

Building Promise USA Year One Report

OCTOBER 2021 - SEPTEMBER 2022



"PEER LED, PEER RUN, PEER DRIVEN"

Developed by Lily Graham, MPAff - Strike Force Member

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Building Promise USA
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Letter from Our Founder

Throughout the last fiscal year, Building Promise USA (BPUSA) emerged from the COVID pandemic and weathered a very volatile economic and political period of our country's history. Throughout all that, BPUSA has made progress at fulfilling our mission to dismantle the cycle of incarceration, unemployment, and homelessness among people with justice involvement and behavioral health challenges.

Building Promise held the first of its kind HIRE (Hiring Initiative for Reentry Empowerment) event that brought us closer to our target population, and our target population closer to a stable job with a living wage. BPUSA has also developed close ties with the business community, specifically our partnership with Indeed, to provide more HIRE opportunities to the people we serve, who are often furthest from such resources.

As we move into our new location, BPUSA can now provide direct peer support services to our program participants and utilize S.W.A.G, Strengths, Wellness, Advocacy and Goals to its full potential. 2023 will see BPUSA launch the online version of S.W.A.G on a new platform that is more user-friendly and has more functionality. Leveraging our new location and new technology will help move us closer to fulfilling our mission at BPUSA.



As the Founder of BPUSA, I want to thank all our Board members, past and present, for their steadfast dedication to our shared vision that formerly incarcerated individuals will have the opportunity to successfully transition back into the community and go on to reach their full potential. I pledge to work with our Executive Director and the Board to see that we meet the challenges ahead in 2023, and deliver on our promise to the people and the City of Austin to deliver reentry support services to all our returning citizens. Finally, as BPUSA is a peer led, peer run and peer driven organization, we must never forget that those closest to the problem are often, closest to the solution.

Onward,

Reginald D. Smith, MSW, MBA Founder,
Building Promise USA



Letter from Our Executive Director

Greetings,

First, let me thank the Austin City Council and the City of Austin's Equity Office for selecting Building Promise USA (BPUSA) as the Coordinating Agency for Reentry Services for the City of Austin.

Next, a big thank you to our Board of Directors and Board of Advisors made up of dedicated volunteers, whom I affectionately refer to as the "BPUSA Strike Force", for their continued support of the vision and mission of our organization. Without your support and guidance during this first strategic year, what we planned to achieve would not have come to fruition.

As I reflect on our first year, BPUSA progressed beyond our wildest dreams. This would not have been possible without the connections made with other community-based organizations, and the formation of strategic partnerships with local businesses and corporations who also see the value in supporting the reentry community, made up of formerly incarcerated individuals looking to access supportive services.

There is still much work to do as we embark upon the implementation phase of the One Stop Shop Pilot Initiative. With the relationships that have been gained and new strategic partnerships that are being forged, the sky's the limit in how we can impact our target population and transform the trajectory of their lives.

What follows is a comprehensive look at the work of BPUSA during this first planning year.

Thank you again for your collective support of our efforts.

Have a GREAT day on PURPOSE!!!!

Carl F. Hunter II

Carl F. Hunter II, M.Div.

Executive Director - Building Promise USA

Introduction

Building Promise USA (BPUSA) has experienced substantial growth in terms of impact, partnerships, funding, and implementing strategy within our first year of the City of Austin's Equity grant. We've been given the spotlight to establish bridge partnerships with like-minded organizations, and became the designated One Stop Shop for consolidated reentry services led by Reentry Peer Support Specialists. This buildout has come with unexpected recognition from corporate companies that have advanced our ability to serve our target population far beyond our expectations within this first year.

We would like to share how BPUSA has met the deliverables of this grant by expanding on the following:

I. Secure a Physical Office Space

II. Complete Bridge Partnership Agreements (MOUs) with Spoke Organizations

III. Host Reentry Events

IV. Successfully Implement Program Model Pilot

We have included additional resources in the appendix that provide a high level overview of our Strategic Plan, letters of support from our partners, as well as our programmatic design as reflected in our Mid-Term Report.

We want to thank you for this opportunity to serve individuals directly impacted by the criminal justice system, and we're excited for what's to come in the second year of our grant.

During the planning phase of the grant period, we have been able to accomplish the following through our community engagement as the Reentry HUB:

200+ INDIVIDUALS ENGAGED

BPUSA engaged with over 200 formerly incarcerated individuals to connect them to reentry services within our first year

9 ORGANIZATIONS ESTABLISHED MOUS

BPUSA executed Bridge Partnership Agreements with our collaborative Spoke organizations

14 EMPLOYERS PARTICIPATED

BPUSA, in collaboration with Workforce Solutions Capital Area, recruited 14 employers and 3 training organizations for our HIRE event

7 PEERS RECRUITED

BPUSA recruited 7 formerly incarcerated individuals to participate in Via Hope's Peer Certification program

High-Level Highlights



High-Level Highlights

- **Training and Apprenticeships** - BPUSA was selected by Via Hope as one of five training sites for Peer Support Specialists to receive the supervisory hours required to complete their state certifications. In February 2023, BPUSA will be eligible to become one of the state's first Peer Specialist Registered Apprenticeship organizations through Via Hope's Health Resources Services Administration Registered Apprenticeship Program that is funded through the Department of Labor.



- **Volunteer Advisory Committee** - BPUSA formed a dedicated internal volunteer base of advisors known as the "Strike Force". The Strike Force meets biweekly to discuss internal strategy, development, and event planning. Volunteers created an employee handbook to formalize our intake process, including staff procedures, as well as helped with the buildout of our reentry events thus far. The Strike Force is open to any volunteers interested in internal capacity building, development, social media, and event planning.

- **Building Our Staff** - BPUSA hired our first external Reentry Peer Support Specialist to help navigate implementation of service delivery starting this Fall. This Peer has also supported the Strike Force with administrative tasks, event planning, and media management.





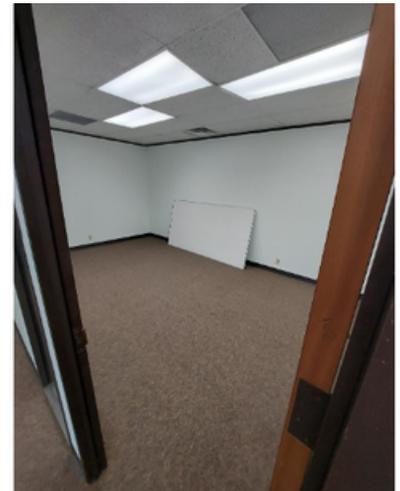
High-Level Highlights

- In November of 2021, BPUSA was selected by Search & Convert to be a part of their Black Business Matters program. Through this program, BPUSA was awarded \$21,000 in in-kind services to expand the capacity of the organization's website. With the expanded capacity of the BPUSA website and the development of key strategic partnerships (Austin Urban Technology Movement, Connect ATX, Austin Free Net, and Indeed), BPUSA's website can be the central virtual hub of activity for justice involved individuals and directly impacted family members to identify resources and services across the state of Texas.
- In May of 2022, through a grant provided by Indeed, BPUSA was able to bring on the Giant Squid grant writing group to help build our funding capacity. We have since been awarded \$45,000 in technical assistance and small grants from the Homelessness Services Organizational Capacity Program to build our organizational capacity to address homelessness within the Austin community. We have also partnered with the Office of Violence and Prevention in a federal grant submission to implement reentry peer services that could result in BPUSA receiving between \$450,000 - \$470,000 in additional funding. Beyond HIRE, BPUSA will be partnering with Indeed to pilot specific workforce development and job placement initiatives focused on IT and manufacturing.

- **HIRE Pilot Program** - The Hiring Initiative for Reentry Empowerment (HIRE) event was our first service delivery initiative to bring our workforce community organizations and reentry partnerships together for a two-day learning and networking event for individuals on their reentry journeys. Participants not only learned valuable skills for job preparation, but interviewed with potential employers who specifically excluded their criminal background review. 73 interviews were conducted on the spot, with 35 second interviews scheduled after the event and a handful of job offers given to participants that same day.

I. Secure a Physical Office Space

6633 HWY 290 East #104, Austin TX 78723



BPUSA has entered into a lease for our new office space effective August 1st, 2022. We have a three-year term at this location through July 30th, 2025. The space consists of a lobby, space for a Computer Lab sponsored by Indeed, and five offices for our Reentry Peer Support Specialists to meet with clients, as well as administrative staff to work on-site. In addition to this location providing BPUSA with the ability to start serving individual clients, the building also houses other organizations that we either have existing partnerships with, or are currently working to create new partnerships with, to enable warm hand-offs for our clients. These organizations include AUTMHQ, Black Male Health Clinic, Saffron Trust, A New Entry, and the African American Youth Harvest Foundation.

II. Complete Bridge Partnership Agreements (MOU) with Spoke Organizations

BPUSA has executed Bridge Partnership Agreements (MOU's) with the following organizations:

- **Austin Urban Technology Movement (AUTMHQ)** - Bridges the gap between the Black and Hispanic communities and the technology industry through job placement, career development, and networking opportunities.
- **Communities for Recovery** - Provides long-term recovery for people with substance use and co-occurring mental health issues through peer-supported recovery services. BPUSA has also entered into a service contract with Communities for Recovery where they provide Peer Supervision for our Peer staff.
- **Contigo Wellness Foundation** - Offers supportive services that include trauma-informed clinical case management, evidenced-based individual, group and family psychotherapy, crisis intervention and medication management.
- **Jails to Jobs** - Supports youthful offenders through Peer Support to navigate tools needed for workforce development.
- **(SWOP) ATX** - The Sex Workers Outreach Project provides supportive services to individuals who have been criminalized or who are at risk of criminalization due to participation in the sex trade.
- **Texas Fair Defense Project** - Provides limited legal services to help people resolve ticket and related debt so individuals can get their driver licenses back, clear warrants and avoid jail time.
- **Travis County Sheriff's Office** - Partnership built to work within the Travis County Jail with internal reentry service planning to execute a warm hand-off to BPUSA upon release.
- **University of Texas Department of Sociology** - Provides research and data analysis to track the outcomes of our clients to show the success of the One Stop Shop service delivery method.
- **Via Hope** - Provides training, technical assistance, and consultation to individuals in recovery from mental health challenges, their family members, youth who are interested in mental health, and mental health professionals throughout the state of Texas. BPUSA has also entered into a service contract with Via Hope where they provide training for Reentry Peer Support Specialists, and we serve as their training host site.

As we move into the implementation phase of the One Stop Shop Pilot Initiative, identifying and expanding our bridge partnerships is of critical importance. Over the next six months, expanding these relationships will be a priority. This will allow BPUSA to provide additional supportive services to our target population.

III. Host Reentry Events

BPUSA partnered with local organizations to bring forth transformational events to serve individuals with lived experience with the justice system through the following initiatives:

First Six Months of Our City of Austin Equity Grant (October 2021 - March 2022)

November 2021 - February 2022: Reentry Vaccination Initiative Events

The Reentry Vaccination Initiative was a community-based initiative to distribute free COVID Vaccines and flu shots to formerly incarcerated men and women. BPUSA distributed \$25 gift card incentives to the first 100 individuals who received their COVID Vaccine. This event was held three times from November through February. This initiative was hosted by Downtown Austin Community Count and funded in partnership with Austin Public Health, Community Coalition for Health, Hogg Foundation for Mental Health, the Reentry Advocacy Project and the Travis County Vaccine Collaborative. This community-based collaboration was able to help provide vaccinations and flu shots for more than 50 formerly incarcerated individuals.

February 2022: Job Search & Job Application Process Skills Training

BPUSA collaborated with Technology for Tomorrow to facilitate a workforce development demonstration project through a five hour virtual course designed to improve the digital literacy of returning citizens. The curriculum included reviewing email etiquette, job searching tools, resume writing, application and cover letter writing, and job application submission. BPUSA was able to provide this training for 15 formerly incarcerated men.

III. Host Reentry Events

Second Six Months of Our City of Austin Equity Grant (April 2022 - September 2022)

August 2022: Hiring Initiative for Reentry Empowerment (HIRE)

BPUSA hosted our first trademark workforce development and hiring event alongside our community partners with the outcome of participants being offered an on-the-spot interview and job offer from participating employers. This event took place across two-days, with the first teaching skills-training, resume building, and hosting mock interviews, and the second bringing an opportunity to have participants meet and interview with participating employers. Employers were brought to the HIRE event on the pretense of offering jobs to participants who qualify without criminal background checks, and evaluating the job candidate on their skills and experience alone.

Our partnerships garnered much more than we anticipated when planning this event. In partnering with Indeed, \$36,000 was donated to offer each participant who attended both days of the HIRE event a free laptop and wifi hotspot with free internet access for a full year. Participants could also engage with community resource tables to sign up for free healthcare, work to get essential documents such as IDs, and more. The community partners who provided resources to participants throughout the event were Austin Urban Technology Movement, Community Coalition for Health, Dress for Success, Indeed, Skill-Point Alliance, Texas Fair Defense Project, Time Done/Alliance for Safety & Justice, and Workforce Solutions Capital Area.

Our goal was to have 100 formerly incarcerated individuals register for this event, and we exceeded this by surpassing 200 registrants. Participating employers included UPS, Urban Alchemy, Leaf Guard, Austin Resource Recovery, GreenScapes, Balance Staffing, Jails to Jobs, Amplify Credit Union, and Good Work Austin. In assessing outcomes for both days: at least 59 participants registered for health insurance, 63 participants received free laptops, and 50 participants were either hired or scheduled for second interviews. Based on these meaningful results, BPUSA, in collaboration with Indeed and Workforce Solutions Capital Area, will sponsor HIRE events every four months. More importantly, BPUSA has successfully demonstrated and copyrighted a community-based workforce development modality that was designed and implemented by individuals directly impacted by the criminal justice system.

III. Host Reentry Events



Photos from our first HIRE Event: August 20th & 24th 2022



IV. Successfully Implement Program Model Pilot

Prior to the full implementation of the One Stop Shop Pilot Initiative, BPUSA partnered with the UT Evaluation team to discuss strategies to determine the most impactful ways to test the components of our project model. Through this discussion, BPUSA is now in conversation with David Vaughn of the Austin Area Urban League, and James Bradley at Indeed Transitional Ministries to set up community-based cohorts to go through the Strengths, Wellness, Advocacy & Goals (SWAG) curriculum in a non-institutional setting. Our goal is to involve individuals within the cohort to participate in the One Stop Shop Pilot Initiative and the UT's research study to continue to track the outcomes of our client's journeys.

BPUSA continues to build out our Workforce Development branch of services. Through our strategic partnership with Indeed, BPUSA will be a collaborative partner in a series of workforce development pilot projects that will provide training in specific career-based jobs, with training stipends for program participants provided, along with job placement services.

Through our HIRE Event, 20 people completed the initial intake form to be enrolled in BPUSA's One Stop Shop Pilot Initiative. The momentum gained from HIRE not only motivated participants to sign up for our official service implementation, but we gained a volunteer base of peers ready to engage in future events, as well as within the organization as potential Reentry Peer Support Specialists.

Conclusion

Building Promise USA has gained meaningful momentum as a key player of change for individuals experiencing reentry within the greater Austin area. As we move into the program implementation phase of our grant funding, we have taken what we've learned during our first strategic planning year through the partnerships we've built amongst like-minded community and for-profit organizations, and the stories we've listened to from our client base. Thus far, we have had the following successes and discovered areas to grow in:

In total, we have connected with over 200 individuals within the reentry population looking for services within our first strategic planning year. Of this, 56% are people of color, 40% are not on supervision, 78% are unemployed, and 61% have the highest level of High School or GED completed.

Our findings have also led us to learn that many people with criminal backgrounds are in need of basic computer literacy skills to advance their employment and education opportunities, as well as connect with other social services to successfully re-assimilate into their communities.

We believe the Peer model will be the best guide for our clients as they enroll in our One Stop Shop program. Participants of HIRE had the opportunity to engage with successful speakers and business owners who have also navigated barriers to reentry after incarceration and have found community, motivation, and inspiration in their stories.

We're eager to build our staff capacity to expand our scope within our impact areas of Housing, Workforce Development, Supportive Services, and Education. To do this, our Executive Director is currently in negotiations to receive restricted funding towards a Project Manager to join our leadership team this Fall. He is also working with a consultant group to develop BPUSA's organizational capacity to address homelessness within the Austin community.

For further details on our internal planning and community support, please review the following documents in our attached Appendix.

We would like to thank you for your continued support and belief in our mission and service plan, and are excited for individuals directly impacted by the criminal justice system to have the opportunity to successfully transition back into the community and go on to reach their full potential.

Appendix A: Strategic Plan



BUILDING PROMISE USA
 "Peer-Led, Peer-Run & Peer-Driven"

Strategic Plan 2022-2024

Vision: We see a community where formerly incarcerated individuals successfully transition back into the community and reach their full potential.

Mission: To eliminate the cycle of incarceration, unemployment and homelessness among people with justice involvement and behavioral health challenges.

Priority Areas	Organizational Excellence Build the organizational infrastructure to ensure stability	Programs & Services Focus on further development and expand implementation of P2P	Community Outreach & Advocacy Develop board policy/advocacy agenda in support of "desired outcome"	Fund Development Raise annual operating funds based on board approved budget
1-2 Year Outcomes	Ensure success by building infrastructure, developing resources and systems, and providing a long-term sustainable business model with the governance and operational capacity to scale up and sustain the programs offered.	Ensure evidence-based programs are developed and aligned to address identified needs in the community. Long term goal: Homeboy Industries Social Enterprise Model	Support efforts to eliminate stigma and other collateral consequences associated with incarceration through community outreach, advocacy, and public policy change.	<ul style="list-style-type: none"> Secure and diversify funding streams to support immediate start-up needs and achieve long-term sustainability. Host an annual signature fundraising event
2022 Goals	<ul style="list-style-type: none"> Document clear roles and responsibilities for ED and Board Document and ensure compliance with board terms Revise and update by-laws 	<ul style="list-style-type: none"> Document clear pre and post release program service model Open office and begin service delivery Measure and document outcomes 	<ul style="list-style-type: none"> Develop consistent social media presence Create formalized partnerships with like minded organizations 	<ul style="list-style-type: none"> Create high level fundraising plan including target numbers and target sources of revenue (grant, corporate, individual, etc) Consider potential new board members with fundraising experience

Appendix B: Letters of Support



October 6, 2022

Equity Office
City of Austin
1050 E 11th St #250
Austin, TX 78702

Dear Equity Office,

I am writing on behalf of the Social Impact team of Indeed. Indeed is the #1 job site in the world. We strive to put job seekers first, and, every day, connect millions of people to new opportunities. We are particularly focused on reducing barriers to employment for people with criminal records and have launched several initiatives to that end.

Part of that work is our collaboration with Building Promise USA. Building Promise is leading critical work in Austin to develop a "one-stop shop" through which formerly incarcerated clients will connect with the services they need to make their transition home a success. Indeed is supporting this work through a sponsorship and staff capacity. Indeed's support will help build Building Promise's capacity to carry out its mission.

Indeed believes that having a one-stop shop for reentry services in Austin is instrumental to promoting the well-being of formerly incarcerated individuals and reducing recidivism. We encourage the Equity Office to continue their commitment to Building Promise USA and ensure that justice-involved individuals can access resources they need for successful reentry into our communities.

Sincerely,

Paola Silvestre Porras
Social Impact Manager Indeed
psilvestre@indeed.com

Appendix B: Letters of Support



DEPARTMENT OF SOCIOLOGY

THE UNIVERSITY OF TEXAS AT AUSTIN

305 E. 23rd Street, Stop A1700 • Austin, Texas 78712 • Telephone: (512) 232-6300 • Fax: (512) 471-1748

September 30, 2022

Dear Mr. Kroos and the Equity Office:

I write to express my support of the renewal application submitted by Carl Hunter and Building Promise USA for the re-entry services grant to transform the outcomes of formerly incarcerated people. Building Promise USA is working to develop a model to provide wraparound services to formerly incarcerated people to allow them the opportunity to reach their full potential. The organization employs a peer-peer model that acknowledges that there are many paths to re-entry and that supportive, multi-faceted, wraparound services are essential to redress harms and create opportunity for formerly incarcerated people.

I, along with my colleagues and students at the University of Texas at Austin, have been working in collaboration with BPUSA for the past year by providing technical advice and expertise to collect and analyze data necessary to assess the target population and evaluate the impact of the program. We have been working *together with* BPUSA to design and implement a data collection and analysis strategy that provides information about formerly incarcerated people living in the Austin area and allows for the assessment of program impact for participants and community impact of the organization's efforts. Thus far, the project has involved 26 undergraduate and graduate students, 6 formerly incarcerated persons serving as interviewers, and an advisory board of 6 additional formerly incarcerated individuals and 2 individuals working in the reentry space.

We have been working *collaboratively* with BPUSA to collect and analyze data that align with conventional metrics used to gauge re-entry such as access to employment and employment stability, access to housing and housing stability, engagement with continuing education, health outcomes, and contact with the criminal legal system. In addition, we are exploring *new* indicators that may better reflect the lived experiences of formerly incarcerated people, their perceptions of the opportunities and challenges they encounter, and their self-defined measures of progress. We have been conducting interviews with individuals who participated in BPUSA's HIRE event as well as conducting observations of the program development and implementation. We aim to expand our data collection methods to include surveys when BPUSA enrolls additional clients in its new space.

Appendix B: Letters of Support

Designing and implementing the data collection and evaluation in this way has allowed for the inclusion of a large and diverse team of formerly incarcerated persons, people working in the re-entry space, and students and scholars. Our hope is that this participatory research strategy will not only provide valuable information that demonstrate measureable outcomes but also help to identify emerging and evolving challenges faced by formerly incarcerated persons. BPUSA recognizes and values different paths to recovery and myself, and my colleagues and students at the University of Texas at Austin, are committed to continue our co-designed research to help evaluate the impact of program participation and identify new ways of measuring program impact. Together, we anticipate that these efforts will help BPUSA maximize the impact of their work and identify new ways of supporting individuals and communities through re-entry.

Please let me know if you have any questions or if there is more information I can provide at this time.

Sincerely,



Becky Pettit
Barbara Pierce Bush Regents Professor of Liberal Arts
Department of Sociology & Population Research Center
Inaugural Chair, Initiative for Law, Societies, and Justice
University of Texas
Austin, TX 78712
bpettit@utexas.edu

Appendix B: Letters of Support



October 3, 2022

City of Austin
Equity Office
2006 East 4th Street
Austin, TX 78702

To whom it may concern,

The Mental Health Resource of Texas (dba Via Hope) is writing this letter to report the status of our partnership with Building Promise USA as the HUB organization for the City of Austin Equity Office Re-Entry Services Grant. Via Hope is continuing to work collaboratively with BPUSA. Specifically, as a partner organization BPUSA is taking advantage of Reentry Peer Specialist, Mental Health Peer Specialist and Substance Use Peer Specialists through a Via Hope federal grant offering training and placement at partner organizations. Through our partnership BPUSA will be eligible to become one of the state's first Peer Specialist Registered Apprenticeship organizations.

Since 2009 Via Hope has provided training and consultation to peer run organizations such as Building Promise USA. Building Promise USA's success in implementing the HUB is providing valuable resources throughout the city of Austin in the form of employment, housing and necessary training and workforce development. Via Hope will continue to partner with BPUSA and we look forward to the future endeavors to provide support to those that are underrepresented and formerly incarcerated.

Sincerely,

A handwritten signature in black ink that reads "Sandra D. Smith".

Sandra D. Smith, PhD, PRSS, RPS

Peer Programs Manager

Via Hope is changing the way we all think about mental health.

4301 W. William Cannon Drive., Suite b-150, #517 Austin, TX 78749

info@viahope.org

Phone 512-953-8160

Appendix C: Mid-Term Report

"PEER-LED, PEER-RUN, PEER-DRIVEN"

BUILDING PROMISE USA (BPUSA)

ONE STOP SHOP PILOT
INITIATIVE

MID-TERM REPORT

"A fundamental concern for others in our individual and community lives would go a long way in making the world the better place that we so passionately dreamed of..."

Nelson Mandela



BUILDING PROMISE USA
"Peer-Led, Peer-Run & Peer-Driven"

+512-856-4551

carl.hunterbpusa@gmail.com

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5540 North Lamar Blvd

Austin, Texas 78756

Program Delivery Model

Participant Recruitment



1. Inreach into carceral facilities:

This will begin initially at TCCC in del Valle, where we have relationships with TSCO program directors Danny Smith and Angela Jackson, and where SWAG is currently taught. Initially SWAG participants will be given BPUSA contact information. Our long-term goal is to establish relationships between clients and Peer Re-entry Specialists before individuals are released.

2. Referrals by community partners

Referrals from organizations that intersect with potential clients. This includes current partnerships like Communities for Recovery,

A New Entry, Capital Area Workforce Solutions, as well as probation and parole offices, and many other organizations, e.g. Goodwill, RecoveryATX, etc.

3. Open Enrollment at BPUSA Events

BPUSA will have open enrollment for Peer Re-entry Support at community events like our HIRE initiative. Events will be publicized through fliers, media, and partner organizations.

4. & 5. Individual referral and sign-up through word of mouth or website

For more information about Building Promise USA (BPUSA), to volunteer, to become a "Bridge Partner" organization, or to get involved in the BPUSA Movement, visit us at www.buildingpromiseusa.com.

Program Delivery Model

I. Inreach into carceral facilities

The BPUSA service delivery model has two central components: peer-to-peer and peer-to-service. Peer re-entry specialists build supportive relationships with clients to increase their self-efficacy and outcomes through assessing and prioritizing needs, setting goals, developing actions plans, and referring to necessary services and partners.

The SWAG curriculum is used to help facilitate this process.

Our Reentry Peer Specialists will act initially as navigators to assist program participants in developing their Peer Reentry Exist Plan (PREP). From these goals and objectives, peer specialists will facilitate referrals and "warm handoffs" to agencies and organizations that can assist participants, with a focus on four impact areas: Housing, Workforce Development and Training, Supportive Services, and Education.

Peer-to-Peer Process



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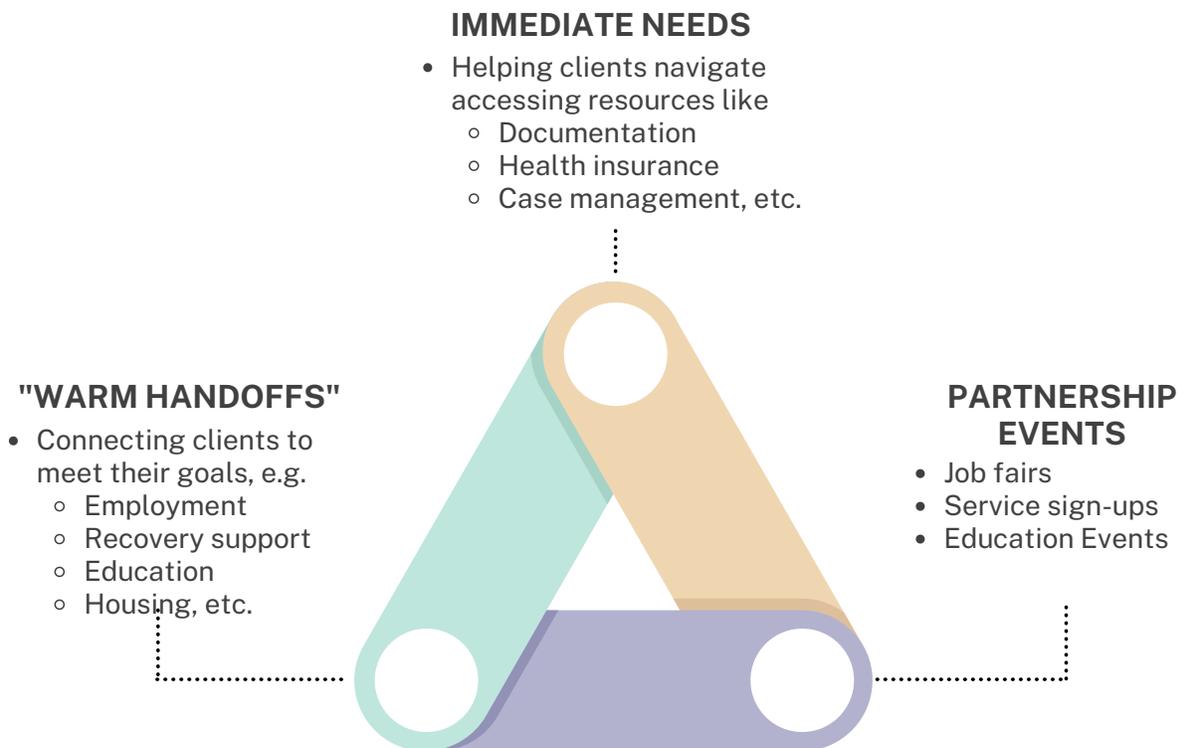
Program Delivery Model

2. Referrals to community partners

Peer-to-service is the second component of the BPUSA model, connecting clients to organizations, businesses, and services to meet immediate needs and assist in furthering their medium and long-term goals, with a large focus on employment, education, housing, and supportive services. These are the spokes of our hub-and-spoke model, and we are focused on building long-term committed relationships with our partners here.

Our Hiring Initiative for Reentry Empowerment (HIRE) embodies this relational approach. Instead of your typical job fair, HIRE will include speakers, job preparation sessions (resume building, soft skills training, mock interviews, etc.), laptops for participants, and job interviews from vetted partners.

Our participatory model is focused on these long-term relationships, and with HIRE we are building partnerships with: Indeed, Capital Area Workforce Solutions, and the Austin Urban Technology Movement.



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Program Delivery Model

3. Who will provide services?

BPUSA services will be provided by peer re-entry specialists. They are individuals with direct lived experience with the justice system as well as training and guidance from BPUSA.

BPUSA is currently developing our training manual alongside our advisory board and built around the process describes in the "What Services?" section above, the SWAG curriculum, and our Community Resource Guide.

We will have open hiring rounds and rely on referrals from our community partners to find peer re-entry specialists. Over time, we hope to utilize peers who have gone through our re-entry support model as future peer re-entry specialists.

4. How will peers get to us?

Peers will meet us at the BPUSA office in east Austin, which we move into August 1st. They will arrive through whatever transportation they have available - most likely car or bus.

We are part of the CapMetro bus program that allow BPUSA to purchase bus cards at a reduced rate. This program will allow BPUSA to provide free bus passes to program participants. We are currently exploring other ways to assist to assist program participants in reaching our office.

We know that transportation can be a significant challenge during the re-entry journey, and that public transportation in Austin is less than ideal, so we are open to brainstorming and suggestions on alternative solutions.

BPUSA has already provided 100 bus passes to formerly incarcerated men and women, and we hope to continue to foster collaborative solutions to transportation challenges facing the formerly incarcerated community.

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Program Delivery Model

5. How will they be documented and measured?

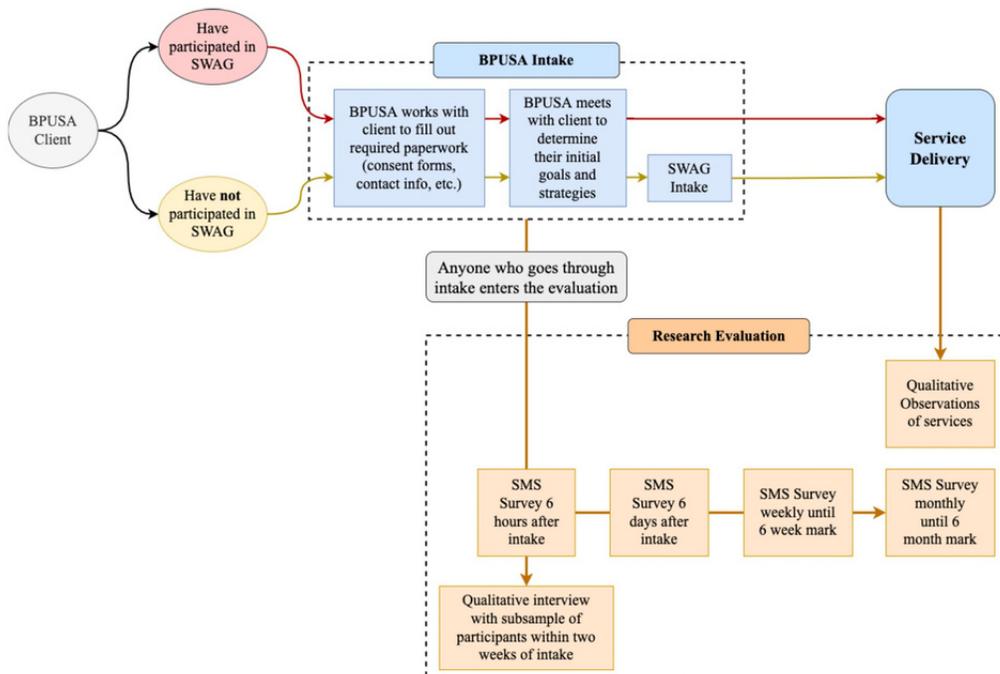
BPUSA will be utilizing the data collected by our collaborators at UT-Austin to assess and update our service delivery based on client self-reporting. UT-Austin researchers will be conducting qualitative in-person interviews, regular SMS interviews, and observations of peers at service sites. Their initial process form is depicted below:

Internally, we will be tracking data:

- # of contacts and meets between peers and peer re-entry specialists
- # of referrals to community partners
- Peer reporting of referrals: whether the referral met their needs/goals or not
- successful referrals in target areas (housing, employment, education, healthcare)
- Peer progressed on self-defined goals through the SWAG curriculum.

BPUSA Intake & Evaluation Process

BPUSA's intake will look different depending on whether clients previously participated in SWAG. Alongside, the UT Austin team will evaluate the program through SMS surveys, interviews, and service observations.



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