DAY ONE – BASICS OF EMPLOYMENT RETENTION
8:00 – 9:30
Welcome
  • Instructor/participant introductions
  • Program purpose
  • Program objectives
  • Agenda
  • Pre-assessment

9:30 – 10:00
Importance of Employment Retention (Activity based on e-learning)
  • Costs of incarceration
  • Rate of recidivism
  • Barriers to re-entry
  • Risk factors related to recidivism (static and dynamic)

10-10:15 Break

10:15 – 11:00
Developing a Strategy
  • Importance of collaboration
  • Offender Workforce Development Model
  • Activity: Identify Partners in Your Community

11:00 – 12:00
Getting a Job
  • Importance of case management
  • Risk-Need-Responsivity (RNR) Model
  • Activity: Case studies

12:00 – 1:00 Lunch

1:00 – 2:30
Importance of Assessment
  • Assessing criminogenic needs (LSI)
  • Assessing risk of job loss (ERI)
  • Assessing career interests/aptitudes (Keirsey, O*NET)
  • Administration of assessments
  • Activity: Complete the ERI

2:30 – 2:45 Break
DAY ONE – BASICS OF EMPLOYMENT RETENTION

2:45 – 4:15
Career Development Theories
- Holland – What type of job should I pursue?
- Super – Am I the type of person an employer would hire?
- Schlossberg – How do I get this job?
- Krumboltz – Now that I have the job, how do I keep it?
Activity: Case studies

4:15 – 4:30
Review of Day One
- Key points
- Questions/answers
- Reflections
- Close

DAY TWO – EVIDENCE-BASED PRACTICES

8:00 – 9:00
Introduction
- Review of Day One
- Questions/answers

9:00 – 10:00
Evidence-based Practices
- History
- Importance
- Relevance to correctional practices
- Activity: Is it or Isn’t It?

10:00 – 10:15 Break

10:15 – 12:00
Successful Program Models
- RNR (triage approach)
- Relapse Prevention Model
- Use of CBT
- Activity: Case studies

12:00 – 1:00 Lunch

1:00 – 1:30
CBT Strategies
- Basic premise
- Strength-based approach
- Key elements
- Advantages
DAY TWO – EVIDENCE-BASED PRACTICES

1:30 – 2:30
CBI Techniques
  • Setting an Agenda
  • Raising a Concern
  • Activity: Practice

2:30 – 2:45 Break

2:45 – 4:15
CBI Techniques (cont.)
  • Giving advice
  • Making referrals
  • Activity: Practice

4:15 – 4:30
Review of Day Two
  • Key points
  • Questions/answers
  • Reflections –
  • Close

DAY THREE - MOTIVATIONAL INTERVIEWING

8:00 – 9:00
Introduction
  • Review of Day Two
  • Questions/answers

9:00 – 10:30
Basics of MI
  • Definition
  • History
  • General principles
  • Spirit
  • Activity: 5 Chair Exercise

10:30 – 10:45 Break

10:45 – 12:00
Client-Centered Communication Skills (OARS)
  • Definition
  • Importance/role in MI
  • Open-ended questions
  • Activity: Demonstration/practice

12:00 – 1:00 Lunch
DAY THREE - MOTIVATIONAL INTERVIEWING

1:00 – 2:30
OARS (cont.)
  • Affirmations / Demonstration/practice
  • Reflections / Demonstration/practice
  • Summaries /Demonstration/practice
  • Change talk /Demonstration/practice

2:30 – 3:00
  • Large Group Case Study Activity (application)

3:00 – 4:00
Review of Day Three
  • Questions/answers
  • Post-assessment/evaluation
  • Next steps/Close