

FEBRUARY 2022

RCM

RETURNING CITIZENS MAGAZINE

THE OFFICIAL MAGAZINE OF THE JUSTICE INVOLVED COMMUNITY

**BUILD
YOUR
FUTURE
THROUGH AN
APPRENTICESHIP**



12 THE D.C. REENTRY NAVIGATOR
EMPOWERING YOU TO SUCCEED WITH A D.C. CRIMINAL RECORD

D.C. JUST MADE REENTRY EASIER

15 VA

HOW TO UPGRADE YOUR DISCHARGE

21 DEPARTMENT OF JUSTICE

NEW RULES ON FSA TIME CREDITS JUST RELEASED

40 ONLINE JOBS

ALL ABOUT ONLINE JOB WEBSITES

TABLE OF CONTENTS

APPRENTICESHIP.GOV | 4

What is Apprenticeship? Learn what a apprenticeship is, how it can lead to a long-term career path, and how to participate in one.

D.C. REENTRY NAVIGATOR | 12

D.C.'s Public Defender Office along with the Federal Bureau of Prison's have collaborated to bring D.C.'s returning citizens a 900-page guide of reentry resources. Learn how the publication is helping D.C.'s justice involved.

HOW TO APPLY FOR A MILITARY DISCHARGE UPGRADE | 15

Do you have a less than honorable discharge? Learn how to apply for a upgraded discharge status and open up yourself to even more veteran benefits.

FSA: FIRST STEP ACT – FINAL RULE ON EARNING AND APPLYING FSA TIME CREDITS RELEASED | 21

On January 13, 2022, the Justice Department released the final rule on earning and applying FSA time credits. Learn what this new rule could mean for you.

EMPLOYMENT WEBSITES | 40

As you embark on your job search, you will find tons of employment websites. Learn about the various types of websites and how the various kinds may benefit you.

We LOVE hearing from our readers! Share your thoughts on a article you've read or a subject you would like for us to cover in future editions. Tell us about a touching, inspiring or life-changing experience in your life.

Month-after-month, you have spoken and we've shared your voice in every edition of RCM. Know that every letter we receive motivates us to work harder for the successful reentry of the justice-involved community. Send your letters to:

Returning Citizens Magazine
4222 Fortuna Center Plaza, Suite 649, Dumfries, VA 22025
info@returningcitizensmag.com

FROM THE EDITORS DESK



Dear Friends,

As you prepare for reentry, your note to self should read:

- Find someone to pick me up on the day of my release
- Develop a plan to see my parole/probation officer the next day
- Determine where I will sleep the first night of my release
- Determine how long I can stay with family or friends
- Where will my first meal come from after my release?
- Where do I go to get my driver's license renewed?
- Where do I go to get my social security card?
- Where do I go to get my birth certificate?
- Get family/friend to help me find employment fast to pay child support

If you are due to get released soon make sure you are working on your exit strategy. The day of your release is too late. Hit the ground running when you are released. Create your plan now.

Until Next Time,

Todd

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inmate tablets.

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APPRENTICESHIP.GOV

Adapted from Apprenticeship.gov

- Apprenticeship opportunities are offered through an employer or the program sponsor.
- To become an apprentice, search for an opportunity using the Apprenticeship Job Finder and apply directly with the employer or the program sponsor. Questions about a specific opportunity? Contact the employer or the program sponsor for more information.
- If you are interested in seeking an apprenticeship but need more guidance, search to find an American Job Center near you. They help businesses find qualified workers and can help you obtain an apprenticeship to enhance your career.

What is Apprenticeship?

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential.

Why Become an Apprentice?

Through an apprenticeship program, you can obtain paid, relevant workplace experience while acquiring the skills and credentials that employer's value. 92% of apprentices who complete an apprenticeship retain employment, with an average annual salary of \$72,000. Learn more about the benefits of apprenticeship for career seekers and prospective apprentices.

How to Become an Apprentice?

Do You Think You Have a Situation Preventing You From Accessing Employment?

Career seekers with barriers to employment have access to support through American Job Centers which are designed to help job seekers access employment, education, training, and support services needed to succeed in the labor market. Workforce Innovation and Opportunity Act (WIOA) legislation governs these services. Career seekers with unique circumstances, or barriers to employment include justice-involved individuals, and people experiencing homelessness. You can learn more about what qualifies as a unique circumstance, or barrier, by visiting the U.S. Department of Labor's WIOA resources. To follow, you can find out more about how career seekers with a criminal record, and who are experiencing homelessness have found success in apprenticeship as a career pathway, along with resources for people with these specific considerations.

Overcoming Circumstances by Accessing Apprenticeship

Apprenticeship is a way to help you get back on your feet by providing reliable means of gaining marketable skills and work experience all while earning a living wage. Despite having an incarceration record or experiencing homelessness apprenticeship can jumpstart your career by helping you gain a valued skillset and a portable credential, paving the path to a sustainable future.

How Apprenticeship Can Help Ease the Transition for People Returning From Incarceration

Apprenticeship provides the necessary training and skill development for justice-involved individuals. While having a record can make obtaining full time employment challenging, the U.S. Department of Labor provides support for this transition in several ways:

- Clean State Clearinghouse provides state statutory information related to criminal record clearance policies across the U.S. and help remove your criminal record from easy public access, in addition to other services.
- Under the WIOA and Reentry Employment Opportunities (REO) program, DOL provides funding to communities and organizations looking to support justice-involved youth, young adults, and formerly incarcerated adults to develop skills and find relevant employment opportunities. While REO programs are not all apprenticeships or pre-apprenticeships, REO programs can connect individuals to these opportunities. REO is available in some - but not all cities - and aims to support people across all available DOL programs and services.



Through the U.S. Department of Labor apprenticeship program I was trained on the inside to do what I was hired to do on the outside. I did not waste time while incarcerated, but earned a B.S. degree and worked hard to be 'ready to go to work' upon release. I am grateful for the Apprenticeship program and to the staff for this program."

Steve Johns, Indiana Department of Corrections Apprentice Graduate (2016) and current administrative assistant in a sales department of a local manufacturing company in Indiana

How Individuals Overcame Challenges and Found Success



Tiffany Holland Success Story

Tiffany Holland first started working in hospitality as a Front Desk Agent because of her love of travel and meeting people. Later, while working to support her four young children and recover from losing her home during Hurricane Michael, she was selected by Aimbridge to be a Lodging Manager apprentice with the AHLA Foundation in 2019. Here she quickly discovered the value of her training. Tiffany said, "Throughout the duration of being with Aimbridge Hospitality, I can finally be the

best I can be. I'm going to become that Super Woman and Super Mom. I can and will hold my head up and say 'I did it!'. This company has shown me that there is such a bigger world out there full of great people."

Tiffany encourages anyone with a passion for hospitality to participate in the program. "It has definitely been a life changer for me. This program gives you that moment where you realize you don't have to settle, that there is always growth and movement... you can climb until you reach your goals and dreams."

Tiffany was recently promoted to Front Desk Supervisor and has aspirations to become a General Manager. "You have an opportunity to learn at your own pace and strengthen areas you feel you need more training. It puts you in a place to feel valued."



Erica DeRosier Success Story

Before Erica DeRosier, 36, of Shinnston, WV, became a graduate of the Step Up for Women Advanced Manufacturing Program, she had multiple barriers to overcome. The most pressing was transportation. Erica's car was inoperable during the first two days of class but she did not let that stop her. After having to catch rides with several classmates, she sought help from Program Coordinator, LaKiesha Hines, for information on assistance programs. Shortly after reaching out to the WV Department of Health and Human Services, she received help with getting her car back on

the road to success, literally.

With one obstacle out the way, she was determined to knock down the rest. One being her lack of employment history due to a criminal record. She committed to learning and getting the most out of the training opportunity that she could. Even without any previous training or experience in machining, Erica quickly became a stand out in the classroom as well as in the shop. The other students would frequently collaborate with Erica outside of class for her help with sharpening their blueprint reading skills.

Her drive was rewarded with her being the first student to obtain employment in her class, which earned her an individual Recognition Award at the graduation ceremony. Erica went from unemployed and not exactly knowing how she would even get back and forth to attend the program to earning her position as a Mold Technician, earning \$ 15.00/hr at Latham Pool Products in Jane Lew, WV. She enjoys the work but more so, she exudes pride in herself for everything she has accomplished.

For More Information About Apprenticeships:

Visit www.apprenticeship.gov

or

If you would like to call, you can reach them at the numbers listed below. The hours of operation are Monday through Friday, 9 a.m. – 8 p.m. Eastern Time.

Phone:

1-877-US-2JOBS (1-877-872-5627)

Speech and Hearing Impaired:

1-877-TTY-5627 (1-877-889-5627)

Did You Know?

Apprenticeship has a proven track record of producing strong results for both employers and workers.

Apprenticeship programs offer access to hundreds of occupations, in high-growth and emerging industries.

\$72K

Average Starting Salary

Average starting salary after an apprentice completes an apprenticeship program



92%

Employment Retention

Percentage of apprentices who retain employment after apprenticeship completion



600,000+

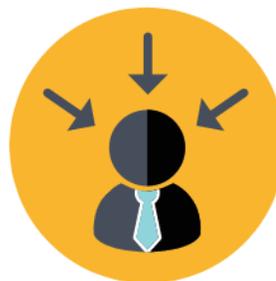
Active Apprentices Across the Nation



\$300K+

Lifetime Earning Advantage

Apprentice graduates earn more over their lifetime compared to peers who don't





DISCOVER APPRENTICESHIP: EARN WHILE YOU LEARN TODAY

American workers and career seekers, like you, are looking for opportunities to fast track their career goals, avoid debt, and earn competitive wages. An apprenticeship program can put you on that career pathway **today**.

WHAT IS APPRENTICESHIP?

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential.

There are five key components of an apprenticeship. These components differentiate apprenticeships from other types of workplace training programs in several ways:



PAID JOB

Apprenticeships are jobs!
Get paid to learn throughout your apprenticeship with a guaranteed wage increase as you develop new skills.



MENTORSHIP

Gain workplace-relevant skills in the field of your choice through on-the-job learning and **under the supervision of an experienced mentor**.



WORK-BASED LEARNING

Gain **structured on-the-job learning** to prepare for a successful career.



CREDENTIALS

Earn a **portable, nationally-recognized credential** within your industry.



CLASSROOM LEARNING

Most apprenticeship opportunities include **classroom instruction** and often provide college credit for your experience **while allowing you to avoid student debt**.

The length of an apprenticeship program can vary depending on the employer, complexity of the occupation, industry, and type of program.

“Our apprenticeship program supports a top priority for The Hartford by helping attract and develop diverse talent outside of the traditional college track, for critical customer-facing roles. Participating students gain tuition support and a full-time position with a leading U.S. insurer, where they can grow their career – whether it’s their first professional role or a new career path. It’s a win for them and a win for us.” –John Kinney, The Hartford

FIND PROGRAMS IN MULTIPLE INDUSTRIES

Apprenticeship programs are available in multiple industries, including:

- ▶ Information Technology
- ▶ Healthcare
- ▶ Hospitality
- ▶ Cybersecurity
- ▶ Energy
- ▶ Advanced Manufacturing
- ▶ Engineering
- ▶ Transportation
- ▶ Construction
- ▶ Financial Services

94%

of apprentices who complete an apprenticeship program retain employment, with an average annual salary of \$70,000

HOW TO BECOME AN APPRENTICE

There are many ways to find the right apprenticeship opportunity for you.

- ✔ Apprenticeship opportunities are offered through an employer or the program sponsor.
- ✔ To become an apprentice, search for an opportunity using our [Apprenticeship Finder](#) and apply directly with the employer or the program sponsor.
- ✔ Questions about a specific opportunity? Contact the employer or the program sponsor listed on the job posting for more information.

DISCOVER APPRENTICESHIP TODAY!

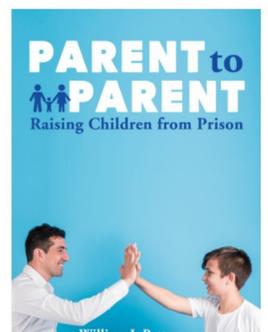
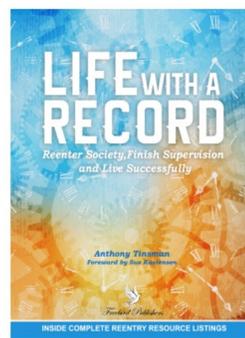
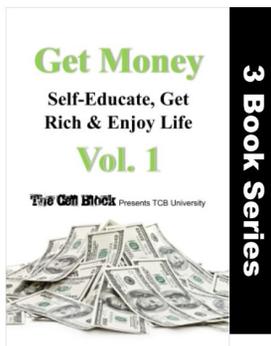
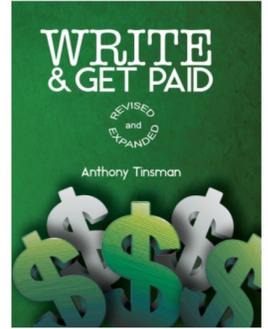
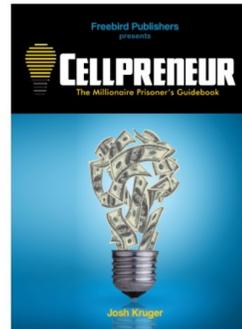
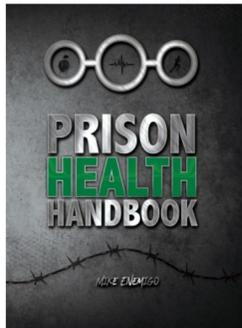
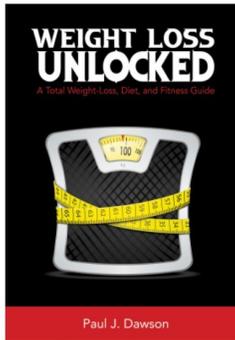
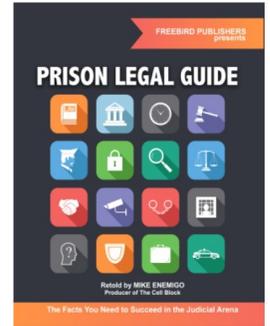
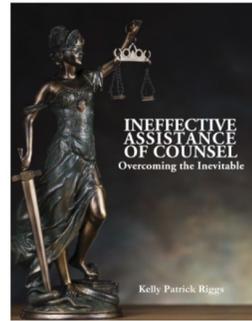
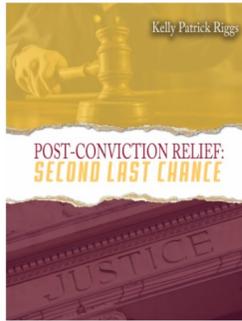
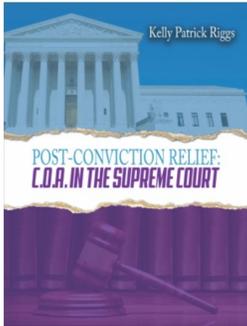
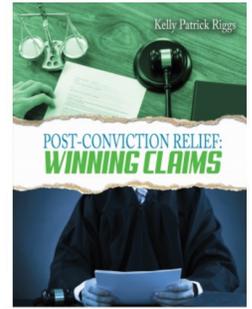
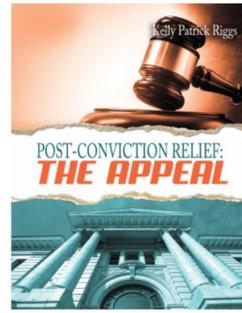
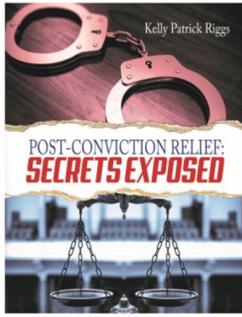
Want to learn more or find apprenticeship opportunities near you? Visit the U.S. Department of Labor’s one-stop source for all things apprenticeship: www.apprenticeship.gov.

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Speech and Hearing Impaired: 1-877-889-5627

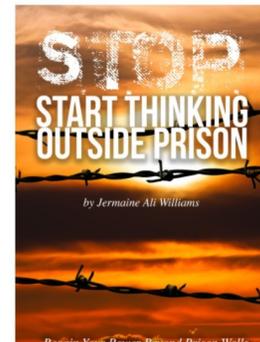
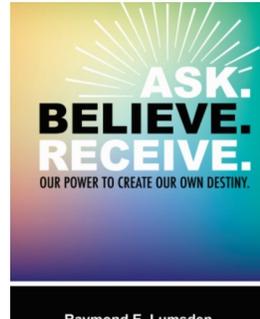
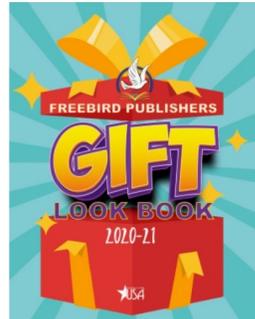
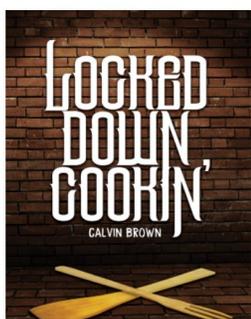
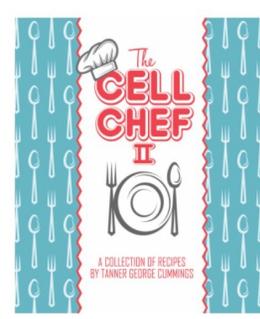
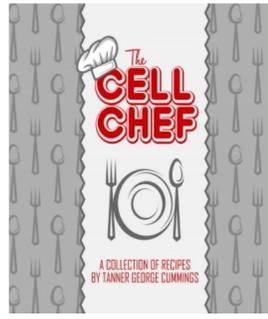
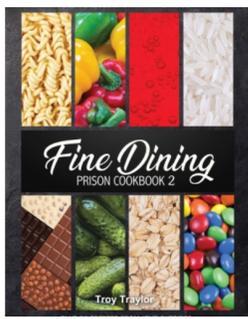
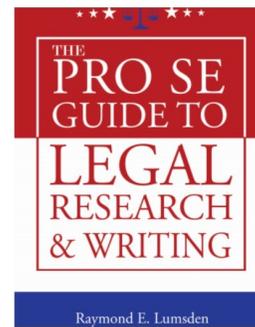
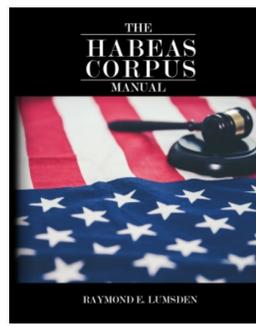
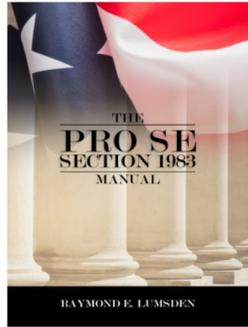
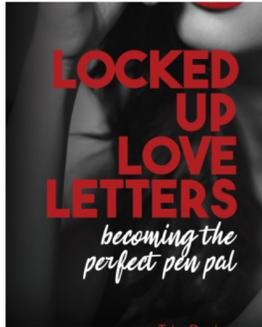
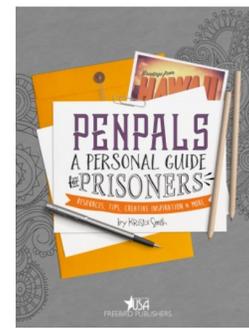
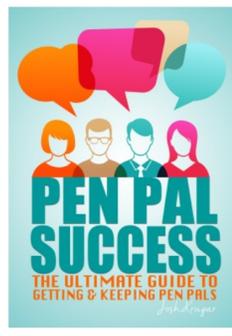
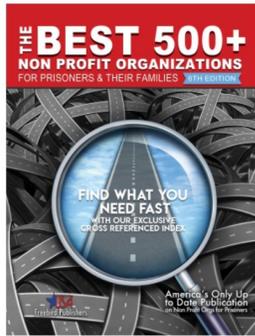
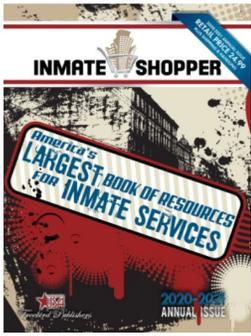
Sponsored by the U.S. Department of Labor. The U.S. Department of Labor, Employment and Training Administration promotes registered apprenticeship under the National Apprenticeship Act.

Updated September 2020



**FREEBIRD PUBLISHERS
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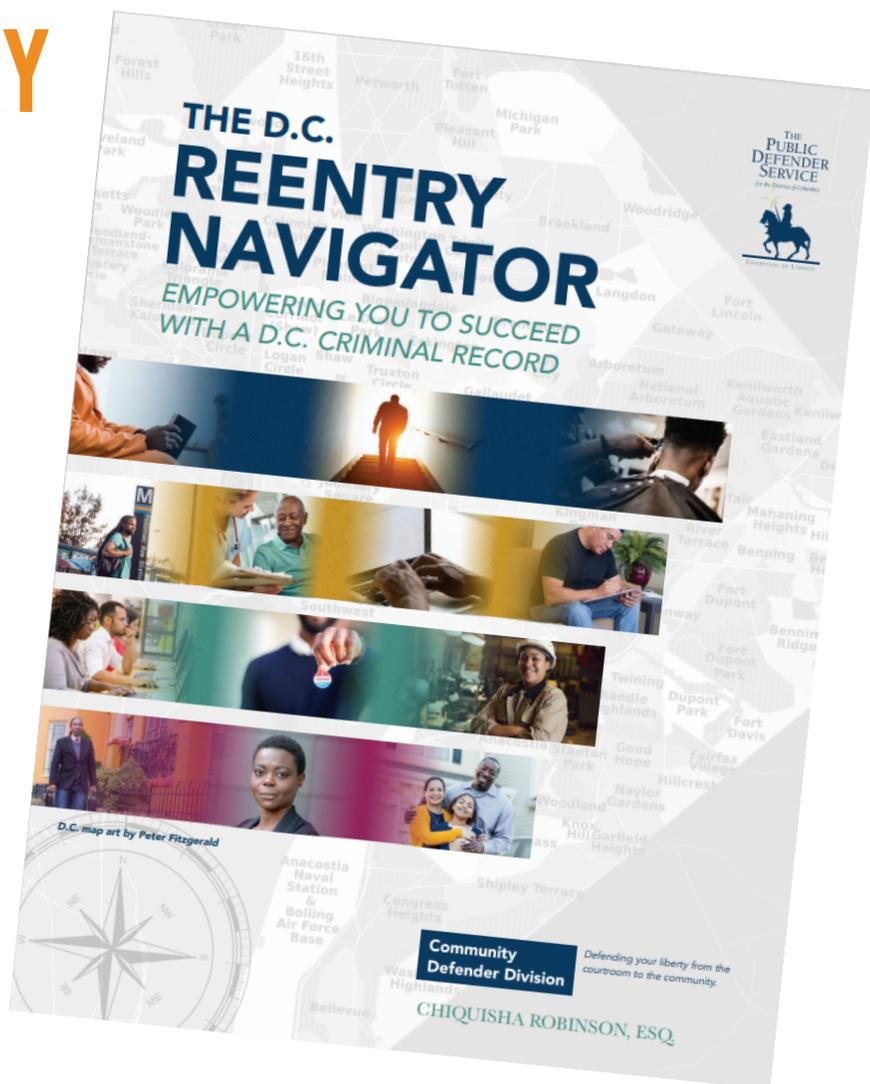
THE D.C. REENTRY NAVIGATOR

Adapted from the Federal Bureau of Prisons

The Federal Bureau of Prisons (Bureau) is pleased to announce the release of *The D.C. Reentry Navigator, Empowering You to Succeed with a D.C. Criminal Record (DC Reentry Navigator)*. In collaboration with the District of Columbia's (DC) Public Defender Service Office, this publication was made available for distribution nationwide to Bureau institutions housing DC inmates. All DC inmates with less than 10 years remaining on their sentence will be provided a copy.

The *DC Reentry Navigator* is a 900-page book filled with reentry resources for those with an arrest, conviction, and/or incarceration under the District of Columbia's criminal justice system. It provides resources and tools to assist returning citizens in overcoming obstacles they will face as a result of their imprisonment. The book is intended to educate, support, and empower affected individuals to take an active role in their reentry preparation. Information expands a wide range of topics including preparing for release from incarceration; succeeding while on supervision; accessing public benefits such as, healthcare, housing, employment, and education; utilizing technology and transportation; obtaining personal records and managing personal finances; building family ties; understanding legal protections and rights, registering to vote, and resuming an active civic life style.

The Bureau's Reentry Services Division worked closely with other divisions within the agency,

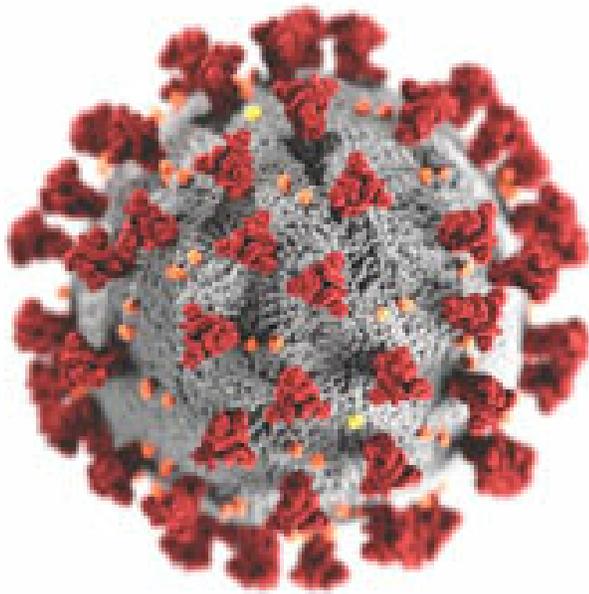


and with the DC Public Defender Service Office, to provide relevant and accurate information in Chapter One: Preparing for Release from the Federal Bureau of Prisons (BOP). The chapter features a checklist of things to do and consider, along with information on "Making the Most of BOP Programs." Additional topics include: Learn How You May Be Able to Reduce Your Time in Prison, Request and Obtain Important Identity Documents, Start the Process of Applying for Public Benefits, Learn About Voting, and Create a Release Plan.

A link to the DC Reentry Navigator is available on www.bop.gov under "Resources for Former Inmates" and on the Public Defender Service for the District of Columbia's website.

A grayscale photograph of a hand holding a key next to a door lock mechanism. The hand is on the left, and the key is inserted into the lock. The lock mechanism is on the right, with a vertical metal bar and a handle. The background is a light, neutral color.

*In the United States,
between 70 million and
100 million people have
a criminal record.
According to Vera
Institute, an estimated
1 in 7 people in D.C.
have a publicly
available criminal
record.*



FACING FINANCIAL HARDSHIP — DUE TO — COVID-19?



If you or a member of your household served in the military, are facing financial hardship due to COVID-19, and meet eligibility requirements, VA's SSVF program can help.

Job loss, unpaid rent, and mounting bills are some of the consequences of COVID-19 that may put Veterans at risk of losing their housing.

VA's Supportive Services for Veteran Families provides relief through eviction prevention, financial assistance for rent and utilities, and other services help protect Veterans from becoming homeless during this national crisis.

If you are a Veteran or live in a Veteran household, call **877-4AID-VET** (877-424-3838) to access the supports you earned and deserve. A representative is available to help you 24 hours a day, 365 days a year. You can also visit www.va.gov/homeless/ssvf to find an SSVF provider in your area.

VA



U.S. Department
of Veterans Affairs

HOW TO APPLY FOR A MILITARY DISCHARGE UPGRADE



Adapted from www.va.gov

Answer a series of questions to get customized step-by-step instructions on how to apply for a discharge upgrade or correction. If your application goes through and your discharge is upgraded, you'll be eligible for the VA benefits you earned during your period of service.

All branches of the military consider you to have a strong case for a discharge upgrade if you can show your discharge was connected to any of these categories:

- Mental health conditions, including post-traumatic stress disorder (PTSD)
- Traumatic brain injury (TBI)
- Sexual assault or harassment during military service (at VA, we refer to this as military sexual trauma or MST)
- Sexual orientation (including under the Don't Ask, Don't Tell policy)
- Can I get VA benefits without a discharge upgrade?

Even with a less than honorable discharge, you may be able to access some VA benefits through the Character of Discharge review process. When you apply for VA benefits, we'll review your record to determine if your service was "honorable for VA purposes." This review can take up to a year. Please provide us with documents supporting your case, similar to the evidence you'd send with an application to upgrade your discharge.

You may want to consider finding someone to advocate on your behalf, depending on the complexity of your case. A lawyer or Veterans Service Organization (VSO) can collect and submit supporting documents for you.

Note: You can ask for a VA Character of Discharge review while at the same time applying for a discharge upgrade from the Department of Defense (DoD) or the Coast Guard.

If you need mental health services related to PTSD or other mental health problems linked to your service (including conditions related to an experience of military sexual trauma), you may qualify for VA health benefits right away, even without a VA Character of Discharge review or a discharge upgrade.

What if I already applied for an upgrade or correction and was denied?

If your previous upgrade application was denied, you can apply again, but you may have to follow a different process. Click the Get Started button on the start page. When you're asked if you've applied before, select Yes. After you've answered all the questions, you'll see application instructions specific to your situation.

Applying again is most likely to be successful if your application is significantly different from when you last applied. For example, you may

have additional evidence that wasn't available to you when you last applied, or the Department of Defense (DoD) may have issued new rules regarding discharges. DoD rules changed for discharges related to PTSD, TBI, and mental health in 2014, military sexual harassment and assault in 2017, and sexual orientation in 2011.

What if I have discharges for more than one period of service?

If the Department of Defense (DoD) or the Coast Guard determined you served honorably in one period of service, you may use that honorable characterization to establish eligibility for VA benefits, even if you later received a less than honorable discharge. You earned your benefits during the period in which you served honorably. Make sure you specifically mention your period of honorable service when applying for VA benefits.

Note: The only exception is for service-connected disability compensation. You're only eligible to earn disability compensation for disabilities you suffered during a period of honorable service. You can't use an honorable discharge from one period of service to establish eligibility for a service-connected disability from a different period of service.

What if I served honorably, but didn't receive discharge paperwork?

You're eligible for VA benefits at the end of a period of honorable service, even if you didn't receive a discharge in the form of a DD214. If you completed your original contract period without any disciplinary problems, you could use this period of service to establish your eligibility, even if you re-enlisted or extended your service and did not receive an "honorable" DD214 at the end of your second period of service. If you completed a period of honorable service that's not reflected on a DD214, make sure you specifically mention this period of service when you apply for VA benefits. We may do a Character of Discharge review to confirm your eligibility.

You can also apply to the Department of Defense (DoD) or the Coast Guard for a

second DD214 only for that honorable period of service. Click the Get Started on the start page and answer the questions based on your most recent discharge. When you're asked if you completed a period of service in which your character of service was honorable or general under honorable conditions, select: "Yes, I completed a prior period of service, but I did not receive discharge paperwork from that period."

What if I have a DD215 showing an upgraded discharge, but my DD214 still isn't correct?

When the Department of Defense (DoD) or the Coast Guard upgrades a Veteran's discharge, it usually issues a DD215 showing corrections to the DD214. The DoD or the Coast Guard attaches the DD215 to the old DD214—which still shows the outdated discharge and related information. While the discharge on the DD215 is the correct discharge, a Veteran may still want a new DD214 that shows no record of their earlier characterization of discharge.

If you have a DD215 and want an updated DD214, click the Get Started on the start page. On the next page, select: "I received a discharge upgrade or correction, but my upgrade came in the form of a DD215, and I want an updated DD214." After you've answered all the questions, you'll see instructions for how to request a new DD214.

For More Information:

Visit www.va.gov

and search "Discharge Upgrade"

or contact

MyVA411 main information line at

800-698-2411

Hours: 24/7

CALL US TODAY!
850-945-VETS
KEITH AND KENNY



PANHANDLE WARRIOR PARTNERSHIP

The **Panhandle Warrior Partnership (PWP)** is committed to improving veterans and their families' quality of life in Northwest Florida through proactive outreach, engagement, and by coordinating existing services to provide holistic support.

PWP is standing by to serve veterans, their families, and caregivers. Connections to local and national resources are just a call away!

If you're a veteran, spouse, or caregiver looking for resources in the Panhandle, we will get you connected.

- Housing
- Higher Education
- Employment
- Social Networking
- Recreation
- Access to Earned Benefits
- Health
- Spirituality
- and More!

850-945-VETS

PANHANDLEWARRIORPARTNERSHIP.ORG
FACEBOOK.COM/GROUPS/PANHANDLE



Get help to overcome substance misuse.

[StartYourRecovery.Org](https://www.startyourrecovery.org)



Hear stories that *you* can relate to.



Learn about substance use disorder.



Find support in your local area.

GET HELP NOW

ABOUT US

StartYourRecovery.org is a single source of relatable, reliable information at any stage of your recovery journey. Get reputable, objective information about signs, symptoms, conditions, treatment options, and resources, presented in a user-friendly format that's easy to understand.

[StartYourRecovery.org](https://www.startyourrecovery.org)

Find local rehab centers, counseling and support groups

Emergency Assistance: 911

For emergencies, including suspected overdose

SAMHSA Helpline: 1-800-662-4357

Confidential free help to find substance use treatment and information

National Suicide Prevention Lifeline: 1-800-273-8255

If you or someone you know is experiencing a mental health or emotional crisis

Welding Class

Chicagoland Prison Outreach



Attention Ex-Offenders!

Want to learn a skill that can help you get a life-long career?

The next class of the Chicagoland Prison Outreach's welding class begins soon!

Come to a free informational meeting at CPO's Career Center in Roseland.



- ▶ 20 Weeks of hands-on training
- ▶ Space is limited
- ▶ Includes weekly stipend
- ▶ All CPO classes include Bible study

When: Please contact the office at the number below for the date of the next informational meeting.

Where: 407 W. 104th St
(East of Eggleston at the railroad tracks)

708.331.3301

This project is funded in part by the Illinois Department of Commerce and Economic Opportunity.



PENACON

Penacon.com dedicated to assisting the imprisoned community find connections of friendship and romance around the world. Your profile will be listed on our user-friendly website. We make sure your profile is seen at the highest visibility rate available by driving traffic to our site by consistent advertising and networking. We know how important it is to have your ad seen by as many people as possible in order to bring you the best service possible. Pen pals can now email their first message through penacon.com! We print and send these messages with return addresses if you get one. We value your business and process profiles promptly.

To receive your informational package and application send two stamps to:

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FSA: FIRST STEP ACT

FINAL RULE ON EARNING AND APPLYING FSA TIME CREDITS RELEASED

Adapted from the Federal Bureau of Prisons

Justice Department Announces New Rule Implementing Federal Time Credits Program Established by the First Step Act

On Thursday, January 13, 2022, the Department of Justice announced that a new rule has been submitted to the Federal Register implementing the Time Credits program required by the First Step Act for persons incarcerated in federal facilities who committed nonviolent offenses. As part of the implementation process, the Federal Bureau of Prisons (BOP) has begun transferring eligible inmates out of BOP facilities and into either a supervised release program or into Residential Reentry Centers (RRCs) or home confinement (HC).

“The First Step Act, a critical piece of bipartisan legislation, promised a path to an early return home for eligible incarcerated people who invest their time and energy in programs that reduce recidivism,” said Attorney General Merrick B. Garland. “Today, the Department of Justice is doing its part to honor this promise, and is pleased to implement this important program.”

The First Step Act of 2018 provides eligible inmates the opportunity to earn 10 to 15 days of time credits for every 30 days of successful participation in Evidence Based Recidivism

Reduction Programs and Productive Activities. The earned credits can be applied toward earlier placement in pre-release custody, such as RRCs and HC. In addition, at the BOP Director’s discretion, up to 12 months of credit can be applied toward Supervised Release. Inmates are eligible to earn Time Credits retroactively back to Dec. 21, 2018, the date the First Step Act was enacted, subject to BOP’s determination of eligibility.

Implementation will occur on a rolling basis, beginning with immediate releases for inmates whose Time Credits earned exceed their days remaining to serve, are less than 12 months from release, and have a Supervised Release term. Some of these transfers have already begun, and many more will take place in the weeks and months ahead as BOP calculates and applies time credits for eligible incarcerated individuals.

The final rule will be published by the Federal Register in the coming weeks and will take immediate effect. The rule, as it was submitted to the Federal Register, can be viewed at www.bop.gov.

Please note: This is the text of the First Step Act Time Credits final rule as signed by the Director of the Federal Bureau of Prisons, but the official version of the final rule will be as it is published in the Federal Register.

CRANE TRAINING USA

OPERATOR TRAINING



Crane Training USA provides Overhead Hoist and Crane Operator Training, designed to meet code requirements and expand your employees' knowledge.

Who should attend?

- Overhead Hoist and Crane Operators
- All Supervisors
- All Safety Department Personnel
- Production and Plant Managers
- Purchasing Department Personnel
- Plant Engineering Personnel

Course session includes:

- Classroom Training
- 150-page Training Manuals Covering Hoists, Cranes, Slings and Below-the-Hook Devices
- Evaluation of 100+ Sample Parts
- Question and Answer Periods
- Written Testing
- Certification Certificates, Cards, and Decals
- Hands-On Training - (Time Permitting)

What will be learned?

- Proper Terminology
- Injury Statistics Which Enforce the Importance of Training
- Responsibilities of Operators
- OSHA Daily Inspection Requirements for Hoists, Cranes, Slings, and Below-the-Hook Devices
- Proper Inspection Methods
- Inspection Guidelines - To Ensure OSHA Compliance
- Proper Safe Use of Hoists, Cranes, Slings and Below-the-Hook Devices

Can your personnel answer these questions?

- How big is the primary danger zone?
- What does one cubic foot of steel weigh?
- What is the tension on a sling leg when the sling to load angle is 30 degrees?
- Who should inspect?
- What is resultant sling angle?
- What factor is used to derate an eyebolt, when the eyebolt is being used horizontally?
- What is the defined purpose of the hoist hook safety latch?
- What is the grade of a chain sling and how can you tell if it is that grade?

Course Length

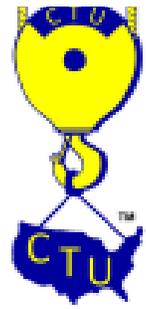
One or two - 8 to 10 hour days
Depending on equipment used
and number of attendees

Training Locations

On-site Training at Your Facilities,
Our Training Center Near Cincinnati, OH
or a Regional Training Center Near You

CRANE TRAINING USA

LIST OF TRAINING, SERVICES AND MATERIALS



Crane Training USA provides Overhead Hoist and Crane Training and Safety Sessions, Consultation Services, and Various Materials, Designed to Complete your Company's Hoist and Crane Needs.

Training Sessions Offered:

- Overhead Crane Operator Training
- Inspection and Maintenance Training
- Train-the-Trainer for Overhead Crane Operators
- Safety Sessions
- Rigging and Loading Training
- Management and Supervision Training
- Purchasing and Engineering Training

Consultation Services Offered:

- Design or Redesign your existing In-House Training Program
- Incident Investigation
- Expert witness testimony
- Video Auditing of Equipment or Service Company for Safety and OSHA Compliance
- Photographic Auditing of Equipment or Service Company for Safety and OSHA Compliance

Materials Offered:

- Training Videos
- Trainer's Material Packages
- Inspector's Tools
- Inspection Reports in Microsoft Excel Format
- OSHA, ASME, CMAA and Other Codes
- Incentive Items
- OSHA and ASME Required Warning and Safety Decals

Industries Trained

- Aeronautical
- Appliance
- Automotive, Transportation and Their Suppliers
- City Departments
- Construction
- Defense
- Food and Beverage
- Furniture
- Government Agencies - OSHA
- Hoist and Crane Service
- Institutes of Higher Learning
- Machinery
- Metals Processing
- Oil, Gas and Chemical
- Paper and Paper Products
- Power Generation
- Primary Metals
- Utilities and Power Distribution

**LIFTING THE
STANDARDS FOR
OVERHEAD CRANE
TRAINING**

OCCUPATIONAL OUTLOOK

PASSENGER VEHICLE DRIVER



Passenger vehicle drivers operate buses, taxis, and other modes of transportation to take people from place to place.

Duties

Passenger vehicle drivers typically do the following:

- Pick up and drop off passengers at designated locations
- Follow a planned route or drive to a requested destination
- Help passengers, including those with disabilities, get into and out of the vehicle
- Obey traffic laws and state and federal transit regulations
- Follow procedures to ensure passenger safety
- Keep passengers informed of possible delays
- Maintain vehicle by checking tires, lights, and oil
- Keep the vehicle clean and presentable
- Help passengers load and unload belongings

Passenger vehicle drivers must stay alert to ensure their passengers' safety, especially in heavy traffic or bad weather.

The following are examples of types of passenger vehicle drivers:

School bus drivers transport students to and from school and other activities, such as field trips and sporting events, when the academic term is in session. School bus drivers also maintain order on the school bus and report disciplinary problems to the school district or parents.

Shuttle drivers and chauffeurs take passengers on planned trips. Shuttle drivers often drive large vans between airports or train stations and hotels or other destinations. Chauffeurs drive limousines, vans, or private cars and are hired to transport clients either for single trips or on a regular basis. Some chauffeurs do the duties of executive assistants, acting as driver, secretary, and itinerary planner.

Taxi and ride-hailing drivers pick up and drop off passengers, for a fare, on an unplanned basis. Both are summoned, taxi drivers—also called *cab drivers* or *cabbies*—via a central dispatcher or at a designated pickup location and ride-hailing drivers through a



Summary

Quick Facts: Passenger Vehicle Drivers	
2020 Median Pay ?	\$34,670 per year \$16.67 per hour
Typical Entry-Level Education ?	See How to Become One
Work Experience in a Related Occupation ?	None
On-the-job Training ?	See How to Become One
Number of Jobs, 2020 ?	872,600
Job Outlook, 2020-30 ?	25% (Much faster than average)
Employment Change, 2020-30 ?	215,300

smartphone app. Taxi drivers use a meter to calculate the fare; ride-hailing drivers are paid by a credit card that is linked to the app that passengers use.

Transit and intercity bus drivers usually follow a daily schedule to transport people on regular routes. They ensure that passengers pay the required fare, either by managing the fare box or collecting tickets, and answer questions about schedules and routes. Drivers of local transit buses travel city or suburban streets and may stop frequently. Drivers of intercity buses travel between cities or towns, sometimes crossing state lines. *Motor coach drivers* transport passengers on chartered trips or sightseeing tours and sometimes act as tour guides.

How to Become a Passenger Vehicle Driver

All types of bus drivers have to obtain a CDL.

Occupational entry requirements vary for different types of passenger vehicle drivers. In addition to education, training, and licensing requirements, some drivers must meet additional standards.

Drivers usually need to have a clean driving record and may be required to pass a background check; they also might need to meet physical, hearing, and vision requirements.

Education

Bus drivers typically need a high school diploma or equivalent. Other types of passenger vehicle drivers typically do not need any formal education; however, many of these drivers have

a high school diploma or equivalent.

Training

Bus drivers typically get 1 to 3 months of on-the-job training, but those who already have a commercial driver's license (CDL) may have a shorter training period. For part of the training, drivers may practice various maneuvers with a bus on a driving course. They then begin to drive in light traffic and eventually make practice runs on the type of route that they expect to drive. New drivers make regularly scheduled trips with passengers while accompanied by an experienced driver who gives tips, answers questions, and evaluates the new driver's performance.

Most taxi and limousine companies provide new drivers with a short period of on-the-job training. This training usually takes from 1 day to 2 weeks, depending on the company and the location. Some cities require the training, which typically covers local traffic laws, driver safety, and street layout. Taxi drivers also get training in operating the taximeter and communications equipment.

Ride-hailing drivers receive little to no training beyond how to work the electronic hailing app so they can pick up customers.

Licenses, Certifications, and Registrations

All bus drivers must have a CDL. Some new bus drivers can earn their CDL during on-the-job training. Qualifications vary by state but generally include passing both knowledge and driving tests. States have the right not to issue a license to someone who has had a CDL

suspended in another state.

Drivers can get endorsements for a CDL that reflect their ability to drive a special type of vehicle. All bus drivers must have a passenger (P) endorsement, and school bus drivers must also have a school bus (S) endorsement. Getting the P and S endorsements requires additional knowledge, which is assessed through passing a driving test administered by a certified examiner.

Many states require all bus drivers to be at least 18 years old and those who drive across state lines to be at least 21 years old. Most bus drivers must undergo a background check before they are hired.

Federal regulations require interstate bus drivers to pass a physical exam every 2 years and to submit to random drug or alcohol testing. Most states impose similar regulations. Bus drivers may have their CDL suspended if they are convicted of a felony involving the use of a motor vehicle or of driving under the influence of drugs or alcohol. Actions such as excessive speeding or reckless driving also may result in a suspension.

Other types of passenger vehicle drivers must have a regular automobile driver's license. States and local municipalities set additional requirements; many require taxi drivers and chauffeurs to get a taxi or limousine license. This normally requires passing a background check, testing free of drugs, and passing a written exam about regulations and local geography.

Regulations for ride-hailing drivers vary by state and city. Check with your local area for more information.

The Federal Motor Carrier Safety Administration (FMCSA) requires limousine drivers who transport 16 or more passengers to hold a CDL with a passenger (P) endorsement.

Advancement

Some taxi drivers start their own cab service by purchasing a taxi rather than leasing one through a dispatch company. Chauffeurs may advance with increased responsibilities or experiences, such as driving high-profile clients or different types of cars.

Important Qualities

Customer-service skills. Drivers regularly interact with passengers and must be courteous and

helpful.

Dependability. Customers rely on passenger vehicle drivers to pick them up on time and safely transport them to their destination.

Hand-eye coordination. Drivers must watch their surroundings and avoid obstacles and other hazards while operating a vehicle. Federal regulations require bus drivers to have normal use of their arms and legs.

Hearing ability. Passenger vehicle drivers need good hearing. Federal regulations require bus drivers to have the ability to hear a forced whisper in one ear at 5 feet, with or without the use of a hearing aid.

Patience. Drivers must remain calm and composed when driving through heavy traffic and congestion or when dealing with rude passengers.

Physical health. Some medical conditions, such as high blood pressure or epilepsy, may interfere with the safe operation of passenger vehicles.

Visual ability. Passenger vehicle drivers must be able to pass vision tests. Federal regulations require bus drivers to have at least 20/40 vision with a 70-degree field of vision in each eye and the ability to distinguish colors on a traffic light.

Pay

The median annual wage for bus drivers, transit and intercity was \$45,900 in May 2020. The median wage is the wage at which half the workers in an occupation earned more than that amount and half earned less. The lowest 10 percent earned less than \$28,330, and the highest 10 percent earned more than \$72,750.

The median annual wage for passenger vehicle drivers, except bus drivers, transit and intercity was \$32,320 in May 2020. The lowest 10 percent earned less than \$19,830, and the highest 10 percent earned more than \$50,970.

In May 2020, the median annual wages for bus drivers, transit and intercity in the top industries in which they worked were as follows:

Local government, excluding education and hospitals	\$54,670
Urban transit systems	42,360
Interurban and rural bus transportation	41,760
Charter bus industry	36,680

In May 2020, the median annual wages for passenger vehicle drivers, except bus drivers, transit and intercity in the top industries in which they worked were as follows:

School and employee bus transportation	\$38,020
Local government, excluding education and hospitals	36,060
Elementary and secondary schools; local	33,900
Other transit and ground passenger transportation	30,000

Most passenger vehicle drivers work full time, but part-time work is common. Drivers' schedules may vary, and some work weekends, evenings, or early mornings.

School bus drivers work only when school is in session, so their work hours are often limited. Some make multiple runs if schools in their district open and close at different times or if students need transportation to other activities.

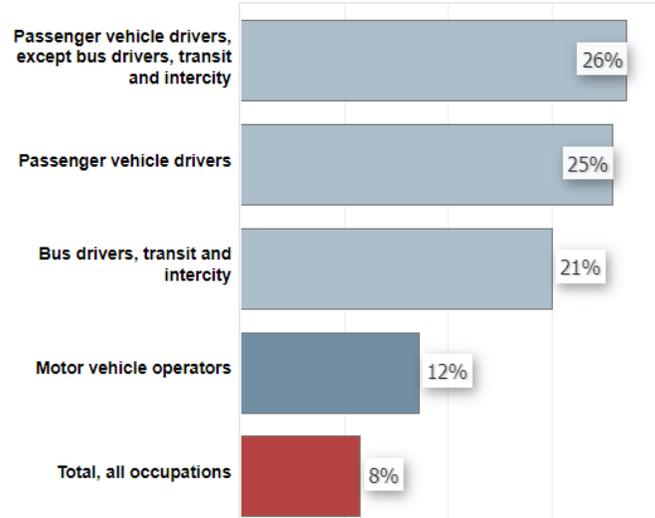
Chauffeurs' work hours are based on client needs. Some chauffeurs must be ready to drive their clients at a moment's notice, so they remain on call throughout the day.

Taxi drivers' and ride-hailing drivers' work schedules are often flexible. They can take breaks for a meal or rest whenever they do not have a passenger.

Intercity bus drivers may work all hours of the

Passenger Vehicle Drivers

Percent change in employment, projected 2020-30



Note: All Occupations includes all occupations in the U.S. Economy.
Source: U.S. Bureau of Labor Statistics, Employment Projections program

day, including weekends and holidays. Some spend nights away from home because of long-distance routes. Others make a round trip and go home at the end of each shift.

Some passenger vehicle drivers receive tips. Those who provide good customer service are more likely to receive good tips than those whose customer-service skills are poor.



Goodwill

WORKFORCE TIPS

JOBS FOR PAST OFFENDERS THAT OFFER A GOOD SECOND CHANCE

Need a second chance after serving time? Good, felon-friendly jobs are definitely available with the government and various companies. But you need to know how to get hired as an ex-offender. That includes deciding on a trade or other type of career to pursue, getting extra training if you need it, taking advantage of programs for ex-convicts, and more.

Millions of Americans have felony convictions. If you're one of them, then you know that good jobs aren't necessarily easy to come by. In fact, securing any kind of employment at all is often the biggest challenge for ex-offenders.

Even so, finding felony-friendly jobs is not impossible. Many ex-offenders are offered second chances. You can join them. But, first, it's important to remember a couple of things: Your experience is not uncommon. And the potential consequences of not persisting in your job search can be dire.

So, what job opportunities are available? Start by looking into the potential careers that are listed below. *Not all employment opportunities within the following occupational areas are felon-friendly. They always depend on the policies and attitudes of each individual employer. And some of them depend on the vocational licensing regulations within your state.*

Mobile App Developer

Guess what? CNN Money has named this occupation as the best job in America. So it's probably a smart idea to look into the field of mobile app development. The technology sector is filled with a lot of open-minded employers. And since demand is so high and many companies are having a hard time filling open positions for mobile application developers, you may be able to find some great opportunities if you can show that you have the necessary skills.

- Entry-level to Highest Hourly Wage: \$31.35 - \$81.78
- Typical qualifications: Associate or bachelor's degree

Sales Representative for Wholesale Products

All kinds of manufacturers and wholesale distributors need hardworking sales reps who are good at promoting their products and closing deals with companies and other organizations. So if you're outgoing and don't mind traveling or making a lot of phone calls, then this career may be a good option. And the art of selling can often be learned through online courses.

- Entry-level to Highest hourly wage: \$20.59 - \$82.55
- Typical qualifications: High school diploma or higher

Web Designer or Developer

Think about it: You can design and code websites at home, on a freelance

Adapted from www.trade-schools.net

basis, for as many clients as you can handle. And being self-employed means that you probably won't have to pass any pre-employment background checks.

- Entry-level to Highest hourly wage: \$19.59 - \$70.40
- Typical qualifications: Assoc. or bachelor's degree

Film or Video Editor

This occupation requires creativity and special technical abilities, but you can probably learn what you need to know at an art school or career college. Plus, the opportunities may grow in number as more and more companies choose to market themselves through professional online videos. And this type of work is also something that you can do on a freelance basis.

- Entry-level to Highest hourly wage: \$16.77 - \$73.42
- Typical qualifications: Assoc. or bachelor's degree

Writer

All kinds of businesses, publishers, and other organizations need quality writing for things like sales and marketing materials, advertising copy, online content, and magazine articles. Some companies hire in-house writers, however, many successful writers are self-employed.

- Entry-level to Highest hourly wage: \$17.25 - \$64.17
- Typical qualifications: Bachelor's degree is often preferred but not always necessary

Marketing Specialist

People who have different perspectives on the world than the average business professional develop some of the best marketing strategies. And organizations of every variety need effective marketing, which is often derived from fresh ideas and unusual insights. By refining your creative and analytical thinking abilities, you may be able to offer your own distinctive ideas to this field.

- Entry-level to Highest hourly wage: \$17.01 - \$61.26
- Typical qualifications: Bachelor's degree

Computer Network Support Specialist

The broad field of information technology (IT) has been known to provide some good jobs for ex-offenders who don't have a history of fraud, theft, violence, or computer-related crimes. So if you meet that criteria and already have some experience with computers or a strong interest in learning more about them, then this may be a path you should consider.

These days, almost every company needs a fast, secure, and reliable in-house network as well as stable connectivity to the Internet. With the proper skills and credentials, your future may involve testing, analyzing, and troubleshooting various types of computer networks and minimizing the times when they are offline.

- Entry-level to Highest hourly wage: \$19.53 - \$53.10
- Typical qualifications: Associate degree

Mechanical Engineering Technician

Did you get the opportunity to learn mechanical skills? With additional vocational training, you can pursue opportunities that involve helping engineers develop, modify, and test various kinds of mechanical equipment and machinery.

- Entry-level to Highest hourly wage: \$17.40 - \$43.90
- Typical qualifications: Associate degree

Electrician

The skilled trades offer some great potential jobs. You just need to investigate the licensing requirements in your particular state. In general, however, trades such as electrical work are worth looking into. You'll definitely need some extra training in order to become a journeyman electrician, but most of that training will be paid.

- Entry-level to Highest hourly wage: \$16.26 - \$47.46
- Typical qualifications: Vocational certificate and paid apprenticeship

Plumber

The residential and commercial plumbing industry sometimes provides good job opportunities, however before starting plumbing training you should check your state's vocational licensing requirements.

- Entry-level to Highest hourly wage: \$16.09 - \$47.59
- Typical qualifications: Vocational certificate and paid apprenticeship

Wind Energy Technician

Do you have a fear of heights? If not, you may want to consider going after a career in which you get to climb tall wind turbines in order to make repairs and install or maintain their sophisticated components. After all, only one other occupation in America is expected to grow faster. (Between 2020 and 2030, employment in this trade could rise by 58%).

- Entry-level to Highest hourly wage: \$19.47 - \$40.18
- Typical qualifications: Associate degree

Commercial Diver

Potential careers don't get much more adventurous than this one. After all, it involves working under water in order to help fix, install, remove, or inspect structures such as bridge supports or large pieces of equipment such as offshore seawater intakes.

- Entry-level to Highest hourly wage: \$17.40 - \$53.43
- Typical qualifications: Scuba certification and vocational certificate

Check back in future issues for even more careers you should explore.

INMATES TO ENTREPRENEURS



INTRODUCING: RIDE RETURNING CITIZENS INSPIRED TO DEVELOP ENTREPRENEURIAL VENTURES CENTER



The mission of the Entrepreneurial Development and Assistance Center (EDAC) is to connect budding and existing entrepreneurs to resources for venture management and growth. EDAC is a part of the Division of Academic Outreach and Engagement at Morgan State University. More information is located at www.edacmorgan.com. EDAC houses the Baltimore Metropolitan Women's Business Center which is funded through a grant from the United States Small Business Administration. More information is located at www.baltmetrowbc.org.

Morgan State University through the EDAC received a grant from the Minority Business Development Agency (MBDA) Entrepreneurship Education Program for Formerly Incarcerated Persons. MBDA is committed to leveraging its capabilities to help increase opportunities that formerly incarcerated minority persons face in trying to reenter the workforce. The Entrepreneurship Education Program for Formerly Incarcerated Persons will focus on funding innovative projects to support and equip formerly incarcerated individuals with the skills, resources, and network to start their own businesses.

The RIDE Center

Returning Citizens Inspired to Develop Entrepreneurial Ventures

A MONTHLY ROADMAP, RESOURCES & INSPIRATION FOR YOU!



OMAR MUHAMMAD
EN-TRE-PRE-NEUR & Director,
Entrepreneurial Development &
Assistance Center at Morgan State U
omar@edacmorgan.com

I am about to graduate from school and plan to work on my business full time. I will need access to capital in the next few months. I don't need a lot, maybe less than \$15,000. Are there financial institutions other than banks that I could approach?

Having cash flow either from your revenues or an injection of cash is essential to business. I noticed that you said other than banks. You may want to explore a banking relationship even if it's not to obtain a loan currently. Having a banking relationship is important as you grow your business. Consider these alternative tips to accessing capital:

Just a few items to consider when working with the alternatives and even banks.

- Make sure you have a working business plan that touches on the problem you are solving, whom you talked to obtain feedback on your hypothesis, who will buy the solution, customer acquisition and retention plan, who's on your team, and how you will make money.
- Do your homework on the financial institution by talking to others who have applied for funding? Also, understand the requirements of obtaining capital from all institutions.

Now, here are some resources to explore:

Peer to Peer. Mostly these types of loans are seen in other parts of the world. They involved a group of individuals working together to find enterprises in some cases within a community. There is a concept known as key, known within the Korean community. More information can be found at bit.ly/fundingkey. Also, there's another concept known as souse within the Jamaican community. Learn more at bit.ly/fundingsousou.

Online Peer to Peer. For online peer to peer lending, check out the Lending Club <https://www.lendingclub.com/> or kiva.org. Check out <http://bit.ly/peertopeerlist> to see other peer to peer websites. The site shares some helpful information on terms, fees, qualifications, pros and cons.

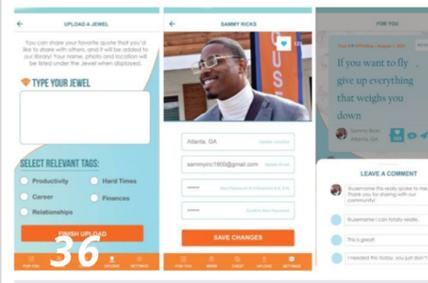
Crowdfunding. If you have a network of friends, colleagues and other supporters, you may want to look at sites like fundly, gofundme, or Kickstarter. Check out <http://bit.ly/othercrowdfunds> for other funding sources.

Pitch competitions. Pitch competitions are traditionally found at colleges and universities; however, nonprofit organizations are now implementing these competitions for individuals who participate in other programming of the organization.

FEBRUARY 2022



Monthly Spotlight on a Formerly Incarcerated Individual Turned Entrepreneur



Name: Sammy Ricks

Business Name: Jewel of the Day App

Graduate: R.I.D.E. Program

Website or Social Media:

 [jewelofthedayapp](#)

Advice

"The advice I can give to the next business owner would be to be aware of your close circle. Who do you spend the most time with? What effect do they have on you? When you spend time with them, do you walk away feeling better about yourself or worse? Stop asking for validation. Take some advice, but at some point, make a decision on what feels right to you. Last but not least I would say, don't talk about your plans. When we tell someone our goal and they acknowledge it, we will probably be less likely to do the work that is necessary to accomplish the goal. This is because our brain mistakes the "talking" for the "doing". The gratification that we receive from our family and friends tricks our brain into feeling that the goal has already been accomplished. The satisfaction we experience in the "TELLING" removes the motivation."

More information at www.edacmorgan.com, click on **RIDE**.

- **RIDE University**, monthly video on starting, operating and growing your enterprise.
- The **Breakthrough Podcast**
- Follow us on IG @ridesmallbiz

VETERAN RESOURCE



Adapted from www.va.gov

Veterans can sometimes run into issues with law enforcement and the criminal justice system resulting in incarceration. It is important justice-involved veterans are familiar with VA benefits including what VA benefits they may still be eligible to receive, what happens to the VA benefits they are already receiving if they become incarcerated, and what programs are available to assist them with reintegrating back into the community once released from incarceration.

JUSTICE INVOLVED VETERANS AND TREATMENT COURT

INTRODUCTION

Equitable access to high-quality care for all Veterans is a major tenet of the VA health care mission, and the Office of Health Equity (OHE) champions the elimination of health disparities to achieve health equity for all Veterans.

A 2015 Bureau of Justice Statistics article estimated the number of incarcerated Veterans to be 181,500 in federal and state prisons and local jails. About two-thirds of these Veterans were discharged from federal service between 1974 and 2000 and may have increased risk of mental health concerns related to serving in the military.

UNIQUE NEEDS OF JUSTICE INVOLVED VETERANS

Justice involved Veterans often have mental health and substance use concerns. Veterans are more likely than non-Veterans to have had a traumatic experience. These health-related concerns create needs that differ from non-Veteran justice involved adults. Justice involved Veterans have a higher prevalence of post-traumatic stress disorder (PTSD), depression, substance abuse, and alcoholism. Adjusting to civilian life after military service and managing mental health and substance use issues can be difficult for Veterans, especially those who have served in combat zones, and experienced injuries, and/or emotional trauma. Veterans who do not successfully manage these conditions may experience increased homelessness, violent behaviors, and involvement with the justice system.

ADDRESSING THE NEEDS OF JUSTICE INVOLVED VETERANS

VA is working to identify and offer services to justice involved Veterans through the Veterans Justice Outreach (VJO) Program. The VJO Program began in 2009 and is part of the VA Homeless Programs Office (HPO). VJO Specialists work with Veterans in various criminal justice settings, including Veterans Treatment Courts (VTCs). VTCs are community initiatives that work to help Veterans get treatment for their unique clinical needs, within the context of the criminal justice system. Local courts administer these programs and tailor program elements to their jurisdictions, so eligibility and processes vary. Local governments also fund VTCs. VA plays a supportive role to VTCs by connecting Veteran participants to health care services through VJO Specialists who serve on the treatment teams.

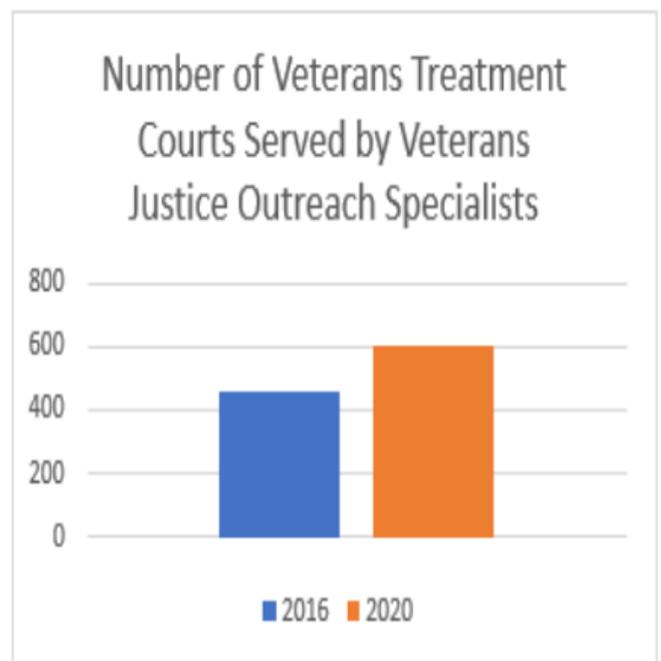
For many years, researchers have demonstrated that treatment for mental health and substance use disorders decrease negative outcomes and the recidivism of justice involved adults. This is also true for Veterans. VTCs are among the rapidly growing specialty courts in the United States. The number of VTCs has increased over time allowing more justice involved Veterans to be connected to services and get their unmet clinical needs addressed. Studies have highlighted the importance of treatment in tandem with housing and employment assistance to ensure successful outcomes. The Homeless Programs Office and VJO Specialists work hard with community partners to fulfill these needs. The VA HPO maintains a listing and provides contact information for VJO Specialists at VA facilities nationwide. Although VJO Specialists cannot provide legal services, Veterans have access to resources and free legal clinics hosted at many facilities that Specialists and other local VAMC staff coordinate with local organizations and legal professionals.

Every VA Medical Center has at least one VJO Specialist to assist Veterans. The VA also

partnered with the Substance Abuse and Mental Health Services Administration and the National Institute of Corrections and Bureau of Justice Assistance to establish the Justice Involved Veterans Network (JIVN). JIVN's purpose is to identify gaps in services and improve outcomes for Veterans who become involved in the justice system.

Access more information on the Veterans Outreach Program at www.va.gov and the Justice Involved Veterans Network at www.nicic.gov.

For more information about the Office of Health Equity visit: www.va.gov/healthequality.

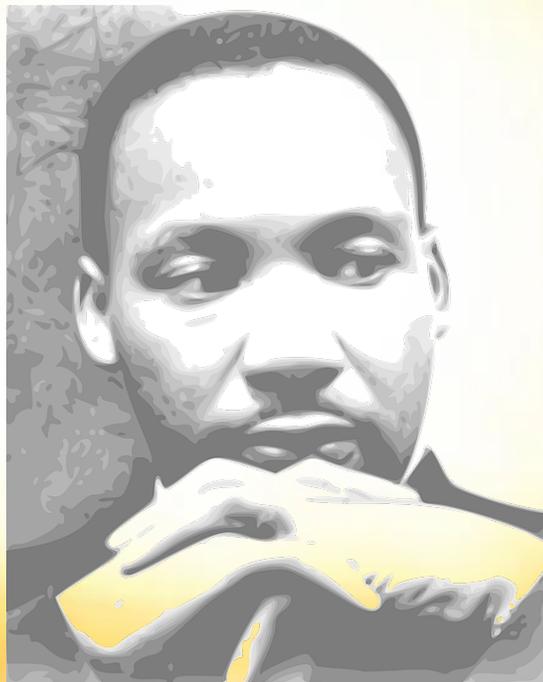


From: U.S. Department of Veterans Affairs, Homeless Programs Office, Veterans Justice Outreach Program

INSPIRATION

*"I have decided to
stick with love.
Hate is too great
a burden to bear."*

Martin Luther King





Reverend G's Commitment to Encourage You

Greetings and welcome to Reverend G's Word of Encouragement, I have a quick word for you today and then I will be out of your way, so let us get to it. In today's world where stories and topics are reduced to headlines or a text, preachers must adjust the sermon length and not the content to keep listeners engaged with the sermon. To this end I am making my sermons available free to you. They are short, sweet, and impactful sermons that will encourage you in life's journey. So please listen and share them with family, friends, your church, the office, or your neighborhood hangout spot. 1 Thessalonians 5:11 "Therefore encourage one another and build each other up, just as in fact you are doing."

MY PODCAST PAGE

<https://anchor.fm/RGWOE>



REVEREND G'S WORDS OF ENCOURAGEMENT SHORT | SWEET | IMPACTFUL

TODAY'S TOPIC – BE AN OVERCOMER

This month as Americans we take time out of the year to recognize and celebrate Black History Month, to be blunt and to the point this country was built off the backs and souls of black people, so one month of recognition is not enough, but I digress, let me get to today's topic. I love Black History month because throughout churches across the country there will be special events, activities and singing. It's the singing that touches my heart the most because I love to hear the song "We Shall Overcome". For when I hear the words "We shall overcome someday; oh, deep in my heart, I do believe, we shall overcome someday" I am encouraged to continue the struggle for what is right and the struggle to do right in the eyes of God. These words always remind me of Romans 8:37 where it states "no, in all these things we are more than conquerors through him who loved us." Wow. So, my friend no matter what you are going through while incarcerated or what you are dealing with now as you reenter society know this, with God all things are possible. It is possible for you to be a good father, be a good mother, be a good spouse, be a good friend but more than all of these be an overcomer. I don't know about you, but I have my moments of doubt and struggle in my life, and I often turn to songs to help me through those tough moments in life. One of my favorite Christian artists is Mandisa. Mandisa released a song in 2013 titled "Overcomer". A portion of the lyrics go like this "you're an overcomer, stay in the fight until the final round, you're not going under, 'cause God is holding you right now, you might be down for a moment, feeling like it's hopeless, that's when He reminds You, That you're an overcomer. So likewise, I want to remind each of you to be an overcomer.

BIBLE TRIVIA - TEST YOUR KNOWLEDGE

How much was Judas Iscariot given to betray Jesus?

- a. 20 pieces of silver b. A Talent of gold c. 30 pieces of silver d. 100 Pence

BIBLE VERSE OF THE DAY – 1 JOHN 5:4

For everyone born of God overcomes the world. This is the victory that has overcome the world, even our faith.

INSPIRATIONAL QUOTE – WORDS TO LIVE BY

"Freeing yourself was one thing; claiming ownership of that freed self was another." – Toni Morrison

The Answer is "c" 30 pieces of silver

FINANCIAL LITERACY

CATEGORIZING YOUR MONTHLY EXPENSES



Robin R. Haynes, MBA
Financial Strategist
Business Advisor

Dear Reader –

Welcome to this month’s financial education section. As you prepare to return back into society, I am extremely excited to share with you monthly financial tips that will help you both now and in the future.

This month’s financial topic is *learning how to categorize your monthly expenses*. In 2021, we discussed the importance of categorizing your expenses - it’s now time to put what we’ve learned into motion.

As you are planning to transition back into society, I want you to strongly consider your own budget. You’re probably saying to yourself, “I don’t know where or how to begin.”

Here are a few tips to consider:

1. First– don’t over think this process.
2. Second – break your budget down into categories
3. Third – Don’t get frustrated, getting into the habit now will get easier over time!

Living	Operational
Transportation	Miscellaneous

Now that we’ve listed 4 categories – consider what goes under each category

<p><u>Living</u></p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p><u>Operational</u></p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>
<p><u>Transportation</u></p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p><u>Miscellaneous</u></p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>

If you need guidance – consider reviewing the chart of examples below.

<p><u>Living</u></p> <ul style="list-style-type: none"> • Rent/Mortgage • Insurance • Property Tax 	<p><u>Operational</u></p> <ul style="list-style-type: none"> • Tithes/Offering • Utilities (gas, electric, water) • Food (groceries) • Health & Medical Insurance (if it is not covered by your employer) • Life Insurance • Phone/Internet • Personal Care (basic upkeep) 	<p><u>Transportation</u></p> <ul style="list-style-type: none"> • Car Payment • Car Insurance • Car Maintenance • Gas • Uber/Lyft • Metro/Public Transportation 	<p><u>Miscellaneous</u></p> <ul style="list-style-type: none"> • Entertainment • “Vices” • Eating Out • Excessive Shopping
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In closing, as you think about your own budget, think about somethings that you want to include in *your* budget, and write them down in the correct category

Until next month ~ wishing your financial success

ALL THINGS WOMEN



A STELLAR PREVIEW



Hello to all my beautiful amazing ladies, my name is K.Y. Smith and I am the founder of Keep It Movin (K.I.M.), Inc., a 501(c)(3) non-profit organization focused on empowering, motivating and educating previously and post-release incarcerated women while preventing recidivism. I am also a Certified Empowerment Coach/ Philanthropist, Motivation Speaker and a Breast Cancer Warrior. My passion has always been focused on helping women overcome life's obstacles, understand their identity, and tap into their true power by removing the negative thoughts of a confined mindset.

A Virginia native, I also lent my leadership skills while educating and empowering incarcerated women at the Fairfax County Adult Detention Center in Fairfax, VA and the Prince William Adult Detention Center in Manassas, VA. I hold a Master of Science in Human Resources Management and a Bachelor Degree in Business Management. Additionally, I am a Certified Reentry Employment Specialist (RES) trained to recognize the national trend toward modeling language that encourages respectful and supportive interactions in working with correctional clients.

Hello to all my beautiful amazing ladies! It took courage and endurance to get to where we are right now and already it's FEBRUARY, my how time flies. I am so proud of you for getting through the holidays under the circumstances. So ladies let's talk about "boundaries to loving ourselves first."

As a child I grew up constantly watching my parents fuss and fight for whatever reason. It was always chaos in my house and because I was an only child, I had to find things in my room to play with to keep me busy and drown out the noise. This eventually disrupted my mental state and led me to act out as I got older. Growing into my teenage years, I became very promiscuous and always had to have my way. Having my way wasn't the problem, the problem was when things didn't go my way. I would get so angry and resentful, I would just go mad crazy. My attitude and behavior was learned from my parents, but as an adult I never blamed my parents. It was my responsibility to change the way I behave and take accountability for my actions. It's a learning process, a process that demands boundaries.

Boundaries are a set of basic guidelines that we create to establish how we allow ourselves and others to behave around us. When we love ourselves, we will not tolerate others to treat us with disrespect. Loving ourselves lets others know that we have boundaries simply because we respect ourselves. We as beautiful women must set healthy boundaries that will allow us to put our own identities, needs, feelings and goals first. Healthy boundaries start with speaking up for ourselves, holding our heads up high and saying "no" without feeling guilty. This is what I struggled with when I was younger because I did not want anyone to be mad at me, I wanted everyone to be my friend. But I later realized that not everyone I thought was my friend had good intentions. See, the importance of staying true to ourselves is a life-long practice that requires us to love ourselves first. We as women are created to be nurturers. It's in our nature, but are we really loving ourselves first?

Let's start this year off by tapping into our self-care mindfulness. Check in with yourself everyday first thing in the morning before you step out of bed and journal your goals for the day. "Today I will ____." Throughout your day when things may not be going as planned, close your eyes and "take five" deep and slow breaths. Re-set by creating a calm sanctuary that is your safe space, anywhere quiet will do. Lastly, let go of all the guilt and allow yourself forgiveness for all the things that may have caused you and the people you loved pain. Its ok, let it go. Trust the process and strive to become better with each day. As we move forward there is no need for a rearview of the past. When we make poor choices in our lives we must not beat ourselves up as long as we learn something from it. It works even better when we can accept that we are not perfect nor will we ever be. The more we nurture our mindset the more accurate we will become with making good choices in life. Remember this, "If you fall for anything, you will stand for nothing." If we do not believe in ourselves, who else will? We can do this ladies, we are a diamond in the rough and we are unbreakable. Flaws can be fixed and worn with confidence no matter the circumstance. We must nourish our minds to believe that we are a gift from God in line with our mind, body and spirit. This is the attitude that determines our altitude!

I would love to hear your thoughts, comments and stories. Until next time, "let no one who doesn't know your worth decrease your value."

I would love to hear your comments, thoughts, or if you just want to share your stories. You can reach me at:

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EMPLOYMENT WEBSITES



Adapted from credit.com

An employment website is a website that deals specifically with employment or careers. Many employment websites are designed to allow employers to post job requirements for a position to be filled and are commonly known as job boards. Other employment sites offer employer reviews, career and job-search advice, and describe different job descriptions or employers. Through a job website a prospective employee can locate and fill out a job application or submit resumes over the Internet for the advertised position.

History

In 1994, Robert J. McGovern began NetStart Inc. as software sold to companies for listing job openings on their websites and manage the incoming e-mails those listings generated. After an influx of two million dollars in investment capital he then transported this software to its own web address, at first listing the job openings from the companies who utilized the software. NetStart Inc. changed its name in 1998 to operate under the name of their software, CareerBuilder.

After being purchased in a joint venture, CareerBuilder absorbed competitor boards CareerPath.com and then Headhunter.net. Even with these aggressive mergers CareerBuilder still trailed behind the number one employment site Jobsonline.com, number two Monster.com and number three Hotjobs.com.

Until 1998, the job board industry focused primarily on the hiring aspect of the recruitment process. The dot-com crash in 1999, however, ushered a shift in this

perspective which led job boards to start seeing the need to maintain a balance between the corporate employers and the agencies. This changed outlook paved the way for present-day job boards.

Features and Types

The success of job search engines in bridging the gap between job seekers and employers has spawned thousands of job sites, many of which list job opportunities in a specific sector (i.e., education, health care, hospital management, academics, government, etc.). These sites range from broad all-purpose generalist job boards to niche sites that serve various audiences, geographies, and industries.

Job Postings

A job board is a website that facilitates job hunting and range from large scale generalist sites to niche job boards for job categories such as engineering, legal, social work, teaching, mobile, app development, as well as cross-sector categories such as green jobs, ethical jobs and seasonal jobs. Users can typically upload their resumes and submit them to potential employers and recruiters for review, while employers and recruiters can post job ads and search for potential employees.

The term job search engine might refer to a job board with a search engine style interface, or to a web site that actually indexes and searches other web sites.

Niche job boards are starting to play a bigger role in providing more targeted job vacancies and employees to the candidate and the employer respectively. Job boards such as airport jobs and federal jobs among others

provide a very focused way of eliminating and reducing time to applying to the most appropriate role. USAJobs.gov is the United States' official website for jobs. It gathers job listings from over 500 federal agencies.

Metasearch and Vertical Search Engines

Some web sites are simply search engines that collect results from multiple independent job boards. This is an example of both metasearch (since these are search engines which search other search engines) and vertical search (since the searches are limited to a specific topic - job listings). Some of these new search engines primarily index traditional job boards. These sites aim to provide a "one-stop shop" for job-seekers who don't need to search the underlying job boards.

Industry specific posting boards are also appearing. These consolidate all the vacancies in a very specific industry. The largest "niche" job board is Dice.com which focuses on the IT industry. Many industry and professional associations offer members a job posting capability on the association website.

Employer Review Websites

An employer review website is a type of employment website where past and current employees post comments about their experiences working for a company or organization. An employer review website usually takes the form of an internet forum. Typical comments are about management, working conditions, and pay. Although employer review websites may produce links to potential employers, they do not necessarily list vacancies.

Websites Providing Information and Advice

Although many sites that provide access to job advertisements include pages with advice about writing resumes and CVs, performing well in interviews, and other topics of interest to job seekers there are sites that specialize in providing information of this kind, rather than job opportunities. Most items could be of interest to people in various roles and conditions including those considering career options, job seekers, employers and employees.



HEALTH CARE JOB FAIR

Tuesday, February 8, 2022 | 9:00 a.m. to noon | Cajundome Convention Center

The Health Care Job Fair will match skilled job seekers with employers in the health care industry.

This event is FREE and open to the public.

When: Tuesday, February 8, 2022 | 9:00 a.m. to noon

Where: Cajundome Convention Center, 444 Cajundome Blvd., Lafayette, LA

[Snapshot below of some of the employers that will be in attendance](#)

Jasmine Lily Foundation - Covid-19 testers

Leading Home Care - direct service workers

Share Care USA- direct service workers, field supervisors

Unitech Training Academy - education provider for a variety of health care fields including dental assisting, medical assistant, EKG/ phlebotomy, pharmacy technician, medical coding and billing

Vee's Sitter Services Private Duty Care, LLC - sitters

Vitalant - hospital services technician (driver), phlebotomist, lab tech, medical lab technician, donor recruiter

Workforce & Job Application Assistance

Acadiana Workforce Solutions -Will have a mobile lab on site to assist job seekers to complete online applications. Also offers career scholarships, work experience employment opportunities, and job placement with employers

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T & Th 8 am - 7 pm
F 8 am - 12 pm
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Allegan, MI 49010

Dorr Site
M & W 1 - 4 pm
Dorr Township Library
1804 Sunset Drive
Dorr, MI 49323

Pullman Site
M & W 6 - 8:30 pm
The Linking Center
925 56th Street
Pullman, MI 49450

Contact Information
for all locations

269-673-5431

Sue Chappell x3054
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Supervisor

Brenda Nyhof x3022
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Director



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JESSE BROWN VAMC OPENS NEW VETERANS FOOD PANTRY

**CALLING ALL VETERAN VOLUNTEERS AND VETERANS IN NEED ...
WE WANT YOU !**



What: A weekly food pantry for Veterans (only the first 150 Veterans are guaranteed to be served)

When: Every Tuesday from 11am-1pm

Where: Jesse Brown VAMC, 820 South Damen Ave., 2nd floor Damen Bldg. Mezzanine/Service Corridor

Why: To honor and support those who have served our country by improving Veterans' access to nutritionally adequate food

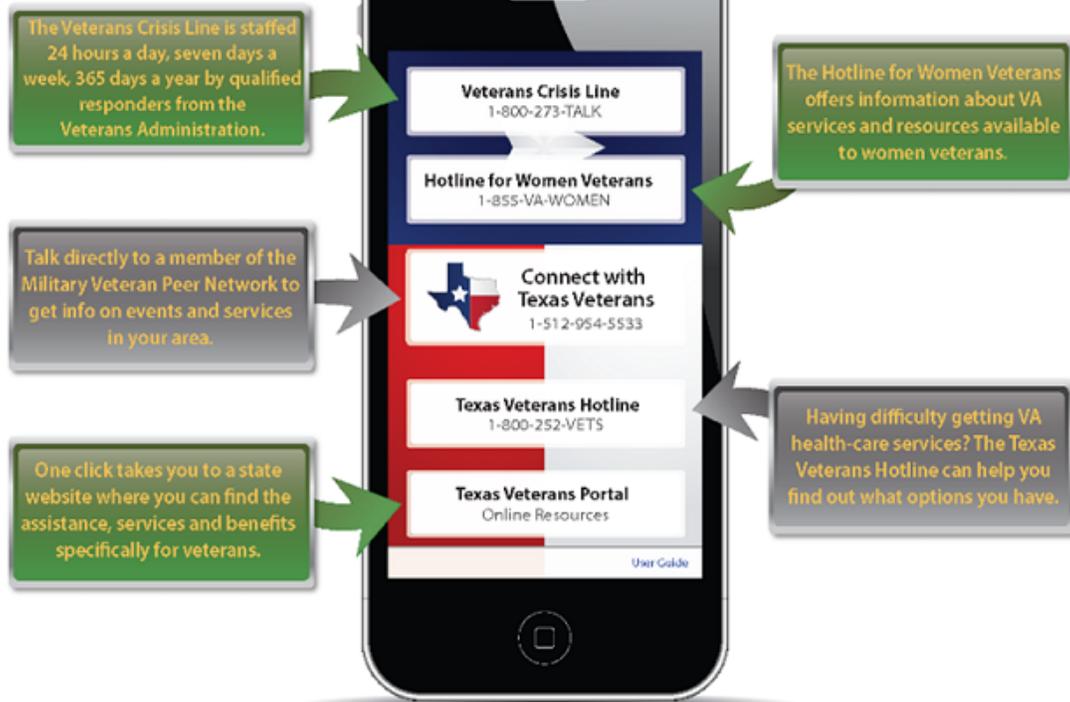
Veterans can receive food assistance once per month. To volunteer, or for more information, please contact our Veteran's Food Pantry Coordinator at Jessebrownfoodpantry@gmail.com , or call Jesse Brown VHCS Voluntary Service at 312 569-6109.

Thank you for your service!

Texas Veterans App



This free app is simple to use and works with most iPhone and Android phones. Download the app through the Apple app store and Google Play.



This free, simple app is for veterans, active duty, families and any Texan who supports our military. Use it as a way to get information about the local, state, and national resources available to Texas military veterans.

Returning Citizens Magazine

4222 Fortuna Center Plaza, Suite 649,
Dumfries, VA 22025