

Contestant Capacity

Organizational Background: The University of Hawaii – Manoa, Social Sciences Research Institute (SSRI; <http://www.ssri.hawaii.edu/>) facilitates and supports interdisciplinary, applied research that addresses critical social, behavioral, economic, and environmental problems primarily in Hawaii and the Asia Pacific region. This is done through collaboration with faculty throughout the University of Hawaii and with other educational and research institutions, regional and international organizations, the private sector, and federal state and county agencies. These collaborations are supported largely by contracts and grants from public agencies and private organizations. The SSRI serves as the sponsored research division of the College of Social Sciences. In this capacity, SSRI provides administrative support for pre- and post-award activities related to extramural research and training grants and contracts in the College. Currently, SSRI projects focus on these areas of inquiry: telecommunication and information policy; crime, drug abuse and public safety; resources and sustainable development; health services and health policy; and culture, language and social problems.

Formerly incarcerated men and women face significant challenges obtaining meaningful educational and economic opportunities after their release from jail or prison. While some are barred from enrollment into educational or vocational programs due to their criminal history, others are unable to secure employment because of “failing” criminal background screening or record checks. Indeed, individuals with criminal records are at a tremendous socioeconomic disadvantage, which in turn, increases the likelihood of future incarceration and lost lifetime earnings. In fact, recent data from the Hawaii Interagency Council on Intermediate Sanctions suggests that unemployment is a major contributor to the state’s recidivism rates over a five-year period from 2009-2012 (<http://icis.hawaii.gov/documents/>). Between 55% and 65% of person re-incarcerated during this time period reported having difficulties obtaining employment prior to their arrest, suggesting their absence from the work force extends well beyond the time they actually spent in jail or prison. The SSRI aims to address this critical social problem through sponsorship of separate, but interrelated, extramural projects: Research and Evaluation for Public Safety (REPS) project, and Honolulu County Offender Reentry Project (HCORP).

Both REPS and HCORP work collaboratively with administrators from the State of Hawaii Public Safety Department (PSD), and the Judiciary Adult Client Services Branch (ACSB), to provide formerly incarcerated, and other justice-involved persons, with timely and appropriate access to essential health care, social services and resources. As affiliates of SSRI, REPS and HCORP also work alongside UH faculty and students interested in better understanding and improving the health and welfare of justice-involved persons in general, and formerly incarcerated persons in particular. Through these projects and partnerships, the SSRI is ideally suited to build an innovative and sustainable program that provides meaningful educational and economic opportunities for formerly incarcerated men and women. The Aspire Challenge Prize would provide SSRI with the necessary extramural funding to demonstrate a working model for how the University can partner with public and private criminal justice stakeholders to reduce recidivism through an entrepreneurship training and access to capital (ETAC) project. The ETAC project will be geographically located in the City and County of Honolulu, and target 20 men and women for enrollment over the course of 1 year.

Background of Management Team: The ETAC project will be led by Drs. Meda Chesney-Lind, Dr. Patrick Uchigakiuchi, and Michael J. Endres. **Dr. Chesney-Lind** is a feminist criminologist and advocate for girls and woman who come in contact with the criminal justice system. She is currently the Chair of the Department of Woman’s Studies, convenes the Educational Committee of the Correctional Justice Task Force, and Chairs the College of Social Sciences Criminology Initiative formed through State legislation. **Dr. Uchigakiuchi** is a clinical psychologist and program evaluator with over 17 years of experience working with in the academic and public sector to train clinicians and criminal justice practitioners in trauma-informed care and culturally-sensitive approaches to behavioral health. He is currently a faculty member at UH and Project Director for the REPS project. **Dr. Endres** is a clinically-trained research psychologist and entrepreneur with over 10 years of experience working in academic, public, and private sectors to secure federal and state funding in support of behavioral health research and services focusing on justice-involved populations. He is currently Project Director for the HCORP and Vice President of Breaking Boundaries Rehabilitative Services. **Ms. Georgette** is the ETAC project contact, gsakumot@hawaii.edu; (808) 956-4056.

Entrepreneurial Education Delivery Solution

Participant Recruitment Plan: Twenty-four (24) formerly incarcerated persons will be recruited to participate in the ETAC project over the course of 1 year. In order to maximize recruitment, the ETAC will outreach with PSD and ACSB partners of REPS and HCORP to identify formerly incarcerated persons and non-violent ex-offenders who may benefit from an intensive entrepreneurship training program. Of particular focus, will be justice-involved persons exiting incarceration after completing pre-release education and work release programs operated by PSD. Potential participants from these programs will be outreached with the help of PSD's Correctional Education Programs, Hawaii Correctional Industries, and the Laumaka – Work Furlough Program.

Outreach and recruitment will be performed by the Management Team; it will consist of coordinating with corrections administrators and case managers, as well as parole and probation officers to distribute a request for applications (RFA). This RFA will solicit written responses from formerly incarcerated persons interested in taking part in the ETAC project. Applicants will be asked to submit an updated resume and 1-page business abstract. Applications will be reviewed and scored by individual Management Team members using a common rubric and scoring criterion. Applicants will remain anonymous until after the scoring process is complete. The "Top 20" applicants will be offered enrollment into the ETAC project. As shown in the timeline on Page 4, Access-to-Capital, outreach and recruitment will be conducted during separate 3-month enrollment periods.

Classroom Instruction: The ETAC project will provide participants with a 4-month intensive entrepreneurship education through SCORE Hawaii (<https://hawaii.score.org/>). SCORE Hawaii has over 50 years of experience serving and helping local business in the Aloha State; and, it is a part of SCORE "Counselors to America's Small Business," a non-profit association dedicated to entrepreneur education and the formation, growth and success of the nation's small businesses. SCORE Hawaii provides professional counseling, education, and mentoring for the diverse business community of Hawaii. Counselors, educators and mentors are real-world professionals who help businesses succeed by donating their time and expertise in such areas as accounting, finance, marketing, retail, manufacturing, management and business plan advisement and strategy review. For a modest fee (\$45 per course), SCORE Hawaii also provides both online and classroom instruction through a workshop format. The ETAC project will fund participant course fees, transportation costs, classroom supplies, including laptop computer and software packages.

Participants will be organized using a cohort approach. The first cohort of 10 participants will be selected at the end of the first open enrollment period, with the second cohort of 10 selected at the end of the second enrollment period. Each cohort will complete 4 months of progressively intensive classroom and online instruction in entrepreneurial development. Business templates and tools also will be provided for download from the SCORE website. Classroom instructions will be provided through 14 local workshops:

1. Small Business Start Up Basics
2. Human Resources & Personnel Management
3. Pricing your Product (Contractors & Food Operators)
4. Marketing & Sales
5. Internet/Impact Marketing
6. Troubleshooting your Small Business - Common Mistakes & How to Fix Them
7. Accounting & Bookkeeping Basics
8. QuickBooks Basics
9. Business Insurance
10. Business Finance
11. Understanding Financial Statements
12. Tax Planning for Small Business
13. Government Contracting
14. How to Write your Business Plan

In addition to facilitating classroom instruction, SCORE Hawaii counselors will guide participants in the process of exploring their own personal and entrepreneurial interests and visions. Counselors also will model the task and challenge of developing and implementing realistic business ideas, timeliness, and objectives that maximize both personal and entrepreneurial success. These activities will be initiated in classroom discussions and further flushed out through online webinars and discussion boards. Classroom and online workshop activities are approximately 1-2 hours in length, and will culminate in the drafting and submission of a final business plan by all participants. As shown in the timeline on Page 4, Access-to-Capital, weekly classroom and online workshops will be conducted during separate entrepreneurial education sessions for cohorts 1 and 2.

Mentoring: SCORE Hawaii has been mentoring new and existing Hawaii businesses for over 40 years and has a network of over 13,000 volunteers who donate their time to help entrepreneurs. As highly successful and experienced business professionals and entrepreneurs, SCORE Hawaii mentors and advisory teams deliver valuable, timely, and practical advice to both start up and existing businesses. Together, mentors and advisory teams provide one-on-one or many-to-one support to help business open new markets, reach new customers, and achieve new goals. This individualized approach is intended to build on each participant's entrepreneurship education and augment their developing business skills and strategies. Through mentoring and advisory team support, participants will create a well-vetted and polished business plan that can be presented to funding agencies and individuals with a high chance of success. As shown in the timeline on Page 4, Access-to-Capital, SCORE Hawaii counselors and volunteers will meet with participants through weekly one-on-one and many-on-one participant mentoring or advisory team meetings. Participant mentoring activities will be performed separately for cohorts 1 and 2.

Community Connections: The ETAC project will assist formerly incarcerated person's ability to build and nurture business opportunities and relationships with the community. As described in greater detail later, this will be achieved by hosting several meet-and-greet and project pitch parties (See page 4 Access to Capital). Both REPS and HCORP also will provide participants with access to public and private social services whom specialize in evidence-based psychosocial education, process and skill building groups that are designed to improve financial literacy, interpersonal communication, self-care and wellness, advocacy and leadership. The HCORP also will link participants to public assistance programs that can help with drug and alcohol treatment, mental health services, transitional housing, food, clothing, and other benefit and entitlement programs that support the economic and social well-being of formerly incarcerated persons. As shown in the timeline on Page 4, Access-to-Capital, the ETAC project will facilitate community connections through various networking sessions.

By leveraging our existing University, public, private, and community connections, the EATC project will establish a working model for linking formerly incarcerated persons to equitable education opportunities that lead to financial stability and economic growth. These opportunities will go a long way in not only helping participant's earnings lost because of incarceration, but also motivating them to enter into the workforce and invest their efforts in a productive crime-free lifestyle that adds real value to their families and communities. This, in turn, should reduce the likelihood that ETAC participants would relapse into their old patterns of antisocial behavior, commit new crimes, and subsequently recidivate back to jail or prison. While reducing ETAC participant relapse and recidivism rates is a major goal of the ETAC program, we also expect participants to have higher likelihoods of job placement, educational attainment, and financial wealth accumulation in comparison to their counterparts who do not participate the ETAC program. If successful, the ETAC project working model could be scaled up for sustainability through the State of Hawaii University and community colleges system. Specifically, formerly incarcerated persons could obtain formal education in business by enrolling into the University system and taking advantage of existing methods of financial assistance. Alternatively, the ETAC could continue to partner with SCORE Hawaii to generate additional interest and revenue to sustain and increase project capacity.

Access to Capital: The ETAC will host several meet-and-greet and project pitch parties to facilitate the development of formerly incarcerated individuals' mentor-mentee, peer-to-peer, and business-to-business relationships. In turn, these relationships will increase participant access to such capital resources as financial investors, consultancies, vendor agreements, and/or service contracts. The purpose of ETAC hosted meet-and-greet and project pitch parties are to give formerly incarcerated persons the opportunity to (a) grow their professional network, (b) build confidence in their business model, and (c) accumulate financing options through reputable lenders and venture capitalists. Meet-and-greet opportunities will give participants the opportunity to connect and build rapport with SCORE Hawaii mentors, while project-pitch parties will be led by select mentors and provide participants the opportunity to connect with microlenders or other financiers whose portfolio matches their final business plan. The ETAC will market these events to the larger entrepreneurial ecosystem through an advertising campaign that highlights the quality and integrity of existing businesses owned and operated by formerly incarcerated persons.

The ETAC also will provide participants access to SBA Microloan Intermediaries through its collaboration with SCORE Hawaii and affiliated microlenders and venture capitalists. This will include disseminating marketing and advertisement materials to local lenders and other funders interested in diversifying their business portfolio. This also will include educating participants and providing them with technical assistance to identify and secure capital through other SBA programs, including those that target woman, minority, or veteran owned businesses. Additionally, SCORE Hawaii courses, mentors, and advisory teams will provide participants with knowledge about how to access funding through grants and contracts, as well as other non-traditional lending sources.

Finally, the ETAC project will effectively link participants with opportunities to secure business capital and other resources by following a 9-month timeline for outreach and recruitment (OR), entrepreneurial education (EE), participant mentoring (PM), community connections (CC) and access-to-capital events (AE). The timeline for two separate cohorts of 10 participants is as follows.

	Apr - 2017	May - 2017	Jun - 2017	Jul - 2017	Aug - 2017	Sep - 2017	Oct - 2017	Nov - 2017	Dec - 2017	Jan - 2018	Feb - 2018	Mar - 2018
Cohort #1	OR	OR	OR	EE	EE	EE	EE/PM	PM/CC	CC/AE			
Cohort #2				OR	OR	OR	EE	EE	EE	EE/PM	PM/CC	CC/AE

As shown in the above timeline, the ETAC will enroll 20 formerly incarcerated persons into an increasing intense regimen of entrepreneurship training and access to capital activities. All of which, will be completed with a 1-year time frame. We believe that if awarded the Aspire Challenge prize, the ETAC project can establish a working model and preliminary outcomes in favor of continuing to sustain and scale up this innovative approach to addressing the critical social disadvantage associated with having a criminal record. Although this issue is complex, the ETAC project will provide the SSRI with valuable pilot data for which to problem solve and advocate for additional funding and sustainability efforts.