

# New York City Department of Correction

## Annual Programs Report

### Calendar Year 2020

The Department's Division of Programs and Community Partnerships' mission is to empower individuals in our custody through the implementation of correctional best practices, leading to safer facilities that promote humanity and rehabilitation, and increased public safety. Research has demonstrated that evidence-based programming that is designed to support behavioral change is an effective way to reduce recidivism. Accordingly, the Department aims to strengthen its positive outcomes by investing in evidence-based correctional best practice and has used the *8 Principles of Effective Intervention and the Risk, Need, and Responsivity* model (RNR model) as a guide to enhancing and reimagining programming and services Department-wide. With a focus on reducing recidivism, the RNR model assesses an individual's criminogenic risks, and supports their specific needs through tailored programming plans. The Division of Programs and Community Partnerships worked diligently throughout 2020, in the midst of a global pandemic, to lay groundwork that will push important programming initiatives forward and further the Department's goal of creating a safe and supportive environment that provides individuals in its care with a path to successful community integration.

In order to mitigate the spread of COVID-19 in city jails, the Department suspended in-person programming and services for external service providers and volunteers in March 2020, while Department staff continued to afford modified and/or reduced in-person services. In light of these unexpected and unprecedented events, the Department moved quickly to procure and provide books, notebooks, pencils, Gameboys, and tablets to help reduce idleness, and set up dedicated hotlines so that people in custody could stay directly connected to Program staff and community providers. Program Counselors additionally prepared, delivered, followed up on, and retrieved self-guided programming packets. The content of programming packets varied depending on the population and, combined with various programming content made available on tablets distributed throughout the Department, supported programmatic needs in the early stages of the pandemic. At the height of the pandemic, Program staff were on-site two days a week to make rounds to all housing areas to collect and respond to request slips and provide socially distanced one-on-one programming when appropriate. Program staff returned to five day per week in-person services in October 2020 to provide counseling and on-unit programming in a socially distanced manner.

In 2020, the Division implemented a Case Management Model Department-wide to promote correctional best practices through individualized needs-based services. In order to streamline Case Management Services, the Division merged the adult and young adult Counseling Unit teams to create a team comprised of 79 employees who provide individual case management/social services and group programming to all individuals in custody.

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The Counseling Unit normally operates daily from 6 a.m. to 8 p.m., though, as noted above, Department staff worked on modified schedules during 2020 as a result of the pandemic. The unit is comprised of 79 total staff, with 74 of those staff assigned to provide direct client services: 49 Associate Correctional Counselor Level I, nine Associate Correctional Counselor Level II, and 16 Program Counselors. Under the new Case Management model, Counseling Unit employees staffed in the title Associate Correctional Counselor have begun rolling out an interview protocol in the form of a Needs Assessment that will inform an individual's 5-Hour Program Plan. This plan includes programming to address individuals' unique needs and will be implemented when contracted providers return to the facilities. Employees staffed in the title Program Counselor will provide group and individual counseling services based on the 5-Hour Program Plans, using evidence-based curricula. Additionally, Program Counselors working with young adults have been trained in programming curricula that target the young adult population. During 2020, the Counseling Services Unit ensured there were Program Counselors located at all facilities to support all young adults in custody, including young adults housed in units with adults.

In adherence to Local Law 122, this report provides an overview of the programming provided in calendar year 2020. As outlined by the law, the programming described herein involves vocational trainings (hard skills) with certification components, case management (as described above), evidence-based programs for participants to engage with social service providers in the development of support networks, healthy relationships, relapse prevention, family reunification, and financial literacy. Over the past five years, the Department has increased the number of reportable programs from two in CY16, to 18 in CY17 and CY18, and 31 in CY19. The CY20 report, in total, highlights 27 programs/program contracted providers. It captures changes in programming as a result of COVID-19, whereas in-person services by some community-based providers transitioned to the distribution of self-guided packets. Data for self-guided programming appears on gray columns. Due to the COVID-19 pandemic and the Department's population reduction, there was a decrease in the number of vocational certificates acquired by individuals in custody, from 2,148 in 2017, to 2,938 in 2018, 4,950 in 2019 to 2,736 in 2020. The Department remains committed to offering a variety of programming to those in custody and looks forward to making further progress in the year ahead.

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Program/Program Provider	Program Description	Program Topic	Target Populations	Goals and Intended Outcomes	Funding Expended	Number of Hours Offered	Number of Sessions	Number of Participants	Average Daily Participation	Successful completions (hard skills only-certificates)	Total Delivered	Number of Deliveries	Average Per Delivery
100 Suits for 100 Men	Program offers workshops in mentoring services, financial literacy, and professionalism in the workplace.	Counseling	Young Adults	Participants acquire job readiness skills such as: resume writing, cover letter, mock interviewing and proper business attire. Participants are taught budget expenses, balancing, and living on a specific budget where they need to identify the "needs" from "wants".	\$19,840	20	10	49	6	N/A	501	53	9
A Father's Love	Workshops that use a four method approach (Manhood, Cultural, Self and Community) to assist young men in becoming well rounded, self-aware, and their responsible to their culture.	Counseling	Adults and Young Adults	Participants acquire, practice and develop social skills that will allow them to live as productive citizens upon their return to the community.	\$20,000	64	32	186	12	N/A	171	14	12
Alternative Reaction to Anger (ARA)	Provides workshops in emotional wellness practices and emotion regulation to guide individuals on ways to better regulate and manage their emotions.	Counseling	Young Adults	Participants explore and are able to identify and use learned tools and skills that would afford them the opportunity to manage anger.	\$19,950	8	4	19	10	N/A	542	76	7
Council for Unity	Credible messengers offer violence intervention and prevention services targeting gang affiliations.	Counseling	Young Adults	Credible messengers work with gang-involved young adults to change institutional culture and improve the individuals' attitudes. It provides them with tools necessary to develop and improve communication and conflict resolution skills; the program focuses on a decrease of violence and misconduct within the institutional setting.	\$18,750	32	16	86	5	N/A	N/A	N/A	N/A
Case Management	DOC Correctional Counselors are assigned to unit teams within each command and they provide case management services to the population assigned to their unit team. Case management services include the provision of social services, one-on-one meetings to complete a needs assessment and program plan, and follow-up sessions to discuss progress in meeting S.M.A.R.T. goals. Social services encompasses conducting teleconference calls scheduled with participant's lawyers, judges, ACS case workers, and/or family members due to a significant family event. DOC Program Counselors are assigned to unit teams and they provide group and one-on-one counseling sessions to each of their assigned housing areas at an interval of 2-3 times a week for 1-1.5 hours each session.	Case Management, Individual Counseling, and Life Skills. Group facilitation aims to address criminogenic needs: promoting pro-social interactions with peers (communication skills and healthy relationships), identifying coping skills (CBT), and supporting the change that enables more positive thinking and action (CBT).	Adults and Commingled Young Adults	The goal of DOC Counseling Services is to provide assistance to individuals with social service needs and to engage them in pro-social programs and activities. The pro-social programs offered aim to afford individuals in our custody the opportunity to learn skills that improve their behavior and encourage positive thinking patterns.	Services afforded by DOC staff members who are assigned to the Department's overall table of organization.	For Adult and Commingled Units counselors provide 1-1.5 hours 2-3 times a week.	3,199	23,919	1,312	N/A	57,190	5,344	11
Counselor-led Programming-Young Adults	DOC-led programming affords young adults rehabilitative and behavioral modification components, in their housing or other designated area, for 1-1.5 hours, 2-3 times a week. Program Counselors provide: individual counseling to engage and work on the unique needs of the young person and group sessions to address criminogenic needs. Each Program Counselor is assigned to a unit team within the jail, they are responsible for providing a core menu of programming to each of their housing area assignments within that unit team for 1-1.5 hours, 2-3 times a week.	Individual Counseling and group facilitation to address criminogenic needs: support the change that enables more positive thinking and action, thereby promoting emotional development, safety at the facility and supporting successful reentry to the community.	Young Adults	Address the following criminogenic needs: 1) anti-social personality, 2) anti-social associates, 3) family dysfunction, 4) poor self-control and poor problem solving skills, 5) substance use, and 6) lack of employment/employment skills. Their main goals when addressing these needs are: building positive leadership skills, building positive interpersonal skills, strengthening family relations, increasing critical thinking and self-awareness, understanding the impact of drugs or alcohol, and increasing job readiness.	Services afforded by DOC staff members who are assigned to the Department's overall table of organization.	6,116	6,009	23,292	75	N/A	13,655	1,989	7
D. Aiken & Associates	Provides workshops on interpersonal development, leadership, and self-esteem.	Counseling	Young Adults	The goal of the program is to improve the individuals' skills and capabilities. Participants are able to assess themselves and identify areas which require improvement in order to re-evaluate, prioritize and achieve personal goals.	No cost to the DOC. Service provided by Volunteer	50	25	77	10	N/A	284	38	7
Elite Learners	Provides workshops on skills, strategies, and techniques learned through healing circles, where the opportunity is afforded to detect and interrupt conflicts, establish goals for themselves.	Counseling	Adults and Young Adults	The program focuses on building community and responding to conflict through dialogue; it gives every participant the opportunity to speak and be heard.	\$20,000	36	20	93	9	N/A	635	95	7
Food Handler Certification	The New York City Department of Health and Mental Hygiene (NYC DOHMH) 15-hour Food Protection course aims individuals under the custody of the New York City Department of Correction (NYC DOC). This course provides training in Food Protection to ensure the safety of food services in NYC's food establishments, basic and must requirement within the food industry and any site preparing, cooking and serving food.	Life Skills, Vocational Training and Workforce Development	Adults	To enhance participants' employability opportunities.	\$9,000	59	9	331	16	293	N/A	N/A	N/A
Girl Vow	Program provides workshops on embracing positive aspects of identity, leadership skills, healthy relationships, self-awareness, and social emotional development.	Counseling	Young Adults	Empower young women to be leaders through the acquisition of skills and tools. Participants become informed of the leadership roles of women in politics, economics and social justice.	\$20,000	26	13	35	4	N/A	65	12	5
Horticulture Therapy (Contract)	DOC partners with the Horticultural Society of New York (HSNY) to provide horticultural therapy for young adults assigned to general population and adults assigned to mental observation. Horticultural therapy is a platform for providing participants with specific occupational skills for improved employment in "green collar" occupations upon release.	Vocational Training and Therapy	Adults and Young Adults	Afford an unique and valuable rehabilitative experience that improves the ability of participants to plan for their re-integration to communities, seek employment and/or higher education, and establish support systems while creating and maintaining garden areas to be used as spaces for relaxation and mental health improvement.	\$936,059.75	435	136	52	4	28	181	25	7
I am Wet Paint	Workshops on anger, emotional regulation, family, and parenting after which the participants' responses are transformed into art work.	Counseling	Young Adults	Participants explore and identify, then apply learned tools and skills that will afford them the opportunity to manage anger, regulate emotions, and speak freely about their feelings. Conversations and group sessions are used by participants to create art work after each workshop.	\$20,000	23	18	86	14	N/A	283	61	5

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ICAN- Fortune Society	A comprehensive, evidence-based reentry program. Services include job readiness and vocational training, housing assistance, cognitive behavioral therapy, parenting and relationship classes, anger management, financial literacy and relapse prevention. Provider also contracts monthly hard skills training to eligible individuals.	Work readiness, financial literacy, vocational training, anger management, parenting, healthy relationships, reentry planning, relapse prevention, life skills, stress management, housing assistance and employment assistance.	Adults	Provide people in DOC custody with skills and resources for success during incarceration and upon release.	\$2,520,805	2.5 hours, 5 days per week	982	8,536	172	86	4,013	405	10
I-CAN: Osborne	A comprehensive evidence-based reentry program delivered by the Osborne Association. Services include job readiness and vocational training, housing assistance, cognitive behavioral therapy, parenting and relationship classes, anger management, financial literacy and relapse prevention. Upon discharge, the formerly incarcerated receive assistance with employment, housing, benefits and other services.	Work readiness, financial literacy, vocational training, anger management, parenting, healthy relationships, reentry planning, relapse prevention, life skills, stress management, housing assistance and employment assistance.	Adults and Young Adults	Provide those in DOC custody with skills and resources for success during their incarceration and upon release.	\$1,952,392	2.5 hours, 5 days per week	978	7,445	150	96	4,013	405	10
Kings of Kings	Credible messengers offer a series of workshops on gangs affiliations and violence and the negative impact those relationships have in a person, family and community. Workshops explore pressures and results of gang involvement. Specific workshops focus on anger management and substance misuse.	Counseling/Mentoring and Substance Use	Adults and Young Adults	Afford young adults the opportunity to safely renounce to their gang affiliation, without encountering further violence in their lives, families and communities.	\$20,000	46	23	247	25	N/A	52	9	6
SMART: FedCap	A comprehensive, evidence-based reentry program. Services include job readiness and vocational training, housing assistance, cognitive behavioral therapy, parenting and relationship classes, anger management, financial literacy and relapse prevention. Specializing in job readiness training, veteran's services and general discharge planning. Incentivized hard skill trainings are offered pre-release and include: OSHA 10, OSHA 30, Custodial Maintenance Intro and Hands On, Scaffolding, Flagging, CPR, and First Aid.	Work readiness, financial literacy, vocational training, anger management, parenting, healthy relationships, reentry planning, relapse prevention, life skills, stress management, housing assistance, employment assistance.	Adults and Young Adults	Provide those in DOC custody with skills and resources for success during incarceration and upon release	\$2,605,485	2.5 hours, 5 days per week	1,370	8,926	180	43	4,474	294	15
SMART: Greenhope	Facilitated by Greenhope's Services for Women. Evidence-based reentry initiative designed to provide individuals with the support needed to ensure a successful return to the community. Facilitators from Greenhope Services for Women conduct group workshops, covering topics such as health and wellness, parenting classes, anger management, budgeting/financial classes, relapse prevention and more. Participants are eligible to receive industry-certified trainings, such as OSHA 10, scaffolding, etc.	Work readiness, financial literacy, vocational training, anger management, parenting, healthy relationships, reentry planning, relapse prevention, life skills, stress management, housing assistance, employment assistance.	Adults and Young Adults	Provide those in DOC custody with skills and resources for success during incarceration and upon release.	\$406,721	2.5 hours, 5 days per week	201	1,020	21	16	619	124	5
SMART: Samaritan Daytop Village	A comprehensive, evidence-based reentry program delivered by Samaritan Village. Services include job readiness and vocational training, housing assistance, cognitive behavioral therapy, parenting and relationship classes, anger management, financial literacy and relapse prevention. When incarcerated individuals get released, they receive assistance with employment, housing, benefits and other services.	Work readiness, financial literacy, vocational training, anger management, parenting, healthy relationships, reentry planning, relapse prevention, life skills, stress management, housing assistance and employment assistance.	Adults and Young Adults	Provide people in DOC custody with skills and resources for success during incarceration and upon release.	\$1,589,876	2.5 hours, 5 days per week	992	13,405	270	51	9,845	655	15
SMART: STRIVE	A comprehensive, evidence-based reentry program. Services include job readiness and vocational training, housing assistance, cognitive behavioral therapy, parenting and relationship classes, anger management, financial literacy and relapse prevention. Specializing in employment and general discharge planning.	Work readiness, financial literacy, vocational training, anger management, parenting, healthy relationships, reentry planning, relapse prevention, life skills, stress management, housing assistance and employment assistance.	Adults and Young Adults	Provide people in DOC custody with skills and resources for success during incarceration and upon release.	\$757,846	2.5 hours, 5 days per week	147	844	21	10	1,729	167	10
SMART-Housing Works	Facilitates structured groups on assigned housing units daily for 2.5 hours each day. A comprehensive evidence-based reentry program. Services include job readiness and vocational training, housing assistance, cognitive behavioral therapy, parenting and relationship classes, anger management, financial literacy and relapse prevention. Provider also contracts monthly hard skills training to eligible individuals.	Re-Entry Services, Vocational Education, CBT, Parenting and Life Skills	Adults and Young Adults	Provide people in DOC custody with skills and resources for success during incarceration and upon release.	\$543,529	2.5 hours, 5 days per week	354	1,643	41	12	274	26	11
The Farm	Provides workshops on promoting positive pro-social change in communities. Services include conflict resolution/anger management, budgeting, and employment preparation.	Counseling	Young Adults	Participants will build strong foundations with family, peers and their communities.	\$20,000	40	20	53	5	N/A	680	71	10
The Inner You Project	A certified Life Coach who provides workshops which address decision making, aggression, anger, and self-reflection.	Counseling/DBT	Adults and Young Adults	Guide and assist participants in the decision making process, use acquired tools and skills to regulate emotions. Emphasis is placed on the use of communication rather than anger/violent acts while they reflect and work on the impact their actions have on themselves, their loved ones, and their communities.	\$20,000	4	2	6	3	N/A	365	55	7
The Kite	Workshops that offer creative writing and counseling aimed to encourage the youth to use their voices.	Counseling	Adults and Young Adults	To address literacy through the exploration of the oral and written words where participants develop their reading and writing skills.	\$19,200	7	4	22	7	N/A	580	92	6

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Workforce Development Industry Recognized Training (IRT)	IRT credential courses and vocational certificate programs created to provide youth with an array of employment opportunities in various recognized industry fields, as in most cases, companies require employees to possess a credential. Furthermore, employment prospects, educational attainment and previous criminal involvement were instrumental in the creation of the current course offerings. To this end, IRT's short term certification courses and vocational certificate programs prepare participants for long term careers. The current IRT portfolio of credential and vocational courses includes: 30HR OSHA Construction, DOB Flagging, DOB Scaffolding, CPR, Food Protection, Digital Literacy, Introduction to Driving, Small Business and Barista Training Program.	Vocational Training	Adults and Young Adults	To provide short term certification courses that lead to long term careers and support successful reentry post-release.	\$3,105,510.00 (Allocation to IRT=\$539,250.00)	1,438	619	2,091	10	1,572	N/A	N/A	N/A
Workforce Development SCO Family of Services	SCO Family of Services provides and complements the Workforce Development portfolio in providing both in-jail and community based programming as well as case management focused on successful transition into the community. The activities include but are not limited to the following: administration of transition plans and risk/need assessment tools, facilitation of targeted workshops focused on job readiness/CBT and CTE, pre and post-release onsite family and community support network engagement, facilitation of enrollment in community based CTE programs, transitional employment opportunities and supportive services.	Re-Entry Services, CBT, Parenting and Life Skills, Discharge Planning, Relapse Prevention, Workforce Development and Family Re-integration	Adults and Young Adults	To offer a continuum of services for workforce participants to and reduce recidivism for YA by way of re-entry services and/or community based programs.	\$3,105,510.00 (Allocation to SCO=\$1,975,260.00)	273	186	608	14	N/A	816	89	9
Workforce Development Trading Futures	Trading Futures offers 20-hour introductory career and technical education courses to youth. Participants are instructed by seasoned professionals to gain practical experience in background friendly, in-demand trades, develop transferrable job-readiness skills, and improve their educational and employment prospects upon release. Post-release participants are supported with enrollment in select community based programs to continue their training and pursuit of employment opportunities. Courses offered in the Trading Futures portfolio include Automotive, Carpentry, Cosmetology, Culinary Arts, Make-up Artistry, Music Engineering, Nail Tech, Social Media Marketing and Workforce 101.	Vocational Training	Adults and Young Adults	To introduce young adults and adults to in demand trades which you can transition to extended free training in the community in order to support successful reentry post-release.	\$3,105,510.00 (Allocation to TF=\$591,000.00)	997	577	1,730	7	529	N/A	N/A	N/A
Youth Reentry Network (YRN)	Contracted to develop and initiate the Department's first reentry program for 16-17 years. Additionally provides comprehensive reentry services to 18-21 who do not meet the criteria for ICAN. This historic initiative began in November 2016.	Discharge Planning, Reentry Services, Bail Expedition, Court Intervention and Programming through a number of sub-contractors such as: Artistic Noise, Bronx Connect, CCA, Cello without Walls, Chess NYC, Giant Thinking, Girls Vow, GO-SO, Led by Example, Life Skills, Animation Project, The Possibility Project, Urban Art Beat, YAFFA and Youth Represent.	Young Adults	To reduce idle time, interpersonal conflict while expediting connections to post release and pre release services and to facilitate youth engagement in services.	\$521,556.83	250	151	664	12	N/A	N/A	N/A	N/A

NOTE: As a result of the COVID-19 pandemic, most community based-providers transitioned to the distribution of self-guided packets in place of in-person programming. Data for self-guided programming packets appears on gray columns.