



National Urban League
Reentry Programs

Coming Home: The National Urban League's Progress on Reentry Programming



National
Urban League

*Empowering Communities.
Changing Lives.*





"Supporting individuals who are committed to redefining themselves and making meaningful contributions to society is essential. The re-entry programs offered by the National Urban League and our affiliates do more than reduce barriers after release—they provide ongoing guidance and encouragement throughout the journey. We are deeply proud of the men and women who have embraced these opportunities, and we remain steadfast in our mission to expand this work and strengthen communities for years to come."

Marc H. Morial

President & Chief Executive Officer
National Urban League



The goal of the NUL reentry program is to provide the reentry community with the necessary skills and support to transition to productive careers and lives.

Introduction

The National Urban League (NUL) has long been at the forefront of advocating for equitable opportunities for all Americans, particularly those from historically marginalized communities. One of the most pressing issues facing these communities is the challenge of reentry for individuals returning from incarceration. With over 600,000 people released from state and federal prisons each year, the need for comprehensive, evidence-based, and sustainable reentry programming has never been more urgent.

National Trends in Reentry

Recent years have seen a shift in national reentry strategies, with increased emphasis on rehabilitation, community-based support, and reducing recidivism. According to the Bureau of Justice Statistics (2021), approximately two-thirds of released prisoners are rearrested within three years, and over 80% within ten years. However, jurisdictions that have implemented coordinated reentry programs have seen measurable declines in recidivism.

The Second Chance Reauthorization Act of 2025 has accelerated this shift by expanding funding for reentry services, emphasizing evidence-based practices, and encouraging collaboration between corrections, community organizations, and workforce systems. States are adopting risk-needs models, and there is growing investment in pre-release planning and post-release wraparound services.

Barriers to Successful Reentry

Understanding the underlying reasons for recidivism is crucial for developing effective strategies to reduce reoffending rates and ultimately enhance community safety. For cities to actively reduce recidivism, they must have resources and opportunities to create a holistic approach to supporting justice-impacted individuals and their surrounding communities.

The U.S. has the highest prison population of any country, comprising 25% of the world's prisoners. Prisons are overcrowded and so are many jails with the logjam of an overcrowded court system where many people are waiting for the cases to be adjudicated. Over two million men and women are serving time in prison, jail, and halfway houses in the U.S. The current recidivism rate is 71%, and the unemployment rate is approximately 27% for those released in the last five years. The formerly incarcerated are disproportionately African Americans and Hispanics/Latinos who very often return to low-income

communities that lack access to quality jobs, adequate housing, and comprehensive healthcare. They encounter additional financial barriers to obtaining government-issued identification cards, licenses, and legal services.

Despite progress, individuals face numerous barriers upon reentry. Housing is one of the most immediate and critical needs, yet many face restrictions due to criminal records or lack of affordable options. Employment is another major hurdle, with returning citizens often encountering stigma, limited job history, and occupational licensing restrictions.

Mental health and substance use disorders are prevalent among justice-involved individuals, yet access to treatment is inconsistent. Stigma and systemic discrimination further compound these challenges, affecting access to education, public benefits, and civic participation. Additionally, fragmented service delivery and lack of coordination among agencies can lead to service gaps, leaving individuals without the support they need during the critical reentry period.

Recommendations for Pre- and Post-Release Interventions

NUL recommends a continuum of care that begins pre-release and extends well into post-release reintegration. Pre-release interventions should include comprehensive risk and needs assessments, cognitive behavioral therapy, vocational training, and reentry planning that involves community-based providers. These services should be individualized and culturally responsive.

Post-release, individuals need immediate access to housing, employment services, healthcare, and peer support. NUL advocates for the use of community navigators to help individuals access services, as well as the integration of family reunification programs and mentorship to foster social support and accountability.



Successful examples of building skills behind the walls include:

- The MPM Group's pre-release training programs offering GED preparation, vocational trades (e.g., electrical, masonry), and life skills.
- Columbia College's Corrections Certificate program, which is accessible online and provides foundational knowledge in criminal justice.
- Integrated Education and Training (IET) programs supported by the U.S. Department of Education, which combine academic instruction with workforce preparation.

Correctional facilities can offer a wide range of classes, including:

- GED and high school equivalency programs
- College-level courses in liberal arts, business, and social sciences
- Vocational training in trades such as HVAC, auto mechanics, and culinary arts
- Life skills courses covering budgeting, anger management, parenting, and conflict resolution

By investing in robust pre-release education and training, correctional institutions can significantly improve reentry outcomes, reduce recidivism, and empower individuals to build productive lives post-incarceration.

Expanded Pre-Release Services: Building Skills Behind the Walls

Pre-release services are a cornerstone of successful reentry programming. NUL strongly believes in the adage that the reentry process begins during the pre-release stage. It entails appropriate assessments by trained facility staff and their partners (clinic staff and community-based providers, where applicable). They provide incarcerated individuals with the tools, knowledge, and confidence needed to reintegrate into society. The most impactful interventions are a combination of both hard and soft skills training sessions delivered during incarceration. These programs not only prepare individuals for employment but also foster personal growth and resilience.

Hard skills training includes vocational and technical education in fields such as carpentry, plumbing, electrical work, welding, and computer literacy. These skills are directly transferable to the job market and often lead to industry-recognized certifications. Many county jails and state prisons have been successful in incorporating some level of hard skills training into their facilities. Some of these include auto mechanic shops, driving simulators, plumbing, culinary arts training kitchens and many others. Soft skills training, on the other hand, focuses on decision making, communication, emotional intelligence, teamwork, dependability, and leadership. These competencies are essential for workplace success and personal development.

Correctional facilities across the country have implemented certificate-bearing classes that offer tangible credentials. For example, the Federal Bureau of Prisons (BOP) provides Evidence-Based Recidivism Reduction (EBRR) programs and Productive Activities (PAs) that address 13 need areas including education, work readiness, and cognitive skills. Programs like the Bard Prison Initiative in NY State and the Second Chance Pell Initiative allow incarcerated individuals to earn associate and bachelor's degrees while serving their sentences.

Embracing New Systems of Delivery

Technology is transforming how reentry services are delivered. Virtual case management platforms, mobile apps for appointment reminders, and telehealth services are expanding access to support, especially in rural or underserved areas. Digital literacy training is essential to ensure returning citizens can navigate these tools effectively.

NUL supports the integration of technology into reentry programming, including virtual job readiness workshops, online credentialing, and digital peer support networks. These innovations increase flexibility, reduce transportation barriers, and allow for more personalized and scalable service delivery.

Several NUL affiliates have connected with our innovative partner, Untapped Solutions. This organization brings technology into the reentry world. Simply put, it allows participants to access educational and training opportunities, community-based resources, and employment opportunities instantly and all within their local area. The system is easy to navigate for users and allows them to see and apply for job openings with a few clicks. For NUL Affiliates, the system offers automated client tracking, real-time referral management, and intuitive dashboards to ensure that Case Managers can provide services faster, more efficiently, and with better insights. With over 500 fair-chance employers and 1,400+ social service providers integrated into the Untapped Solutions network, these affiliates are able to continue providing unparalleled support for justice-impacted individuals.

Workforce Development Opportunities

Individuals returning to the community from periods of incarceration have access to many workforce opportunities. Like many of us, they are free to pursue their career dreams. In today's job market, NUL recognizes three major fields where there are major opportunities for people returning home. We discuss these fields below along with training paths to success.

Energy Sector: The energy sector, particularly renewable energy, is experiencing rapid growth due to global efforts to combat climate change and transition to sustainable power sources. Jobs in solar panel installation, wind turbine maintenance, and energy efficiency auditing are expanding across urban and rural areas. These roles often require short-term training and certification, making them accessible to individuals reentering the workforce.

Energy jobs also offer competitive wages and long-term career pathways. For example, solar installers and energy auditors can earn upwards of \$20–\$30 per hour, with opportunities for advancement into supervisory or technical roles. Recommended certifications include the North American Board of Certified Energy Practitioners (NABCEP) Solar PV Associate and Building Performance Institute (BPI) certifications.

Technology Sector: Technology is one of the fastest-growing industries globally, with demand for skilled workers in areas like IT support, cybersecurity, software development, and data analysis. Many tech roles can be accessed through bootcamps, online certifications, and apprenticeships. The rise of remote work and digital platforms also allows for flexible employment options.

Evidence-Based Practices That Work

Cognitive Behavioral Therapy (CBT):

CBT helps individuals recognize and change patterns of thinking that lead to criminal behavior. It targets criminogenic needs, impulsivity, poor problem-solving, and antisocial attitudes. Studies show CBT reduces recidivism by up to 25% when delivered consistently. It is effective both pre-release and post-release, especially when paired with mentoring and case management.

Residential Drug Abuse Treatment Program (RDAP):

RDAP is a structured, intensive substance use treatment program offered in federal prisons. It combines group therapy, individual counseling, and relapse prevention strategies. Participants in RDAP are 16% less likely to recidivate and 15% more likely to maintain employment post-release.

Vocational Training:

Vocational training equips individuals with marketable skills and credentials that improve employability. Programs like Job Corps and Career Pathways have shown that participants are significantly more likely to secure employment and less likely to reoffend. Training should align with labor market demands and be offered both inside facilities and through community-based providers.

Parenting and Family Reunification Programs:

Strong family connections reduce the likelihood of recidivism and improve emotional well-being. Programs like "InsideOut Dad" and "Strengthening Families" are effective when started pre-release and continued post-release. These programs help individuals rebuild relationships and develop parenting skills.

Risk and Needs Assessments:

These assessments identify the specific risks and needs of individuals, allowing for tailored interventions. Jurisdictions using validated tools like the Level of Service Inventory-Revised (LSI-R) have seen improved program matching and reduced recidivism. Assessments should be conducted early and updated regularly to guide case planning and service delivery.

Tech careers offer high earning potential and upward mobility. Entry-level roles like help desk support or junior web development can lead to six-figure salaries with experience. Recommended certifications include CompTIA A+, Google IT Support Professional Certificate, and Cisco Certified Network Associate (CCNA).

Healthcare Sector: Healthcare remains one of the most resilient and essential industries, with consistent demand for workers across clinical and administrative roles. Positions such as certified nursing assistants (CNAs), medical billing specialists, and community health workers are accessible through short-term training and certification programs.

Healthcare jobs offer stability, benefits, and opportunities for advancement. CNAs, for example, can transition into licensed practical nurse (LPN) or registered nurse (RN) roles with additional education. Recommended certifications include Certified Nursing Assistant (CNA), Certified Medical Administrative Assistant (CMAA), and Community Health Worker (CHW) credentials.

Overview of NUL Reentry Programming

The National Urban League operates a network of over 90 affiliates across the United States, many of which provide reentry services tailored to local needs. These programs serve a diverse population, including youth, adults, and individuals with co-occurring disorders. NUL's reentry initiatives are supported through federal, state, and philanthropic contracts, including funding from the U.S. Department of Labor, Department of Justice, and private foundations.

Core services include case management, job readiness training, educational support, housing navigation, and behavioral health referrals. NUL's Urban Reentry Jobs Program (URJP) has demonstrated success in reducing recidivism and increasing employment outcomes through holistic, culturally competent service delivery.

Our Successes

The National Urban League's reentry programs have demonstrated measurable success in improving outcomes for returning citizens. Through partnerships with local affiliates, NUL has helped thousands of individuals secure employment, access housing, and reconnect with their families. Our Urban Reentry Jobs Program has consistently

exceeded performance benchmarks, with over 70% of participants securing employment within six months of release.

NUL's commitment to continuous improvement, data-driven practices, and community engagement has positioned us as a national leader in reentry. We remain dedicated to expanding our impact and advocating for policies that support second chances and equitable opportunities for all.

Recent programming has included the Young Adult Reentry Program, or YARP. The program was operated across seven affiliate cities: The Urban League of Louisiana, The Urban League of Greater Atlanta, The Urban League of Greater Oklahoma City, The Urban League of Essex County, The Urban League of Greater Hartford, The Austin Area Urban League, and The Urban League of Metropolitan St. Louis. The program provided employment and educational opportunities that have empowered many participants to become first-generation college students. This journey to success has not been without its challenges, namely, the Covid-19 global pandemic. At the onset, most direct services were halted until programs were able to pivot and adjust to delivering services differently. Each individual affiliate was forced to think creatively and adapt, creating virtual and hybrid learning platforms that allowed participants to continue their education during a time when traditional in-person learning was not an option. The ability to transition to virtual spaces was instrumental in ensuring that participants could keep progressing toward their educational and career goals despite the global disruption.

Previous programming has also included our partnership with the National Football League. Through the support of the NFL's Inspire Change Initiative, NUL received a three-year grant of \$1,800,000. The NFL Social Justice Grant supports programs and initiatives that reduce barriers to opportunity for communities with a focus on three priority areas: Education and Economic Advancement; Police and Community Relations; and Criminal Justice Reform. The intent of the Grant was to improve the future of underserved and under-resourced communities by eliminating barriers and establishing opportunities for participants of the program to succeed. The grant resulted in 329 returning citizens served across 5 affiliates (Chicago, Atlanta, Jacksonville, New Orleans and Philadelphia) and 80% receiving employment and/or training credential and exceeding our goal of job retention.

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Success Stories

SUCCESS STORY

Urban League of Louisiana

Ms. A. Smith



Urban League of Louisiana Pathway Home 3 participant Ms. Smith is a 32-year-old high school graduate whose passion for beauty and entrepreneurship began long before her incarceration. After completing a program at a local Baton Rouge beauty college, she opened her own salon. But when an unexpected incident led to her arrest and a three-year incarceration, her life changed overnight. Feeling devastated and lost, she feared her dreams had been derailed.

While incarcerated, Ms. Smith connected with the Urban League of Louisiana's case management team, whose job readiness and financial literacy training offered her not just skills, but new hope and direction. Through their support, she gained the tools and confidence needed to rebuild her business and reimagine her future.

Upon her release, Ms. Smith did exactly that - reopening her salon, reconnecting with her clientele, and reclaiming the career she worked so hard to build. Her journey reflects strength, determination, and the power of second chances.

"Being able to raise my daughter and spend time with my mom and family in person is such a wonderful feeling. I am grateful for all the sacrifices made in my absence. Thanks to the Urban League for the counseling, professional development, and life skills sessions you provided!"

- A. Smith

SUCCESS STORY

Urban League of Louisiana

Mr. B. Lott



Mr. Lott's journey is one of remarkable perseverance, transformation, and hope.

Throughout his life, he faced numerous obstacles, including multiple incarcerations connected to his search for a way out of poverty. Despite these challenges, he never let go of the belief that he could build a better future for himself and his growing family.

Determined to break the cycle, Mr. Lott enrolled in the Urban League of Louisiana's Construction Apprenticeship Program while still incarcerated. He committed himself fully and embraced every opportunity to grow. His dedication and discipline led him to earn 10 industry certifications, demonstrating both his capability and his drive to succeed.

With these accomplishments, Mr. Lott soon caught the attention of M.R. Pittman, a respected construction company known for investing in skilled talent. He was accepted into their apprenticeship program, an opportunity that provided both a career path and the stability he had long sought.

Today, Mr. Lott is thriving as a construction apprentice earning \$20.00 per hour. He is excelling in his work while building a foundation of stability, dignity, and hope for his family. His story is a powerful testament to the impact of second chances and the strength of the human spirit.

SUCCESS STORY

Austin Area Urban League **Mr. D. Ford**



Mr. Ford's journey from homelessness and incarceration to stable employment and housing is truly inspiring. Before connecting with the Austin Area Urban League (AAUL), he struggled with homelessness and inconsistent work. While incarcerated, he met with a reentry case manager who helped him prepare for a successful return to the community. Determined not to experience homelessness again, he committed fully to rebuilding his life.

Because securing housing can take time, AAUL began working with Mr. Ford while he was still incarcerated. He expressed interest in the Mobile Loaves and Fishes Tiny Homes Community, an affordable and supportive neighborhood for individuals emerging from chronic homelessness. After completing a virtual tour, he became eligible to begin the housing application process.

While awaiting housing placement, Mr. Ford started searching for employment, a key step in strengthening his housing applications. After his release, he continued working with AAUL, receiving support to secure both employment and essential hygiene items for job readiness. His perseverance paid off when he earned a position as a Maintenance Floor Technician at St. David's Hospital in August 2025.

To help him prepare for work, AAUL provided uniforms, work shoes, and a 31-day bus pass. In September, he received assistance with his housing deposit, allowing him to secure his own apartment and transition into stable housing.

***Determined not to experience homelessness again,
he committed fully to rebuilding his life.***

SUCCESS STORY

Urban League of Louisiana

Mr. Vizier



Mr. Vizier, a Louisiana native, spent 24 years incarcerated for armed robbery. As his release approached, he sought support to rebuild his life and turned to the Urban League of Louisiana. He met with the Workforce team and enrolled in the Pathway Home 3 Program to prepare for stable employment.

Within 72 hours of his release, he met with a Career Development Specialist who helped him create an individualized career plan. Interested in the Pilot Automobile Service Technician Apprenticeship, he began the program's three phases. In Phase One, he completed four weeks of professional development and received a weekly stipend. In Phase Two, he attended eight weeks of instructional training at Baton Rouge Community College, completing his coursework and earning seven industry certifications.

He also participated in job shadowing at seven partnering dealerships, gaining hands-on experience and ranking his top employment choices. Dealerships did the same, creating a mutual selection process that supported strong job matches. Phase Three transitioned him into full-time work as an apprentice.

The Pathway Home 3 Program gave Mr. Vizier the tools to rebuild his life. In 2025, two years after his release, he has held multiple jobs with increasing pay and is currently employed with North America Shipyard.

His progress demonstrates the power of determination and second chances.

SUCCESS STORY

Austin Area Urban League **Mr. George T.**



One would assume the end of incarceration is a happy occasion, but for many, release brings fear and uncertainty. That was the case for Mr. George T. Convicted at a very young age, he spent 27 years, most of his adult life, behind bars. During his incarceration, his brother passed away and his mother struggled financially. He carried deep regret, and with limited financial support, he feared he might return to prison.

Seeking guidance, he turned to the Austin Area Urban League (AAUL) to help him navigate reentry. Unsure of what career path to pursue, he worked with AAUL counselors to explore his options and discovered an interest in computers. He enrolled in AAUL's Computer Support and Network Specialist Program.

The program was challenging. After sharing his fear of failure and returning to prison, AAUL connected him to individual therapy. He also participated in weekly soft-skill groups to build confidence, strengthen decision-making, improve social skills, and learn workplace professionalism.

His dedication and AAUL's support paid off. Mr. T completed the program and passed his exam, earning his A+ certification. He soon secured a job as an entry-level computer support representative making \$19 an hour, and by 2025, he was already being considered for a promotion.

SUCCESS STORY

Urban League of Louisiana

Mr. I. Jones



Mr. Jones' story is one of perseverance and determination. While incarcerated, he grappled with the uncertainty of rebuilding his life after release. Enrolling in the Urban League of Louisiana's (ULL) Pathway Home 3 Adult Reentry Program provided the support he needed. Through the program's Career & Workforce Fundamentals Training, he developed essential soft skills, including critical thinking, teamwork, and problem-solving.

After his release, he continued working with the Urban League of Louisiana. Through the Pathway Home 3 Program, Mr. Jones earned his Commercial Driver's License (CDL), opening new doors of opportunity.

His participation in PH3 continued to change his life. In 2024, he received a 2020 Hyundai Elantra, reliable transportation to ensure he could get to and from work. This transformative gift was made possible by GEICO and Joe Hudson Collision through the National Auto Body Council's Recycled Rides® program, which refurbishes donated vehicles for individuals and families in need.

Today, Isaac is gainfully employed as a CDL driver and remains connected to the Urban League.

SUCCESS STORY

Urban League of Greater Philadelphia **Jasir**



Jasir is like many young men returning home from prison - facing limited opportunities because of a criminal record, rebuilding trust with family, and navigating communities that often lack positive outlets. But Jasir was ready for change. He was determined to focus on personal growth and pursue long-term career pathways.

After being introduced to the Urban League of Greater Philadelphia (ULGP), Jasir was referred to the Out4Good Workshop, a four-week series designed to support the successful reintegration of people with criminal records. The series includes résumé building, interview preparation, and digital and financial literacy. When the workshop concluded, he advanced into the Ready to Work program, where he strengthened his employment readiness skills. As an alumnus of the program, Jasir later became a Ready to Work Fellow, serving as a peer leader and demonstrating his commitment to growth, contribution, and success.

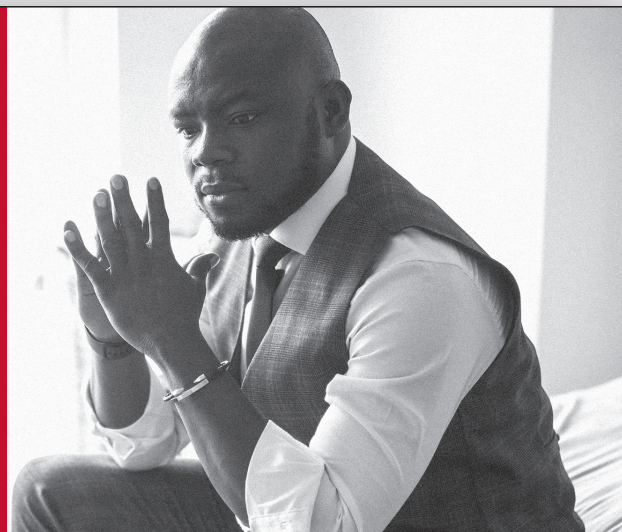
Jasir did not walk this journey alone. Beyond the structured programming, ULGP's reentry team provided him with the confidence to face the court process with dignity and a demonstrated foundation of progress. ULGP President and CEO Dr. Darrin Anderson, along with senior program leaders, stood by his side during his court appearance, affirming to the judge that Jasir had a strong and invested support network. Their collective advocacy helped reinforce that Jasir was ready to move forward in a positive direction, ultimately contributing to the dismissal of his case.

Today, Jasir is thriving. He is actively pursuing a future in art therapy, a field that will allow him to merge his creativity with his desire to help others heal and grow. He also continues to serve as a mentor, volunteer, and role model for new program participants, using his lived experience to encourage others to stay committed to their goals and embrace opportunities for change.

SUCCESS STORY

Urban League of Greater Philadelphia

Mr. Kenneth G.



From Incarceration to Inspiration: Mr. Kenneth Finds Purpose Helping Others

The Urban League of Greater Philadelphia (ULGP) first met Kenneth while he was serving a two-year sentence, and together they began planning for his transition home. When he was released in September 2024, he immediately faced the challenges common to many returning citizens - finding work, securing housing, and overcoming the stigma of a criminal record. He stayed with a family member as he worked to regain stability and needed both practical guidance and emotional support to rebuild his confidence.

Kenneth's goals were clear: secure steady employment and build a foundation for independence. He wanted work that offered growth and allowed him to use his lived experience to help others. From day one, he demonstrated strong commitment, engaging fully in every opportunity and resource offered through ULGP.

That dedication paid off. Kenneth secured two positions with nonprofit organizations, both of which allow him to support individuals navigating the difficulties of reentry. Shifting from needing assistance to providing it has strengthened his sense of purpose and restored his belief in what is possible.

ULGP supported Kenneth with employment readiness services, consistent case management, and referrals for emotional wellness. Staff provided encouragement, financial incentives, and accountability, ensuring he stayed on track as he worked toward his goals. Partner organizations played a vital role as well, offering meaningful employment and a community where his voice could make an impact.

Today, Kenneth is thriving in his nonprofit roles, using his journey to guide others toward stability. He is actively working toward securing independent housing and continues to build a life rooted in purpose, confidence, and service. Proud of how far he has come, Kenneth remains optimistic about the future and the meaningful contributions he can make to his community.

SUCCESS STORY

Urban League of Louisiana

Mr. L. Haynes



Mr. Haynes was just 19 when he entered prison, never fully grasping how profoundly a long sentence would shape his life. For years, his focus was simply surviving the day-to-day. Everything changed during one family visit when he saw the heartbreak on his loved ones' faces. In that moment, he made a promise, to them and to himself, that he would rewrite his future.

He began that transformation while still incarcerated, earning his GED and an associate's degree in business administration and management. As his release date approached, he shifted his attention to life beyond the prison walls. When he came across a flyer for the Urban League of Louisiana's (ULL) Pathway Home 3 program, he saw an opportunity. His sister encouraged him to pursue it, contacted ULL for details, and stayed involved as the program's case manager continued outreach leading up to his release.

Upon returning home, Mr. Haynes completed ULL's Professional Development class and wasted no time pursuing employment and new credentials. Inspired by the idea of building something lasting, he set a goal of becoming a certified welder and enrolled in hard skills training to begin that journey.

Today, Mr. Haynes is employed by Amazon as a Facilities Maintenance Specialist and is officially enrolled in the Local #623 Iron Workers Union Apprenticeship Training Program. He is on track to complete his apprenticeship in 2026.

SUCCESS STORY

Urban League of Greater Philadelphia
Ms. D.



From Fear to Freedom: Ms. D's Journey to Becoming a CDL Driver

Ms. D. entered the PH3 Program while incarcerated for drug possession. During group sessions, she opened up about the trauma of an abusive relationship, an experience that left her fearful of life after release. Instead of looking forward to returning home, she felt overwhelmed and unsure of where she would go. At intake, it was clear she wanted to rebuild her life but needed strong guidance, safe housing, and a structured plan to move forward.

Ms. D faced several barriers. The emotional impact of her past relationship, the challenges tied to her criminal record, and ongoing housing insecurity all threatened her stability. Without support, these obstacles could easily have pushed her back into the system.

Determined to regain her independence, she identified Commercial Driver's License (CDL) training as a pathway to long-term employment and financial security. From the beginning, Ms. D. committed fully to the success plan she created with her case manager. Her consistency was remarkable. Within weeks of starting CDL training, she became known as one of the strongest students in her class. As her skills grew, so did her confidence and her belief that she deserved a better future.

The PH3 Program supported Ms. D. throughout her journey. Her case manager provided structure and accountability. Relationship-building workshops helped her process trauma and begin healing. Housing partners ensured she had a safe, stable place to live, allowing her to focus fully on training and personal growth. This network of support created the foundation for her transformation.

Today, Ms. D is nearing completion of her CDL training. She is proud of how far she has come and excited to begin a stable career in transportation.

SUCCESS STORY

Urban League of Greater Oklahoma City **Qua'Sean Sims**



When Qua'Sean walked through the doors of the Urban League of Greater Oklahoma City in October 2021, he was searching for more than support — he was searching for direction.

Like many young adults transitioning back into the community, he felt discouraged and unsure of how to rebuild his life. He needed a pathway forward, and a chance to prove to his family that his future could look different.

Through the Urban League's Young Adult Reentry Program (YARP) and Workforce Department, Qua'Sean was connected to the Central Oklahoma Workforce Innovation Board (COWIB). Together, the team provided career assessments, workforce readiness classes, and an individual career and education plan that helped him identify his strengths and career interests.

Guided by this plan, he enrolled in CDL vocational training and went on to earn his Class A CDL. Within a month of completing his training, his hard work paid off. He secured full-time employment as a licensed truck driver with Cherokee Building Material.

Today, Qua'Sean is not only thriving in his career but also giving back as one of the Urban League's Second Chance Ambassadors. As a father of two sons, he models perseverance and self-belief, reminding them and others that success is possible if you stay committed to your goals.

The National Urban League's reentry programs have demonstrated measurable success in improving outcomes for returning citizens. Through partnerships with local affiliates, NUL has helped thousands of individuals secure employment, access housing, and reconnect with their families.

NUL affiliates participating in the PH3 program:

New Orleans, Louisiana

Urban League of Louisiana

Austin, Texas

Austin Area Urban League

Philadelphia, Pennsylvania

Urban League of Philadelphia

Columbus, Georgia

Urban League of the River Valley
(formerly the Urban League of Greater Columbus)







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The National Urban League is a non-profit, non-partisan, historical civil rights organization promoting economic equality and civil rights through direct service programs, research and policy advocacy.

Through our network of 90 affiliates in 36 states and the District of Columbia, we focus on the potential of African Americans and underserved communities by closing the quality gap at every stage of life.

