

Ready, Willing & Able

Formerly Incarcerated, Forever a Veteran



The Doe Fund



Presenters



The Doe Fund



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- The Doe Fund
- Ready, Willing & Able Program
- Criminal Justice Programs
- Profile of the Veterans Program
- Veterans Program Initiatives
- Q & A

The Doe Fund's mission is to develop and implement cost-effective, holistic programs that meet the needs of a diverse population working to break the cycles of homelessness, addiction, and criminal recidivism. All of The Doe Fund's programs and innovative business ventures ultimately strive to help homeless and formerly incarcerated individuals achieve permanent self-sufficiency.





- Founded by George McDonald in 1985
- In 1990, George and his wife Harriet created the nation's first residential paid transitional work program for formerly homeless individuals: Ready, Willing & Able
- Operates 4 transitional residences (3 in New York and 1 in Philadelphia)
- Serves 1,000 individuals each day and more than 15,000 have participated since 1990
- Graduates achieve full-time employment and independent housing, maintain sobriety, and become fathers to their children

- Graduates lead productive lives and stay out of taxpayer-funded shelters, prisons, and treatment centers
- Trainees reunite with their families, become positive and contributing parents, and support household expenses
- Communities benefit from The Doe Fund's social entrepreneurial businesses
- Employers gain skilled and motivated workers



- **Empower** those we serve to overcome multiple barriers to self-sufficiency
- Serve as **national model** for effectively combating homelessness and criminal recidivism
- **Advocate** for the homeless and formerly incarcerated by changing public perceptions
- **Increase support** for employment and housing opportunities
- Make communities **cleaner and safer**

Ready, Willing & Able Roadmap



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READY, WILLING & ABLE TRAINEE ROADMAP

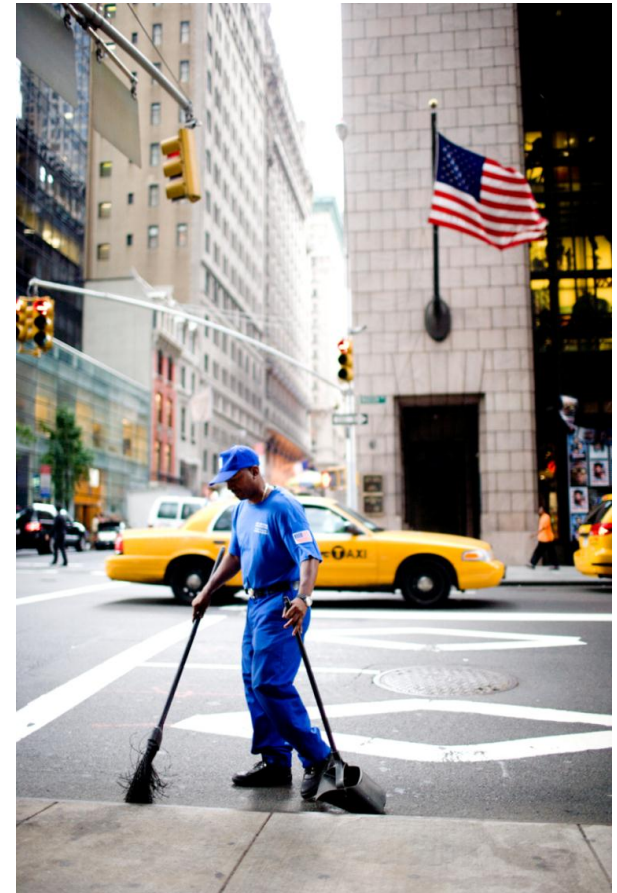
The roadmap summarizes the full menu of services available to each RWA trainee.

Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12	Months 13-18
In-House Work (e.g. kitchen, custodial) 5x week	Paid Work Training Equips trainee with soft and hard skills. Months 2-4: <i>Community Improvement Project (CIP)</i> Months 5-12: <i>CIP</i> or alternate assignments, including Driving, Kitchen, Security, Computer Lab, and Occupational Training (see below for tracks). 5x week (3x week during first month of Job Search)										GRADUATE	Self-Supported Housing Trainee obtains and sustains permanent housing.
Drug Testing and Relapse Prevention Social services to help trainee maintain sobriety. Standard testing includes: Alcohol, Cocaine, Heroin, Marijuana, Methadone Additional testing includes: Ecstasy, Amphetamine, Barbiturates, Bendodiazepine, Cotinine, Methaqualone, Oxycodone, PCP, Propoxythene, and Adulteration. Drug tests: 2x week. Relapse prevention: 1x week minimum during first month (as needed basis afterward)												Drug Testing and Relapse Prevention Drug tests: 1x week (optional) Relapse prevention: optional
Case Management Ongoing support for trainees throughout the program. 2x week or more										Graduate Services / \$1,000 Grant Ongoing support for graduates. Graduates receive \$1,000 in five \$200 installments when they submit rent receipt and paycheck once a month and clean drug test twice a month.		
Orientation Introduction to RWA and staff. 3x week		Career Development 101 Life skills & job prep. 1x week	Financial Management Includes budgeting, financial goals, and legal issues. 1x week	Career Development 102 Job search instruction. 1x week	Job Search Trainee looks for employment. 2x week during first month (5x week afterward)				Full-Time Employment Trainee maintains full-time employment.			
TABE Test Assesses reading and math levels.	Adult Education (optional) On and off-site classes and study sessions on basic skills, pre-GED, and GED. 2x week											Adult Education Graduates welcome.
	Occupational Training (optional) Classroom and field instruction leading to licenses, certifications, and Driver's Licenses. Tracks include: Culinary Arts, Energy-Efficient Building Maintenance, Pest Control, <i>Resource Recovery</i> , <i>Back Office of New York</i> , Security, Supervisor-in-Training, and Animal Care. 5x week (10-14 weeks per track)											Occupational Training Graduates welcome.
Intro Computer Class 6 hours		Computer Job Prep Class 2 hours	Computer Skills Training (optional) Trainee learns Microsoft Word, PowerPoint, Excel, Internet, and Email Skills. Requirement: 6th grade reading level. 2x week for 4 months									Computer Skills Training Graduates welcome.

- Street Cleaning Initiative
- Teaches soft skills
- The “men in blue”
- Contracts for service in 4 out of 5 boroughs of New York City

2011 CIP by the Numbers:

381,253	Hours spent cleaning the streets
9,683	Tons of garbage collected
150	Miles of streets were cleaned or maintained daily



- Energy Efficient Building Maintenance
- Resource Recovery
- Pest at Rest
- Back Office of New York
- Culinary Arts
- Security
- Supervisor-In-Training
- Computer Lab Assistant



- More than 70% of program participants have criminal records
- Since 2001, we have operated non-residential, paid work programs for formerly incarcerated individuals
- In 2011, we were awarded 1 of 7 U.S. Department of Labor Enhanced Transitional Jobs Demonstration Project grants to serve recently released parolees
- We have also contracted with:
 - ✓ U.S. Department of Justice
 - ✓ NYS Office of Probation and Correctional Alternatives
 - ✓ NYS Division of Criminal Justice Services

- In 2010, Harvard University's Dr. Bruce Western compared three-year recidivism outcomes for Ready, Willing & Able participants and a matched control group of non-participating NYC parolees
- **RESULTS:**
 - ✓ Graduates are 60% less likely to be convicted of a felony
 - ✓ Participants are 56% less likely to be convicted of a violent crime
 - ✓ Ready, Willing & Able's social benefit is 21%* greater than the cost of the program

**Cost-benefit analysis only considered public cost savings resulting from criminal justice impacts. No monetary benefits (e.g., training stipends, post-graduate earnings, etc.) were included.*

- Background and “**Right to Shelter**”
- **81%** of the homeless population in New York State are located in New York City
- Approximately **37,000** live in shelters; **3,262** live on the streets and in subways
- **5,895** homeless Veterans in New York State which is **1/3** of the state’s homeless population
- Approximately **600** single adult Veterans are housed on any given night by DHS
- New York State has the **4th** largest prison population in the US; one of five releasees become homeless



- We serve 138 Veterans each day
- Participants work with case managers, career development specialists, graduate services advisors, and housing coordinators – many of whom have military backgrounds
- Funding Partners include the VA, The New York City Department of Homeless Services, Robin Hood Foundation, Bodman Foundation, BNY Mellon, Disabled American Veterans Charitable Service Trust, The Thompson Family Foundation, BJ's Charitable Foundation, and The Pinnacle Trustees Limited Fund

Ready, Willing & Able Trainees

- Paid transitional work
- Advanced occupational training
- Support services, life skills, and educational assistance
- Drug relapse prevention
- Career development
- Job placement
- Graduate services

Rapid Re-Housing Clients

- Customized services to meet their individual needs
- Rapid job or housing placements to maximize independence and self-determination
- Assessment and linkages to eligible benefits
- Referrals to medical/psychiatric services
- Linkages to community support networks

Rapid Re-Housing Roadmap



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Veterans Rapid Re-Housing Program Roadmap				
Week 1-2	Weeks 3-4	Month 2 -3	Month 4	Month 5
HOUSING PLAN: Begins Day 1 - Each Veteran is ultimately responsible for obtaining their own housing, with the support of Program, Government, and Community-Based Resources. Each Veteran is also responsible for obtaining all documents necessary to submit a housing application.				
INTAKE & ASSESSMENT	Employment Track: All Veterans who are not employed full-time or do not have sufficient benefits/income to obtain housing will be assigned to a workforce development partner and comply with all their requirements. All Veterans will be required to attend <i>Career Advancement</i> programming to increase employability and for assistance in obtaining employment. Veterans will sign Job Contract, Job Search, and complete Job Search Tracking Sheets.			
BEGIN TO OBTAIN ALL REQUIRED VITAL DOCUMENTS				
COMPLETE 2-WEEK RAPID REHOUSING ORIENTATION	Employment Boot Camp	Begin 45 Day Job Search	Continue Job Search with Program assistance until employment is obtained.	
INITIAL ENGAGEMENT WITH CASE MANAGEMENT	Begin Career Advancement Programming	All Veterans in the <i>Employment Track</i> are to seek housing upon obtaining employment and attend all housing appointments. <u>Veteran must take first available Housing option.</u>		
COMPLETE HOUSING PACKAGE	Financial Management	Veterans in the <i>Employment Track</i> are encouraged to participate in Vocational/Educational programming		
DEVELOP & SIGN FIRST ILP				
	Benefits Track: Veterans receiving entitlements such as SSI/SSD, or VA Pension or Disability, will work to meet all requirements necessary to submit a housing application. Veterans on this Track have the option of participating in <i>Career Advancement</i> programming, including Educational, Vocational, and Job Search programming. In addition, Career Development staff will attend all Caseload meetings to provide information on Career Development Opportunities, and to outreach potential participants.			
COMPLETE CAREER ADVANCEMENT ORIENTATION	May begin Career Advancement Programming	All Veterans in the <i>Benefit Track</i> are to seek housing and attend all housing appointments. <u>Veteran must take first available Housing option.</u>		
	Financial Management	Veterans in the <i>Benefits Track</i> are encouraged to participate in Vocational/Educational programming		
	Employment Boot Camp (Optional)	Begin 45 Day Job Search (Optional)	Continue Job with Program assistance until employment is obtained (Optional)	
Career Advancement Opportunities: Begins Week 1 - Upon assessment, individual programs options may include participation in approved Vocational Training Programs as a means to increase employability. Such programming includes Employment Boot Camp, TABE Testing, Security Guard Training (8 & 16 hour course, Fire Guard Certification, Fire Safety Coordinator , & CPR), VESID and VA Voc Rehab programs, and help obtaining a Drivers License. Academic and benefits counseling are also provided by partnering programs for Veterans interested in college. Participation in such programs is not mandatory for Veterans on the Benefits Track, but are strongly encouraged. All Veterans will partner with Career Developers for assistance with the Job Search.				
Drug Testing: Begins Day 1 - Mandatory Drug Testing 2 times per week, plus random requests and breathalyzers.				
Mandatory Savings: Veterans with income must save 60% of all income received.				
All Veterans will engage in off-site programming, such as treatment, HRA work requirements, education/vocational programs, and/or Job Search				



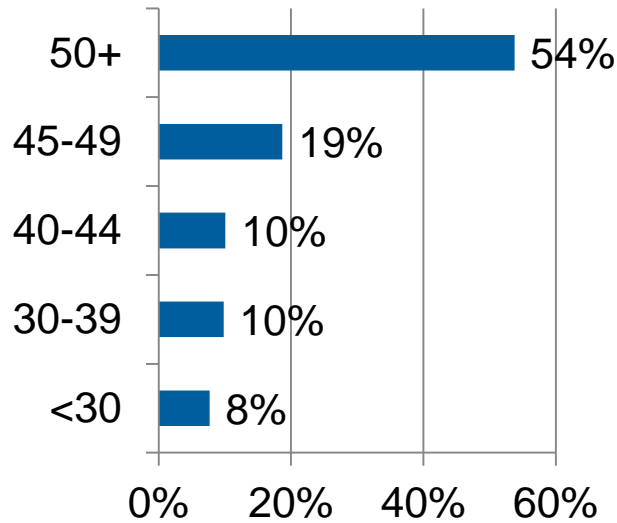
INDEPENDENT LIVING
On-Going Supportive Services

The Doe Fund Veterans Program: Demographics

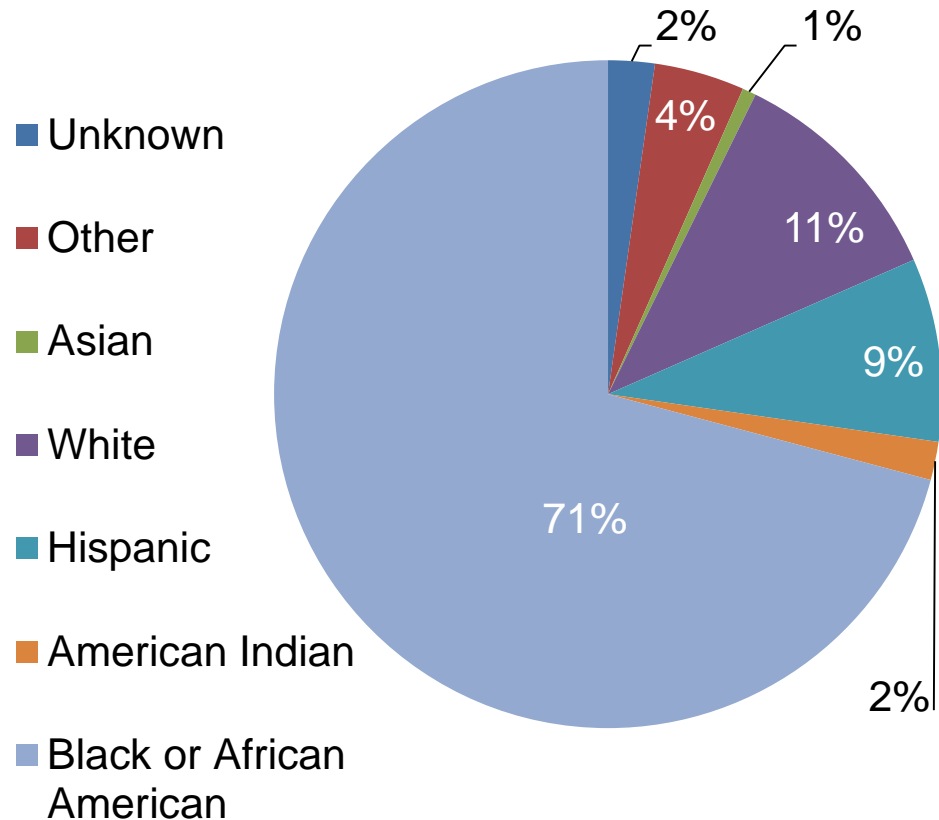


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Age



Race / Ethnicity

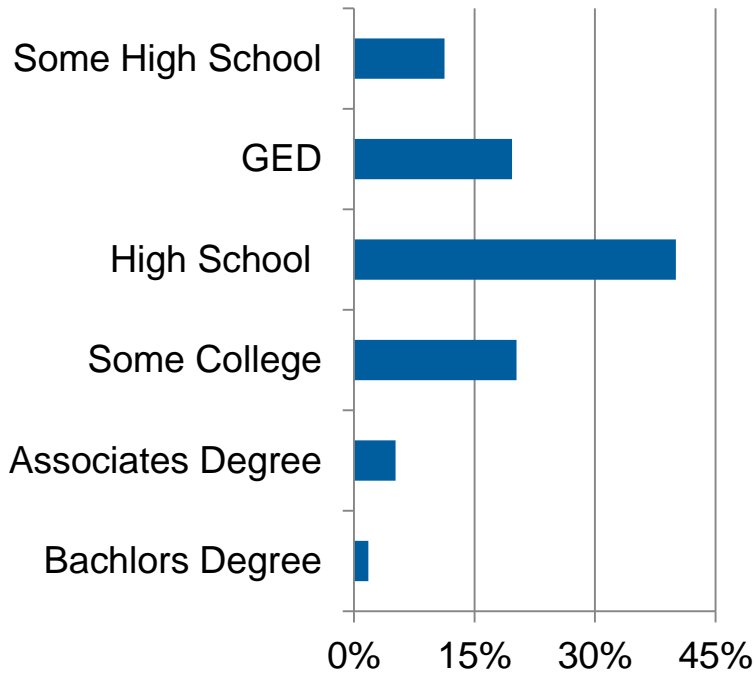


The Doe Fund Veterans Program: Demographics

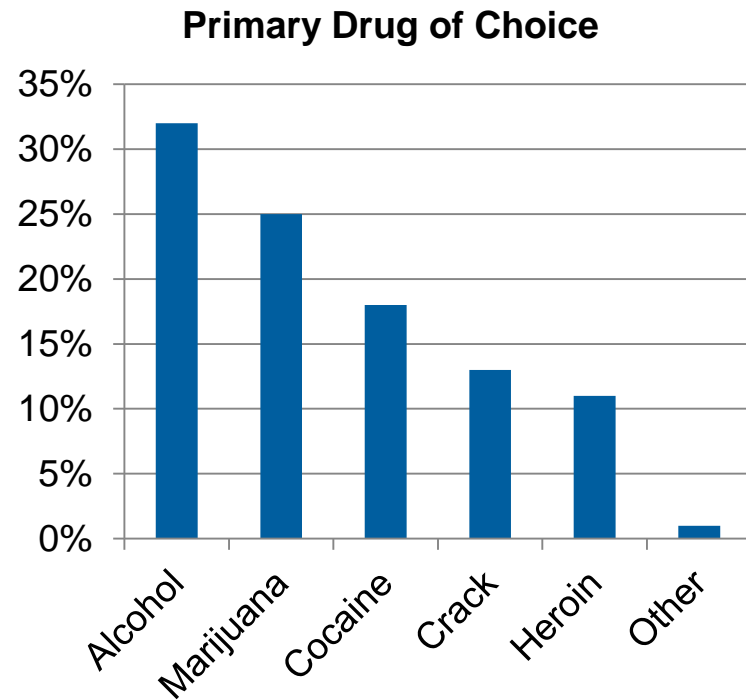


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Education Level at Admission



Substance Abuse History



The Doe Fund Veterans Program: Demographics



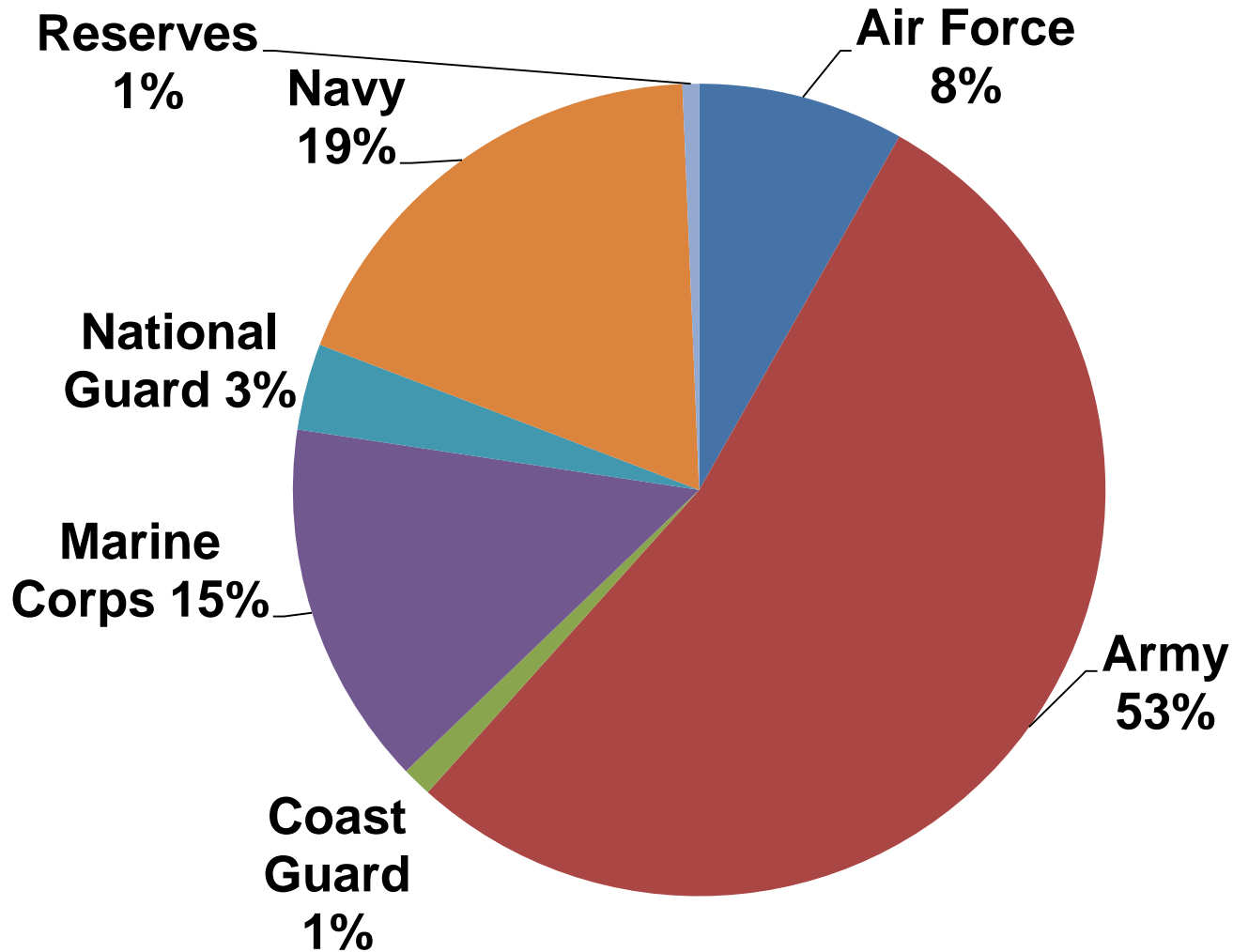
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<u>History of Homelessness</u> Average months homeless	21.5	<u>Children</u> Have children under 18 years Average number of children under 18	26% 1.5
<u>Mental Health Issues</u> Psychiatric hospitalization Prior suicide attempts	9% 6%	<u>Substance Abuse</u> History of Substance Abuse Average time period of use	59% 243 days
<u>General Health:</u> •Excellent •Good •Fair •Poor On medication when admitted <u>Diagnosed with:</u> •Asthma •Diabetes •Heart problems	21% 57% 15% 7% 30% 7% 10% 6%	<u>Criminal History</u> Convicted of a crime Average Number of Convictions - <i>Felonies</i> - <i>Misdemeanors</i> Ever incarcerated Average # of months incarcerated	40% 4.8 1.4 3.3 32% 53.3

The Doe Fund Veterans Program: Branches of Service



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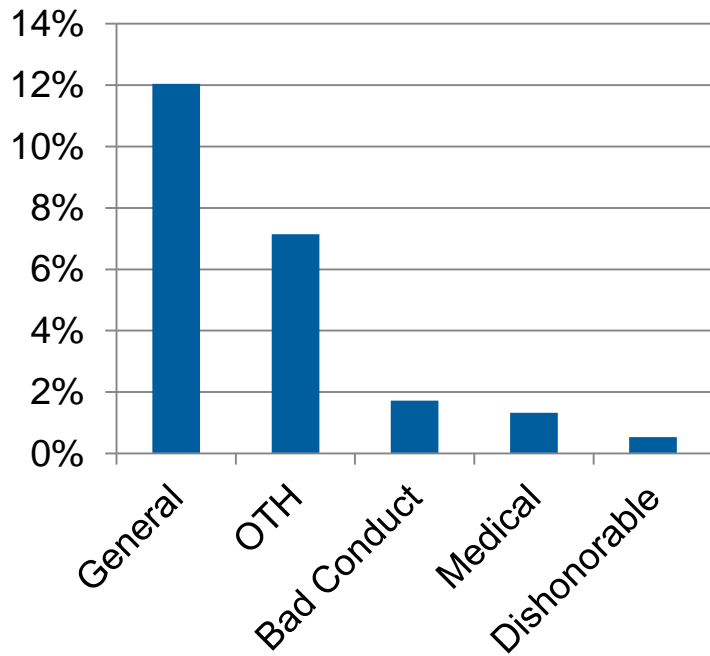


The Doe Fund Veterans Program: Military Experience

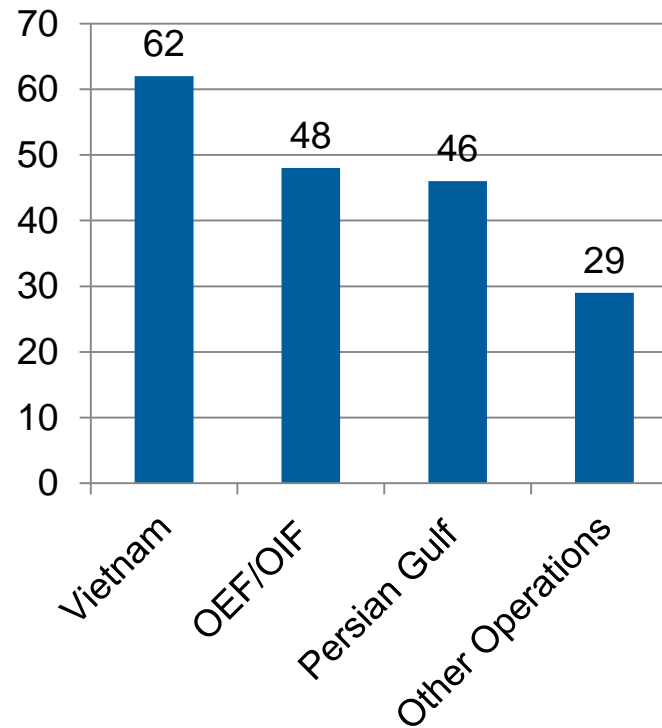


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Discharges*



War or Conflict

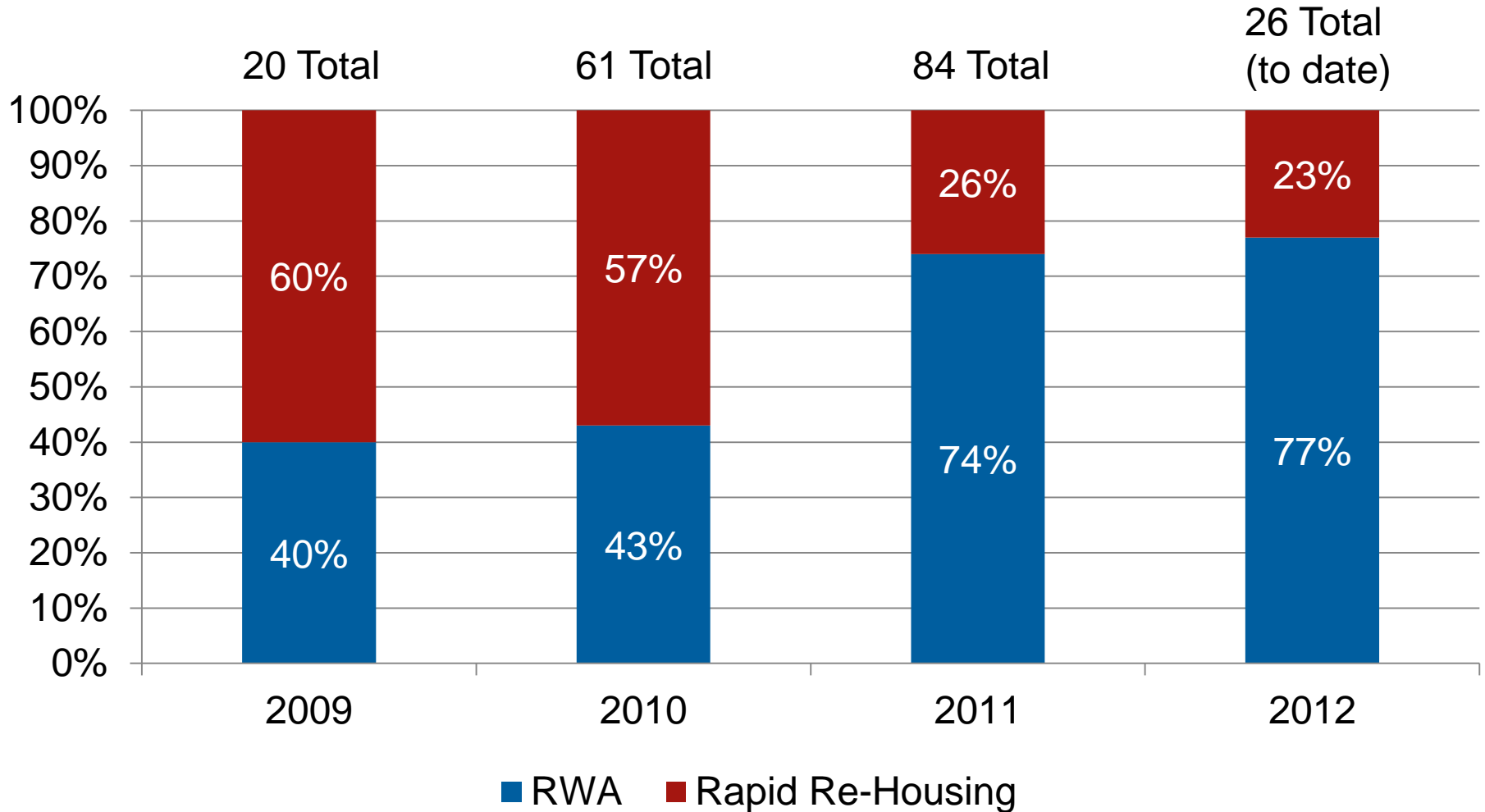


*Not including Honorable Discharges - 583 (77%)

Jobs Obtained by Veterans



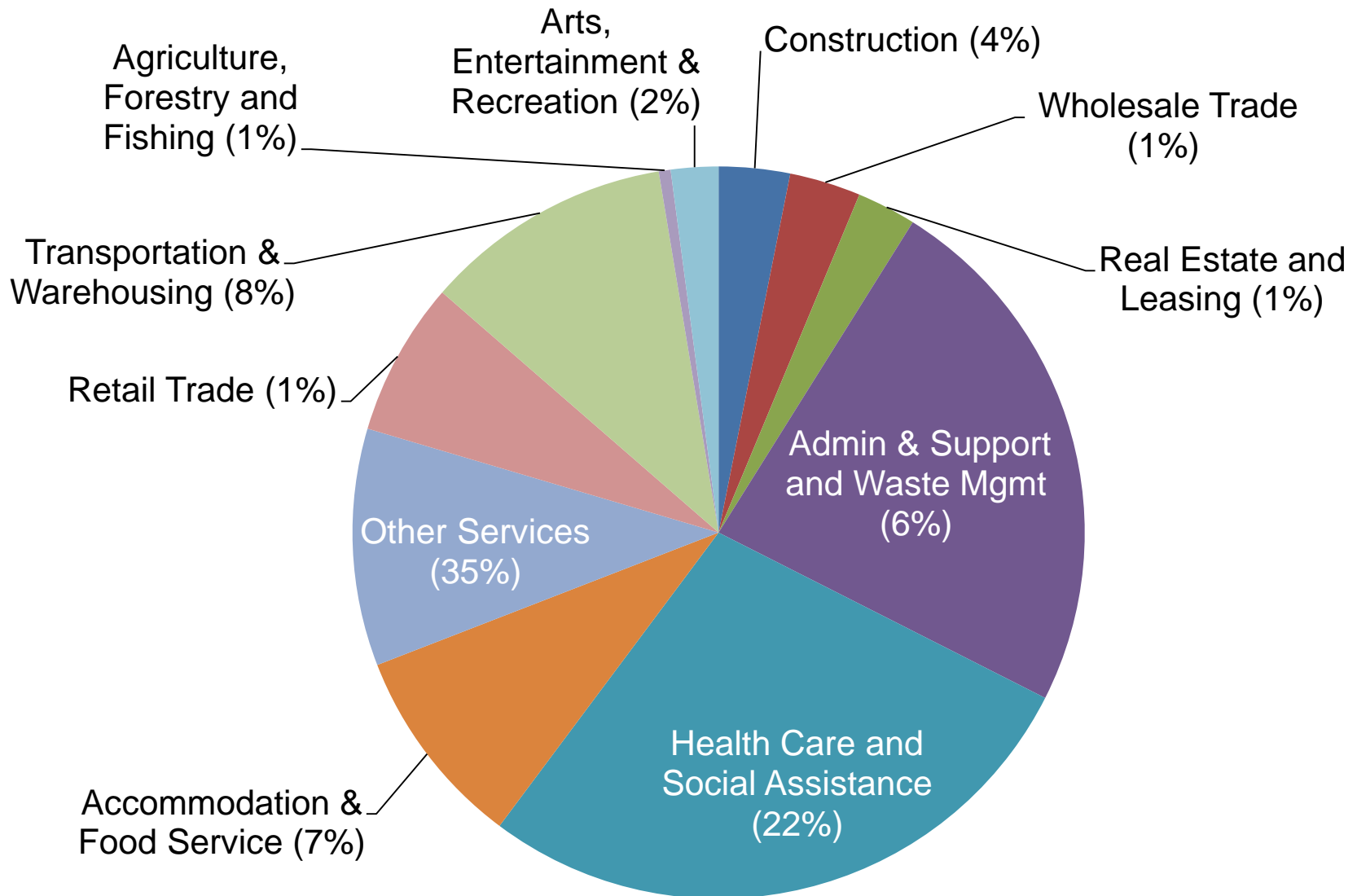
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Jobs Obtained by Sector



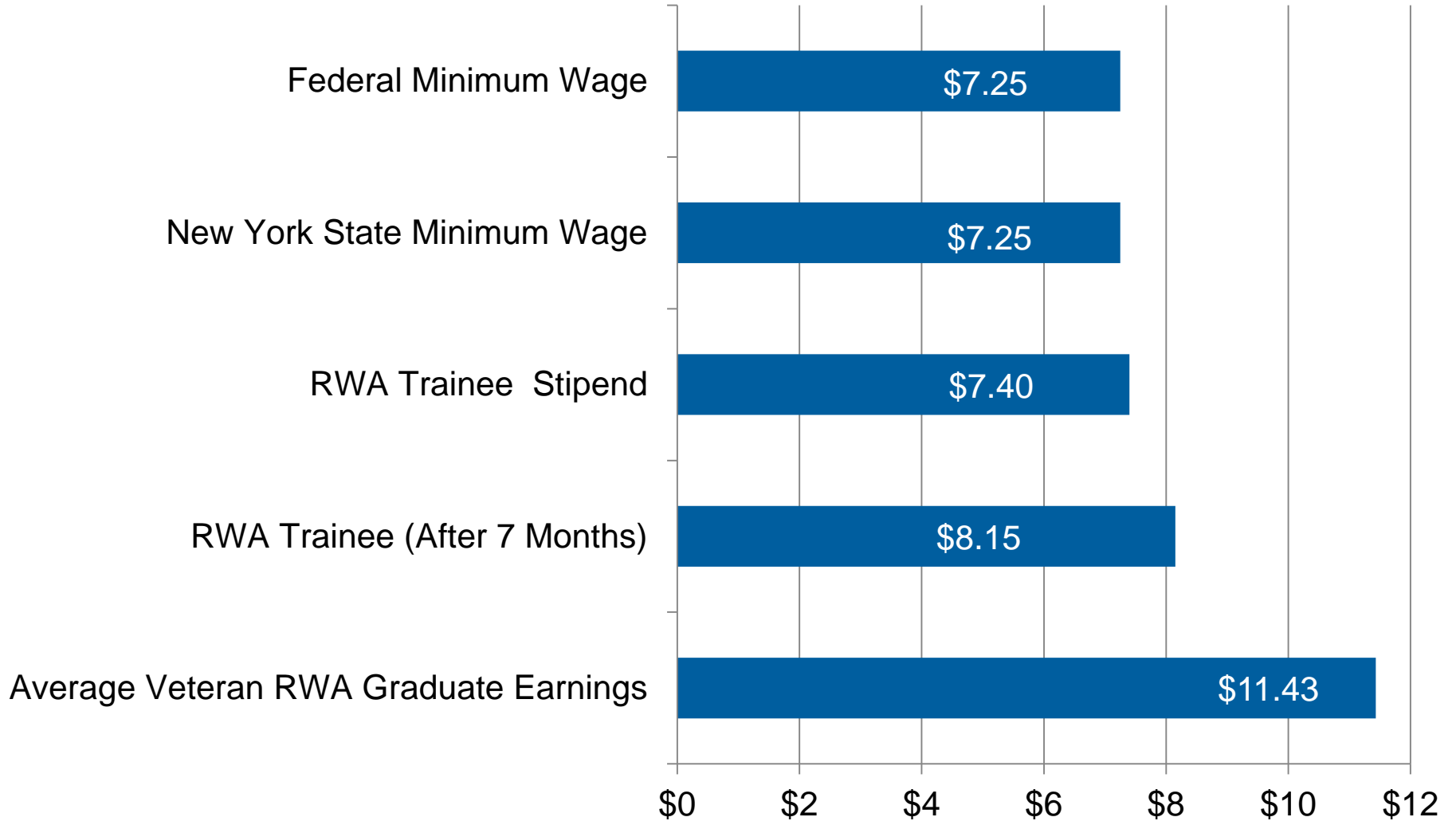
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Earnings Summary



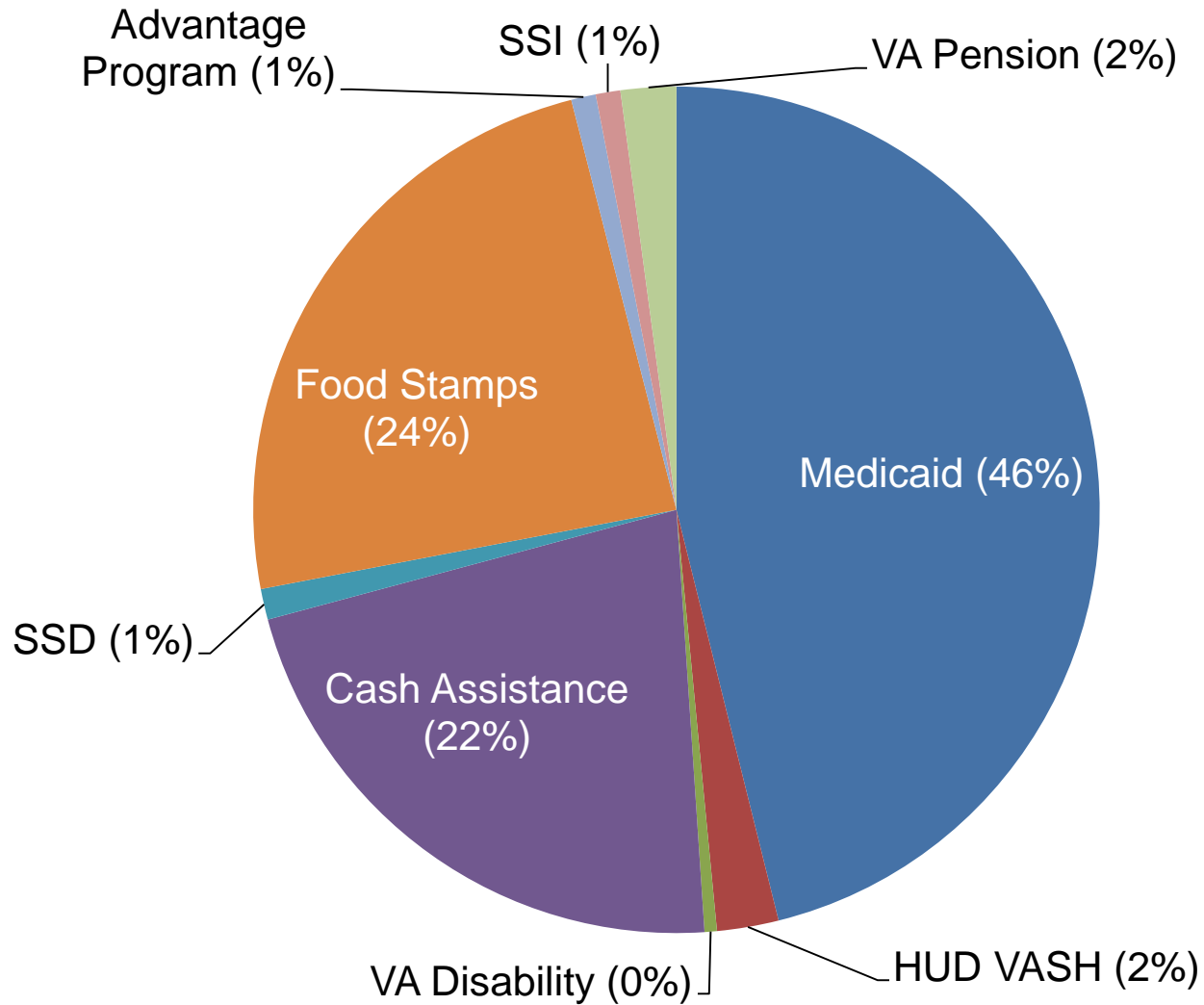
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Entitlements Obtained



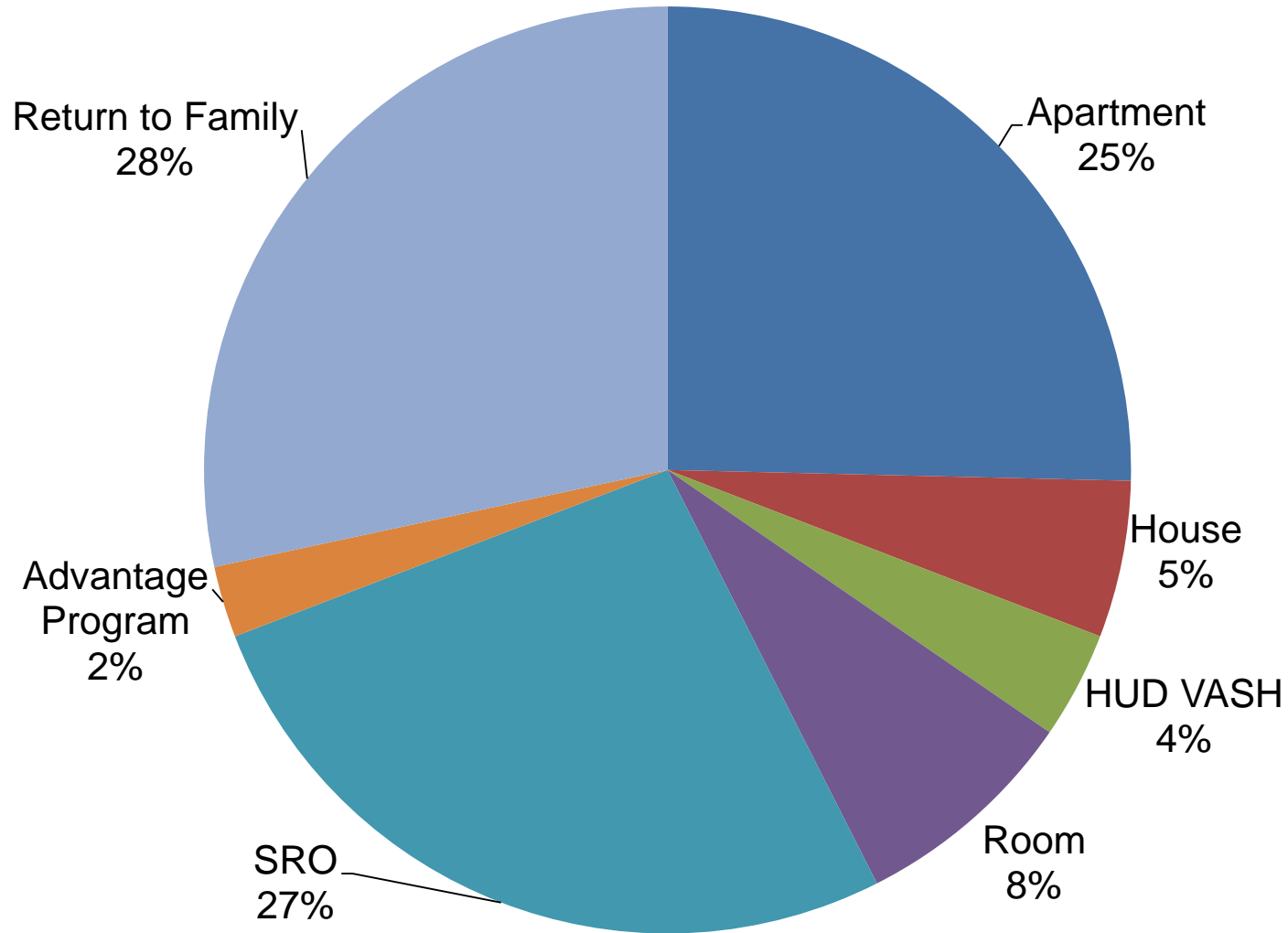
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Types of Housing Obtained



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In partnership with East Coast Assistance Dogs, Veterans in the service dog program work with at-risk youth to train puppies to become service dogs for disabled Veterans.



- Provides recreational fine art photography for the participants
- A professional photographer teaches fine art photography accompanied with excursions throughout the city to take photos
- In 2011, participants' work was featured in a month-long showing at the Spattered Columns Gallery in SoHo and was reviewed positively in the New York Times.



- Designed to identify non-violent veteran offenders and provide court-imposed conditions as an alternative to incarceration
- Outreach, specialized support services, and treatment tailored to meet the prevalent problems faced by many returning Veterans – including Post Traumatic Stress Disorder, trauma, and other combat-related physical and mental injuries
- Offer peer support to sustain engagement in services
- Facilitate the exchange of information between legal, clinical, and community resources
- Veterans who successfully complete the program may have their charges dismissed or reduced or receive a reduction in their sentence



- **The Veterans Volunteer Program:** Participants have volunteered to create care packages for our troops overseas and have served meals at various soup kitchens
- **Horses for Heroes:** In partnership with Gallop NYC, beginning in the fall of 2012, our volunteer Veterans will be trained to work with horses used in therapy with disabled individuals, including Veterans
- **Health Buddy:** A system that monitors the health of Veterans with chronic conditions through a computer-assisted device
- **Room Captains:** Established to assist in maintaining order and improving communication between residents and staff



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