

Written Testimony of

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**Subcommittee on Worker and Family Support
Committee on Ways and Means
U.S. House of Representatives**

Health Profession Opportunity Grant

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Good afternoon Chairman Davis, Ranking Member Walorski and Members of the Subcommittee on Worker and Family Support. I am Barbara Barney-Knox, the Deputy Director of Nursing, Statewide Chief Nurse Executive for California Correctional Health Care Services (CCHCS).

Thank you for inviting me to discuss my role as the Chair of the Healthcare Liaison Committee, as part of the [California Governor's Interagency Advisory Committee on Apprenticeship \(IACA\)](#). This is an opportunity to share with you information on rehabilitation programs at California Department of Corrections and Rehabilitation (CDCR) and CCHCS. In addition, I will discuss the [State of California Department of Industrial Relations - Division of Apprenticeship Standards \(DAS\)](#).

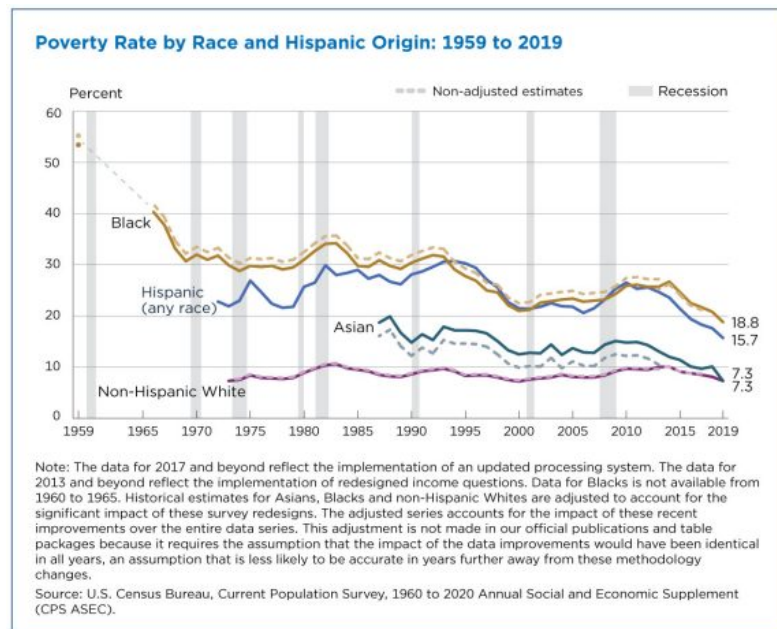
Today, I testify in support of Health Profession Opportunity Grant (HPOG) program which offers assistance and wrap around services to low income, and underserved individuals. HPOG supports career pathways to healthcare occupations through apprenticeship and other training programs. But....before I do that, I would like to share my own story and my journey to the healthcare field.

My mother Mary Kelley was a Certified Nurse Assistant (CNA). In the mid 70's she answered an ad to apply to a program that offered financial assistance to participants for travel, uniforms and other miscellaneous services. As my mother explains it, many of the students of color were not provided financial assistance – instead, it was reserved for white students. Having eight kids at home, my mother persevered and completed the program without assistance, but struggled each day to secure gas money and often going all day without food. My mother faced many challenges and racial disparities while pursuing her education but she did not quit because she knew it would provide a better future for her children. The poor treatment and daily struggles did not deter her; she loved the work and her patients. It did however make her realize she did not want this for me. She decided early on that I would not be a CNA...but would attend a 4 year College in pursuit of my Bachelor Degree in Nursing to become a Registered Nurse (RN). I share this story with you today because my mother had dreams to become more and to do more in Nursing. Lack of supportive services prohibited her from realizing that dream, but she was clear with her children that being poor was not our future..... being poor was the accelerant to a better future. When I was asked to testify here today, no one was aware of the appropriateness of my testimony. I have seen firsthand the difference – wrap around services can make or break the trajectory of your dreams.

I will share details of successful rehabilitation programs that train inmates in healthcare related fields, their journey to securing jobs after release and how an apprenticeship model can be used to close the health workforce gap through scaling up these programs. I ask you to understand this vision not through the lens of a Chief Nurse Executive but through the lens of the poor black child, one out of a brood of eight, raised on the South side of Stockton, California, by a janitor and a CNA.

It is admirable that at a Federal level this committee recognizes the value of supportive services to enhance the success of low-income people in educational programs. People of color, the formerly incarcerated, [single mothers](#) and the disabled are disproportionately found in lower income categories, and this is why it is extremely important to develop programs that will directly impact elevating this demographic. [Poverty Rates for Blacks and Hispanics reached historic lows in 2019](#). Although poverty levels declined, *"In 2019, the share of Blacks in poverty was 1.8 times greater than their share among the general population. Blacks represented 13.2% of the total population in the United States, but 23.8% of the poverty population. The share of Hispanics in poverty was 1.5 times more than their share in the general population. Hispanics comprised 18.7% of the total population, but 28.1% of the population in poverty. In contrast, non-Hispanic Whites and Asians were under-represented in the poverty population."* ([Creamer, 2019](#))

Key drivers for poverty include limited education and lack of employment which makes single mothers prone to poverty as well. In 2018, 24.9% of single mothers lived in poverty ([Zuckerman, 2020](#)). Providing, an educational program with the promise of supportive services to enhance the success rate of completion, leads to a job that provides a living wage and creates pipeline to healthcare careers.



*Poverty Rates for Blacks and Hispanics reached historic lows in 2019

Former inmates face a unique set of challenges upon release, and these issues affect everything from housing to getting a job. Providing a solid education in a responsive environment is one of the best ways to support current and former inmates in reducing and/or eliminating these challenges. [The Pathway to Health Careers Act](#) would help state prison systems like CDCR transition inmates into programs in which they can continue their education in a supportive environment. CDCR currently has The Inmate Disability Assistant Program (IDAP), also called [Gold Coats](#), where we train inmate workers to assist other inmates with disabilities and the elderly. Tasks include helping with or performing activities of daily living such as hygiene, meals, toileting, ambulation, mobility and navigating their daily routines. These tasks are similar or the same as trained CNAs, which makes this program perfect for HPOG. Inmates in this program have a reduction in rules violations, an increase in self-awareness and compassion for others. More importantly inmates in this program develop skills that help them transition to paying jobs upon release.

[The Offender Mentor Certification Program \(OMCP\)](#) sponsored by the Division of Rehabilitative Programs trains inmates to become certified Alcohol and Other Drug (AOD) Counselors. Participants complete a rigorous 1 year program to include education in areas such as pharmacology, motivational interviewing, relapse prevention, law and ethics, psychopathology, neuroscience of behavior and addiction to name a few. The educational requirements mirror those of outside programs which allow participants to take the National exam and become certified. This program provides the inmates with a career on the outside where not only is their training valuable but also their life experiences are valuable tools.

We know that programs of this nature are costly and often the first to go when there is a tightening of the fiscal belt. According to Kim Chu, Correctional Counselor III, who started the OMCP at Solano State Prison, there is an extremely low recidivism rate amongst inmates who participate in programs that

properly prepare them for outside employment. Of the initial 50 lifers who enrolled in our first OMCP training, 47 have paroled and 46 of them secured jobs working in the field of their certification program. They are in our communities giving back; working in methadone clinics, with at-risk youth or in transitional housing programs with other formerly incarcerated individuals. HPOG would allow CDCR to scale up these programs to offer them in more prisons and increase the number of participants, thereby increasing the number of formerly incarcerated with re-entry skills. These re-entry skills provide formerly incarcerated with a marketable skillset in the healthcare industry and the prospect of a job with a competitive salary and living wage.

Both of these programs are successful representations of training programs that invest in the incarcerated and underserved populations. Simultaneously, they fill a gap in the healthcare sector where there is a workforce shortage or jobs are in high-demand. However, training programs alone are only a start. Wrap around services, such as those provided for in the HPOG, are essential to success. Providing training and job prospects alone do not address the immediate daily issues faced: transportation, safe housing, healthcare, and other basic services. Partnering with organizations like Impact Justice '[The Homecoming Project](#)' who's mission is to secure housing for formerly incarcerated individuals, can lead to a better understanding of how basic needs, if not met, can derail the main objective. Their philosophy, "*Before formerly incarcerated people can find jobs, address health problems, or learn new skills, they first need a safe and stable place to live*" ([Impact Justice](#)).

In 2019, [the California Future Health Work Force Commission](#) released its final report on the crisis looming in California's health system. The report found that California does not have enough of the right types of health workers in the right places to meet the needs of the growing, aging, and increasingly diverse population. As baby boomers exit the health workforce and begin to require in-home health care, the production of health workers will not keep up with the ever-growing demand. California is projected to face a shortfall of 600,000 home health care workers in the next ten years ([Meeting the Demand for Health, 2019](#)). As a population, we also are living longer, creating a need for more CNAs to provide services such as long-term care in skilled nursing facilities. In 2019, "Home Health Aide" ranked as the 14th fastest growing job in California out of 528 occupations measured California ([Kolmar, 2019](#)). All of this data suggest California will have a critical need for unlicensed health workers in the next 5-10 years.

Currently CDCR releases on average 3500 inmates per month back to the community. Of the releases, 75% are minorities, 18% are over the age of 50, 10% are considered High-risk medical, 70% have mental health needs and 5% have a physical disability. In 2020, CDCR released over 38,000 inmates, at least 3,800 of them will require some level of in-home or nursing care. Given these numbers it is easy to understand the growing need for health care workers. (Attachment 1: CDCR Release Demographics 20210302)

In 2018, California Labor and Workforce Development Agency announced the creation of the [IACA](#) to increase the number of registered apprenticeship programs in high growth sectors such as healthcare. Additionally, IACA aims to support the expansion of non-traditional apprenticeship programs in emerging areas with a focus on increasing the number of women and minorities in apprenticeship. Apprenticeship provides an important career pathway for individuals who are unlikely or unable to participate in traditional education institutions and who require additional support to successfully graduate. With its oversight of apprenticeship standards and programs, the [DAS](#) creates opportunities for Californians to gain employable lifetime skills and provides employers with a highly skilled and experienced workforce.

According to the [Office of Statewide Health Planning and Development's \(OSHPD\)](#) statistics on Workforce Shortages, 26 of the 58 counties in California are currently designated as "Registered Nursing Shortage Areas," including Sacramento County. This shortage is expected to extend well into 2025. The report indicates California has just 809 employed Registered Nurses (RN) per 100,000 population, compared to a national average of 1,023 per 100,000 population. Some counties, included principally within the San Joaquin Valley and Inland Empire respectively, sit in geographic regions experiencing a decline in RN supply along with an increased demand. According to the University of San Francisco's Healthforce Center (["UCSF Healthforce Center"](#)) 2018 Report, ["The San Joaquin Valley Registered Nurse Workforce: Forecasted Supply and Demand, 2016-2030,"](#) the supply of RNs in the San Joaquin Valley is forecast to decline through 2030, while the demand is expected to increase 35%, leaving the area with nearly 6,200 fewer RNs than the number needed to maintain the current ratio. A similar 2018, report by the UCSF Healthforce Center, ["Forecasts of the Registered Nurse Workforce in the Inland Empire Region of California,"](#) estimates the current RN shortage in the Inland Empire to be as high as 23.8 percent, or approximately 8,000 nurses. The report estimates that this shortage will persist through 2035.

In 2016, CCHCS collaborated with [Service Employees International Union \(SEIU\)-Local 1000](#) to develop the first civil service Licensed Vocational Nurse (LVN) to RN Apprenticeship program to mitigate the growing RN shortage. This program highlighted the number of employees working under my direction who had the desire to continue their nursing journey but did not have the resources to make this happen. The majority of our applicants are minorities, foreign-born, with English as a second language. 88% identify as non-white and 75% were females. Most cited funding and time as a reason they had not continued their education. Key drivers for success in this program include paying the student their full salary for working part time while in school and the development of a Success Coordinator whose role it is to ensure students have an avenue to resolve issues that threatened to derail their progress. Developing, implementing and overseeing this program provided insight on the value of apprenticeship programs and the life-altering difference it provided. Graduates of the program saw on average a 55% salary increase. We are currently considering an apprenticeship program for Registered Dental Assistant to further support health occupations in high demand. (Attachment 2: Quick Reference Data)

[DAS](#) was very encouraged by the recent passage of the [National Apprenticeship Act of 2021 \(H.R. 447\)](#) out of the House of Representatives. We are hopeful that President Biden will have the opportunity to sign this important bill in this legislative session. This bipartisan effort invests more than \$3.5 billion over 5 years toward the creation or expansion of registered apprenticeships, youth apprenticeships and pre-apprenticeship programs, including in non-traditional apprenticeship occupations and for nontraditional populations. This investment parallels the 2018 initiative from California Governor Newsom focusing efforts to build the Registered Apprenticeship model in California to reach 500,000 active apprentices by 2029. Apprenticeship has a strong track record for workers and employers and in conjunction with the expansion of high road training partnerships (HRTPs) aims to create economically resilient communities by focusing on equity and job quality. [National Apprenticeship Act of 2021 \(H.R. 447\)](#) authorizes State Apprenticeship Offices and State Apprenticeship Agencies (SAAs) annual funding for \$75 million for fiscal year (FY) 2022, increasing by \$10 million annually to reach \$115 million for FY 2026, with one-third of funds equally distributed to all States and outlying areas, and two-thirds of funds distributed via formula to SAAs. These efforts will lead to efficiency of workforce development programs, equity of good jobs, enhanced customer service, and push economic recovery in the face of a global pandemic.

Code Range	Schem Compensation	Class Title	Alternate
8257	TL81	LICENSED VOCATIONAL CORRECTIONS AND REH	
A	\$3,401.00 - \$4,473.00		466
B	\$5,050.00 - \$5,201.00		466
C	\$5,301.00 - \$5,461.00		466
D	\$5,538.00 - \$5,706.00		466
E	\$5,803.00 - \$5,978.00		466
F	\$6,094.00 - \$6,276.00		466
G	\$6,220.00 - \$6,406.00		466

Code Range	Schem Compensation	Class Title	Alternate Range C
9275	TI80	REGISTERED NURSE, CORRECTION	
A	\$5,447.00 - \$7,071.00		231 437 285
B	\$5,773.00 - \$7,522.00		231 437 285
C	\$5,926.00 - \$7,704.00		231 437 285
D	\$6,280.00 - \$8,202.00		231 437 285
J	\$8,527.00 - \$10,164.00		231 437 285
K	\$9,399.00 - \$11,206.00		231 437 285
R	\$8,527.00 - \$10,164.00		231 437 285
S	\$8,783.00 - \$10,468.00		231 437 285

*LVNs start at range B end at D

*RNs start at range J

[California State Civil Service Pay Scales - Online Manual \(54th Edition\)](#)

I want to speak briefly about our labor partners in these efforts. The successful launch and administration of these programs can be attributed to the collaboration between labor unions and employers. In fact, the genesis of these apprenticeships began with a collaboration between CCHCS Nursing Executives and SEIU-Local 1000, under the leadership of President Yvonne Walker. CCHCS and SEIU-Local 1000 partnered together on a [California Apprenticeship Initiative](#) grant application to launch the first civil service LVN to RN apprenticeship program with San Joaquin Delta College. Subsequent apprenticeship programs were launched across the state, again with the work and support of SEIU-Local 1000 along with SEIU Health Career Advancement Program (HCAP). Apprenticeships such as this serve to advance Local 1000's purpose statement: that is, "to have the power necessary to give its members—and all Californians—the opportunity to have a good life, live in sustainable communities and enjoy the fruits of social, economic and environmental justice." CCHCS shares these community driven values and recognizes that collaboration with labor is the clearest way by which to ensure that the voice of the worker is represented and considered in employer decisions.

Developing the LVN to RN Apprenticeship program gave insight into how CCHCS could leverage this same process to build capacity in health related occupations with our inmates. The concept is simple... take existing programs such as the Gold Coats, Pastoral Care Workers, Alcohol and Other Drug (AOD) Counselors, Emergency Medical Technicians (EMT) and Firefighters and develop apprenticeship and training programs on a larger scale in order to help bridge the looming gap for First Responders and other healthcare occupations. Imagine if the rehabilitative efforts of the 3500 inmates release each month could help mitigate our health worker shortages. Consider the rewards of having trained home care workers available to care for their elderly, high risk medical, peers when they are both released. Or the increased bandwidth of a labor force seen when trained firefighters continue fighting fires on the frontline after release and counselors are available to help those struggling with addiction and mental health. We know that worthwhile work provides job satisfaction, greater motivation to excel, and internal gratification. We also know a sense of belonging increases self-confidence and a drive to do more and be more. Why not create a career pipeline starting while individuals are incarcerated with an option to continue their education for upward mobility upon release.

In closing, I hope my testimony here today has provided insight into the way HPOG can support state programs to allow for an expansion of job training programs throughout the country. Today, I am joined by my colleagues who also support the HPOG. We all have seen firsthand the positive outcomes of individuals and programs that benefited from one of training programs. Dr. Joseph Bick, Director Health

Care Services, started with CDCR in 1992 and developed the HIV treatment programs at California Men's facility (he was one of two Chief Medical Officers in the prison). He oversaw the creation of the hospice unit for dying AIDS patients, where the Gold Coats perform their duties. Kim Chu, who I mentioned earlier, and our most important supporter, Mr. J. Badgett, who paroled last November after serving 37 years in prison, secured a job as an AOD counselor two weeks after release and currently works for Archway Recovery. I encourage you to watch the video of Mr. Badgett and his younger brother who were incarcerated together, completed the OMCP together and became AOD counselors together. It is an awe inspiring story that you will enjoy. [Video Link](#)

Thank you for allowing me to share my perspective, I look forward to answering your questions.

References

Interagency Advisory Committee on Apprenticeship (Committee)

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IACA Announcement Memo 11.09.2018

<https://www.dir.ca.gov/DIRNews/2018/Interagency-Advisory-Committee-on-Apprenticeship-11-9-18.pdf>

The California Division of Apprenticeship Standards (DAS) consults with employers to develop a skilled workforce with viable career pathways to increase productivity and strengthen our economy.

<https://www.dir.ca.gov/das/das.html>

Wrap Around Programs/Services – Homecoming Project

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Poverty Single Mothers

61 Single Parent Statistics: 2020/2021 Overview, Demographics & Facts

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Poverty Rates for Blacks and Hispanics Reached Historic Lows in 2019

Inequalities Persist Despite Decline in Poverty For All Major Race and Hispanic Origin Groups

John Creamer | September 15, 2020

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Joanne Spetz | December 2018
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117th Congress (2021-2022)
<https://www.congress.gov/bill/117th-congress/house-bill/447>

California Apprenticeship Initiative
<https://caihub.foundationccc.org>

Service Employees International Union (SEIU)-Local 1000
<https://www.seiu1000.org/>

Attachments:

1. CDCR Release Demographics 20210302
2. Quick Reference Data
3. 2009.08.28 Prison Lifers Trained as Drug and Alcohol Counselors
4. 2012.06.01 Solano Inmates Graduate in Substance Abuse Counseling Program
5. 2020.10.29 Firefighter Training Reentry Program
6. 2021.01.28 Parole Reentry Efforts Highlight Public Private Partnerships
7. Apprenticeship Success Stories
8. Cole Release CMF
9. OMCP Video Links
10. Strides to Success Jason B Santibanez 11.17.2015
11. Success Stories of Men Who Were Trained at CMF
12. Welcome Fernando Murillo

ReleaseMonth	PeopleReleased
201801	3822
201802	3047
201803	3377
201804	3406
201805	3354
201806	3072
201807	3513
201808	3395
201809	3249
201810	3818
201811	3477
201812	3553
201901	3630
201902	3130
201903	3174
201904	3207
201905	3876
201906	3371
201907	3172
201908	3316
201909	2991
201910	3336
201911	3073
201912	3304
202001	3158
202002	2911
202003	3096
202004	4348
202005	1463
202006	2841
202007	7113
202008	4555
202009	3399
202010	2103
202011	2028
202012	1938
202101	1781
202102	1711

ReleaseMonth	TotalReleases	SexFemale	PercentSexFemale	SexMale	PercentSexMale	EthnicityWhite
202001	3158	278	9%	2880	91%	786
202002	2911	239	8%	2672	92%	709
202003	3096	216	7%	2880	93%	787
202004	4348	384	9%	3964	91%	1088
202005	1463	84	6%	1379	94%	379
202006	2841	172	6%	2669	94%	742
202007	7113	640	9%	6473	91%	1977
202008	4555	232	5%	4323	95%	1117
202009	3399	218	6%	3181	94%	758
202010	2103	143	7%	1960	93%	507
202011	2028	110	5%	1918	95%	518
202012	1938	83	4%	1855	96%	450
202101	1781	87	5%	1694	95%	373
202102	1711	108	6%	1603	94%	416

ReleaseMonth	PercentEthnicityWhite	EthnicityBlack	PercentEthnicityBlack	EthnicityHispanic	PercentEthnicityHispanic
202001	25%	782	25%	1416	45%
202002	24%	722	25%	1292	44%
202003	25%	731	24%	1395	45%
202004	25%	1045	24%	1975	45%
202005	26%	382	26%	611	42%
202006	26%	698	25%	1260	44%
202007	28%	1582	22%	3118	44%
202008	25%	1085	24%	2107	46%
202009	22%	871	26%	1552	46%
202010	24%	528	25%	916	44%
202011	26%	502	25%	889	44%
202012	23%	490	25%	879	45%
202101	21%	460	26%	853	48%
202102	24%	460	27%	738	43%

ReleaseMonth	EthnicityOther	PercentEthnicityOther	Age18-29	PercentAge18-29	Age30-39	PercentAge30-39
202001	174	6%	818	26%	1150	36%
202002	188	6%	735	25%	1033	35%
202003	183	6%	839	27%	1077	35%
202004	240	6%	1157	27%	1525	35%
202005	91	6%	381	26%	437	30%
202006	141	5%	693	24%	1026	36%
202007	436	6%	1489	21%	2646	37%
202008	246	5%	1284	28%	1664	37%
202009	218	6%	920	27%	1164	34%
202010	152	7%	529	25%	725	34%
202011	119	6%	551	27%	706	35%
202012	119	6%	502	26%	676	35%
202101	95	5%	523	29%	601	34%
202102	97	6%	437	26%	633	37%

ReleaseMonth	Age40-49	PercentAge40-49	Age50-59	PercentAge50-59	Age60-69	PercentAge60-69	Age70+
202001	649	21%	375	12%	143	5%	23
202002	626	22%	366	13%	134	5%	17
202003	639	21%	362	12%	149	5%	30
202004	953	22%	488	11%	188	4%	37
202005	309	21%	217	15%	87	6%	32
202006	610	21%	343	12%	141	5%	28
202007	1695	24%	905	13%	318	4%	60
202008	917	20%	465	10%	189	4%	36
202009	685	20%	384	11%	190	6%	56
202010	419	20%	260	12%	142	7%	28
202011	391	19%	251	12%	102	5%	27
202012	400	21%	226	12%	105	5%	29
202101	359	20%	204	11%	75	4%	19
202102	328	19%	204	12%	86	5%	23

ReleaseMonth	PercentAge70+	MedicalRiskLowRisk	PercentMedicalRiskLowRisk	MedicalRiskMediumRisk
202001	1%	1813	57%	1016
202002	1%	1666	57%	938
202003	1%	1810	58%	986
202004	1%	2538	58%	1394
202005	2%	796	54%	496
202006	1%	1581	56%	915
202007	1%	4044	57%	2322
202008	1%	2649	58%	1515
202009	2%	1887	56%	1088
202010	1%	1162	55%	691
202011	1%	1154	57%	637
202012	1%	1080	56%	656
202101	1%	1004	56%	578
202102	1%	935	55%	589

ReleaseMonth	PercentMedicalRiskMediumRisk	MedicalRiskHigh1	PercentMedicalRiskHigh1	MedicalRiskHigh2
202001	32%	107	3%	220
202002	32%	91	3%	216
202003	32%	90	3%	209
202004	32%	136	3%	280
202005	34%	60	4%	111
202006	32%	105	4%	240
202007	33%	246	3%	501
202008	33%	125	3%	266
202009	32%	163	5%	261
202010	33%	95	5%	155
202011	31%	87	4%	150
202012	34%	88	5%	114
202101	32%	60	3%	139
202102	34%	80	5%	107

ReleaseMonth	PercentMedicalRiskHigh2	MHGP	PercentMHGP	MHCCCMS	PercentMHCCCMS	MHEOP
202001	7%	2269	72%	689	22%	134
202002	7%	2078	71%	627	22%	136
202003	7%	2274	73%	623	20%	134
202004	6%	3187	73%	914	21%	204
202005	8%	1020	70%	319	22%	88
202006	8%	2034	72%	621	22%	127
202007	7%	5172	73%	1584	22%	279
202008	6%	3318	73%	976	21%	207
202009	8%	2464	72%	701	21%	196
202010	7%	1495	71%	437	21%	119
202011	7%	1481	73%	411	20%	97
202012	6%	1413	73%	413	21%	93
202101	8%	1268	71%	401	23%	87
202102	6%	1208	71%	400	23%	83

ReleaseMonth	PercentMHEOP	MH>EOP	PercentMH>EOP	Armstrong	PercentArmstrong	Clark	PercentClark
202001	4%	66	2%	182	6%	304	10%
202002	5%	70	2%	154	5%	262	9%
202003	4%	65	2%	147	5%	291	9%
202004	5%	43	1%	225	5%	425	10%
202005	6%	36	2%	97	7%	161	11%
202006	4%	59	2%	177	6%	286	10%
202007	4%	78	1%	427	6%	687	10%
202008	5%	54	1%	226	5%	448	10%
202009	6%	38	1%	237	7%	459	14%
202010	6%	52	2%	128	6%	285	14%
202011	5%	39	2%	137	7%	228	11%
202012	5%	19	1%	117	6%	229	12%
202101	5%	25	1%	95	5%	217	12%
202102	5%	20	1%	113	7%	222	13%

ReleaseMonth	Asthma	PercentAsthma	Diabetes	PercentDiabetes	HTN	PercentHTN	HIV	PercentHIV
202001	396	13%	161	5%	444	14%	33	1%
202002	352	12%	140	5%	447	15%	27	1%
202003	342	11%	149	5%	417	13%	25	1%
202004	499	11%	205	5%	605	14%	38	1%
202005	177	12%	78	5%	256	17%	7	0%
202006	339	12%	160	6%	446	16%	38	1%
202007	845	12%	387	5%	1076	15%	82	1%
202008	532	12%	240	5%	656	14%	37	1%
202009	410	12%	220	6%	592	17%	33	1%
202010	242	12%	111	5%	368	17%	13	1%
202011	212	10%	100	5%	322	16%	13	1%
202012	256	13%	116	6%	325	17%	13	1%
202101	216	12%	95	5%	300	17%	23	1%
202102	244	14%	85	5%	311	18%	17	1%

ReleaseMonth	HCV	PercentHCV	Obesity	PercentObesity	SUD	PercentSUD	OUD	PercentOUD
202001	330	10%	75	2%	65	2%	65	2%
202002	288	10%	55	2%	45	2%	44	2%
202003	311	10%	308	10%	62	2%	60	2%
202004	478	11%	775	18%	145	3%	136	3%
202005	125	9%	305	21%	60	4%	52	4%
202006	293	10%	732	26%	169	6%	147	5%
202007	817	11%	2158	30%	888	12%	738	10%
202008	490	11%	1269	28%	689	15%	525	12%
202009	325	10%	1025	30%	519	15%	410	12%
202010	221	11%	675	32%	395	19%	288	14%
202011	222	11%	708	35%	400	20%	291	14%
202012	203	10%	641	33%	382	20%	276	14%
202101	214	12%	646	36%	437	25%	312	18%
202102	163	10%	582	34%	391	23%	302	18%

CountyOfResidence	Patient Count
Los Angeles	11002
Riverside	3133
San Bernardino	3108
Unknown	3190
San Diego	2728
Sacramento	1979
Orange	1873
Kern	1623
Fresno	1613
San Joaquin	1040
Alameda	846
Santa Clara	803
Stanislaus	791
Tulare	645
Ventura	544
Shasta	504
Monterey	490
Contra Costa	469
Kings	414
Santa Barbara	408
Butte	391
San Francisco	370
Merced	367
Solano	324
San Mateo	310
Sonoma	289
San Luis Obispo	274
Madera	251
Placer	236
Yolo	220
Humboldt	191
Yuba	189
Tehama	179
Santa Cruz	163
Lake	157
Imperial	154
El Dorado	153
Sutter	152
Mendocino	141
Napa	100
Tuolumne	86
Siskiyou	70
Del Norte	62
Marin	58
San Benito	49
Nevada	39

Amador	37
Glenn	32
Calaveras	30
Lassen	30
Trinity	27
Colusa	23
Inyo	22
Modoc	22
Plumas	19
Mariposa	13
Mono	5
Other Country	4
Sierra	2
Alpine	1

SEIU Quick Reference:

General Demo Data on LVN/RN Statistics:

California Health Care Foundation 2017 Reports:

https://www.chcf.org/wp-content/uploads/2017/12/PDF-AlmanacQRG_2017LVNs.pdf

https://www.chcf.org/wp-content/uploads/2017/12/PDF-AlmanacQRG_2017RNs.pdf

<https://www.chcf.org/publication/2017-edition-california-nurses-taking-the-pulse/>

SCC began in 2019:

5 Registered
3 Graduated
1 Passed NCLEX – 2
Pending

RCC began in 2020:

10 registered

SJDC began in 2016:

43 registered
30 completed
23 hired by CCHCS
3 pending NCLEX/Hire

	Salary before beginning program (monthly)	Salary after completing program (monthly)	Salary Increase (\$)	Percent Increase
Mean Average	\$5,483	\$8,492	\$3,010	55%
Median Average	\$5,513	\$8,527	\$3,014	55%

Gender	
F	M
24	8

75% identify as female

Race							
Asian - Filipino	Asian - Hmong	Asian - Asian Indian	Asian-Cambodian	Black	Hispanic	Native Hawaiian- Fijian	White
9	1	1	1	7	2	1	3
35%	4%	4%	4%	27%	8%	4%	12%

88% identify as non-white including Hispanic

46% identify as Asian

Compacted to link above (https://www.chcf.org/wp-content/uploads/2017/12/PDF-AlmanacQRG_2017RNs.pdf):

RNs are:

52% White
5% Black
20% Filipino
9% Asian
7% Latino

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Prison Lifers Trained As Drug & Alcohol Counselors

August 28, 2009 • by Celeste Fremon • 10 Comments



With all the depressing news coming out of Sacramento and Washington D.C., it is great to run across a genuine bit of very good news—amazingly enough, from the California Department of Corrections and Rehabilitation.

HERE'S THE DEAL: This morning the California State Prison at Solano will hold a graduation ceremony for 47 prisoners—41 of them serving life sentences—who have just completed an innovative course of study called the Offender Mentor Certification Program—or OMC—that has allowed them to become officially certified drug and alcohol counselors especially skilled at working with their incarcerated peers.

The newly-minted counselors were each carefully selected. They had to have at least a high school diploma or GED. An effort was made to make them all—or nearly all—lifers, with the idea that these are men deeply in need of purpose.

(And there are other reasons for picking lifers, but I'll get to that in a minute.)

First you need to know that this is no lightweight program. Once selected, the inmate students are put through six months of intensive training, which includes a great deal of group therapy. At the end of six months, they become certified CAADAC counselors. (CAADAC is short for The California Association of Alcoholism and Drug Abuse Counselors—a highly respected certificate-conferring program that usually offers its training in local colleges.)

The normal CAADAC course of study is two years., Yet the Solano inmates are expected to master the same material in six months by attending class at least eight hours a day, six days a week, with another four or five hours of study back in their cells.

The hard work has paid off. In addition to their CAADAC certificate, thirty-six of the 47 inmate students— or 77 percent—also passed an international counselor certification exam—a significantly higher pass rate than the average pass rate of 68% for non-inmate counselors-in-training who take the 2-year version of the course at their local state college.

Lt. Cicely Burnett, a spokesperson for Solano, who has also worked around the program as a corrections officer, says she has seen huge changes in the inmates' behavior and sense of self as they make their way through the training. "I wish they

had before and after picture, so you could see it," she told me Thursday.



The program has been shepherded by Sol Irving, a former corrections officer turned long-time corrections counselor, who saw a similar program at San Quentin, and wanted to add the lifer component, and try it at Solano . Irving too describes the training as transformative—both for the student inmates and also for the prisoners whom they have now started to counsel.

“Lifers are also often the leaders in the prison population, Irving said, “the ones that the other guys respect.” So if these guys transform, he said, their change tends to resonate outward through the rest of the population in a sort of behavioral wave pattern. (That is the other reason Irving has picked almost exclusively those serving life sentences.)

“I’ve been a peace officer for 30 years,” he told me yesterday. “and a counselor for many years. I’ve seen programs come and go. But I’ve never seen a program that works quite as well as this one.”

Another secret of the project’s success, he said, is that once trained, the inmate/counselors are far more effective as substance abuse peer counselors than the best outside shrinks.

“A lot of these guys have the feeling that they want to give back,” Irving said, “but they don’t now how to it. This program gives them the chance to do that.”

Addiction expert and author, Terence Gorski, who has consulted with the program, agreed. “It is a way to bring a sense of meaning and purpose into the lives of long-term offenders and also to expand by multiples the availability of addiction treatment within correctional facilities without increasing costs. He predicts that the program will make “a tremendous difference” in reducing recidivism.

The full cost of the six month program is \$4,000 per inmate. (The course is labor intensive involving instructors from partnering agencies like the US Navy, and a respected Berkeley group called **Options Recovery**.) But if the CAADAC-trained inmate is able to successfully counsel just one other person well enough to avoid the revolving door back to prison, for every year that parolee is not incarcerated, the state will have saved nearly \$48,000 on it’s \$4000 investment. If each CAADAC counselor can help *two* inmates stay out of prison, or *three* inmates—well, you can do the math.

According to Irving and others, the program positively affects, not only recidivism rates, but the safety of the prison well.

In June, Solano warden John Haviland told a CDCR publication called *Rehabilitation News* that he has already perceived a positive affect on the parts of the prison’s inmate population in contact with the trainees. “By the time we reach 200 graduates,” Haviland said, “I’m looking at a serious reduction in violence.”

That, of course, is another potential savings to the taxpayer, said Sol Irving. Prison riots are costly affairs—even the minor ones. Major riots can cost \$700,000. A Chino-sized riot costs in the millions.

So with all this nice, upbeat news, here is the bad news:

The corrections budget still has not been passed. In an effort to get the necessary votes, many of the intended cuts are slowly being gutted out of the package, and there will be more gutting.

Since so many cuts are being eliminated, an angry governor and desperate legislators will be looking for some brand new line items to cut in their

stead.

Support WitnessLA

The first place legislators are likely to look is in the direction of co-called *discretionary* rehabilitative and educational programs.

Like this one.

Solano Inmates Graduate In Substance Abuse Counseling Program

JUNE 1, 2012

Will Help Other Inmates In Addiction Treatment Programs

SACRAMENTO – Twenty-seven inmates from California State Prison-Solano today received certifications that will eventually enable them to counsel other inmates in addiction treatment programs for alcohol and drug abuse.

The graduation ceremony for the Offender Mentor Certification Program marked the inmates' successful completion of 350 hours of academic classroom work and 300 hours in a closely supervised Practicum. In addition, all have taken an internationally recognized exam sanctioned by the California Association of Alcoholism and Drug Abuse Counselors. They will move on to a 4,000 hour, clinically supervised internship as they prepare to become professional counselors.

All of the inmates chosen for the program are serving long term sentences, including some life with the possibility of parole, and had previously addressed their own problems with drug and alcohol use by completing a Substance Abuse Treatment Program administered by the California Department of Corrections and Rehabilitation.

"By addressing their own problems with substance abuse, these inmates are role models and a source of hope for other inmates who also struggle with addiction," said CDCR Undersecretary Terri McDonald, who noted that it is a problem shared by 58 percent of male inmates and 64 percent of female inmates in the state prison system.

"When they become fully certified professionals, these graduates will enable the department to expand substance abuse treatment to more inmates in a cost-effective way, which is especially valuable during these times of lean budgets."

Established in 2008, the Offender Mentor Certification Program is a partnership between CDCR and the California Association of Alcoholism and Drug Abuse Counselors.

Today's graduates join 47 inmates who completed this program at California State Prison-Solano in August, 2009. Seventeen inmates from Valley State Prison for Women in Chowchilla also graduated as certified mentors in January, 2011.

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FOR IMMEDIATE RELEASE

June 1, 2012

Contact: Bill Sessa

(916) 445-4950

Formerly incarcerated firefighter found success through training, reentry program

OCTOBER 29, 2020



Jose Morales graduates the academy at the Firefighter Training and Reentry Program.

Through rehabilitative programs, Morales earns state firefighter job

By Lt. Alex Avila
Pleasant Valley State Prison

When Jose Morales began serving a five-year sentence for second-degree robbery in 2016, he discovered rehabilitative programs. His focus turned to the Firefighter Training and Reentry Program (FTRP).

In 2017, Morales accepted an inmate firefighter position at Pleasant Valley State Prison (PVSP). He and the rest of the prison fire crew assisted in fighting structural and vegetation fires as well as vehicle accidents in the area around PVSP.

In April 2019, Morales paroled from PVSP but continued with the FTRP at the Ventura Training Center. Morales said FTRP gave him an opportunity to better his life and continue his newfound passion.

After finishing his parole term, Morales continued his education and earned several certificates of achievements from the Federal Emergency Management Agency (FEMA). He also continued his efforts to become a professional firefighter. In October 2019, Morales earned the California Department of Forestry & Fire Protection (CAL FIRE) Certificate of Training after completing 219-hours of Basic Firefighter training.

Joining the CAL FIRE team

In December 2019, Morales earned his high school diploma. Following his hard work, education, and opportunity offered by FTRP, Morales landed a job with CAL FIRE's Mendocino Unit Hand Crew, assigned to the Hopland station.

Morales has battled the Gold Fire in Lassen County and various Hopland local area fires. Morales was recently battling the Oak Fire located in Mendocino County.

Morales has been invited back to PVSP Firehouse as a guest to speak and motivate our current Inmate Firefighters of the opportunities and life changes they can achieve.

"I'm proud of Morales' accomplishments," said PVSP Fire Chief Art Munoz.

Seeing how dedicated Morales was to becoming a firefighter, Chief Munoz recommended him for the Ventura Training Center, and attended the graduation.



Jose Morales is now employed by CAL FIRE.

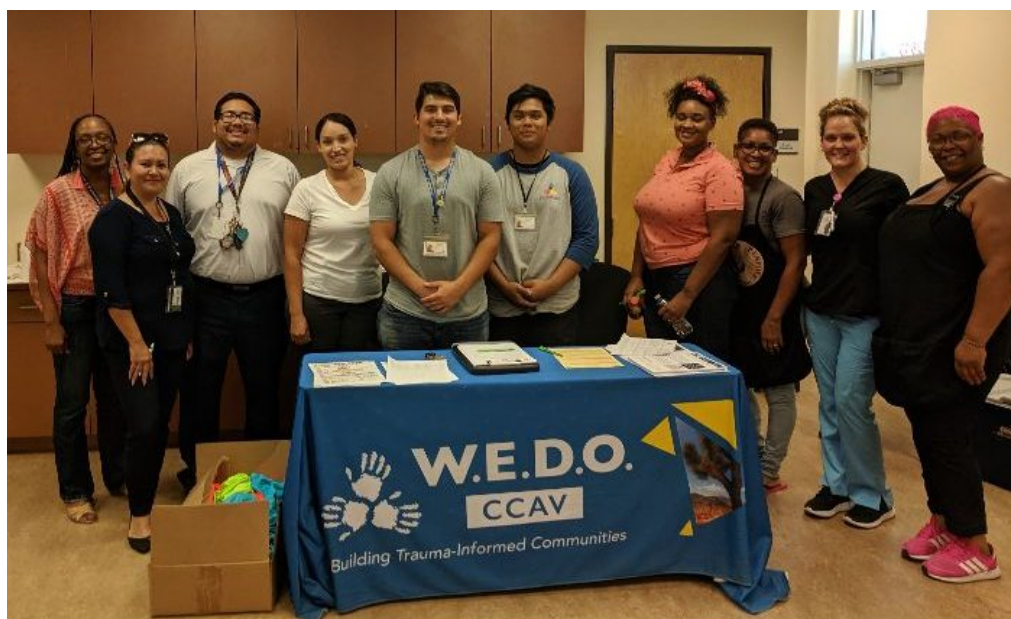
Parole reentry efforts highlight public-private partnerships

JANUARY 28, 2021

CDCR's Division of Adult Parole Operations (DAPO) is starting a quarterly newsletter to highlight reentry services provided by the Adult Program Unit (APU). These services are designed to aid formerly incarcerated individuals while they're on parole. APU strives to provide parolees with the tools to successfully reintegrate into society and provide them with the opportunity to give back to the community.

This inaugural newsletter features just a small portion of accomplishments of APU in 2020, while overcoming and adapting in response to the COVID-19 pandemic.

WEDO collaboration between APU, Antelope Valley organizations



APU WEDO, 2019. (Photo taken prior to COVID-19 and mask requirements.)

In early 2019, APU staff partnered with Olive Support Services and the Children's Center of the Antelope Valley (CCAV). They created the Wrap-around Engagement Desert Outreach (WEDO) weekly clinic at the Antelope Valley parole office.

This clinic offered many free services to include:

- Mobile medical clinic
- Mobile hair cut trailer
- Hygiene products and clothing
- Mobile shower trailer
- Also free assistance with:
- Medical enrollment
- Legal services
- Sign-ups for anger management and/or court ordered domestic violence prevention classes
- Academic assistance
- Job training classes

To deal with the COVID-19 pandemic, many of the services have now transitioned to on-line classes. CCAV and Olive Support Services continue to partner with APU and the Antelope Valley parole office to provide support services.

By the end of 2019, the success of the clinic had become well known among the parolee population through word-of-mouth. APU hopes to replicate what the Antelope Valley parole office and Community-Based Organizations accomplished statewide.

Working with Stanislaus County to establish Emergency Command Center

In March 2020, the APU worked with Stanislaus County, the Stanislaus Probation Department, and the Modesto/Ceres parole office to establish an Emergency Command Center.

The center tracks the expedited releases to probation and parole, and to subsequent quarantine placement, due to the COVID-19 pandemic.

This partnership helped smooth the transition of parolees and probationers into safe and comfortable quarantined housing. At its peak, the collaboration served 120 formerly incarcerated people. The effort assured those in quarantine were provided with food and all other essentials.

Narcotics Anonymous

APU forms unique partnership with NA to provide region-wide meetings for DAPO during the COVID-19 pandemic.

Early in the pandemic, Los Angeles Central District Parole Service Associate (PSA) Tracee Harvey partnered with Lee M., the Southern California Regional Chair for Community Relations for Narcotics Anonymous (NA), to create an online meeting for parolees.

Each meeting now has nearly 200 parolees participating each week. The feedback parole agents get from their parolees has been exceptional. The meetings are "closed," meaning they are only for those on parole.

Because this partnership has been so successful, APU staff were invited to be guest speakers at NA's 34th annual conference. The conference serves 13 western states in the United States, two western provinces of Canada and all of Mexico. APU staff were featured guests on the law enforcement panel, sharing how the meeting was created. They also discussed ways it could be implemented in other states and other parts of the world.

DAPO/APU and Bakersfield church partnership continues

Since the 1990s, the First Congregational Church of Bakersfield has provided gifts and other needed items to children of those on parole.

For many years, APU and Bakersfield parole staff have coordinated an effort to provide for less fortunate families. The recipients are families of parolees, selected by parole agents in the Bakersfield office.

APU coordinated with the church to provide new shoes and a gift card to all the children. The Community Action Partnership of Kern (CAPK) Food Bank provided families with bags of groceries. The families picked up all items at the Bakersfield parole office in a drive-through to keep everyone safe.

Despite the manner of delivery, the cooperative spirit among the First Congregational Church, parole staff and the community remains as strong as ever.

APU recruitment event



APU hosted an employment recruitment event for University of Southern California and California State University, Dominguez Hills, graduate students.

On Nov. 23, 2020, supervisors, parole agents and APU staff from the Los Angeles District hosted some graduate students from University of Southern California and California State University, Dominguez Hills.

The students were given a presentation about career opportunities available to them within DAPO. APU staff highlighted community resources and programs offered to parolees. They also explained what is needed for a successful reentry transition into the community. The presentation was well received by all participants.

Annual toy drive



Children were all smiles, thanks to the annual toy drive.

APU staff helped GEO Reentry Services, Specialized Treatment for Optimized Programming, Area 4, with the annual San Bernardino-Victorville Toy Drive. The 2020 toy drive was made possible with the assistance of the Unit Supervisors and Parole Agents in the District. Due to the pandemic, the toys were delivered directly to the parolee's home. It was a joyous time for the children, making this year's toy drive a success.

Firefighter Training and Reentry Program at the Ventura Training Center



Firefighter Training and Reentry Program at the Ventura Training Center.

In October 2018, CAL FIRE, California Conservation Corps (CCC) and CDCR partnered with the Anti-Recidivism Coalition (ARC) to develop an enhanced voluntary Firefighter Training and Reentry Program (FTRP) at the Ventura Training Center (VTC).

In addition to training, the VTC promotes rehabilitation, life skills, and job readiness through advanced firefighter certification and training courses.

FTRP completion provides a pathway for former offenders to be eligible to compete for entry-level firefighter jobs or other careers in the industry with local, state, federal, or private agencies.

Veterans receive peer mentorship

The Veterans Helping Veterans program focuses on helping formerly incarcerated veterans, chronically homeless veterans and their families with wraparound services. Some of the services include job development, life skills training, suicide prevention, financial literacy, tech support and many other skills. The veterans live in housing on site and attend 20 hours of classes per week. They may stay 180 days and may be eligible for 365 days based on clinical necessity.

Merced good Samaritan helps parolees in need



For two years, a Merced man has been donating holiday meals to formerly incarcerated people on parole.

A Merced man named Den donates food to the Merced parole office during the holidays for parolees in need. Den met some Merced parole agents at a local restaurant and asked if he could donate meals to parolees. He was already doing the same for the local probation office. Den has been donating meals to parolees in need now for two years.

The Merced parole office is very grateful for Den's generosity during and for reaching out to form this partnership.

Apprentice Success Story



*Gursharn Gill – Registered Nurse Apprentice Graduate
California Correctional Health Care Services – CHCF Stockton
Salary Upon Completion – Approximately \$107,000 base annually*

Beginning in 2016, Gursharn Gill started working as a Licensed Vocational Nurse (LVN) at California Health Care Facility - Stockton, a facility under the supervision of California Correctional Health Care Services (CCHCS). LVNs at CCHCS earn about \$50,000 annually and assist in the performance of patient care activities by addressing the ongoing needs of patients and by working with the licensed nursing staff and other health care providers to promote the efficient, appropriate, and cost-effective use of health care resources. Gursharn was able to take advantage of this apprenticeship opportunity which utilized California Apprenticeship Initiative (CAI) funding, SEIU H-CAP funding, and the 20-20 time (partial work with full pay) provided to her through the Memorandum of Understanding with the State of California negotiated by SEIU Local 1000.

The State of California RN Apprenticeship program is a multi-facility program presently housed within CCHCS and registered with California's Division of Apprenticeship Standards. It was developed in partnership with SEIU Local 1000 and CCHCS. San Joaquin Delta College, located in Stockton, California, is the Local Education Agency and related supplemental instruction provider, preparing students with required skills and knowledge to practice in the role of an RN in a variety of health care settings.

Gursharn's participation in the RN apprenticeship program has allowed her to refine her nursing skills with a focus on treatment and rehabilitation to inmate-patients, maintenance of order in supervising the conduct of inmate-patients, providing general psychiatric nursing care to inmate patients who are mentally disordered offenders, and performing other nursing related tasks as assigned. As an RN, Gursharn is charged with providing nursing care for the inmate and youth offenders. This includes the administration of medication, therapeutic agents, treatments, disease prevention, and restorative measures ordered by a physician,

assistance to physicians with medical and/or minor surgical procedures, procurement of specimens for diagnostic testing, performance of assessment and ongoing monitoring of patients' physical and psychosocial status, along with a number of other responsibilities. Upon completion of the apprenticeship, Gursharn sat for the National Council Licensure Examination in 2018 and successfully became a licensed RN.

Gursharn spoke at the June 2018 SEIU-CCHCS RN Apprentice Celebration and expressed to the audience the impact this apprenticeship opportunity has had on her life. She communicated that without this apprenticeship program, she would not have been able to achieve her goal of becoming an RN Nurse. She was very touched by and appreciative of the opportunity created by the RN Apprenticeship Program to advance her career. Gursharn plans to continue her nursing education and pursue her Bachelor's of Science (BSN) in Nursing.

Gursharn shared the following with program partners after her promotion to RN: *"You have done SO much and I feel like I don't know how to express to you how grateful I am. I had lost hope of being able to complete school and would have days where I would get so sad thinking about it, but with the Apprenticeship program I was able to go back and attain my goal-to be a Registered Nurse. I owe so much to you, SEIU, Delta College, the State, and truly everyone who had a hand in helping me continue my education. The support I received from everyone throughout this past year has been near overwhelming and I am truly grateful."*

Apprentice Success Story



*Roderick Omari – Registered Nurse, Correctional Facility
California Correctional Health Care Services – Mule Creek State Prison
Salary upon completion – Approximately \$107,000 base annually*

Beginning in 2015, Roderick Omari started working at Mule Creek State Prison, a facility under the supervision and direction of California Correctional Health Care Services (CCHCS). Roderick was a Licensed Vocational Nurse (LVN) before becoming a Registered Nurse (RN) apprentice. Roderick served in the US Military prior to CCHCS employment. As an LVN, he assisted in the performance of patient care activities by addressing the ongoing needs of patients and working with the licensed nursing staff and other health care providers to promote the efficient, appropriate, and cost-effective use of health care resources. Roderick was able to take advantage of this apprenticeship by utilizing the 20-20 time provided to him through the Memorandum of Understanding with the State of California negotiated by SEIU Local 1000.

The State of California RN Apprenticeship program was launched with start-up funding from the California Apprenticeship Initiative (CAI) program. The apprenticeship is a multi-facility program presently housed within CCHCS and registered with the California Department of Industrial Relations – Division of Apprenticeship Standard. It was developed in partnership with SEIU Local 1000 and the support of SEIU H-CAP. San Joaquin Delta College, located in Stockton, California, is the Local Education Agency and related instruction provider, preparing students with entry-level skills and knowledge to practice in the role of an RN in a variety of health care settings.

Roderick's participation in the RN apprenticeship program has allowed him to refine his nursing skills with a focus on treatment and rehabilitation to inmate-patients, maintenance of order in supervising the conduct of inmate-patients, providing general psychiatric nursing care to inmate patients who are mentally disordered offenders, and performing other nursing related tasks as assigned. As an RN, Roderick is charged with providing nursing care for the inmate and youth offenders. This includes the administration of medication, therapeutic agents, treatments, disease prevention, and restorative measures ordered by a physician, assistance to physicians with medical and/or minor surgical procedures, procurement of specimens for diagnostic testing, performance of assessment and ongoing monitoring of patients' physical and psychosocial status, along with a number of other responsibilities. Upon completion of the apprenticeship, Roderick sat for the National Council Licensure Examination in 2018 and successfully became a licensed RN.

Roderick graduated from San Joaquin Delta College's Associate's Degree in Nursing Program and completed the CCHCS RN Apprenticeship Program in May 2018. He shared with us that becoming a RN was an objective of his well before starting the program and noted the impact this apprenticeship opportunity has had on his career. He further communicated that without this apprenticeship program, he would likely not have been able to achieve his goal of becoming an RN while retaining his full-time job; a benefit provided to him through his participation in the apprenticeship. Roderick spoke at the June 2018 Apprentice Celebration and expressed his sincere gratitude for the support he received while in the program and the opportunities that will become available to him in the future. Roderick's success has been profiled in the SEIU Local 1000 Union Updates as well as CCHCS organizational newsletters. Roderick is planning to independently continue his education beyond the apprenticeship through pursuit of his Bachelors of Science in Nursing (BSN).

Apprentice Success Story



*Sunday Olusegun Osho – Registered Nurse, Correctional Facility
California Correctional Health Care Services – Deuel Vocational Institution;
\$107,346 base annually*

Beginning in 2012, Sunday Olusegun Osho started working at Deuel Vocational Institution, a facility under the supervision and direction of California Correctional Health Care Services (CCHCS) located in Tracy, California. Sunday was a Licensed Vocational Nurse (LVN) in for 7 years before becoming an RN apprentice. Sunday immigrated from Ado-Ekiti, Nigeria to the United States in pursuit of better opportunities. After joining civil service with the State of California as an LVN, Sunday earned about \$60,000 annually and assisted in the performance of patient care activities by addressing the ongoing needs of patients and working with the licensed nursing staff and other health care providers to promote the efficient, appropriate, and cost-effective use of health care resources. Sunday was able to take advantage of this opportunity by utilizing the 20-20 time provided to him through the Memorandum of Understanding with the State of California negotiated by SEIU Local 1000.

The State of California RN Apprenticeship program is a multi-facility program presently housed within CCHCS with the California Department of Industrial Relations – Division of Apprenticeship Standards. The program was launched with funding from the California Apprenticeship Initiative (CAI) and developed in partnership with SEIU Local 1000 and the support of SEIU H-CAP. San Joaquin Delta College, located in Stockton, California, is the Local Education Agency and

related instruction provider, preparing students with entry-level skills and knowledge to practice in the role of an RN in a variety of health care settings.

Sunday's participation in the RN apprenticeship program has allowed him to refine his nursing skills with a focus on treatment and rehabilitation to inmate-patients, maintenance of order in supervising the conduct of inmate-patients, providing general psychiatric nursing care to inmate patients who are mentally disordered offenders, and performing other nursing related tasks as assigned. As an RN, Sunday is charged with providing nursing care for the inmate and youth offenders. This includes the administration of medication, therapeutic agents, treatments, disease prevention, and restorative measures ordered by a physician, assistance to physicians with medical and/or minor surgical procedures, procurement of specimens for diagnostic testing, performance of assessment and ongoing monitoring of patients' physical and psychosocial status, along with a number of other responsibilities. Upon completion of the apprenticeship, Sunday sat for the National Council Licensure Examination in 2018 and successfully became a licensed RN.

Sunday graduated from San Joaquin Delta College's Associate's Degree in Nursing Program and completed the CCHCS RN Apprenticeship Program in May 2018. Sunday shared with us that becoming an RN had been a long-standing goal of his, but he consistently encountered barriers that precluded him from realizing that goal. With personal effort and the supportive tutoring provided by his Success Coordinators at SEIU Local 1000, he was able to pass the required entrance exam which put him on the path to becoming an RN. Sunday's ability to pursue this objective while retaining his full-time job, a benefit provided to him through his participation in the apprenticeship, allowed him to make strides academically and professionally while still being able to provide for his family. Sunday's success has been profiled in the SEIU Local 1000 Union Updates as well as CCHCS organizational newsletters. Sunday continues to act as an ambassador for the impact nursing apprenticeships can make.



THE BEST THINGS IN LIFE ARE RESCUED
#SAVINGLIVESONEVERYLEVEL



(/)



COLE *RELEASED*

OCCUPATION: DOG TRAINER

LOCATION: CMF

I grew up in the system – learning how to be a cold and callous criminal because I believed that was my way to survive. Eventually I had to make a choice: Grow up and become a responsible, accountable adult, or remain the same and continue to die from the inside out. Sobriety came hard for me; adjusting to life in my own skin was humor. I'd been wearing masks for so long that it took a long time to remember who I am. After spending thirty-five of my fifty years locked up, I'm now ready to return to society. PFL provided me with exactly what I needed at this stage of my journey. The dogs unlocked my soul and reminded me of the strength that exist within compassion and tolerance. I cried myself to sleep the night PFL put a puppy in my arms. That little, loving creature didn't know or care about all the mess I'd made of my life, she just wanted my love and attention. The Paws for Life motto states, "We work harder so these dogs can have a better life." I have a better life because of the dogs and the PFL family of volunteers.

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rg) info@pawsforlifek9.org
(mailto:info@pawsforlifek9.org)

 (<https://www.facebook.com/PawsForLifeK9>)

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ABOUT US

Paws For Life K9 Rescue pulls its dogs from city and county shelters. Often, we choose dogs in need of socialization and training which we place with our incarcerated trainers throughout California State Prisons.

We do this because our program is creating a wholesome training environment that dedicates significant time toward rehabilitation, ensuring the best possible outcomes. After several months of training, our dogs are ready for family life after completing their AKC Canine Good Citizen (CGC) certification. Some are trained to become service animals for military veterans with PTSD. By lowering euthanasia rates and preparing dogs for service-jobs, PFL is proving that everyone deserves a second chance.

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(<http://pawsforlifek9.org/terms-of-use/>).

Offender Mentor Certification Program (OMCP)

Video Spotlights

[Bay Area People - Make a change behind bars and once... - Facebook](#)

In this "Bay Area People" TV spotlight video these featured OMCP are now on parole: John Badgett (served 29 years in prison, commitment offense at 20 yrs old), Watson Allison (26 at time of offense previously on death row for 20 years, 36 years in prison), Justin Bentley, Daniel Hopper (served 20 in prison, commitment offense at 18 yrs old)

[Facebook](#)

[Facebook Watch](#)

Play Video

[Bay Area People](#)

[August 6, 2017 at 3:44 PM](#) ·

Make a change behind bars and once released.

We went to the [California State Prison, Solano](#) to take an inside look at a rehabilitation program that inmates say is not only changing their perspective and their lives but it is also changing prison culture.

All of California's 35 state prisons have rehabilitation programs. Solano prison in Vacaville has the most and inmates say the OMCP program is at the top of the list.

The recidivism rate across the system is about 44 percent. This program has a 0 percent recidivism rate for its graduates and we wanted to find out why



[7:08](#)

[What would you do with a second chance?... - Claudine Wong ...](#)

[Facebook](#)

Richard Goodwin is the OMCP Director at CSP-Solano and has been with the program for 5 years. He was once an Olympic wrestling athlete, then due to addiction lived homeless on the streets of the SF tenderloin for several years. Now OMCP director, high school wrestling coach and gym owner.

[Facebook](#)

[Facebook Watch](#)

Play Video

[Claudine Wong KTVU](#)

[August 5, 2017 at 3:24 PM](#) ·

What would you do with a second chance?

Richard Goodwin had lost everything. Addiction cost him his family and job after job and he was living on the streets of the Tenderloin in San Francisco. But his remarkable story is not just about rock bottom. It's about the climb back up and what he's been able to accomplish since getting sober.



3:58

[Bay Area People - Life on the outside. Steven Juarez says...](#)

[Facebook](#)

Steven Juarez is a CSP-Solano OMCP 2015 graduate. 13 years in prison, Paroled 5/10/2017.

[Facebook](#)

[Facebook Watch](#)

Play Video

[Bay Area People](#)

[August 7, 2017 at 9:52 PM](#) ·

Life on the outside.

Steven Juarez says he has changed saying "Even on the day of my crime, I did not fully understand how much trouble I was really in because I lived such a careless and cowardly, criminally addicted lifestyle. Today, I live to truly honor what I did that day by being a law abiding citizen and not having another victim for the rest of my life."

Juarez was released on parole after 13 years in prison. He talked to us about the transition and the prison program that helped him start again.



[Preview](#)

[Luis Berumen5:55](#)

[From inmate to graduate, Part 1](#): Jul 10, 2019 — **From inmate to graduate**: How Solano **prisoners** get ready for life after release. Program combines mentoring, education to prepare **inmates** for jobs as drug counselors when their time has been served.

[YouTube](#) · [ABC10](#) (**Luis Berumen T44631, Initial BPH hearing in 2024, Blaine Bowker AB8018, paroles 5/2021**)

[Jul 10, 2019](#)



[From inmate to graduate, Part 2: Graduation Day](#)

[ABC10](#)

[Jul 12, 2019](#)

Mentor reunites with twin brother after nine years

October 16, 2019



Twin brothers reunite.

**Video by Terri Hardy and Ike Dodson
Office of Public and Employee Communications**

The Offender Mentor Certification Program, or OMCP, allows participants to provide valuable mentorship within prisons, a paid position through the Division of Rehabilitative Programs. Once released, they use these skills to find good-paying jobs.

YouTube video: <https://youtu.be/Z82kvEydGWA> (may not play on a CDCR computer).

<https://www.cdcr.ca.gov/insidecdcr/2019/10/16/inside-cdcr-video-mentor-reunites-with-twin-brother-after-nine-years/>.



Photo by Sally Schilling / Capital Public Radio

Inmates on the Level II side of Solano State Prison. From left to right: Daniel Hopper, Carlos Leon, and brothers Lance and John Badgett. They all were sentenced to life with the possibility of parole.

[More Freedom Behind Bars | KPBS \(2017\)](https://www.kpbs.org/news/2017/aug/10/more-freedom-behind-bars/)

<https://www.kpbs.org/news/2017/aug/10/more-freedom-behind-bars/>.

More Freedom Behind Bars

Thursday, August 10, 2017 (OMCP Mentors: Daniel Hooper/now on parole, Carlos Leon / BPH hearing 2021, Lance Badgett/BPH grant: awaiting Governor Review, John Badgett/now on parole)

Mentors make a difference in a prison and earn jobs when they get out




[Prison program provides death row new chance at life, skills to help others...](https://www.dailyrepublic.com/all-dr-news/solano-news/vacaville/prison-program-provides-death-row-inmate-new-chance-at-life-skills-to-help-others/)

[https://www.dailyrepublic.com/all-dr-news/solano-news/vacaville/prison-program-provides-death-row-inmate-new-chance-at-life-skills-to-help-others/.](https://www.dailyrepublic.com/all-dr-news/solano-news/vacaville/prison-program-provides-death-row-inmate-new-chance-at-life-skills-to-help-others/)

dailyrepublic.com

[CCWF: OMCP / Women](#)

www.cdcr.ca.gov › news › 2011/01/07 › alcohol-and-d...

 The California Department of Corrections and Rehabilitation is the agency of the government of California responsible for the operation of the California state prison and parole systems. Its headquarters are in Sacramento.

Jan 7, 2011 — Valley State Prison for Women graduates with red cap and gowns ... Graduates from the Offender Mentor Certification Program (OMCP) who ...

[Alcohol and Drug Counselor Program Graduates First Class at Valley State Prison for Women](#)

January 7, 2011

Inaugural graduating class from the Offender Mentor Certification Program will help fellow inmates recover and turn their lives around.

Strides to Success: Jason V. SantibanezPOSTED ON [NOVEMBER 18, 2015](#) UPDATED ON [NOVEMBER 17, 2015](#)

“I was faced with the choice to deviate into the self defeating acts and behaviors of my choosing or to find a way to excel.”

-Jason V. Santibanez

It has taken many years to rebound from the mistakes that I made in my youth. In 1994, I committed a crime that resulted in a 25-to-life sentence plus an additional 7 years; ultimately a 32-years-to-life sentence. I was seventeen at the time I did the crime. By the time the court process was over, I was with-in 30 days of my nineteenth birthday and I was bound to San Quentin to start serving my life sentence.

It was a distinct day for me in 2003 that I decided to turn my will and my life over to the care of what I came to believe was a Higher Power. I was in a cell at Old Folsom and it was my seventh prison institution. I was asking myself if my life amounted to being in a cage for the rest of my life, and it dawned on me, ‘That just don’t make sense.’ Here I am, fully functioning and healthy with basic amenities. Someone with insight beyond my own said I have value and worth. Societies will for me became my Higher Power.

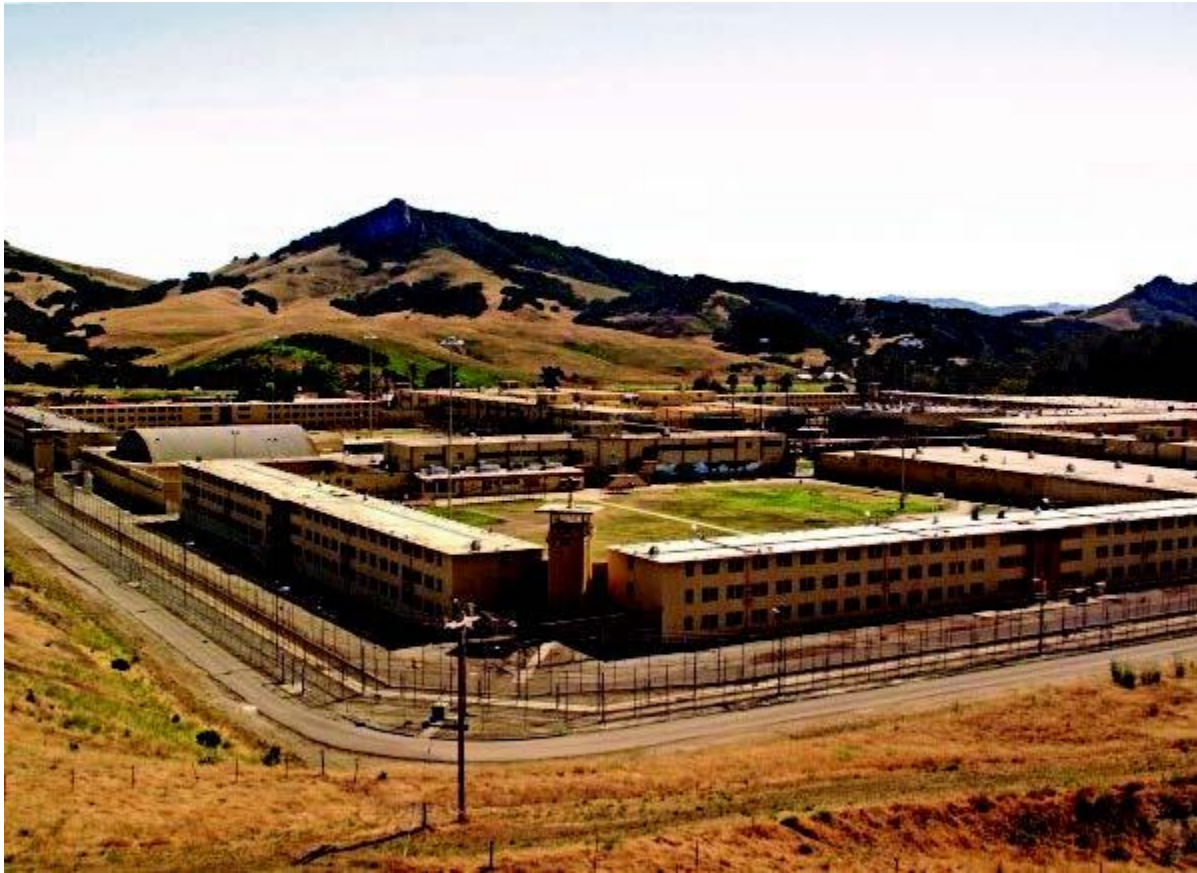
It was not long after that I found myself sitting in administrative segregation (ad-seg). It was a moment in my life that I truly beat myself mentally and emotionally. Internally, I had felt that I had come to a spiritual paradigm shift with my purpose and meaning in life; yet here I was sitting in ad-seg. It was not long until I was on my way to California Men’s Colony-East (CMC). In hindsight, this move to CMC solidified my changed mindset and what I have come to learn through my life experience is that change can be made by environment as much by will and desire.

Up until then, (1994-2003) I had been placed in primarily Level Four Institutions (Maximum Security). Arriving at CMC was like going from Junior High School to College. Inmates were walking all over the place, staff appeared nonchalant and there were announcements over the Public Address System such as Vocations, Yolk Fellows, AA & NA, Peer Education, Education, Prison Industry Authority, Work and School. The entire institution was like an activity hub. I got my start going to what was called Progressive Growth Seminar. By the time I left CMC in 2008, I was a Peer Health Educator. I had completed a vocational trade in Office Services and Related Technologies. I was a Laubach Literacy Trained Tutor. A lot of the intrinsic work I had done came through various correspondence courses including Corrections Learning Network, Federal Emergency Management Courses and Bible correspondence courses from various agencies including the American Bible Academy, Emmaus and Crossroads. Basically, what it boils down to for me is that for my change process, even though it was internal, I had found a supportive environment to cement the process.

I then found myself at Solano and was put in a dorm setting. While other inmates were doing things that they shouldn’t have been doing, my saving grace was my fourth direction in which I dubbed my “Sanity Wall.” I would face that wall at all hours of the day fighting my internal triggers and praying for guidance and deliverance. I was faced with the choice to deviate into the self-defeating acts and behaviors of my choosing or to find a way to excel. My bunkmate was in school. His bottom bunk would be open during the day. I found a way to isolate myself there at times and I managed to get enrolled to Coastline Community College. From there, I found myself a clerical job and started facilitating self-help groups called Project Pride.

First and foremost, it affected me by proxy (being in the right place at the right time) because it allotted a certain amount of money to be used to train inmates to become peer mentors. The money was spent to train inmates to become Certified Alcohol and Drug Counselors through The California Association of Alcoholism and Drug Abuse Counselors (Now known as CCAPP). The first class of mentors for this pilot program was 50 inmates from Solano. I did not apply, but rather made a conscious decision to observe the results and the process. I had seen plenty of pilot programs come and go by that time in various fashions. Overall, by waiting, I witnessed men (prisoners) become scholars, many of which I was living with in the Mentor Building. On one hand I was jealous,

on the other I became determined to be in the second class of mentors. In 2010, I became certified as a Certified Substance Abuse Counselor- I with the ACADC Institute; one step in the right direction. Then I applied to be selected not once, but three times. Eventually, I was selected to be interviewed to become not only a Peer Mentor, but a certified Drug and Alcohol Counselor with the State of California. I was handpicked amongst thousands of inmates in CDCR for this position of prestige amongst my peers.



The provider at the time was Human Potential Consultants. In July of 2011, I began my process. I had to go through 90 days of a Substance Abuse Program (SAP). This helped me understand what modeling was as well as what a parallel process is. By the end of October of 2011, I had become a SAP Alumni and the process to become a drug counselor began. This pilot program now called the Offender Mentor Certification Program (OMCP) is an expedited process that trained me to become a counselor. The didactic portion consisted of learning the introduction and overview of AOD, law and ethics, physiology and pharmacology, case management, individual group and family counseling and personal and professional growth. The practicum was 255 hours of application of the above principles in each of the 12 Core Functions. By the time I was afforded the opportunity to take the test, it was May of 2012. I passed the test. In July of 2012, I was transferred to Substance Abuse Treatment Facility (SATF) as part of my commitment and vision of AB 900 to spread the knowledge and skill to other treatment programs in the prison system.

I then got certified as a Network Cabling Specialist and eventually found myself on the door step of HealthRight 360 at SATF. I was welcomed as a peer by the mentors and challenged to adjust to my new environment while adopting the Therapeutic Community model of treatment.

From 2008 – 2013, I did manage to stay enrolled in college. In May of 2013, I graduated from Lassen Community College with an Associate of Arts Degree in Social Science. When it came to the Board of Prison Hearings (BPH), they knew I had done the work that reflected in my personal change process. By May of 2014, WestCare became the new provider at SATF and on October 31, 2014, I was released from prison. As of right now, it was less than a year ago. I cannot even come up with all the names of the people who supported me and provided guidance and insights along the way, they were numerous to say the least.

I was released to Tri County Treatment in Oroville 20 years and 9 months after I was initially incarcerated. I never had a driver's license, never contributed to Social Security, had no assets, was basically penniless and without any tangible adult life experiences as a free person. So, again I turned my will and my life over to the care of those whom I previously believed to be the driving power behind my Higher Power. I followed each and every rule they told me to. I did not ask for exceptions, I did all my assignments as if I never facilitated one of them. By the end of my 90 days at the level Residential Treatment, having been STOP funded via WestCare, I was encouraged to enroll into school. By May of 2015, I finished a semester at Butte College with four A's and one B. I was also working in my downtime as a temp employee through Express Employment Professionals. I had

interviewed or submitted job applications with Kirby-Vacuum Cleaners, Marshalls, Home Depot, the local cannery and any number of other venues in the search for long term viable employment.

Then one fateful day, the Director of Tri County came into my room at the level of Sober Living between 10:00 and 11:00 while I was sleeping off a late night working at a factory in Gridley, with the news that any OMCP graduate on parole could now work for STOP/WestCare funded facilities. Basically, she could legally hire me. I had one more job interview with Salvation Army as a Case Manager before I committed to this new opportunity. In July, I was hired on as Support Staff at Tri County Treatment. Then came the 90 provisional, a review period conducted on behalf of or by CDCR for all employees. I was initially denied the ability to go beyond the title of Support Staff. My Director appealed the process with a 22 page sub-mission and waited. On Tuesday, October 13, 2015, I was instructed to call WestCare personnel in which I was told, 'You are the first parolee authorized by CDCR to work in the capacity as Counselor to other parolees.' All I can say is that I had goosebumps and joy.

I have a professional rapport with WestCare, staff here at Tri County Treatment, Parole, Drug Court, Probation and Behavioral Health. I just recently accumulated enough hours to advance to the level of Certified Alcohol and Drug Counselor-I. I continued to maintain my obligation as a Certified Peer Mentor as I continue to serve as a role model of a parallel process for others to reenter society and become productive. I am so thankful to be a part of a vision that is more far reaching than my own. I have been blessed to stay connected to supportive environments that encourage recovery and change. I continue to be guided by the will of my Higher Power as I am committed to aid society as I continue down my path of being recognized as a Change Agent."

With humility and regards,

Jason V. Santibanez

Success Stories of Men Who Were Trained at CMF in the Hospice

From: Knauf, Keith@CDCR <Keith.Knauf@cdcr.ca.gov>

Sent: Friday, February 26, 2021 1:07 PM

I just sent to you a number of pictures of our men who we trained at CMF in the Hospice and are now free.

Michael Lafaver, He drew the pictures for the Gold Coat Book with UCSC.

Michael Williams, He volunteered at the Sac. VA and took care of his dying mother.

Michael Brodheim, He works for the Alternative to Violence Project and Prison Law Office

John Paul Madrona, He was extradited back to the Philippines where he works with the youth and took care of his dying father. He also teaches Yoga and volunteers to help the needy.

Jamal Pratt, Tahir, Fenelon and Rockman Haynes continue caring for the dying Muslim patients on the outside performing the Janaza washing ceremony and burial.

Darryl "Scott" Tunstall took care of his wife after she had a stroke. She was appreciative of the skills he received at CMF.

Fernando Murillo, He currently works at the UCSF Amend Division of Geriatrics Depart of Medicine as a Program Assistant. He also cares for his new baby and his 80 year old grandfather.

Darren Sewell, Volunteers at a community program caring for the needy.

Eric Driscoll, Works as a care giver for the elderly through the Mennonite Church.

Michael Hamilton, Owns his own construction business and employs men who were once incarcerated.

Blessings,

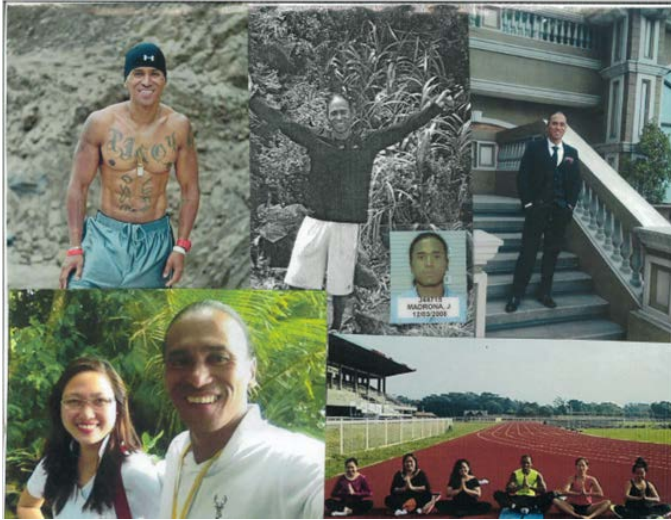
Rev. Keith Knauf

Director of Pastoral Care

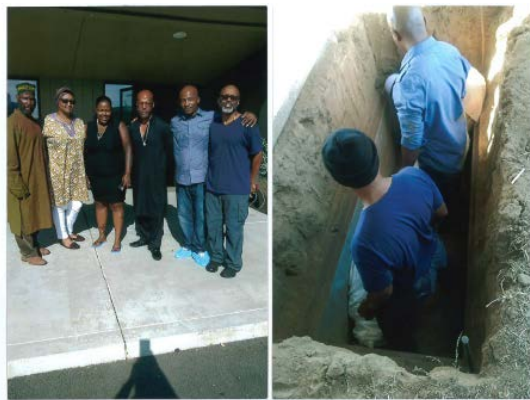
CMF/Hospice

707-448-6841 X-2481

Below are additional photos



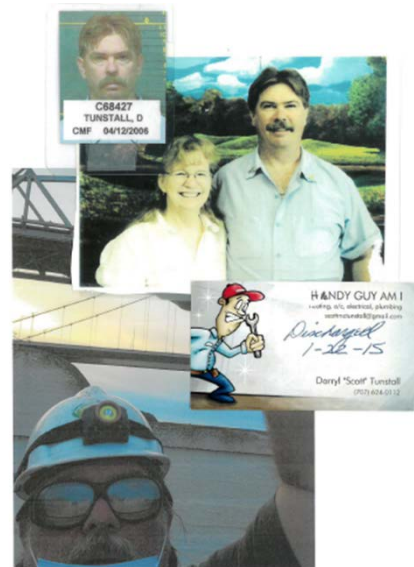
John Paul Madrona, He was extradited back to the Philippines where he works with the youth and took care of his dying father. He also teaches Yoga and volunteers to help the needy.



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Fernando Murillo, He currently works at the UCSF Amend Division of Geriatrics Dept of Medicine as a Program Assistant. He also cares for his new baby and his 80 year old grandfather.



Yesterday UCSF asked for my website picture and a brief Bio for work. Yes a formerly incarcerated youth offender is going to be working for a prestigious University. I keep pinching myself because it just doesn't seem real. This is the shit I use to lay on my bunk and fantasize about. The website was uploaded about 5 pm last night. I received text from a friend letting me know my picture and bio were on the site. I uploaded it and just stared. I was just staring and couldn't believe that i am really here, i am really alive i am really present with my dream. It feels so good. I have been out for 2 months now. And the euphoric feeling of walking out of prison after 24 years has not subsided. It has not diminished. I still feel like it is Christmas everyday. The feeling has not changed for me at all. I am truly living my dream. I am going to take the nightmare that brought me so much pain so much hurt and offer myself in a way that can help change the cultural setting of the criminal justice system. I would like to discuss a deep feeling about my motivation. Every patient, and every person i came in contact with in the system no matter how i felt about them and their character. They had a place of origin that is universal to us all. They were all once tiny, fragile and so preciously innocent in need of love and compassion. They were all comforted with the tender touch with another person. I felt that when I was holding another man's hand while they were dying. And now I feel it in the grocery store when I speak to people. We as a species are worthy of kindness, encouragement, love, tenderness, space, safety, and acknowledgement. To me the power of holding a small child and holding the hand of a dying person helps me to really connect with the fragile nature of our existence. And it would be nice if I could pass this feeling along to my family, yes my human family this powerful feeling so we could really begin to humanize each other with love, and healing. In the context of restoration. I feel it is my duty to offer my energy to improving the overall quality of life of our species whether it be with the super power of human kindness. Or the humanitarian treatment of a complete stranger. I would like for you to know that when you speak to me. I can see the tiny little child that needs to be held loved and fed for growth. A precious baby. And I will treat you with dignity and respect because this is how I see you.

Dr Henry Louis Gtes Jr Takes the time out to educate humanity about our genetic journey. This is genius. The utilization of science to show our family just how related we are makes my spirit soar. Hope! Hope! I Hope! - That I could bottle up this magic and have the most disenfranchised, most neglected family members on this planet valued. I am a cancer fighter. I have utilized love, compassion, and kindness to help my family to be as comfortable in their last days. Now I am fighting a different type of cancer. Hate. Hate binds us to destruction, ignorance, and regret. I have seen so many people cry so much after the passing of a loved one. Grief is so difficult. I believe this is what motivated Elizabeth Kobler Ross to write about 5 stages of them. I would like to appreciate all of you while you are here. To me resectional is toxic. So I am writing this to be proactive with my motivation. The power of human kindness.

I dedicate everything I write to every cancer patient who died in our care in The Robert Evans Alexander Hospice.

Fernando Murillo 1-27-21



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Darren Sewell,
Volunteers at a community program caring for the needy.



Eric Driscoll,
Works as a care giver for the elderly through the Mennonite Church.



Michael Hamilton, Owns his own construction business and employs men who were once incarcerated.



University of California San Francisco (<https://www.ucsf.edu/>)



◀ NEWS (/NEWS)

Welcome Fernando Murillo!

Please join us in welcoming **Fernando Murillo**, [Amend Program](https://geriatrics.ucsf.edu/innovations/amend-ucsf) (<https://geriatrics.ucsf.edu/innovations/amend-ucsf>) Coordinator, to the Division!

Fernando has joined the Amend Team as their new Program Coordinator. Fernando is a Berkeley native who is passionate about providing compassionate end-of-life palliative care. During his five years of working in palliative care between 2015-2020, he received several trainings and certifications in providing end-of-life care for the geriatric offender in a correctional setting from UC Davis and University of Southern California. These trainings included: proficiencies in symptom identification, compassion fatigue, identifying strokes, wound care, durable medical equipment needs and creative brain works. His work experience include serving as facilitator for The Beat Within and The Urban School of San Francisco where he wrote workshops and led discussions to provide incarcerated youth and high school students with a consistent opportunity to share their ideas and life experiences in a safe space that encourages literacy, self-expression, and critical thinking. Between 2015 and 2020, Fernando was as a Palliative Care Provider at the California Medical Facility Hospice unit, where he provided end-of-life care in a 17-bed unit as part of an interdisciplinary team in the only licensed hospice in the State of California prison system. At the same facility, he also served as an Inmate Advisory Council Executive Chairman, a management position representing 2,400 inmates as a liaison between the population and executive staff regarding health care, programing, education and rehabilitation services accessibility. Finally, Fernando has also completed coursework in the following subjects: psychology, criminal justice and business,

which is extremely relevant to his new role at UCSF. As the Amend Program Coordinator, Fernando will be providing support across a broad range of projects related to Amend, a health-focused prison reform program that delivers immersive learning and professional training programming to correctional professionals and partners with a range of stakeholders, including incarcerated people and their advocates, to advance a humane, healthy, and dignity-driven transformation of correctional culture in the U.S.. Fernando will be reporting to Michele Casadei (Amend Program Lead). Once his email is activated (tomorrow), Fernando can be reached at Fernando.Murillo@ucsf.edu (mailto:Fernando.Murillo@ucsf.edu). Please join us in welcoming Fernando to the team!

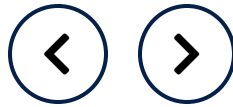
The Latest News

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Welcome Sharé Vuong!
(/news/welcome-share-vuong)

Carla Perissinotto
Interviewed by ABC 7 News
(/news/carla-perissinotto-interviewed-abc-7-news)



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