

# **U.S. Department of Labor: Working With People with Justice-Involvement And Resources**

**USDOL, Employment and Training Administration  
July 31, 2025**



# Presenters



**Meredith DeDona**  
**Workforce Analyst**  
**U.S. DOL, Employment and Training**  
**Administration (ETA)**



**Andrea Bizzell**  
**Workforce Analyst**  
**U.S. DOL, Employment and Training**  
**Administration (ETA)**

# Reentry Employment Opportunities (REO)

- ✓ We are authorized by WIOA Section 169 to provide discretionary grants.
- ✓ We fund projects to improve workforce outcomes for justice-involved youth, young adults and adults.
  - Grantees include states, local government, nonprofits, American Indian and Tribal organizations, workforce boards, and others
- ✓ Current REO adult programs test new approaches to employment and training that begin pre-release and provide pathways for a seamless transition to employment and reentry support upon release.
- ✓ We assist communities in planning and implementing comprehensive reentry programs.
- ✓ We inform the public workforce system on how to best serve people with justice-involvement.
- ✓ We develop strategies and partnerships that facilitate successful workforce outcome for participants.

# Adult Projects

## Focus on pre- and post-release services including:

- ✓ apprenticeships
- ✓ case management
- ✓ career exploration through work experience and internships
- ✓ employer connections
- ✓ high school diploma or equivalency preparation
- ✓ job placement
- ✓ legal assistance
- ✓ peer mentoring
- ✓ needs assessments
- ✓ occupational training in in-demand industries and
- ✓ preemployment skill-building services.

# Pathway Home (PH)

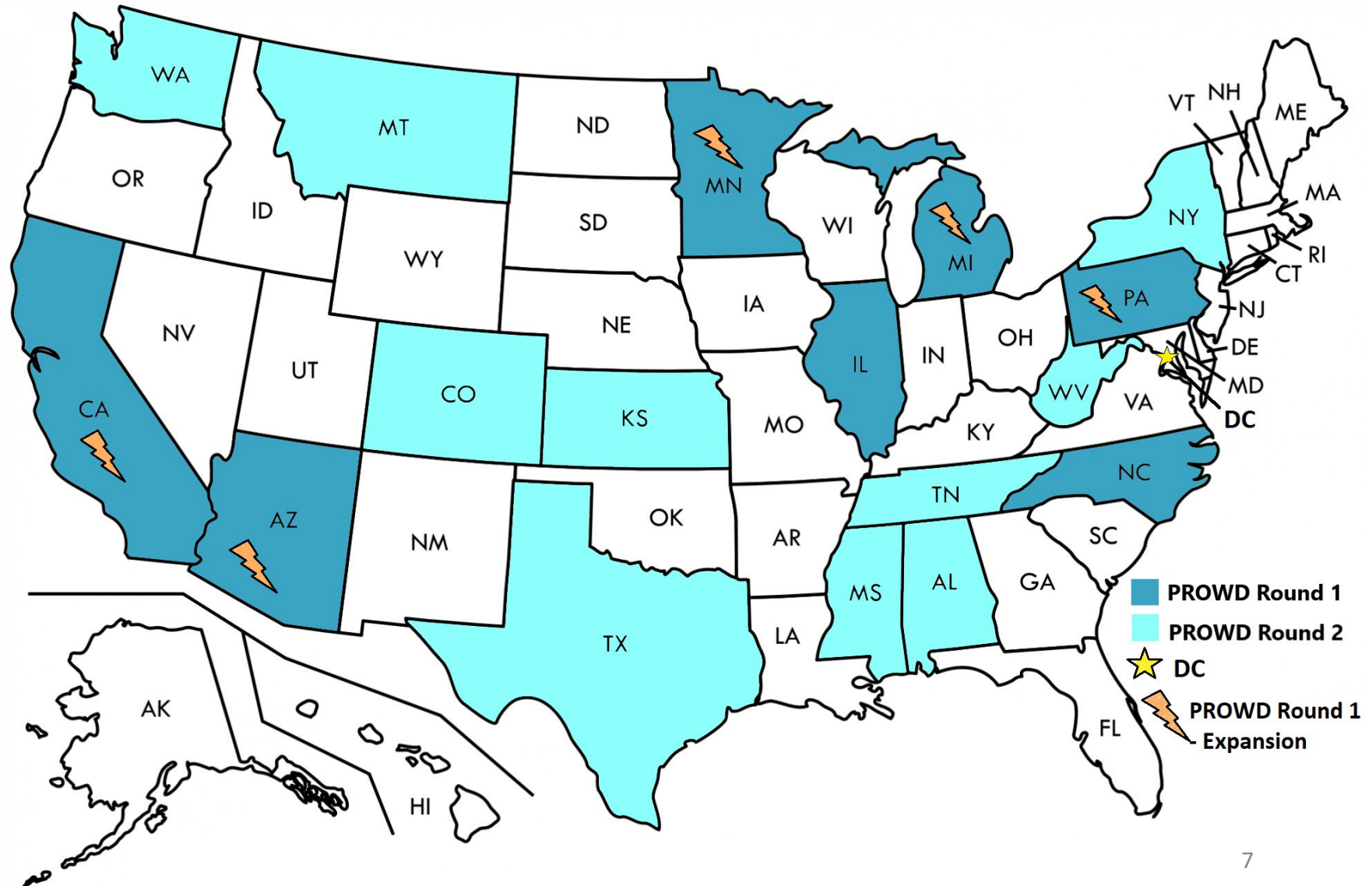
- There are six iterations of Pathway Home (PH 1-6).
- These projects aim to eliminate the gap between release from incarceration and enrollment into a reentry employment program.
- Program enrollment occurs during incarceration in state correctional facilities or local jails.
- From 2020 to 2025, over \$342M in funds were awarded to 109 grant recipients to serve over 36,000 individuals.

# Partners for Reentry Opportunities in Workforce Development (PROWD)

- Collaborative, jointly funded effort between ETA and the Bureau of Prisons (BOP)
- First time ETA worked with the federal correctional system and first time BOP worked with grants
- Goals:
  - To improve employment outcomes among program participants.
  - To strengthen communities where grant programs operate by reducing recidivism among program participants.
  - To increase capacity of justice and workforce system partnership.
- These projects aim to eliminate the gap between release from incarceration and enrollment into a reentry employment program.
- Two rounds of PROWD were awarded to workforce agencies in 17 states and the District of Columbia.

# PROWD Round 1 and 2 Recipients

From 2022 to 2025, over \$114M was awarded to workforce agencies in 17 states plus the District of Columbia to provide pre- and post-release training and services to individuals in the federal incarceration system.





# Performance Outcomes

## (Example: Pathway Home)

### REO Adults (18+)

- Employment Rate (2nd Quarter After Exit) – goal is 55%
- Employment Rate (4th Quarter After Exit) – goal is 45%
- Credential Attainment Rate – goal is 60%
- Median Earnings (2nd Quarter After Exit) – goal is \$6,000 for grantees where the minimum wage is \$10.00/hour or more; goal is \$5,000 for grantees where the minimum wage is \$9.99/hour or less.
- Measurable Skill Gains – Goal is 60%
- Recidivism Rate – the goal is a recidivism rate that is lower than the rate for the state in which the grantee is operating in.



# Youth and Young Adult Projects

## Focus on pre- and post-release services including:

- ✓ apprenticeships
- ✓ case management
- ✓ credit retrieval
- ✓ high school diploma or equivalency preparation
- ✓ job placement
- ✓ mentoring
- ✓ occupational skills training
- ✓ staff and leadership development activities
- ✓ restorative justice opportunities
- ✓ tutoring
- ✓ work experience (paid and unpaid)
- ✓ community violence intervention among youth and young adults
- ✓ conflict resolution and
- ✓ Follow-up

# Growth Opportunities (GO)

- There are five iterations of Growth Opportunities (GO 1-5).
- These projects prepare justice-involved young adults for the world of work through education, training, and paid work experiences.
- The focus is on young adults impacted by community violence and the model includes mentorship, leadership development, and conflict resolution components.
- From 2022 to 2025, over \$173M in funds were awarded to 59 grant recipients to serve over 15,000 individuals.

# Young Adult Reentry Partnership (YARP)

- There were two iterations of Young Adult Partnership (YARP 1-2).
- These projects funded intermediary organizations to establish community college partnerships with the goal of preparing justice-involved young adults for the world of work through education and training.
- The focus was on program design, course work and program curricula that addressed the employment needs of the local community.
- Programs could use a portion of their budgeted funds on community college capacity building to support innovative models of accelerated learning.
- From 2020 to 2022, over \$42M in funds were awarded to 12 grant recipients to serve over 6,000 individuals.

# Program Components

- **Adult** projects focus on pre- and post-release
  - Release date scheduled 20-270 days of enrollment
  - Same case manager both pre- and post-release
  - Career counseling
  - Basic skills remediation
  - Employer connections and
  - Job placement
- **Young adult** projects focus on post-release services that include:
  - Apprenticeships
  - Case management
  - High school diploma or equivalency preparation
  - Mentoring
  - Leadership development
  - Work experience and
  - Occupational skills training

# Supportive Services

(For all age groups) includes, but not limited to:

- Assistance with transportation
- Assistance with childcare and dependent care
- Linkages to community services
- Assistance with housing
- Assistance with educational testing
- Reasonable accommodations for individuals with disabilities
- Referrals to health care
- Assistance with uniforms or other appropriate work attire and work-related tools, including such items as eyeglasses and protective eye gear
- Assistance with books, fees, school supplies, and other necessary items for students enrolled in post-secondary education classes;
- Payments and fees for employment and training-related applications, tests, and certifications and
- Legal aid services

# Program Activities

A few of the program activities include:

- Hot topics
- Speaker series
- Alumni events
- Recognition events
- Career Pathway planning
- Community speakers
- Peer to peer activities
- Job fairs
- Job retention activities/topics
- Socializing opportunities
- Opportunities to mentor
- Guest lecture/speaker
- Networking events

# Participant Outcomes

The participant will have the .....

- ✓ Ability to communicate effectively in the workplace
- ✓ Enhanced creativity and innovation skills
- ✓ Ability to think critically and to problem solve effectively
- ✓ Ability to use and become skilled in today's technology
- ✓ Gain a great understanding of workplace culture



# Employment Incentives

**Work Opportunity Tax Credit (WOTC)** – authorized until December 31, 2025 – a Federal tax credit is available to employers for hiring individuals from certain targeted groups who have consistently faced significant barriers to employment. <https://www.dol.gov/agencies/eta/wotc>

**Federal Bonding Program** – provide \$5,000 to \$25,000 worth of fidelity bond coverage for the first six months of employment for justice-involved individuals at no cost to the individual or employer. The program has facilitated more than 55,000 job placements since it began. <https://bonds4jobs.com/>

# Technical Assistance Resources

- [Reentry Community of Practice](#) – Provides information, resources, tools, and an online workforce community for organizations supporting justice-involved individuals.
- [CareerOneStop](#) – Portal for Justice-Involved Individuals – Provides information, career guidance resources and tools to persons with criminal records.
- [O\\*NET Online](#) – Provides a broad access to the O\*NET database of occupation information
- [My Next Move](#) – Provides easy to read career exploration for job seekers and the people that provide career advice.

# Thank You!

## Contact information

For more information about our programs:

- <https://www.dol.gov/agencies/eta/reentry>

To visit and join our Community of Practice on WorkforceGPS:

- <http://reo.workforcegps.org>

To contact our office:

- [REO.ETA@dol.gov](mailto:REO.ETA@dol.gov)