



Second Chance Hiring: Partnering with Accountability Courts



SECOND CHANCE HIRING: PARTNERING WITH ACCOUNTABILITY COURTS

Innovating Georgia's Workforce Pipeline

2023 Conference

November 15, 2023



AGENDA

- Introductions
- Background of accountability courts
- Employment standards and outcomes
- Supervision requirements
- How to work with your local accountability court

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JENNIFER TILLERY, DIRECTOR, COBB COUNTY ACCOUNTABILITY COURTS


CHARLES CLEMENT, ACCOUNTABILITY COURT GRADUATE AND LOCAL BUSINESS OWNER



INTRODUCTIONS

BACKGROUND

GEORGIA
ACCOUNTABILITY
COURTS

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- Specialized docket
 - Designed to address specific issues or populations within the criminal justice system
 - Alternative approach to traditional criminal court proceedings
 - Focus on rehabilitation, treatment, and underlying issues that contribute to criminal behavior
 - Evidence-based
 - Participants assessed based on their risk and criminogenic need

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- **The primary goals of accountability courts are to:**
 - 1. Divert individuals away from the traditional criminal justice system.**
 - 2. Address the underlying substance use and mental health needs.**
 - 3. Reduce recidivism.**
 - 4. Promote community safety.**

■ **Key features of accountability courts may include:**

- **Treatment-centered approach**
- **Collaboration between the criminal justice system, mental health professionals, and social service agencies**
- **Regular court appearances with judges**
- **Individualized treatment plans**
- **Frequent monitoring and supervision**
- **Graduated sanctions**
- **Linkages to community resources and support services**

EMPLOYMENT STANDARDS AND OUTCOMES

GEORGIA
ACCOUNTABILITY
COURTS

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- Gainful employment is generally a requirement for most accountability courts. If a participant is assessed as employable, then it is expected that they work during program participation. Ineligible participants are defined as those with a disability that prevent them from working.

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- One of the primary ancillary services provided to participants is employment counseling and assistance. Case managers often connect participants with potential employers and assist with resume writing, job interview preparation, vocation training, social security/disability assistance, and more.

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- CACJ collects statewide performance measures, to include employment and income at program entry and exit. It is expected that employment status and income increase during program participation.



EMPLOYMENT



OUTCOME
DATA

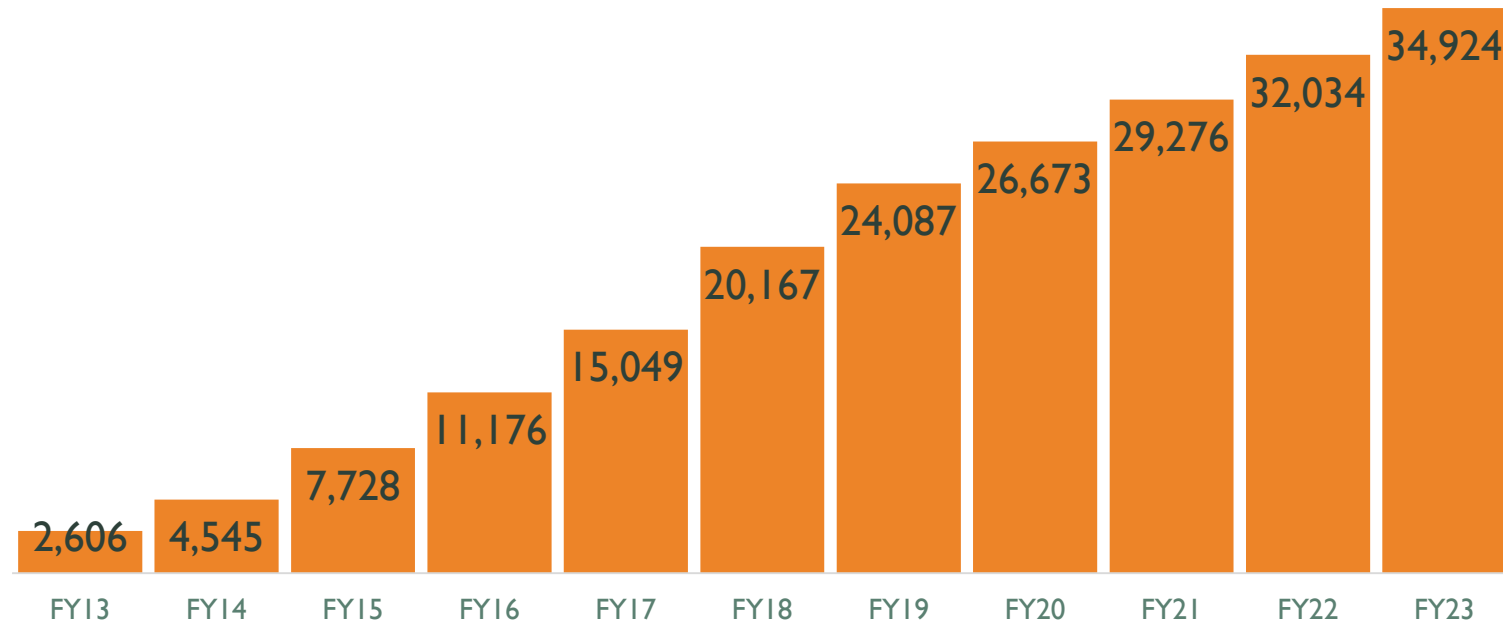
PARTICIPANTS



2,890 new participants served in the FY2023¹

7,464 participants served

Year-over-year count of unique Participants

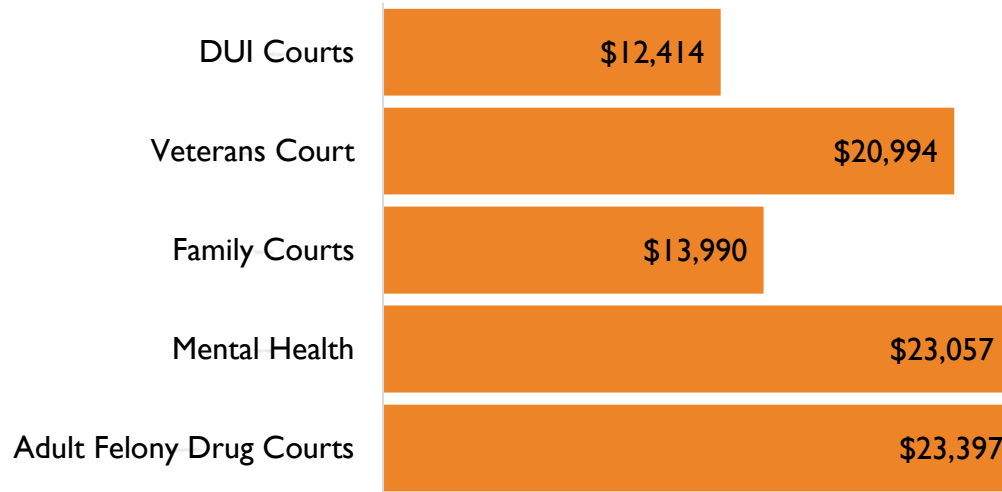


DIVERSION SAVINGS TO STATE AND COUNTIES



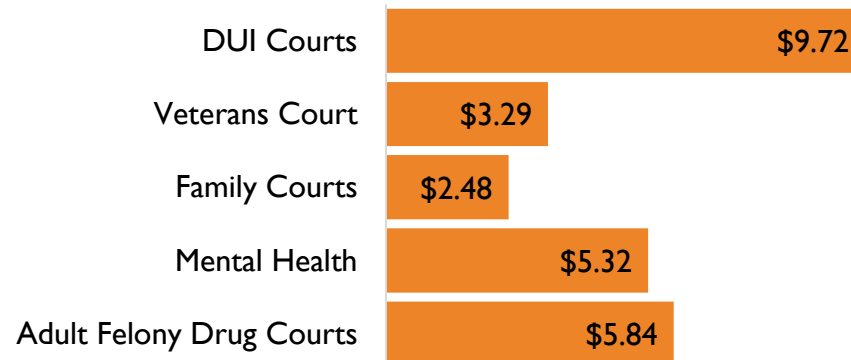
**\$146
Million
Diversion
Savings³**

Diversion Savings per participants



\$18,770 average saving
per adult participant

Diversion Savings per Dollar Invested



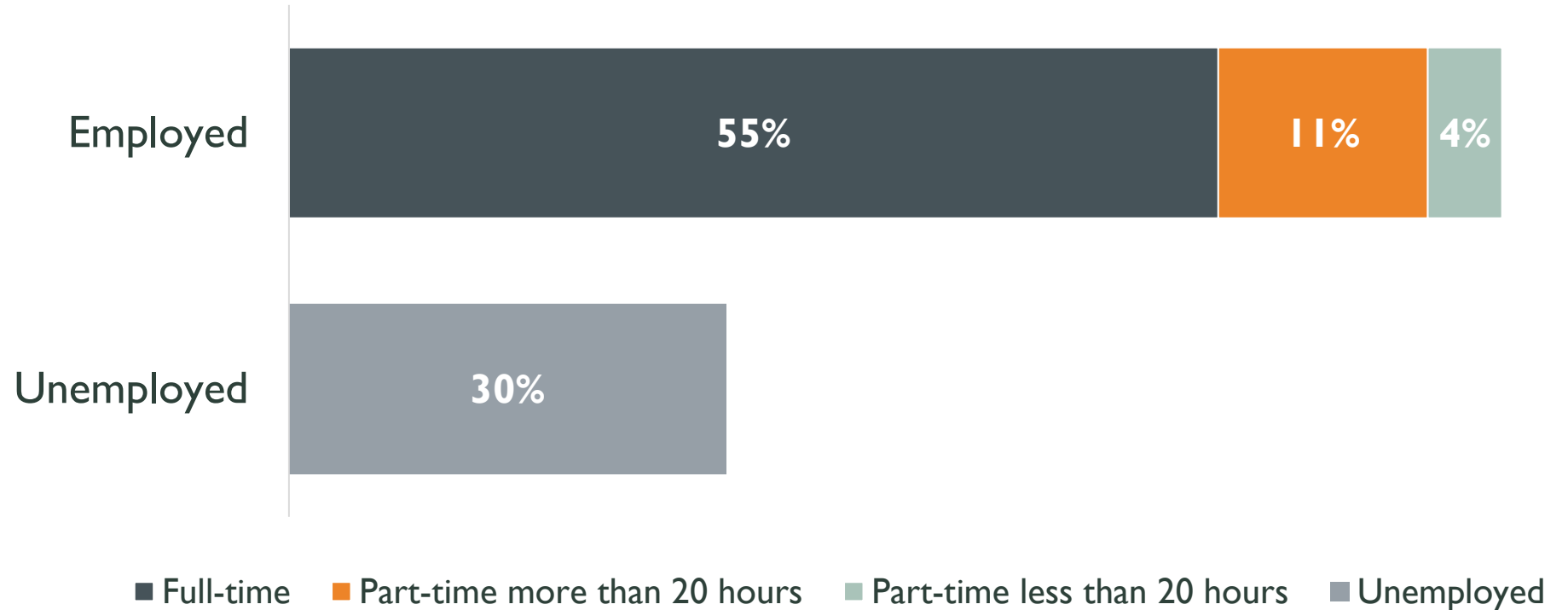
\$5.33 Saved per
dollar invested on
Adult Accountability
Courts

EMPLOYMENT STATUS



69% of the eligible⁴ participants are employed

53% of the eligible participants work full-time

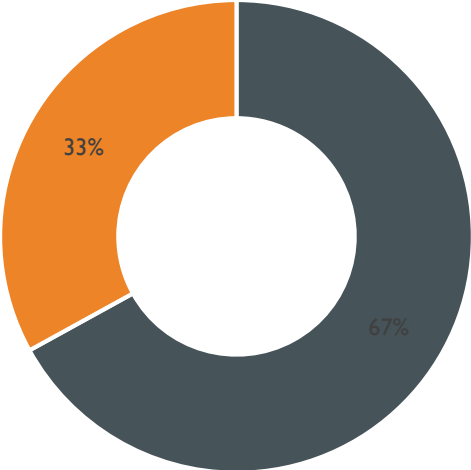


INCOME LEVEL



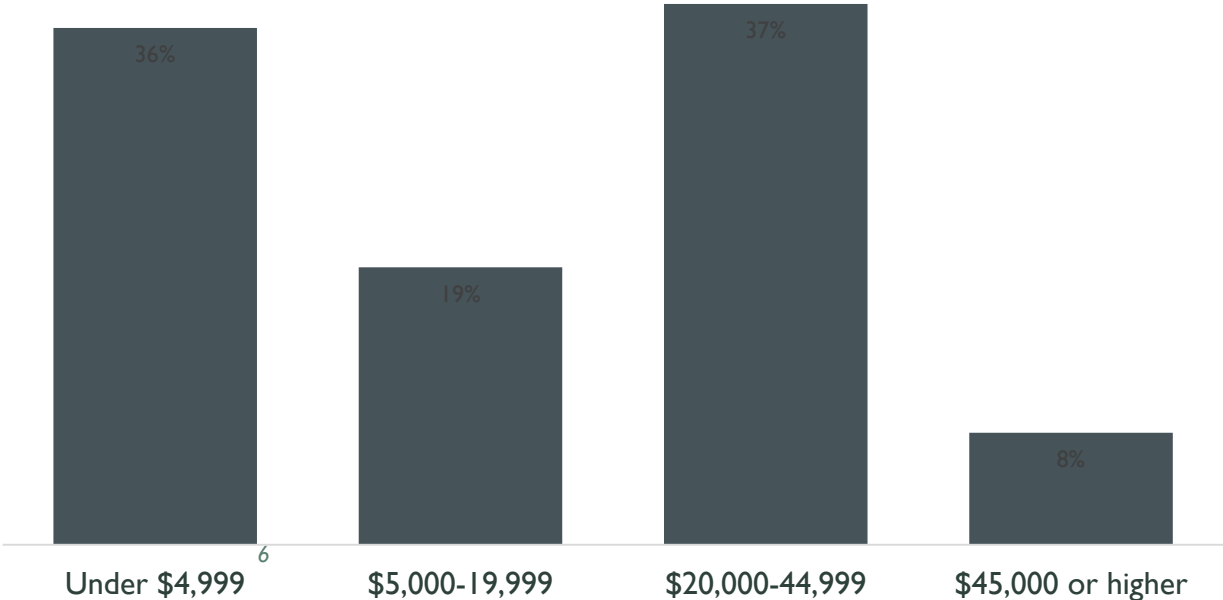
67% of participants have any income
45% earn more than \$20,000

Percent of participants with income



■ Any Income ■ No Income

Income level



ECONOMIC IMPACT

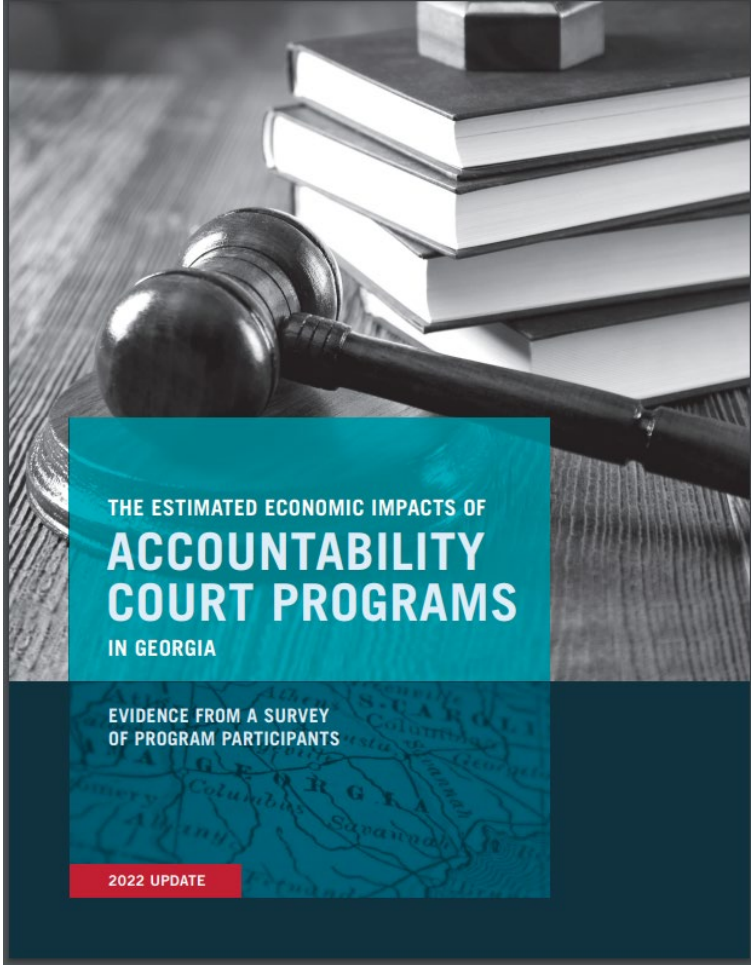


Each graduate produces

\$25,921 in economics benefits to Georgia

1,592 adult graduates in FY22

\$41 Million in estimated annual benefits



THE ESTIMATED ECONOMIC IMPACTS OF

ACCOUNTABILITY COURT PROGRAMS


IN GEORGIA

EVIDENCE FROM A SURVEY
OF PROGRAM PARTICIPANTS

2022 UPDATE

SUPERVISION REQUIREMENTS

GEORGIA
ACCOUNTABILITY
COURTS

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- Not everyone is eligible for treatment court programs. Participants typically need to
 - Meet certain eligibility criteria
 - Criminal history
 - Drug offenses and drug-motivated crimes, like theft
 - Comprehensive clinical assessment
 - Treatment plan
 - Substance abuse treatment, mental health counseling, medication-assisted treatment, or other services

Supervision requirements include:

- Regular court appearances
- Random, frequent drug testing
- Home visits



COMMUNITY ENGAGEMENT

HOW TO WORK WITH YOUR LOCAL ACCOUNTABILITY COURT



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1. How can accountability courts better engage with the community to increase employment opportunities?
 2. What do employers want to see as evidence that these courts “work”?





CONTACT ME!

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