

EMPLOYMENT PREPARATION PROGRAM

The Employment Preparation Program (EPP) teaches incarcerated individuals how to make professional resumes and cover letters, network for employment, interview well, and find community resources for support. It is taught inside Fraser Regional Correctional Centre (FRCC), and is made up of three day-long (9am to 3pm) sessions. When completed, participants are eligible to collect benefits from the Ministry of Social Development upon release, as well as have five days removed from their sentence.

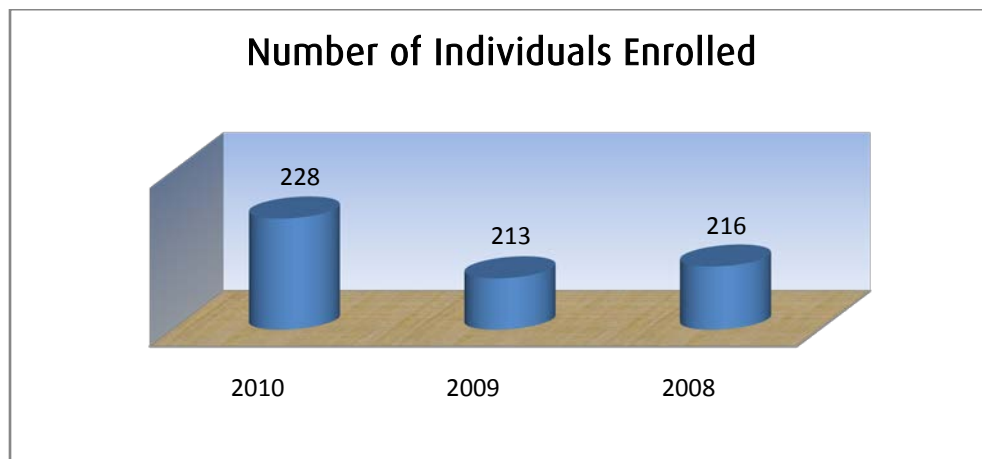
Admission Criteria

To be eligible for the EPP, individuals must:

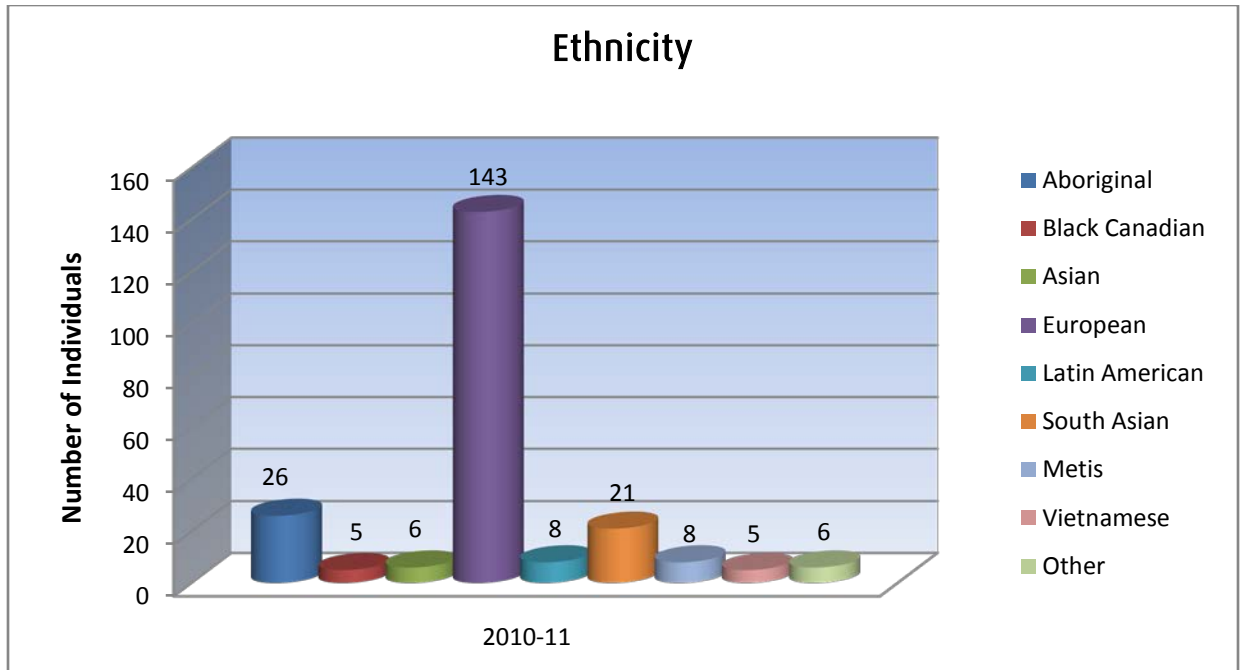
- Reside at the Fraser Regional Correctional Centre
- Be housed in an open custody unit
- Be classified as a minimum security person
- Be within 30 days of release into the community or
- Be housed in a protective custody unit.

Population Served

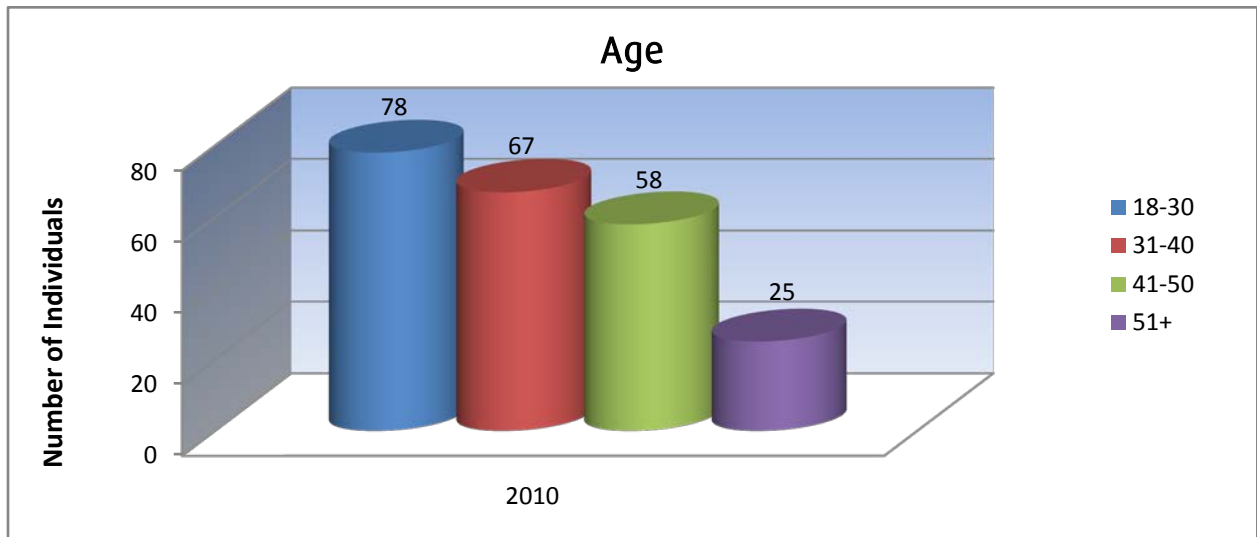
This year, 228 provincially incarcerated male persons were served, compared to 213 the previous year. The individuals served varied in age, ethnicity, education, and work histories. The following graph shows the number of individuals enrolled into the program.



228 individuals were enrolled into the program in 2010 compared to 213 enrolled in 2009 and 216 in 2008—an 8% increase in enrolment this year from the previous year.



The graph above indicates that of the 228 individuals enrolled into the program, 63% were of European descent, 11% were Aboriginal and 9% were of South Asian descent.



As this graph shows, the majority of the individuals enrolled into the program were between the ages of 18-30, with 78 being the oldest.

Changes in Service

To accurately reflect the needs of the individuals participating in the program, the curriculum was reviewed and updated based on consumer feedback. The new curriculum has revised information on employment services along with material that includes budgeting, education, entrepreneurial grants and loans.

Community Needs Assessment

Fraser Regional Correctional Centre and The John Howard Society of the Lower Mainland saw a need to teach an employment readiness program to incarcerated persons before they are to be released into the community including things such as how to interview, how to prepare a resume and cover letter, in addition to developing a personalized release plan that included resources they could access for support once in the community.

This year, staff recognized a need for alterations to be made in the presentation of the material when English is a language barrier.

Program Objectives

- Offer a job skills development program to incarcerated persons nearing release into the community.
- Provide updated information that reflects current labour market trends.
- Provide services to a diverse population.
- Allow individuals to share their experiences and learn from each other.
- Ensure that program participants are aware of all of the community resources available to them upon release.
- Assist in developing personalized release plans that will contribute to an individual's stability in the community.

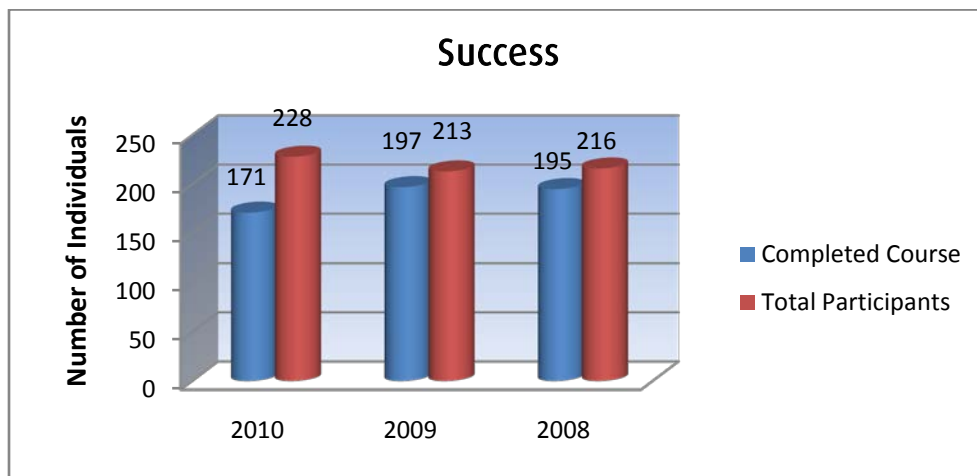
Analysis

Review of Last Year's Goals

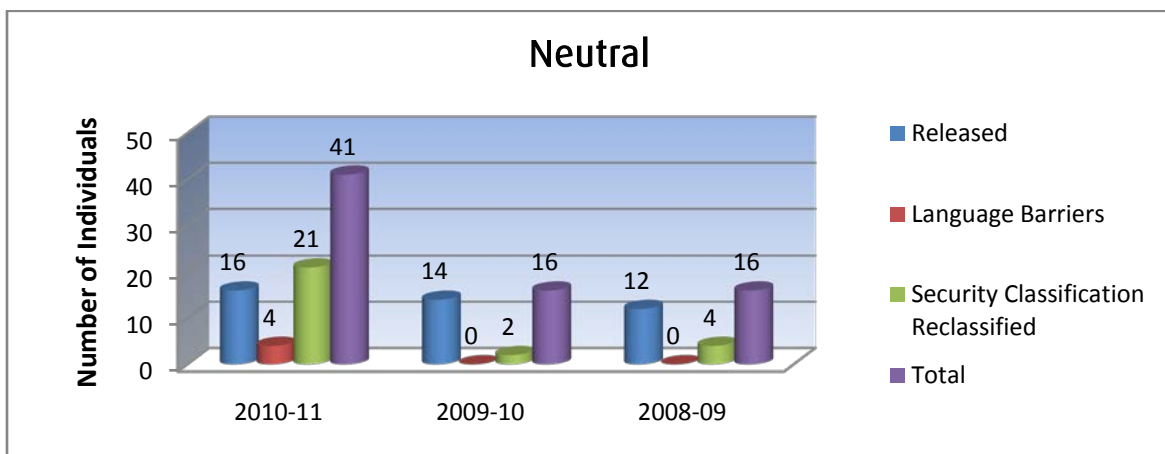
Action	Outcome
Review and update the curriculum as needed.	The curriculum was reviewed and updated after looking at similar work training programs and with input from consumers.
Expand the curriculum to include more information on resources such as recovery houses and wellness programs.	Achieved.
Expand the EPP program to another provincial institution.	Although there were provincial institutions that did express an interest in the program this goal was not achieved.
Include a housing component to the curriculum.	A handbook on the rights of tenants and landlords was distributed and discussed.

Develop partnerships with other community resources which might benefit individuals being released from correctional facilities.	Partnerships were developed with Job Wave and Success Society, giving individuals access to work clothing and transportation vouchers.
Meet CARF standards	Achieved.
Expand and improve on the type of statistics collected.	The EPP facilitator completes a month end report to submit to Program Manager, this has shown a significant improvement on the way we report and collect data. The report also reflects results from consumer surveys that are completed after each three day workshop.

Effectiveness

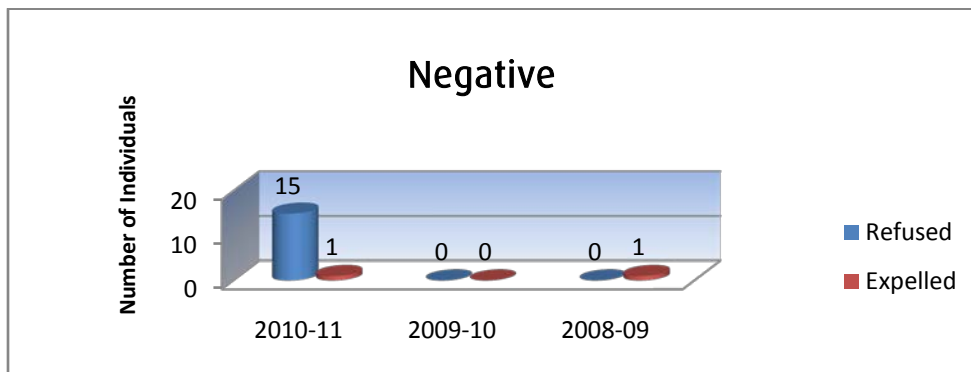


171 participants, or 75% of those first enrolled, graduated from the course this year, compared to 197 or 92% in 2009.



The above chart shows that in 2010, 41 individuals did not complete the course because they were released, had language barriers, or they had their security status reclassified compared to 16 individuals in both the previous years.

During the program, 16 individuals were released back into the community after completing their full sentence. This year, due to language barriers, 4 individuals were unsuccessful at completing the full program. The program has not had this issue arise in the past and new methods will be developed to address this. 21 individuals were unable to complete the three day program due to their security reclassification. Individuals can be reclassified for a variety of reasons including behavioural issues or safety concerns.



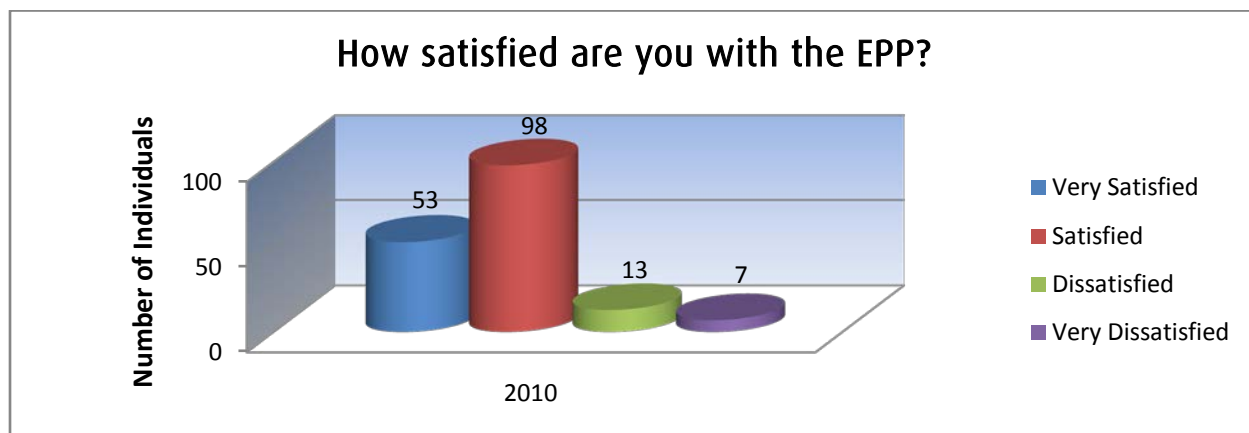
The above graph shows that 16 participants did not complete the course due to refusal to attend or being expelled. Whilst some of the individuals elected to attend work instead of the program, others refused to take part.

Efficiency

The EPP starts at 9:00 am and finishes at 3:00 pm with the course running for 3 days with each class lasting 6 hours.

Satisfaction Surveys

This year, 88% of the individuals who completed the program said they were "very satisfied" or "satisfied" with the Employment Preparation Program, as shown in the graph below.



The participants who completed the course were asked to fill out a course evaluation form with the results below:

What did you like about the course?

- "Interacting with the facilitator"
- "Warm and friendly environment"
- "Doughnuts"
- "The group discussions"
- "Developing resume building skills"
- "Interview techniques and tips"
- "Job search"
- "Information about school"

2. When asked what they liked the least of the course?

- "Length of the program"
- "Mandatory attendance"
- "The amount of reading that was required"
- "The material was not applicable as employment was already secured"

Analysis

The EPP program had some staff turnover this year; the program had a total of three facilitators. The EPP program overcame that challenge and the program continued to successfully complete the three day workshop on a regular basis with very minimal disruption. The EPP program will continue to strive to improve the information presented in the workshops to reflect the changing needs of the population we serve.

Next Years' Goals

- Build more community partnerships.
- Improve on the type of statistical information collected.
- Continue to review and update the course as needed.
- Develop an orientation training manual for new Employment Preparation facilitators.
- Continue to meet CARF standards.

- Emin Dhaliwal