final decisions about employment of justice-involved individuals determined by GIRE Executive Director.	N/A	In-custody Reentry Post-release	Phone, email
CA Human Development	CBO	Sonoma Solano Napa Lake Mendocino	Vocational training, housing, youth services and related services to low-income seasonal or migrant farmworkers (agriculture or fish) and dependents. Classroom/Vocational training including mobile unit, on-the-job training in private employment setting, subsidized work experience in public or nonprofit employment setting. Emergency support/related services include temporary housing, childcare, nutritional needs, transportation during training. Other supports include drug testing, fingerprinting and background checks, clothing, training materials, DMV charges.	Vocational training center in Santa Rosa, CA; Programs in multiple locations in all counties except Marin	Low-income seasonal or migrant farmworkers (agriculture or fish) and dependents	Must be: -An eligible seasonal or migrant farmworker youth or adult, -Dependent youth or adult of an eligible MSFW, and, -A low-income individual who faces multiple barriers to self-sufficiency as defined by WIOA.	N/A	Reentry Post-release	Phone, email
Marin City CDC's Construction Trades Program	CBO	Marin	Four-week core construction industry training followed by 3-week specialized training based on client preference. Soft skills training, Construction Union testing and enrollment support, union professional development, job placement support. All graduates are placed in permanent or temporary high wage jobs.	Marin City, CA	Low-income, at-risk residents of Marin ages 18-35 including individuals under parole or probation.	Screened for level of commitment and interest in joining union, must pass drug test, have a valid driver's license and have available transportation	N/A	Reentry Post-release	Multiple phone, email
Marin Adult Education	EDU	Marin	Jail-based program: Instructors support high school education and HiSet study materials in Marin County Jail. One instructor is an authorized HiSET Test Administrator and provides pencil and paper testing.	Marin County Jail	Inmates		N/A	In-custody	Email

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North Bay Trades Introduction Program (TIP)	EDU	Marin Napa Sonoma Solano Lake Mendocino	A free 10-week, 120-hour pre-apprenticeship course at adult schools and community colleges. Provides education and training to anyone interested in apprenticeship with one of 14 building trade unions. Includes first aid, CPR and OSHA certifications and hands-on instruction with tools and materials at union worksites and training centers. Approximately four cohorts per year rotate through various counties and locations based on local demand and the ability to place clients in the local workforce.  TIP also advocates for employment opportunities and provides outreach to agencies serving justice-involved individuals.	Locations vary by local demand and apprenticeship availability. Past locations include Napa Valley Community College, Vallejo Adult School, College of Marin, Santa Rosa Junior College. Future programs include Larkspur, San Rafael.	Adults and TAY age 18 and over; North Bay residents preferred	Orientation required plus: -Documentation to work -Valid CA driver's license -High school diploma or equivalency -Ability to pass drug testing -Able to do physical work	N/A	Post-release	Phone, email
Adult Education Programs	EDU	Mendocino Lake	Adult Education Programs in jail offer High School Diploma (HSD) completion, High School Equivalency prep and testing, CTE courses. Inmates are transferred to community locations for CTE programs.	Mendocino County Correctional Facility (MCSO), Ukiah and Lake County Correctional Facility (LCSO), Lakeport, Mendocino College, Ukiah	Inmates who don't have an HSD or equivalency and/or Inmates who are eligible to go off site to participate in CTE courses	N/A	MCSO =150/year LCSO =N/A	In-custody	Phone, email
Napa Valley Adult Education (NVAE)	EDU	Napa	High school diploma program for adult inmates in the Napa County Jail.	Napa County Jail	Adult inmates		6	In-custody	Email
Napa Valley College	EDU	Napa	Workforce Development program includes CTE pathways in Hospitality, Culinary, Advanced Manufacturing, Health Science, Business, Information and Communications Technology.	Napa, CA St. Helena, CA			N/A	Post-release	Email
Second Chance Club	EDU	Sonoma	Student club and Student Services Program providing support and resources for formerly incarcerated students. Counseling, weekly club meeting, access to expungement assistance, free school supplies and iPhones, scholarships, referrals, letters of support for jobs, court, housing and other needs. Outreach to those about to be released from county jails, probation departments.	Santa Rosa, CA	All ages, majority are 30+ years of age	Formerly incarcerated students taking any number of credit units or in SRCS's GED or non-credit programs or classes.	30-35 *approximate	In-custody (planned) Post-release	Phone, email

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Program/Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice-Involved Clients Served	Timing of Services	Type of Contact
Sonoma County AEBG	EDU	Sonoma	<p>Adult Education Corrections &amp; Re-entry Program provides education and training for current and recently released inmates in partnership with Sonoma County Sheriff's Office and Probation Department. Adult education includes Adult Basic Education (ABE), Adult Secondary Education (ASE), High School Equivalency (HSE), High School Diploma (HSD), HiSet Testing (alternative to GED), post-secondary education in the form of credit-bearing coursework towards Associate's Degree at SROJC, if possible transferrable to CSU/UC system, CTE coursework selected based on industry need, Workforce Preparation addressing 21st-century skills and preparing inmates for pre-release job counseling. Additional services includes transitional support from an Outreach Specialist, Career Counseling, assistance with educational or employment forms, "warm handshake" to Second Chance Student Club at Santa Rosa College.</p> <p>Sonoma County AE programs in general offer free adult education including HSD, HSE, ESL, CTE</p>	Multiple	Inmates Reentry Population	N/A	N/A	In-custody Reentry Post-release	Phone
CareerPoint North Bay	GOV	Lake Marin Mendocino Napa	Employment workshops, resources, and services for job-seekers, and resources for business partners.	Lake Marin Mendocino Napa		N/A	N/A	Post-release	Phone, email
California Department of Rehabilitation	GOV	Lake Marin Mendocino Napa Solano Sonoma	The Department of Rehabilitation provides vocational rehabilitation services to individuals with disabilities. Services including career guidance and counseling, job search and interview skills training, independent living skills, on the job training, employment preparation, assistive technology, and other services.	Ukiah, CA Lakeport, CA Santa Rosa, CA Novato, CA Napa, CA Fairfield, CA	Any individual with an impairment that is a barrier to employment and who can benefit from vocational rehabilitation services to reach an employment goal can receive DOR services.	The four factors that establish eligibility for VR services are: -The applicant has a physical or mental impairment, -The physical or mental impairment is a substantial impediment to employment, The applicant requires VR services to prepare for, secure, retain, advance in, or regain employment consistent with the applicant's unique strengths,	N/A	Post-release	Email

**North Bay Employment Connection**

Workforce-Corrections Partnership Regional Plan Modifications

Program/Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice-Involved Clients Served	Timing of Services	Type of Contact
						resources, priorities, concerns, abilities, capabilities, interests and informed choice, -A presumption that the applicant may benefit from services in terms of an employment outcome in an integrated setting			
Parole and Community Team (PACT) Meetings	GOV	Marin Napa Sonoma Solano Lake Mendocino	PACT meetings are required events for recent parolees in order to link individuals to community support and employment opportunities. PACT meetings are attended by representatives from SUD programs, residential/transitional housing, employment assistance programs, felon-friendly employers, local educational institutions and other community resources. In most counties these meetings occur once a month.	Multiple	Parolees	Recent parolees	N/A	Reentry	Email
California Tribal TANF Programs	GOV	Mendocino	Tribal TANF is an assistance program for American Indians and Alaska Natives which provides cash aid and supportive services to eligible needy children and families. The goal is to help families achieve self-sufficiency through education, career development, training, employment and temporary financial assistance.	Multiple	American Indians and Alaska Natives	Low-income, American Indian or Alaska Native	N/A	N/A	N/A
County Veteran Services Office	GOV	Mendocino	Assists veterans with benefits, advocacy, education opportunities.	Ukiah, CA Willits, CA Fort Bragg, CA	Veterans		N/A	Reentry Post-release	Phone
Mendocino County Drug Court and Behavioral Health Court	GOV	Mendocino	Adult Drug Court is a court-supervised, comprehensive drug-alcohol treatment program for non-violent offenders. It is a voluntary, 18-month minimum program.  Behavioral Health Court is a new collaboration between Ukiah and Fort Bragg Courts, the Mendocino County District Attorney's and Public Defender's Office, the County Social Services Department, local law enforcement agencies and other CBOs involved in behavioral health treatment and advocacy. It is a voluntary program; when a defendant's mental illness is a primary cause of their involvement with the	Ukiah, CA  Ukiah, CA Fort Bragg, CA	Non-violent offenders in need of SUD treatment  Individuals with mental illness that is a primary cause of their involvement with the criminal justice system		N/A	In-custody	N/A

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Workforce-Corrections Partnership Regional Plan Modifications

Program/Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice-Involved Clients Served	Timing of Services	Type of Contact
			criminal justice system the case is considered for BHC.						
Napa Health and Human Services (HHS)	GOV	Napa	Wraparound services for the reentry population. Access to all career development services, job search and interview coaching, job placement services, job coaching, mediation services if client/employer conflict. Funds on-the-job training.  Employer outreach to reduce stigma.	HHS campus in Napa. Services community-based; travel to where clients are (e.g., library, shelters).	Adults and TAY age 18 and over	-Low-income -Age 18 years and over -Right to work in the US	N/A	Reentry	Phone
Center for Positive Change	GOV	Solano County	One-stop service center that serves high-risk offenders on probation in Solano County. Services include cognitive behavioral therapy, substance abuse treatment, and job training.	Fairfield, CA Vallejo, CA	Adults on probation	High-risk offenders	N/A	Reentry	Multiple phone
Drug Court	GOV	Solano County	Dependency Drug Court promotes parents successful substance and alcohol treatment in order to re-unite with children. Prop 36 Drug Court sentences adults convicted of non-violent drug-related offense to probation with drug treatment. Adult Drug Court reduces crime and promotes an offender's recovery through the Judge and other team members. Veteran's Treatment Court is available to justice-involved veterans and active service members who suffer PTSD, traumatic brain injury, sexual trauma, SUD and MH issues as a result of their service. Judicial monitoring, comprehensive case management is a key component.	Fairfield, CA	Varies by court.		N/A	In-custody	Phone

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Program/Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice-Involved Clients Served	Timing of Services	Type of Contact
Solano Employment Connection (SEC)	GOV	Solano County	<p>Programs specifically for justice-involved population include Parole and Community Team (PACT) meetings with employers that hire ex-offenders, Reentry Job and Resource Fairs</p> <p>General services and programs create a "one-stop shop" for no cost employment and training including: job search support, information on training opportunities, OSHA safety classes, hiring events, information about Unemployment and Disability Insurance and Paid Family Leave benefits and a new initiative for AWD</p>	Fairfield Vallejo	Adult and TAY		<p>PACT Meetings and Reentry Job and Resource Fair: 253 in FY 17/18</p> <p>General programs: N/A</p>	<p>Reentry</p> <p>Post-release</p>	Phone, email
Women's Re-entry Achievement Program (WRAP)	GOV	Solano County	Women inmates receive individual reentry planning, trauma, empowerment and parenting services while in custody. They receive intensive case management services after release (wraparound).	Solano County Jails	Female inmates		N/A	In-custody	N/A
Day Reporting Center	GOV	Sonoma	Central location for individuals on probation to meet with probation officers and receive services and referrals for additional services. Services include cognitive behavioral interventions and employment workshops and placement support.	Santa Rosa, CA	Individuals on probation	Under probation supervision	Approximately 250 regular participants annually	Post-release Some "reach in" services provided in custody	N/A
JobLink	GOV	Sonoma	Employment support including computer lab, resume and interview prep, workshops, job searches. Funds for childcare, transportation, books and supplies, certification or license fees. Support for employers including funds for training, job postings, employer workshops.	Santa Rosa, CA	Broad population that includes individuals with criminal record	N/A	N/A	Post-Release	Phone, email
Vallejo Fighting Back Partnership	CBO	Solano	Fighting Back Partnership is a non-profit collaboration that partners with business, residents, and government to improve neighborhoods, strengthen families, and support youth development creating a safe, healthy and thriving community. They provide benefits screening, emergency financial assistance, financial counseling, case management, parent education and supports, and holiday assistance for families.	Vallejo, CA	Adults, youth, and families in need of resources		N/A	Post-release	N/A

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Program/ Service Name	Organization Type	NBEC County	Type of Service	Location(s) of Services Provided	Recipients of Services	Eligibility Requirements	Number of Justice- Involved Clients Served	Timing of Services	Type of Contact
Food Bank of Contra Costa and Solano	CBO	Solano	Distribute food directly to low-income individuals and make food available for other nonprofit organizations serving the ill, needy and children.	Concord, CA	Low-income individuals		N/A	Post-release	N/A

## Appendix D: Employer Letter of Interest

The following letter was used to engage employers. It served as a template to begin formalizing partnerships with businesses and potential employers who were willing to publicly share that they employ justice-involved individuals.

North Bay Regional Planning Unit  
P2E Employer Partner Invitation

### Prison-to-Employment Initiative

The California Workforce Development Board (CWDB) has a formal partnership with CDCR and the California Prison Industry Authority with the goal of improving labor market outcomes of the state's formerly incarcerated population. The state is providing funding through the Prison to Employment (P2E) Initiative to support regional collaboration between workforce and corrections partners. The North Bay Regional Planning Unit (NBRPU) consists of the local workforce development boards in Solano and Sonoma Counties and the Workforce Alliance of the North Bay, which represents Napa, Marin, Mendocino, and Lake Counties. Together, they are gathering regional and local feedback from justice partners, as well as CBOs and employers who work with the reentry population to improve the pathways to successful employment outcomes for individuals with justice involvement.

### Employer Partner Invitation

As part of the P2E planning process, NBEC member counties would like to invite employers to participate as industry stakeholders in connecting justice-involved individuals to employment. The CWDB recognizes employer partners as critical to the success of both P2E and to individual-level outcomes, and has asked each Regional Planning Unit to list employer partners in their P2E grant application.

By indicating your partnership, your business or organization will be included among other industry stakeholders in the P2E proposal submitted by the North Bay Regional Planning Unit. Once the grant period begins, you are welcome to participate to the degree you are able to alongside fellow county and regional partners in workforce readiness planning for the justice-involved population.

By signing below, you acknowledge your interest in considering work-ready, justice-involved individuals for employment at your business or organization. By checking the box marked "Please include my business or organization in the list of P2E industry stakeholders," you agree to your business or organization being included in the North Bay Regional Planning Unit's list of employer partners which it will provide to the CWDB. The North Bay Regional Planning Unit greatly appreciates your interest, and we look forward to connecting with your business or organization on P2E planning in the future!

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Business/Organization: \_\_\_\_\_

Yes, please include my  
business or organization in  
the list of P2E industry  
stakeholders.

## Appendix E: NBEC Regional Indicators Self-Evaluation

	Solano	Sonoma	WANB	RO
<b>Demand Driven Skills Attainment Indicators</b>				
<b>Indicator A:</b> Region has a team that jointly convenes industry	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting
<b>Indicator B:</b> Region has shared sector/occupational focus and shares/pools resources to meet demand in the region	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting
<b>Indicator C:</b> Region has a process to communicate industry workforce needs to supply-side partners	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting
<b>Indicator D:</b> Region has policies supporting equity and strives to improve job quality	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting
<b>Upward Mobility and Equity Indicators</b>				
<b>Indicator E:</b> Region has shared target populations of emphasis	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting
<b>Indicator F:</b> Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting
<b>Indicator G:</b> Region utilizes shared, common case management strategies such as co-enrollment, navigators, and/or multi-disciplinary teams to developed shared responsibility for providing services and ensuring quality outcomes	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting
<b>System Alignment Indicators</b>				
<b>Indicator H:</b> Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting
<b>Indicator I:</b> Regional decision-making in formalized structures	Operationalizing/ Doing	Operationalizing/ Doing	Operationalizing/ Doing	Operationalizing/ Doing
<b>Indicator J:</b> Regional organization and evaluation of performance	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting	Learning/ Experimenting

## North Bay Employment Connection

### Workforce-Corrections Partnership Regional Plan Modifications

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- **Demand Driven Skills Attainment Indicators:** NBEC has started and worked with a number of Industry Sector Partnerships (ISPs) through Slingshot, for example the Marin/Sonoma Healthcare ISP, the Napa/Solano Healthcare ISP, and the Napa Hospitality ISP. As such, there is some sharing of sector focus but no ISPs span the entire region. For the cross-county ISPs, staff do jointly work together to convene industry partners.
- **Upward Mobility and Equity Indicators:** The region does share some target populations of emphasis, although this is more determined by WIOA regulations and state initiatives than program focus specific to the region – for example, justice-involved individuals for the Prison to Employment Initiative. The region does not share common case management strategies currently, although the WDB Directors are beginning the process of comparing local policies to identify areas where policies can be aligned or efficiencies achieved.
- **System Alignment Indicators:** The three WDBs share a non-financial MOU which delineates the ways in which the WDBs will work together as a region. The region does not currently have formal regional governance infrastructure. The region does not have a process to jointly evaluate performance, with the exception of tracking regional grant outcomes.

## Appendix F: Employer Resources

NBEC’s WDBs have several resources to inform potential employers about relevant policies (e.g., AB 1008 Fair Chance Hiring, the Work Opportunity Tax Credit, the California New Employment Tax Credit, and federal Fidelity Bonding through EDD’s state bonding services) for employing individuals with justice-involvement. They also have systems in place to provide information about CBOs and other organizations that provide job placement and readiness services for individuals with justice-involvement, and for sharing the benefits of hiring the justice-involved population.

In addition to distributing EDD flyers and brochures, resources include monthly newsletters that are sent to existing and potential employer partners, along with other stakeholders. WDBs are developing resource libraries to include existing resources and identify gaps and resources that need to be created. Additionally, business development services, such as Solano’s employer seminars, function as forums to share information about policies, partners, and the benefits of hiring the justice-involved population. In April 2019, Solano will host an employer seminar explicitly on the reentry population.

WDBs also use social media, including LinkedIn, Facebook, YouTube, and Twitter to share information with employers:

Workforce Board	Social Media	Link
Workforce Development Board of Solano County	Facebook	<a href="https://www.facebook.com/solanowdb/">https://www.facebook.com/solanowdb/</a>
	LinkedIn	<a href="https://www.linkedin.com/company/workforce-development-board-of-solano-county/">https://www.linkedin.com/company/workforce-development-board-of-solano-county/</a>
	YouTube	<a href="https://www.youtube.com/channel/UCZ1Zs0nq2goBrMZOWG2WNlg/featured">https://www.youtube.com/channel/UCZ1Zs0nq2goBrMZOWG2WNlg/featured</a>
Workforce Alliance of the North Bay	Twitter	<a href="https://twitter.com/WANorthBay">https://twitter.com/WANorthBay</a>
	Facebook	<a href="https://www.facebook.com/CareerPointNB/">https://www.facebook.com/CareerPointNB/</a>
Sonoma County Workforce Investment Board	Facebook	<a href="https://www.facebook.com/SonomaCountyJobLink/">https://www.facebook.com/SonomaCountyJobLink/</a>

Additionally, through stakeholder engagement sessions and preparation for the P2E Initiative, NBEC developed a regional service flow chart that visualizes the types of services individuals receive before and after release from custody and the different CBOs and other agencies throughout the region who provide these services. This resource will be shared with employer partners to help them understand the types of services individuals with justice involvement receive and the agencies who serve them (see Figure 1 on the following page).

Figure 1. Regional Service Flow Chart

