



**CREATING OPPORTUNITIES
FOR A DIFFERENT OUTCOME**

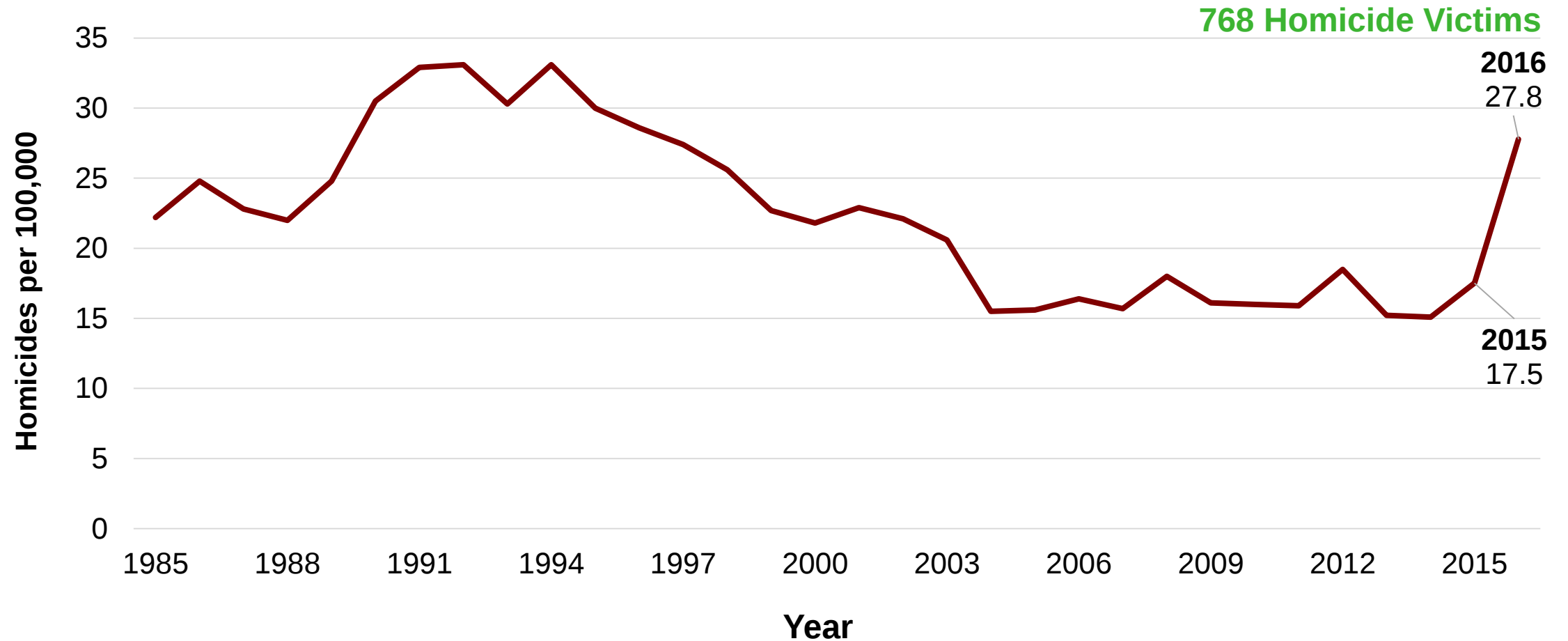
READI CHICAGO

A HEARTLAND ALLIANCE PROGRAM

Program Model Development & Overview

Miguel Cambray

Chicago homicide rate, 1985-2016

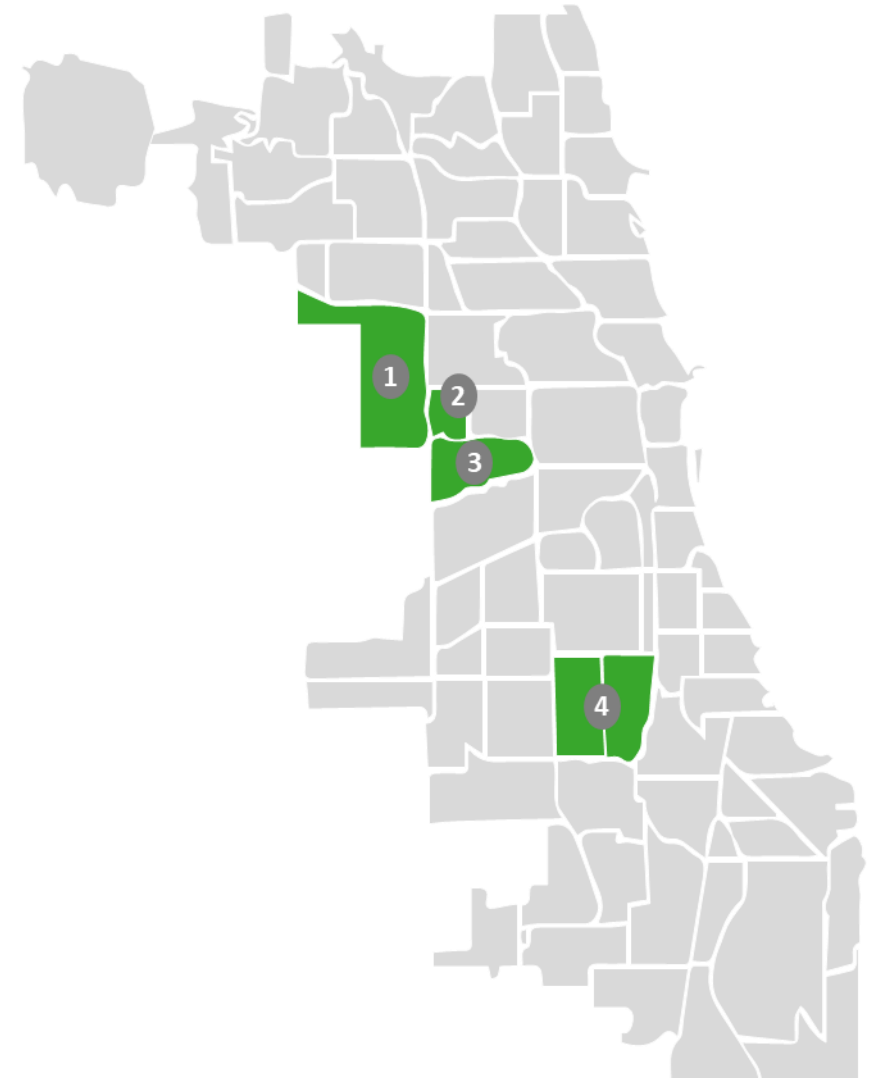


READI CHICAGO IS AN INNOVATIVE RESPONSE TO GUN VIOLENCE.

In response to a spike in gun violence in Chicago in 2016, Heartland Alliance and six partner community organizations launched the READI Chicago pilot to connect men at the highest risk of gun violence involvement with **cognitive behavioral therapy, paid transitional jobs, and support services.**

WE ARE DRIVEN TO:

- Decrease shootings and homicides
- Create pathways for better life outcomes
- Promote long-term safety and opportunity in Chicago's most impoverished communities



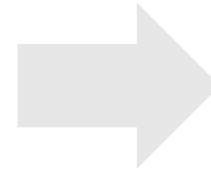
READI born out of researcher-practitioner collaboration



**Collaborative discussions
between researchers and
Heartland Alliance**



Review of evidence



**CBT+
JOBS**

Basic program model

Three referral pathways to READI



Community Referrals

Participants identified based on partner community outreach organizations' experience and expertise



Reentry Referrals

Previously-incarcerated individuals who are reentering their communities from IDOC or CCSO facilities



Urban Labs Referrals

Individuals referred by the Urban Labs Risk Assessment, which uses machine learning to predict one's risk of gun violence involvement

24 Months of Programming



Relentless Engagement

Intensive outreach that won't give up on difficult-to-engage participants



Cognitive Behavioral Therapy

CBT infused throughout READI including group sessions



Employment Opportunities

Skill development, increased responsibilities, pay raises



Support Services

One-on-one development sessions, referrals to critical supports

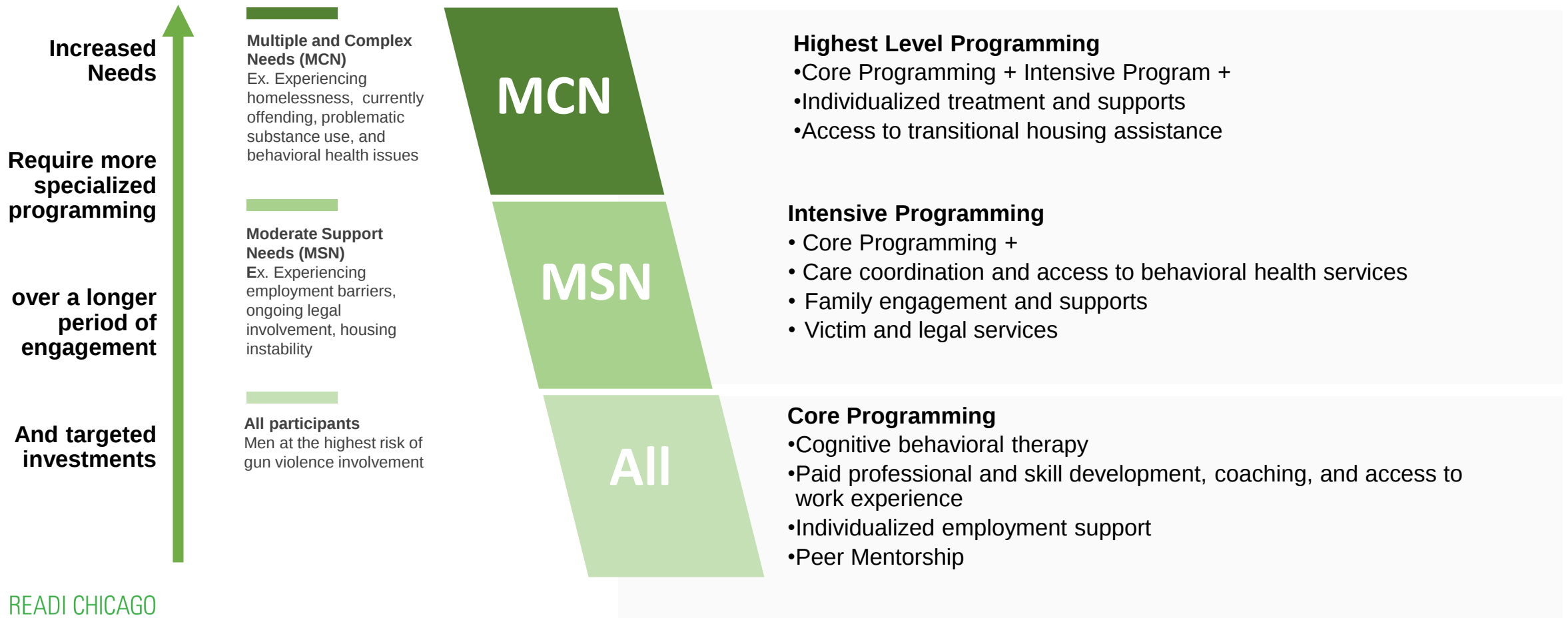
Photo credit: *Chicago Tribune*

READI DESIGN PRINCIPLES & DECISIONS

READI was designed to engage, retain, and serve people at the highest risk of gun violence. Program design features informed by this objective include:

- Highly focused service population, primarily those not seeking services
- Extended engagement period—up to 24 months of engagement
- Very low barriers to entry for programming and employment
- Cohort-based enrollment and work experience
- Multiple chances to make mistakes and reenter programming and employment to try again
- Opportunities for advancement within programming
- Programming rooted in trauma-informed care and harm reduction principles
- Program partners embedded in communities with capacity-building goals

READI Chicago experiences underscore the importance of addressing complex participant needs through a tiered model grounded in evidence-based interventions.



PARTICIPANT SNAPSHOT



95%

AFRICAN-AMERICAN



80%

HAVE BEEN A VICTIM OF
VIOLENCE



96%

HAVE BEEN ARRESTED



61%

HAVE CHILDREN

85%

AGES 18-32

83%

HAVE LOST A FAMILY
MEMBER TO VIOLENCE

64%

HAVE SERVED TIME IN
PRISON

70%

ASPIRE TO OBTAIN POST-
HIGH SCHOOL EDUCATION

LEARNING AND OUTCOMES

In READI's first three years, in partnership with the University of Chicago Crime Lab and Heartland Alliance Social IMPACT Research Center, we are seeing:

- READI is **finding the right participants**
 - **97%** have been arrested, on average 17 times, including four felony arrests
 - **48%** have been arrested for a serious violent crime
 - **47%** experienced a violent crime at or before the age of 15
 - **34%** have been shot
- READI participants are **staying engaged in programming over time**
 - **57%** of eligible participants start programming over 20 months
 - **72%** of men who start employment continued to receive a paycheck after six months; **56%** continue to work after 12 months
 - Participants who continued to work have done so for at least **79%** of the weeks available to them
- READI may help **keep participants safer**

READI CHICAGO BY THE NUMBERS

As of Apr. 2021

2,456

participants eligible for READI

\$9M +

wages & stipends paid directly to participants

1000+

of those have started transitional job engagement

\$20.5M

invested in community partner staff & capacity building

300,000+ hours

worked

\$25,000

average annual per participant cost

“I knew I needed to steer myself in the right direction and focus on what matters. Now I look at READI as a privilege, something to aspire to.”

—Ubeka, participant





Q&A

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