



Untapped Talent

Illinois Center for Specialized
Professional Support
Workshop #5

Better Practices in Hiring and Retaining Justice
Impacted Talent

&

It's not just about hiring the best and the
brightest, it's about keeping them!

Presented by Jeffrey Abramowitz, JD
& Andrea Lopez, PhD

PART I

Better Practices in Hiring and Retaining Justice
Impacted Individuals
Workshops 1-4

Check In – Think about...

IN CHAT BOX PLEASE TELL US

As workforce development specialists who do you work with that help get justice impacted people successfully back to work?



The Stakeholders

CareerLink/One
Stops/American Job
Centers

Reentry/Community
Partners

Occupational
Training Partners

Education Partners

Correctional/Parole/
Justice Partners

Employers

WHOVA POLL

WORKFORCE DEVELOPMENT SYSTEM

How are we doing in Illinois?

<https://www.uschamber.com/workforce/the-states-suffering-most-from-the-labor-shortage?state=il>

Illinois has 90 available workers for every 100 open jobs

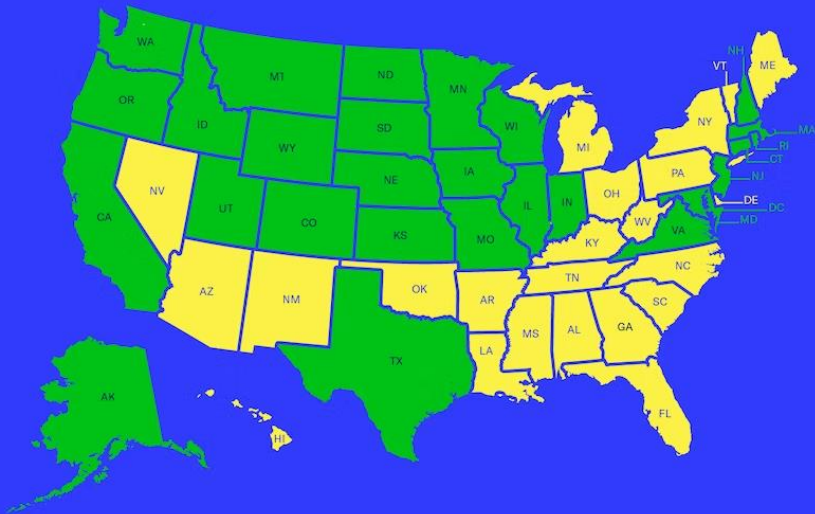
- Job Openings: **411,000**
- Unemployed Workers: **303,217**
- Labor Force Participation Rate: **64.3%**
- Quit Rate: **2.5%**
- Hiring Rate: **4.1%**

State labor force participation rates compared to the national average



December 2022. National labor force participation: 62.3%

Below 62.3% 62.3% or above



Source: U.S. Chamber of Commerce Analysis, BLS Data

Oregon, Colorado, Alaska, and **Illinois** are the only states right now that have a higher percentage of their labor force working than before the pandemic. The vast majority have seen their labor forces shrink because of early retirements, increased savings, less immigration, among other factors.

The Economics of Incarceration

U.S. CHAMBER OF C O M M E R C E

\$78 BILLION-\$87 BILLION

Loss in GDP due to excluding formerly incarcerated job seekers from the workforce.

600,000

Men and women are released from jail each year.

27%

Unemployment rate for formerly incarcerated people.

65%

Reduction in employer callback rates for Black American men with a conviction.

Employer Support and Incentives Illinois Workforce Innovation Board

Bonding

<https://ides.illinois.gov/jobs-workforce/programs/fidelity-bonding.html>

WOTC

<https://ides.illinois.gov/jobs-workforce/programs/wotc.html>

Tax Credits

https://ides.illinois.gov/content/dam/soi/en/web/ides/ides_forms_and_publications/TaxCredits_Exfelons.pdf

Clean Slate Illinois

<https://www.cleanslateillinois.org/>

What are some of the largest barriers that stand in the way of people with a background securing employment?

EDUCATION
&
TRAINING
PARTNERS

The Intersection of Education & Justice

What does education look like in
our country...
How about in our prisons and
jails???



really,
**ARE YOU
SERIOUS?**



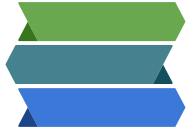
The Key – “Education”?

1- Adult education & literacy activities

2- Career exploration/preparedness

3- Practice for what’s to come on the outside

4- Reality check – Tough competition ahead



Low skilled adults crossing our bridge

2 X More likely to be unemployed

3X More likely to be in poverty

4x More likely to be in poor health

8X more likely to be incarcerated

Education behind the walls!

64% are academically eligible to enroll
in postsecondary education programs

58% do not complete an education
program

9% complete a post secondary program
(7% credential/ associates degree)

70% want additional
education!



43% CHANCE OF NOT GOING BACK TO JAIL/PRISON





Training Programs (IET) Require:

1- Adult education & literacy activities

2- Workforce training

3- Workforce preparation activities

(IET in Corrections Project- OCTAE)

Pell Grant Reinstatement

@460,000 eligible students

Effective July 2023 – Increase in
Second Chance Pell Providers

Looking into the future!



November 15, 2021 the President signed into law the \$1.2 Trillion Infrastructure Investment and Jobs Act



Digital Equity Act

\$2.7 Billion in funding
Digital skills training
Access

Justice system stakeholders



EMPLOYERS

The HR Picture!

Hiring Policies & Practices

Licensing

Federal & State Laws (Pardons/Expungements)

Local Laws (Ban the Box, Clean Slate)

Background Checks & Drug Screens

The Law in Illinois

To legally consider an employee or applicant's conviction record under the new law, one of the following two conditions must be met:

- (1) there must be a substantial relationship between one or more of the previous criminal offenses and the employment sought or held; or
- (2) the granting or continuation of the employment must involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public.

To determine whether a “substantial relationship” exists, the new law and the answers to [FAQs from the Illinois Department of Human Rights](#) require employers to determine “whether the employment position offers the opportunity for the same or a similar offense to occur and whether the circumstances leading to the conduct for which the person was convicted will recur in the employment position.”

Next steps... The analysis!

In conducting this analysis, employers must consider the following six mitigating factors:

- (1) the length of time since the conviction;
- (2) the number of convictions that appear on the conviction record;
- (3) the nature and severity of the conviction and its relationship to the safety and security of others;
- (4) the facts or circumstances surrounding the conviction;
- 5) the age of the individual at the time of the conviction; and
- (6) evidence of rehabilitation efforts.

It's all about the team!

Partnering up is the key!

- Employers, community-based organizations, workforce development and training organizations can work together to identify, place, and support previously undiscovered talent even after the candidate is hired.
- Work together to help job seekers with interview prep such as discussing skill-based interviews
- LinkedIn Course for Returning Citizens
- National Search Firm Kelly33 for Fair Chance job seekers
- SHRM Chapters in Illinois

See the Resource Guides for Links!

Create an inclusive selection process

Enhance

Enhance transparency of the hiring process and fairness of the interview.

Extend

Extend a conditional job offer in writing, making clear upon what the offer is conditioned.

Avoid

Avoid overly strict resume verification and make clear how requested information may be used to disqualify applicants.

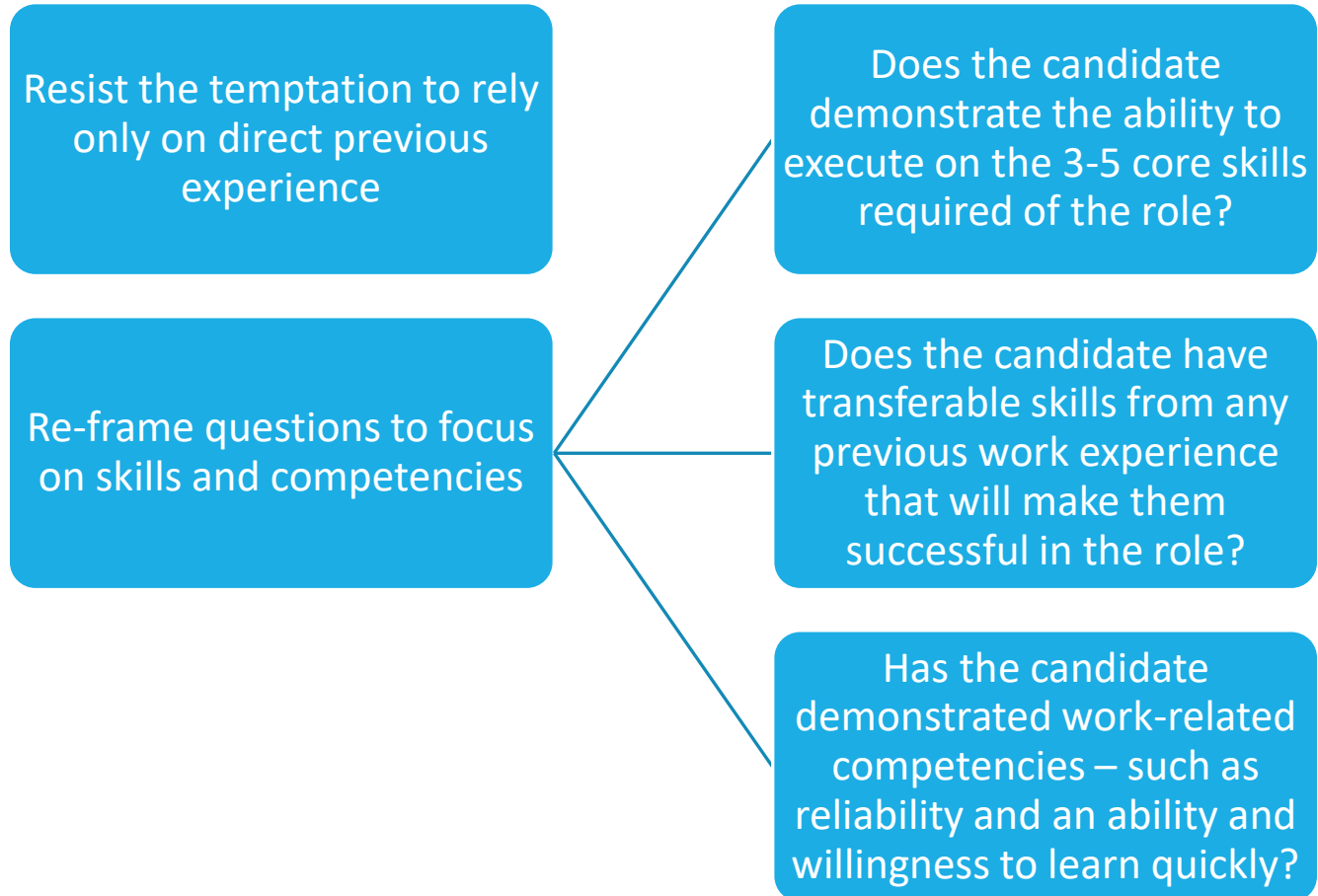
Inform

Clearly inform candidates about the criminal background check process and require only necessary information.

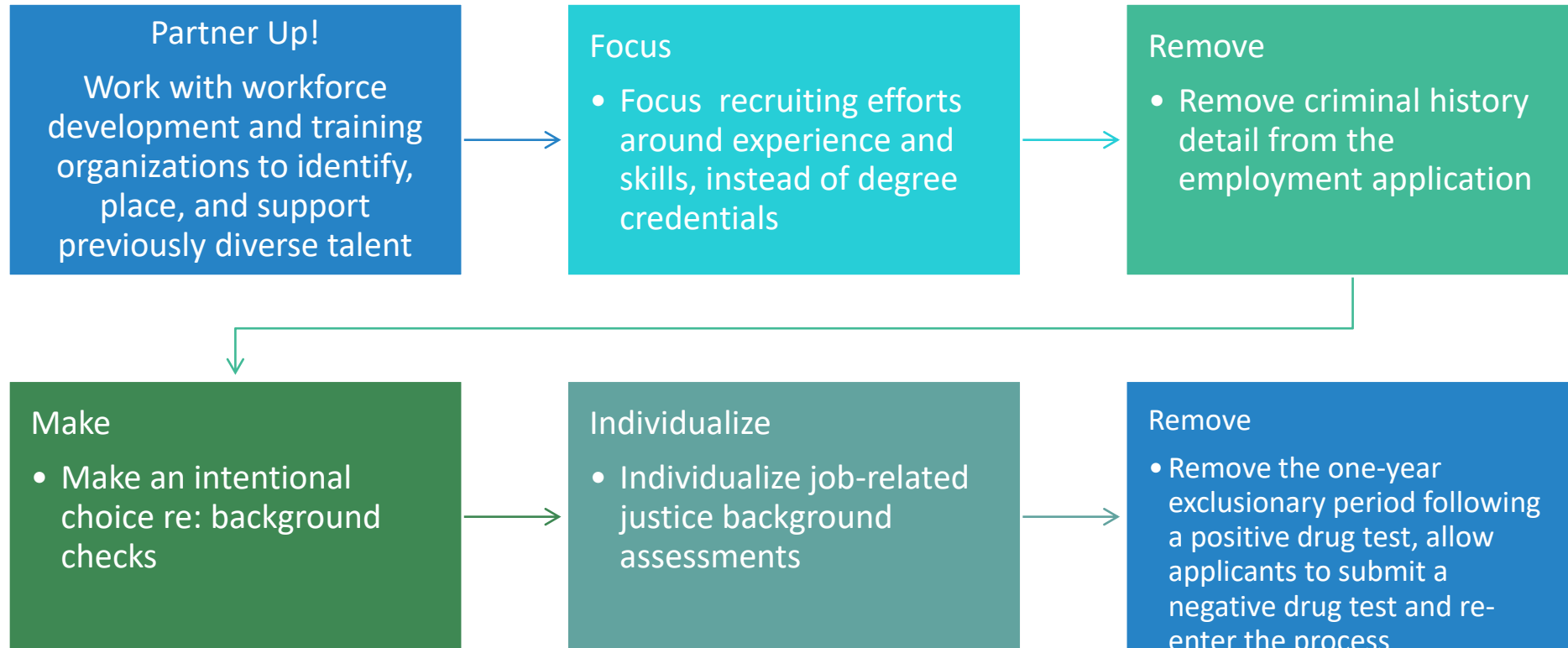
Share

Share background check information on a need-to-know basis only

The interview: Identify primary skills and core competencies for the role



Best practices for an inclusive talent acquisition



COMMUNITY
&
REENTRY PROVIDERS



It's a team sport!



Transitional
Housing



Education



Skill Training &
Employment



Medical & Addiction
Support



Identification,
clothing,
transportation



Legal Support



Community & Reentry Partners

Warm welcome to the big leagues (HOME)

Be patient

Be curious (What do you need?)

Don't give up

WORKFORCE DEVELOPMENT PARTNERS



Workforce Development Partners

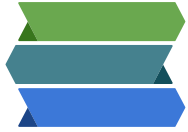
Listen

Be the coach and guide the player to success

Be respectful and aware of the challenges

Assume nothing!

EDUCATION
&
TRAINING
PARTNERS



Education & Training Partners

Welcome and assess the players strengths

Guide to a career pathway

**Be aware of the reentry challenges in the league
(occupational licensing laws etc....)**

Be a fan!!

CORRECTIONAL/ PAROLE SYSTEM



Correctional/parole System

Change culture behind the walls

Prioritize education (digital training as well) and occupational training programs

ID for all before leaving

Look at keeping people out of jail/diversion!!

Things for all stakeholders to consider:



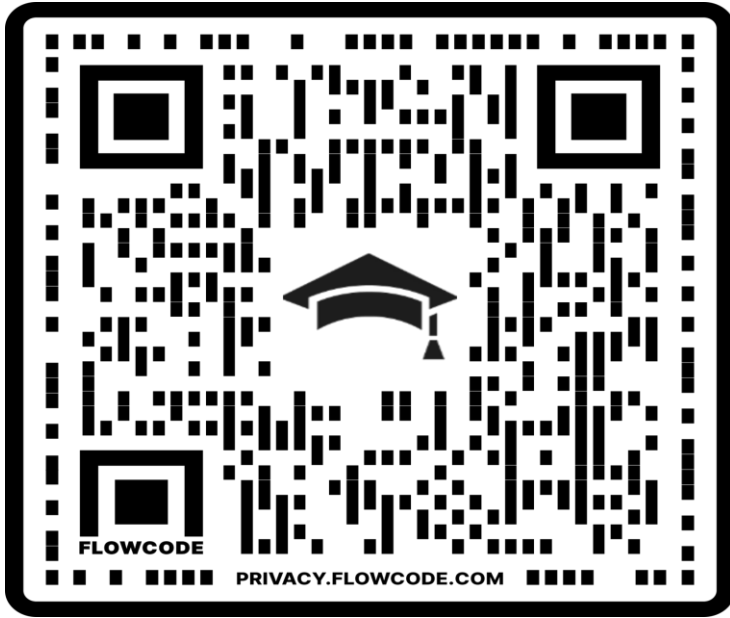
What is being done in the field??



What are you doing?



What could you do to open the door wider to justice involved individuals?



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andrea.lopez@temple.edu

THE
PETEY 
GREENE
PROGRAM

PART II

The Secret Sauce to Retaining Talent

Project Overview and Rules of Engagement



Series of 6 Workshops both live and virtual

Assistance with the development of Get Ready, Get Set, Get Out Program behind and beyond the prison walls

Handbook with best practices of hiring and retaining justice impacted individuals

Rules of Engagement:

Please try to stay on camera, mute yourself when not in the conversation, ask questions at anytime.

Untapped Talent – Workshop Series

Workshop #1 - Let's Start with "Why"? - A look at our justice and labor systems today

Workshop #2 - The Intersection of Justice & Education - Building skills inside & outside the walls

Workshop #3 - Get Ready, Get Set, Get Out - Preparing individuals & employers for their next step

Workshop #4 - The Right Fit - Navigating career placement behind & beyond the walls
(The Hiring Process)

Workshop #5 – Symposium Review & It's Not About Finding the Best & the Brightest,
It's About Keeping Them (The retention secrets)

Workshop #6 - Making Change Happen - Transforming our Justice Systems to Workforce Systems



Jeffrey Abramowitz, JD



Andrea Lopez, PhD

Meet Your Facilitators

As someone working in the workforce
development and/or adult education field:

Describe what success means to
you in your job?

Keeping your success as a professional in
mind:

What do you need to make your
goal a reality?

Looking at life through the glasses of the participant/workforce developer...Barriers to success

Education

Experience

Essential career skills

To see a career Pathway

Opportunity

Trust the process – seek resources to help move forward



Looking at life through the glasses of the employer – barriers to success

Retention

Commitment to learn

Commitment to be curious/not judgmental

- Digital literacy
- Financial literacy
- Training
- Education



It will take a team to make the perfect match!

Partnering up is the key!

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- LinkedIn Course for Returning Citizens
- National Search Firm Kelly33 for Fair Chance job seekers
- SHRM Chapters in Illinois

See the Resource Guides for Links!

It's all about the team!

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Onboarding and Beyond



Partner Internally and Externally

Train Supervisors

Create mentoring relationships

External organizations to provide wraparound services

<https://www.levelset.us/post/levelsets-community-partner-scorecard-helps-companies-thoughtfully-expand-candidate-pools>



Limit potential barriers

Identify transportation challenges *and* solutions

Create manageable financial practices – some reentering citizens have banking restrictions

• <https://www.instant.co>

Reconsider the practice of expecting employees to incur reimbursable expenses – some reentering citizens don't have access to extra cash



Establish regular check-ins and follow ups for all employees

<https://www.15five.com/products/manager-enablement/check-ins/>

Retain Talent!

Create a culture of skill development and provide meaningful benefits for all of your employees!

Provide up-skill opportunities

- Training
- Certifications
- Alternative Credentialing

Benefits matter! Align your benefits package to strategic goals!

- Hot Chicken Takeover
<https://hotchickentakeover.com/our-story/our-mission/>
 - Competitive pay and 401k Match
 - Healthcare and access to counseling
 - financial literacy and legal support
 - Alternative Pay Models: ODP/EWA
 - Flexible scheduling and PTO

Engagement and Retention

MBA: Mentoring Benefits All!



Know and communicate your values

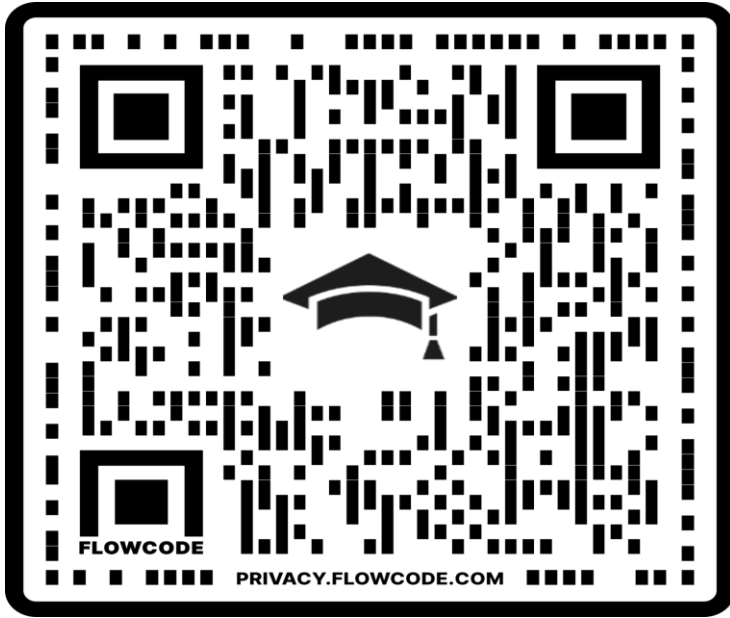
Be empathetic not sympathetic

Embrace and share the power of Communication

THANKS!

Any questions?

**Please share your questions
or thoughts you have or were
raised in your Breakout Session**



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PROGRAM

Jeffrey Abramowitz is inviting you to a scheduled Zoom meeting.

Topic: Jeffrey Abramowitz's Personal Meeting Room

Join Zoom Meeting

<https://us02web.zoom.us/j/6522004157>

Meeting ID: 652 200 4157

OFFICE HOURS

THURSDAY
MORNINGS

8:00-9:00 CST

Resources

www.jeffrey-Abramowitz.com

LINCS Correctional & Reentry Community of Practice <https://lincs.ed.gov/>
Career Pathways Sample (PA)

<https://www.paadultedresources.org/sector-strategies/>

Barriers to Employment Liptak, John J., Ed.D. Barriers to Employment Success Inventory (BESI). 5th Ed. Jist Publishing.

https://www.career-lifeskills.com/pdf/jst-323209_guide.pdf

Steve Steurer

["How to Unlock the Power of Prison Education"](#)

["Apprenticeship and the Justice System: Adapting a Proven Training Model to Serve People in Prison"](#)

["U.S. Skills Map: State and County Indicators of Adult Literacy and Numeracy"](#)

["Laying the Groundwork: How States Can Improve Access to Continued Education for People in the Criminal Justice System"](#)

["Reconnecting Justice: Pathways to Effective Reentry through Education and Training"](#)

["Reentry Education Framework: Guidelines for Providing High-Quality Education for Adults Involved in the Criminal Justice System"](#)

https://ies.ed.gov/ncee/wwc/Docs/ReferenceResources/WWC_CTE_Protocol_4.0_08-02-19_sxf.pdf

SHRM- Getting Talent Back to Work

www.gettingtalentbacktowork.org

Whole Pie 2022 – Prison/Jail Data

<https://www.prisonpolicy.org/reports/pie2022.html#:~:text=Together%2C%20these%20systems%20hold%20almost,centers%2C%20state%20psychiatric%20hospitals%2C%20and>

IET In Correction Toolkit – January 2023

<https://lincs.ed.gov/sites/default/files/iet-corrections-guide.pdf>

["Laying the Groundwork for Education"](#) - The Council of State Governments Justice Center 2/2020

["Cost Calculator"](#) - The Council of State Governments Justice Center 1/2021

["After the Sentence - Collateral Consequences"](#) - The Council of State Governments' Justice Center 1/2021

"Reducing Homelessness for People with Behavioral Health Needs Leaving Prisons and Jails" - The Council of State Governments Justice Center 2/2021

"No Access to Justice: Breaking the Cycle of Homelessness and Jail" - Vera Institute of Justice 8/2020

Building the Technology Ecosystem for Correctional Education: Brief and Discussion Guide

Resource URL

<https://lincs.ed.gov/sites/default/files/tech-ecosystem-correctional-ed.pdf>

Integrated Education and Training Design Toolkit and Train-the-Trainer Resources

Resource URL

<https://lincs.ed.gov/sites/default/files/2023-01/IET-Toolkit.pdf>

<https://store.shrm.org/Getting-Talent-Back-to-Work-Certificate>

https://www.gettingtalentbacktowork.org/learn-more/?_ga=2.37364770.366187060.1633010062-1306431289.1626110002

<https://www.shrm.org/resourcesandtools/tools-and-samples/quiz/pages/quiz-hiring-individuals-with-criminal-records.aspx>

<https://www.70millionjobs.com/>

<https://dkbfoundation.org/about-2/>

<https://www.daveskillerbread.com/secondchances>

<https://secondchancebusinesscoalition.org/get-started>

<https://www.nelp.org/campaign/ensuring-fair-chance-to-work/>

https://www.aclu.org/sites/default/files/field_document/060917-trone-reportweb_0.pdf

https://obamawhitehouse.archives.gov/sites/default/files/docs/cj_fairchancepledge_2page.pdf

Apprenticeships and Job Training Resources

<https://www.illinoisworknet.com/ApprenticeshipIL/Pages/Apprentices.aspx>

- <https://apprenticeship.workforcegps.org/resources/2017/03/10/14/07/Expanding-Apprenticeship-for-Ex-Offenders>

- <https://dceo.illinois.gov/illinoisworks/preapprenticeship.html>

<https://www.nextchapterproject.org/>

<https://cccareers.org/>

<https://cccareers.org/pre-apprenticeship/>

<https://jailstojobs.org/study-shows-how-business-apprenticeship-programs-can-benefit-companies-and-increase-job-opportunities/>

<https://www.envoy.us/post/ceo-releases-their-new-linkedin-learning-course-to-aid-justice-impacted-job-seekers>

<https://jailstojobs.org/the-national-restaurant-association-educational-foundations-hopes-program-offers-job-opportunities-to-those-in-reentry/>

www.growinghomeinc.org

<https://www.growinghomeinc.org/opportunities/>

<https://grow.google/justice-impacted/>

<https://www.illinoisworknet.com/Training/Pages/TrainingGuide.aspx>

<https://www.illinoisworknet.com/ApprenticeshipIL/Pages/Apprentices.aspx#returning>

<https://www.illinoisworknet.com/ApprenticeshipIL/Pages/ILInitiatives.aspx>

<https://www.apprenticeship.gov/apprenticeship-job-finder>

Grow with Google Career Readiness <https://grow.google/justice-impacted/>

Jails to Jobs <https://jailstojobs.org/free-online-courses-can-help-you-improve-your-basic-knowledge-and-skills/>

Honest Jobs <https://www.honestjobs.com/partners>

Creating Coding Careers <https://cccareers.org/>
◦ <https://cccareers.org/pre-apprenticeship/>

Next Chapter <https://www.nextchapterproject.org/>

Chicago

A Hire Calling <https://chicookworks.org/hirecalling/>

IcStars <https://icstars.breezy.hr/p/ecbccdcc61a5-i-c-stars-chicago?source=program>

Scalelit <https://www.scalelit.org/programs>

LINCS Correctional & Reentry Community of Practice

- <https://lincs.ed.gov/>

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https://www.career-lifeskills.com/pdf/jst-323209_guide.pdf

"Apprenticeship and the Justice System: Adapting a Proven Training Model to Serve People in Prison"

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"Reconnecting Justice: Pathways to Effective Reentry through Education and Training"

"Reentry Education Framework: Guidelines for Providing High-Quality Education for Adults Involved in the Criminal Justice System"

SHRM- Getting Talent Back to Work

www.gettingtalentbacktowork.org

Initiatives and Resources

National Restaurant Association Educational Foundation and HOPES

- https://www.illinoisrestaurants.org/page/HOPES_Program
 - Jessica Blomquist jblomquist@illinoisrestaurants.org

- Establishing Credit – First Step Alliance

- <https://www.divergecu.org/>

- Employer Partnerships

- https://secondchancebusinesscoalition.org/find-partners?production_partnerOrganization%5Bquery%5D=ill&production_partnerOrganization%5Bmenu%5D%5Blocation.state%5D=Illinois

- Jails to Jobs

- <https://jailstojobs.org/articles-by-topic/>
- <https://jailstojobs.org/second-chance-employers-network/>
- <https://nationalreentryresourcecenter.org/sites/default/files/NRRC-State-Reentry-Supports-Illinois.pdf>

Award to recognize Returning Citizens!

- <https://jailstojobs.org/citizens-awards-to-recognize-successful-ex-offenders/>
- <https://www.envoy.us/fair-chance-employers>

HR Related Resources

For companies that are just getting started

→ SHRM's Getting Talent Back to Work Toolkit offers resources to identify a diverse pool of applicants

<https://www.gettingtalentbacktowork.org/learn-more/>

→ The Dave's Killer Bread Foundation Playbook offers free video content designed for business leaders and HR professionals looking to adopt this talent philosophy <https://dkbfoundation.org/playbook-3/>

→ The National Employment Law Project has a variety of resources, publications and campaigns that focus on second chance employment through a legal lens <https://www.nelp.org/>

Implementing a Fair Chance Initiative

This toolkit contains some information that is specific to the Financial Services Industry, but most of the information is applicable to any industry

https://s27147.pcdn.co/wp-content/uploads/NELP_Fair_Chance_Toolkit.pdf

The Manufacturing Institute is working to grow the modern manufacturing workforce by promoting and educating companies about Second Chance Hiring. These videos are essential for HR Departments

<https://www.themanufacturinginstitute.org/workers/second-chance/video-resources/>

<https://www.themanufacturinginstitute.org/search/?s=second+chance+>

Talent Sourcing

Kelly 33 <https://www.kellyservices.com/global/about-us/equity-at-work/kelly-33/>

BACKGROUND CHECKS

CHECKR <https://checkr.com/blog/an-introduction-to-fair-chance-hiring>

STERLING <https://www.sterlingcheck.com/about/news-article/fair-chance-hiring-practices/>

<https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/conductingbackgroundinvestigations.aspx>

<https://www.businessnewsdaily.com/7638-best-background-check-services.html>

<https://www.accurate.com/blog/understanding-criminal-record-checks-for-employers/>

On-Boarding and Retention

Check-ins <https://www.15five.com/products/manager-enablement/check-ins/>

Mentoring programs <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/best-practices-second-chance-hiring.aspx>

On-demand-Pay (ODP); Early Wage Access (EWA)

<https://www.usatoday.com/story/sponsor-story/dailypay/2021/06/01/employees-less-likely-quit-when-they-can-access-their-wages-daily/7449942002/>

Resources for Job Seekers

LinkedIn Learning for Justice-Impacted Job Seekers

<https://www.envoy.us/post/ceo-releases-their-new-linkedin-learning-course-to-aid-justice-impacted-job-seekers>

<https://services.google.com/fh/files/misc/career-readiness-for-reentry.pdf>

<https://ollieinitiative.org/grow-with->

[google#:~:text=The%20Grow%20with%20Google%20Career%20Readiness%20for%20Reentry,spreadsheets%20to%20make%20a%20budget%20for%20your%20business.](https://ollieinitiative.org/grow-with-google#:~:text=The%20Grow%20with%20Google%20Career%20Readiness%20for%20Reentry,spreadsheets%20to%20make%20a%20budget%20for%20your%20business.)

Community Partners Scorecard

The community partnership scorecard was created by the MI (Manufacturing Institute) is designed to help employers identify high-quality partners to refer and support candidates with past convictions. While every company will have different needs and priorities, this tool provides baseline criteria to explore with prospective referral partners as companies make Second Chance hiring a more significant part of their talent strategy.

<https://www.themanufacturinginstitute.org/workers/second-chance/community-partnership-scorecard/>

Growing Home, Inc. www.growinghomeinc.org

825 West 69th Street, Englewood, Greater Grand Crossing
Chicago, Illinois, 60636

Amelia Nawn anawn@growinghomeinc.org

[\(847\) 453-4575](tel:(847)453-4575)

Metropolitan Family Services/CP4P metroeap.com/

1 North Dearborn Street, Loop
Chicago, Illinois, 60602

Merrick Neish NeishMe@metrofamily.org

[\(312\) 244-9017](tel:(312)244-9017)

Safer Foundation saferfoundation.org

571 West Jackson Boulevard, Near West Side
Chicago, Illinois, 60661

Ruby Dorsey ruby.dorsey@saferfoundation.org

[\(773\) 533-3096](tel:(773)533-3096)

RiseKit www.risekit.co/

1639 West Walnut Street, Near West Side, Near West Side
Chicago, Illinois, 60612

Matt Strauss matt@risekit.co

[\(312\) 310-7400](tel:(312)310-7400)

Defy Ventures Illinois www.defyventures.org

Chicago, Illinois,
Melissa O'Dell

Chicago CRED www.chicagocred.org/workforce-development

300 East Randolph Street, New East Side, Loop
Chicago, Illinois, 60601

Life Skills Reentry Center Roosevelt University

18 South Michigan Avenue, Loop
Chicago, Illinois, 60603

www.roosevelt.edu/colleges/arts-sciences/human-community-renewal

Brandon Glynn bglynn@roosevelt.edu

[\(312\) 281-3370](tel:(312)281-3370)

IDES ides.illinois.gov/jobs-workforce/programs/re-entry.html

33 South State Street, Loop
Chicago, Illinois, 60605

Antoinette Golden antoinette.golden@illinois.gov

[\(312\) 793-5834](tel:(312)793-5834)

Heartland Alliance www.heartlandalliance.org/heartland-alliance/

208 South LaSalle Street, Printer's Row, Loop

Chicago, Illinois, 60604

Sophia Manuel smanuel@heartlandalliance.org

[\(312\) 660-1300](tel:(312)660-1300)

Cara Collective caracollective.org/about/

237 South Desplaines Street, Near West Side

Chicago, Illinois, 60661

Sara Wasserteil swasserteil@carachicago.org

[\(312\) 628-7908](tel:(312)628-7908)

Saint Leonards/Michael Barlow Center slministries.org/employment-education/about/

2100 West Warren Boulevard, Near West Side

Chicago, Illinois, 60612

Eric Courts eric.courts@slministries.org

[\(312\) 738-1414](tel:(312)738-1414)

Thresholds Justice Program www.thresholds.org/programs-services/justice-program

4101 North Ravenswood Avenue, North Center, Lake View

Chicago, Illinois, 60613

Brent Peterson brent.peterson@thresholds.org

[\(773\) 572-5500](tel:(773)572-5500)

Westside Health Authority healthauthority.org/programs/community-reentry/

5417 West Division Street, Austin

Chicago, Illinois, 60651

Quiwana Bell qbell@healthauthority.org

[\(733\) 378-1878](tel:(733)378-1878)

Woodlawn Community Reentry Project Chicago www.woodlawncommunityreentryprojectchicago.com/

6200 South Drexel Avenue, Woodlawn

Chicago, Illinois, 60637

[\(773\) 301-0291](tel:(773)301-0291)

ggaither@illinoisalumni.org

Transforming Reentry Services transformingreentry.org/about-us/

10 West 35th Street, Bronzeville, Douglas

Chicago, Illinois, 60616

[\(312\) 328-9610](tel:(312)328-9610)

info@transformingreentry.org

Teamwork Englewood www.teamworkenglewood.org/

815 West 63rd Street, Englewood

Chicago, Illinois, 60636

[\(773\) 488-6600](tel:(773)488-6600)

info@teamworkenglewood.org

TASC www.tasc.org/tascweb/our_work.aspx#Caring

700 South Clinton Street, Near West Side

Chicago, Illinois, 60607

TASC works to reduce the number of people in the justice system by offering a variety of

Amber Bridgman abridgman@tasc.org

[\(312\) 787-0208](tel:(312)787-0208)

Breakthrough Employment Center (Economic Opportunity Center Program)

3330 West Carroll Avenue, East Garfield Park

Chicago, Illinois, 60624

breakthrough.org/programs/economic-opportunity-center/

Wilonda Cannon wcannon@breakthrough.org

[\(773\) 346-1745](tel:(773)346-1745)

Greater West Town Community Development Project

500 North Sacramento Boulevard, East Garfield Park

Chicago, Illinois, 60612

gwtp.org/

Rebecca Salkeld rsalkeld@gwtp.edu

[\(312\) 563-9570 x281](tel:(312)563-9570x281)

Cabrini Green Legal Aid

<https://www.cgla.net/>

Lutheran Social Services of Illinois Prison and Family Ministry

1001 East Touhy Avenue

Des Plaines, Illinois, 60018

www.lssi.org/about.php

Barb Hailey

[\(618\) 997-9196 ext. 821](tel:(618)997-9196ext.821)

Lessie Bates Davis Neighborhood House Inc. lessiebatesdavis.org/

1200 North 13th Street

East Saint Louis, Illinois, 62205

Lisa Graves lgraves@lbdnh.org

[\(618\) 874-0777](tel:(618)874-0777)