WORKING IT OUT
Employment Program

THE NEED

Many criminal justice-involved women need support to gain competitive employment.

Most programs with expertise putting criminal justice-involved individuals back to work enroll women only as a small percentage of their overall client base and thereby offer little specialized programming to account for the specific characteristics and needs of women. Women with justice histories can be more effectively supported when programs address the factors that impede their long-term stability, independence, and ability to obtain employment.

SERVICES

- Intake
- WRNA (Women’s Risk Needs Assessment)
- Interests, skills, & educational assessments
- Cognitive Behavioral Therapy, Moving On (twice weekly)
- Case Management using Motivational Interviewing (in-program or through other WPA programs)
- Ready, Set, Work! Curriculum (twice weekly over 5 weeks)
- Targeted employment readiness coaching
- Workshop (volunteer & staff-led)
- Job Placement
- Retention Assistance (biweekly, monthly)
- Mentoring (through volunteers)

To make a referral, please contact:

NYASHA RIVERA, Manager of Vocational Services at 917.951.9758 or nrivera@wpaonline.org
EVIDENCE-BASED TOOLS

Working It Out applies proven, gender-responsive instruments and interventions to accurately assess specific risks and strengths and promotes healthy coping strategies to address issues that influence a woman’s criminal behavior and serve as barriers to obtaining employment.

WRNA

The Women’s Risk Needs Assessment (WRNA), developed by the National Institute of Corrections and the University of Cincinnati will be used with all clients to inform case planning to ensure that stabilization needs of participants are met. The WRNA includes 20 risk scales and five additional strength scales, including gender-neutral scales such as antisocial attitudes and friends, criminal history, self-efficacy, and educational needs in addition to female-specific risks/needs: trauma and abuse; unhealthy relationships; parental stress; depression; self-efficacy; and current mental health symptoms.

MOVING ON

A gender-responsive multi-session group intervention based on extensive research into pathways to women’s criminality demonstrating that women are more likely than their counterparts to have experienced serious physical or sexual abuse and trauma, to have chronic physical and mental health problems, and to be in exploitative or abusive relationships. Program content is organized around four main themes: encouraging personal responsibility and enhancing motivation for change; expanding connections and building healthy relationships; skill enhancement, development, and maintenance; and relaxation and stress management.

Services are based at WPA’s Brooklyn Community Office in East New York.

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