

NATIONAL INSTITUTE FOR WORK AND LEARNING

Impacting Lives: The Compass Rose Collaborative

Overview

FHI 360's National Institute for Work and Learning (NIWL) provides support to education providers, workforce trainers, and their local partners to improve education and employment outcomes for youth aged 18-24 involved with the criminal legal system. Using a statistical lens, this document details the impact of NIWL's five U.S. Department of Labor-funded Compass Rose Collaborative re-entry programs operating between 2017 and 2024¹.

Approach The Compass Rose Collaborative (CRC) is a network of employer and community partners which serves as the foundation of NIWL's work with justice-impacted populations.

Through the use of shared resources and services, the CRC provides partners with a holistic framework and peer support for meeting participants' needs. Partners equip participants with skills for professional environments, mentorship, and paid work experience supplemented by career services. With these elements, participants complete the program with the knowledge of building a positive self-image, skills for coping with conflict, and career readiness skills, allowing them to succeed and thrive as they positively engage with their communities.



YARP Participants training in automotive repair as part of the program. Photo Credit: Kyle Pompey for FHI 360

Programs Past and ongoing programs include the following:

- **Compass Rose Collaborative 1:** Reintegration of Ex-Offenders - Youth 2017 (CRC1) (2017-2020): 611 participants
- **Compass Rose Collaborative 2:** Reintegration of Ex-Offenders - Youth 2018 (CRC2) (2018-2022): 570 participants
- **Young Adult Reentry Partnership 1 (YARP)** (2020-2024): 592 participants
- **Growth Opportunities 1 (GO1)** (2022-2026): 351 participants (ongoing, as of Jan 2025)
- **Growth Opportunities 4 (GO4)** (2024-2027): (ongoing, goal: 425 participants)

Services NIWL provides a range of services to support our partners' success in guiding justice-impacted individuals.

- Technical assistance
- Pre-apprenticeship programs
- Registered Youth Development Practitioner Apprenticeships
- Career awareness resources
- Resume coaching
- Career and college exploration support
- Trauma-informed training
- Communities of practice to elevate best practices
- An inventory of site assets
- Shared resources, training opportunities, and meeting facilitation
- A common data management system to track program outcomes and the long-term impact of our programs — and more!

¹ All data current as of December 2024.

Data collection

Across our reentry programs, NIWL supports data management systems to monitor and evaluate program progress. The statistics below represent non-missing data from participants of the completed programs, as well as available data from the ongoing program. Data is not yet available for GO4.

Below are descriptive statistics of outcome indicators for each program as well as across all programs. The gray field shows the number of respondents. Data for CRC2 came from an aggregate for the first three indicators, and from available raw data for the last two indicators.

Completed Occupational Skills Training (OST)

Across the available data of the four programs, **55.8%** completed Occupational Skills Training.

Contract Cohort	Completed Occupational Skills Training (OST)
CRC1	48.0% (293 out of 611) 611 responses out of 611 participants
CRC2	64.9% (370 out of 570) 570 responses out of 570 participants
GO1	59.3% (208 out of 351) 351 responses out of 351 participants
YARP	53.0% (314 out of 592) 592 responses out of 592 participants
Total	55.8% (1185 out of 2124) 2124 responses out of 2124 participants

*Gray represents the number of responses

Placed in unsubsidized employment or an accredited post-secondary education program

Across the available data, **62.4%** were placed in unsubsidized employment or an accredited postsecondary education program.

Contract Cohort	Placed in unsubsidized employment or an accredited post-secondary education program
CRC1	77.9% (476 out of 611) 611 responses out of 611 participants
CRC2	40.7% (232 out of 570) 570 responses out of 570 participants
GO1	44.2% (155 out of 351) 351 responses out of 351 participants
YARP	78.0% (462 out of 592) 592 responses out of 592 participants
Total	62.4% (1325 out of 2124) 2124 responses out of 2124 participants

*Gray represents the number of responses

In the same placement (employer) in both quarter 2 and quarter 4 of their follow-up period
Only looking at those who were employed in both 2nd and 4th quarter, across the four programs, **51.4%** had the same placement.

Contract Cohort	In the same placement (employer) in both quarter 2 and 4 of their follow-up period
CRC1	45.2% 611 out of 611 participants
CRC2	70.9% 570 out of 570 participants
GO1	23.5% 17 out of 351 participants (as the ongoing program, only a few reached this stage)
YARP	39.9% 592 out of 592 participants
Total	51.4% 1790 out of 2124 participants

*Gray represents the number of responses

Convicted within 12 months of release

Across the available data of the four programs, **0.4%** had recidivism within 12 months of release. This is substantially lower than the national rate of 40%.

Contract Cohort	Convicted within 12 months of release
CRC1	0.7% 611 out of 611 participants
CRC2	0.0% 41 out of 570 participants (Data was only available for selected respondents)
GO1	0.8% 128 out of 351 participants
YARP	0.0% 592 out of 592 participants
Total	0.4% 1372 out of 2124 participants

*Gray represents the number of responses

Participants remained

Across the available data of the four programs, **82.4%** of participants had remained in the programs in the follow-up phase, which excludes those who are no longer able to participate due to circumstances including being deceased or placed in a long-term medical treatment facility.

Contract Cohort	Participants Remained
CRC1	97.5% 597 out of 611 participants
CRC2	96.2% 442 out of 570 participants (Data was only available for selected respondents)
GO1	- Data not yet available
YARP	56.7% 587 out of 592 participants
Total	82.4% 1626 out of 2124 participants

*Gray represents the number of responses

Participant age

Of available data, the average age of participants at the start of enrollment was **21.4** years across four programs.

About FHI 360: FHI 360 is a global organization that mobilizes research, resources and relationships so people everywhere have access to the opportunities they need to lead full and healthy lives. With collaborations in over 60 countries, we work directly with local leaders to improve health and well-being, respond to humanitarian crises and strengthen community resilience. We share data-driven insights and scalable tools so communities can effectively address complex challenges, respond to shocks and achieve thriving futures.

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