

Bridging the Gap: Developing Trauma Informed Training for Correctional Staff to Support Successful Reintegration and Reduce Recidivism

Needs Assessment

Correctional staff need the appropriate training and resources to support incarcerated individuals in empathetic and trauma informed approaches to facilitate successful reentry into society and decrease recidivism rates upon release.

Long Term Goal

Creating a holistic support program that trains correctional staff in empathetic and trauma informed approaches to engage incarcerated individuals to bridge a connection between prison and communities resulting in reduction in recidivism rates. This program will aim to shift the prison culture starting with the staff in these facilities.

Background

- ★ In the US, the incarceration rate is reported to have increased by 700%, reporting to be higher than any other developed western country.
- ★ Research suggests that an empathetic supervision between probation and parole officers and adults on probation or parole place a significant role on reducing recidivism rates.
- ★ 86% of offenders report experiencing trauma prior to incarceration.
- ★ 75% of individuals released from prison are arrested again within 5 years post-release.

References

1. Ferguson, W. J., Cloud, D., Spaulding, A. C., Shelton, D., Trestman, R. L., Altice, F. L., Champion-Lippmann, C., Thomas, D., & Taxman, F. S. (2016). A Call to Action: A Blueprint for Academic Health Sciences in the Era of Mass Incarceration. *Journal of Health Care for the Poor and Underserved*, 27(2), 5–17. <https://doi.org/10.1353/hpu.2016.0051>
2. Lamberti, J. S. (2016). Preventing Criminal Recidivism Through Mental Health and Criminal Justice Collaboration. *Psychiatric Services (Washington, D.C.)*, 67(11), 1206–1212. <https://doi.org/10.1176/appi.ps.201500384>

Outcomes & Indicators

Outcome 1: Released individuals of incarceration will continue to engage in wrap-around services within the community within 1 month of release every week for one year upon release.

Indicator A: At least 90 percent of individuals released from incarceration engage in wrap-around services every week within 1 month of release and continue their engagement for one year.

Indicator B: Released offenders will experience an increased period of at least 5 years between their release and reoffending by referring to service provider logs and case management notes.

Outcome 2: At the end of training programs, correctional staff will learn how to engage inmates using empathetic, trauma-informed approaches.

Indicator A: At least 90 percent of correctional staff are able to list/describe three trauma-informed approaches they can use in their everyday practice.

Indicator B: At least 90 percent of documented case notes reflect empathetic and trauma-informed engagement approaches used by correctional staff to connect incarcerated individuals to wrap-around services.

Intervention

A 5-day, 8-hour training seminar implemented in jails and prison facilities.

- ★ Food and Beverages provided
- ★ 15-20 Correctional Staff per seminar
- ★ Online registration
- ★ Certificate of Completion
- ★ Participant workbook
- ★ Follow up support
- ★ Handouts

Seminar Format

1. Introduction and Agenda
2. What is trauma?
3. Principles of Trauma Informed Care
4. Empathy and Communication Skills
5. Practical Application and Role Playing Scenarios
6. Self Care for Correctional Staff
7. Creating a Trauma Informed Environment
8. Conclusion

Social Support Theory

Social support theory indicates that strong social networks and relationships provide individuals with resources to cope with stress, challenges, and adverse situations. It supports that strong connections and relationships promote mental health, well-being, and resilience. This theory supports that connecting offenders to proper resources and services can offer practical resources, guidance, and support as they reintegrate into society. Creating and having stable relationships within these facilities help to avoid isolation and negative influences of prison/jail culture.