Please Note..

This webinar and the engagement tools will be recorded.

An archive will be available on the event website.

NIST | NICE

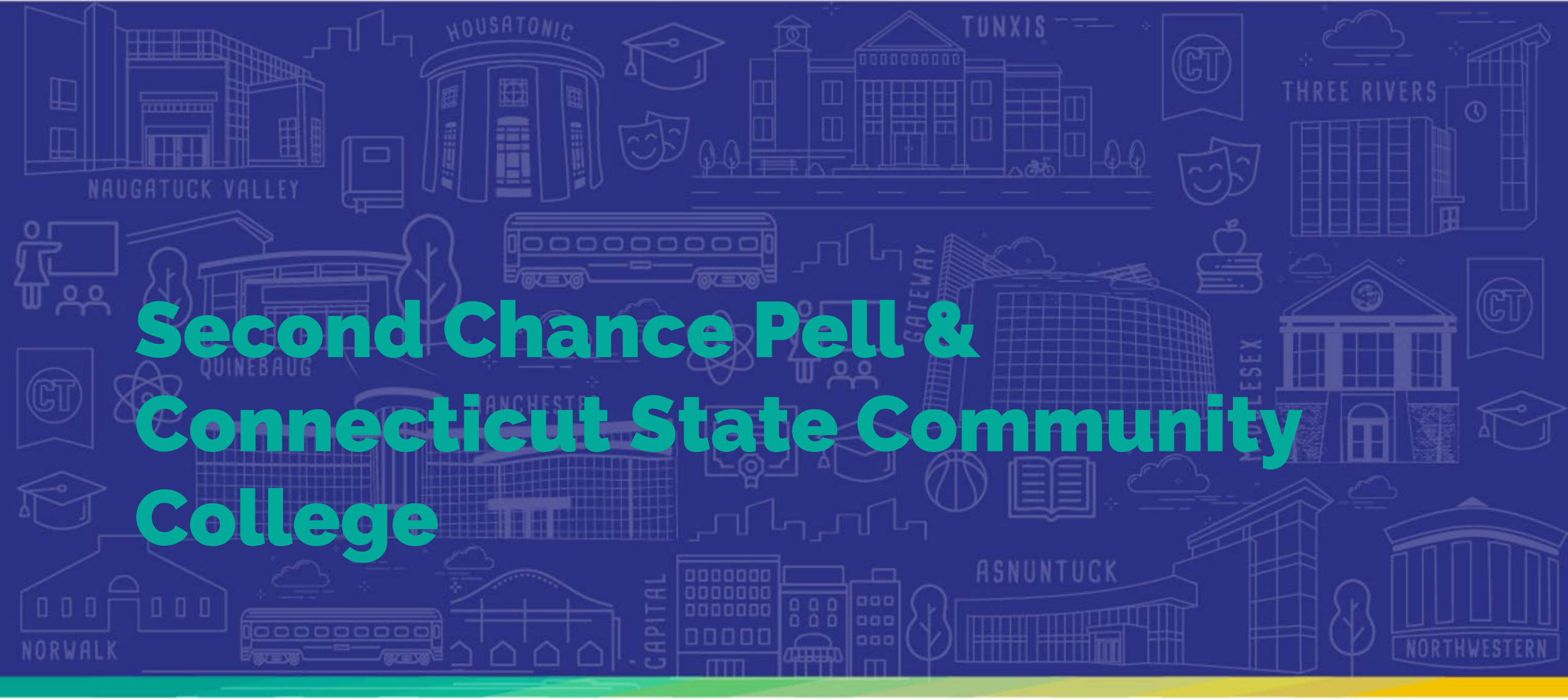
Reintegrating Justice-Involved Individuals into Cybersecurity Careers

April 30, 2024

Teresa Foley
CT State Community College

Archana Bharathan
Columbia Business School

NIST | NICE



Second Chance Pell & Connecticut State Community College

Your Community. Your College.

CT STATE
COMMUNITY COLLEGE

CT State

Established July 1, 2023

Open Enrollment Institution!

July 1, 2023 - 12 separately accredited institutions merged into 1 statewide college with 12 campuses

Open Enrollment Institution!

CT State

Established July 1, 2023

Second Chance Month

- Secretary Cardona's visit to CT – to celebrate Second Chance & Community College Month
- 5 Reentry Welcome Centers in CT hosting Reentry Resource Fairs

Open Enrollment Institution!

CT State

Second Chance Pell (SCP) Program

- 4 campuses started SCP programs in Fall 2016 & 1 campus stared their program in Fall 2022
- Offer SCP in 9 of the 13 CT Department of Correction facilities

Second Chance Pell

CT State

Second Chance Pell Program

- Offer Certificate & Associate degree programs in General Studies, Business, Human Services & Manufacturing

Second Chance Pell

CT State

Second Chance Pell & CT DOC

- Partnership with CT Department of Correction (CT DOC)
- No access to technology for the SCP program within the CT DOC facilities

Second Chance Pell & CTDOC

CT State

Second Chance Pell – Enrollments (Fall 2016 – Fall 2023)

- 1,828 students enrolled while incarcerated
- 291 students re-enrolled post-incarceration
- 227 SCP students have graduated from CT State
  (69% have been certificates & 31% have been Associate degrees)

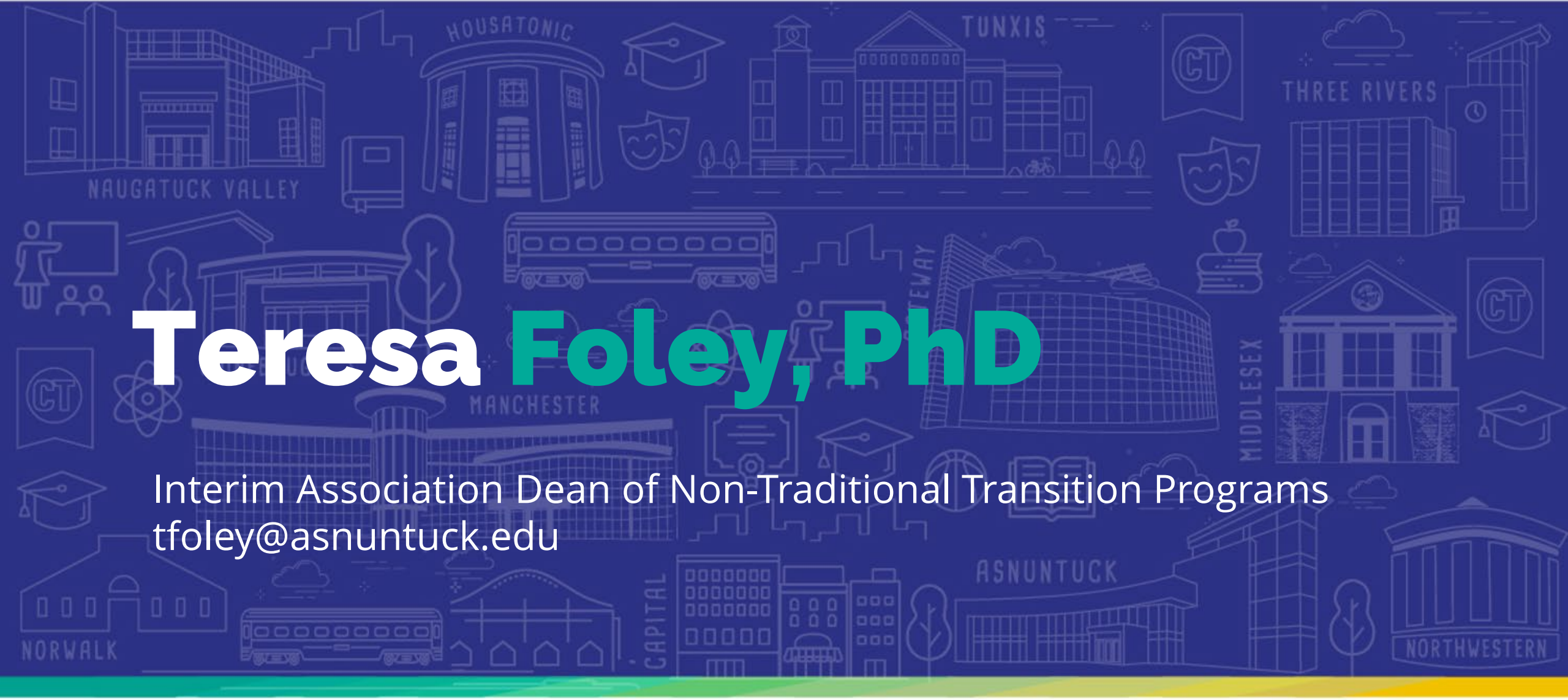
Second Chance Pell - Enrollments

CT State

Second Chance Pell – Reentry

- 5 Reentry Welcome Centers in CT
- Case Management
- Access to Basic Needs
- Referral Services – housing, medical, mental health, substance use counseling
- Job Readiness & Career Training
- Peer Support Groups

Second Chance Pell - Reentry



Teresa Foley, PhD

Interim Association Dean of Non-Traditional Transition Programs
tfoley@asnuntuck.edu

Your Community. Your College.

CT STATE COMMUNITY COLLEGE

Q&A

Justice Through Code

I want my daughter to look at me one day and see all that I have accomplished, where I came from and what I'm doing with my life and how successful I am. That's what's behind everything I do every day.

Justice Through Code is dedicated to providing individuals impacted by the justice system with the skills and opportunities they need to thrive in the tech industry.

At JTC, our mission is clear: we are dedicated to breaking the cycle of poverty that contributes to incarceration and recidivism. We achieve this by providing individuals with free, life-changing access to education, opportunities, and professional networks required to pursue careers in the tech and software engineering fields. In return, our employer partners access motivated and precision-trained individuals, and our communities gain a pathway to true generational change.

Archana Bharathan

Director of Outcomes
Justice Through Code x Columbia Business School

Archana Bharathan is the Director of Outcomes at Columbia Business School where she is also a Faculty Executive Coach, Instructor and Facilitator.

Archana utilizes research-backed methodologies in adult development, transformational learning, neuroscience and game theory to implement case-based curricula in the classroom.

As a learning architect with more than a decade of experience, she has built programs at Columbia University and in partnership with top, global HR teams and M7 universities. Archana has 500+ hours of coaching, 1,000+ hours of executive education facilitation and has impacted over 25,000+ executive learners in her career.

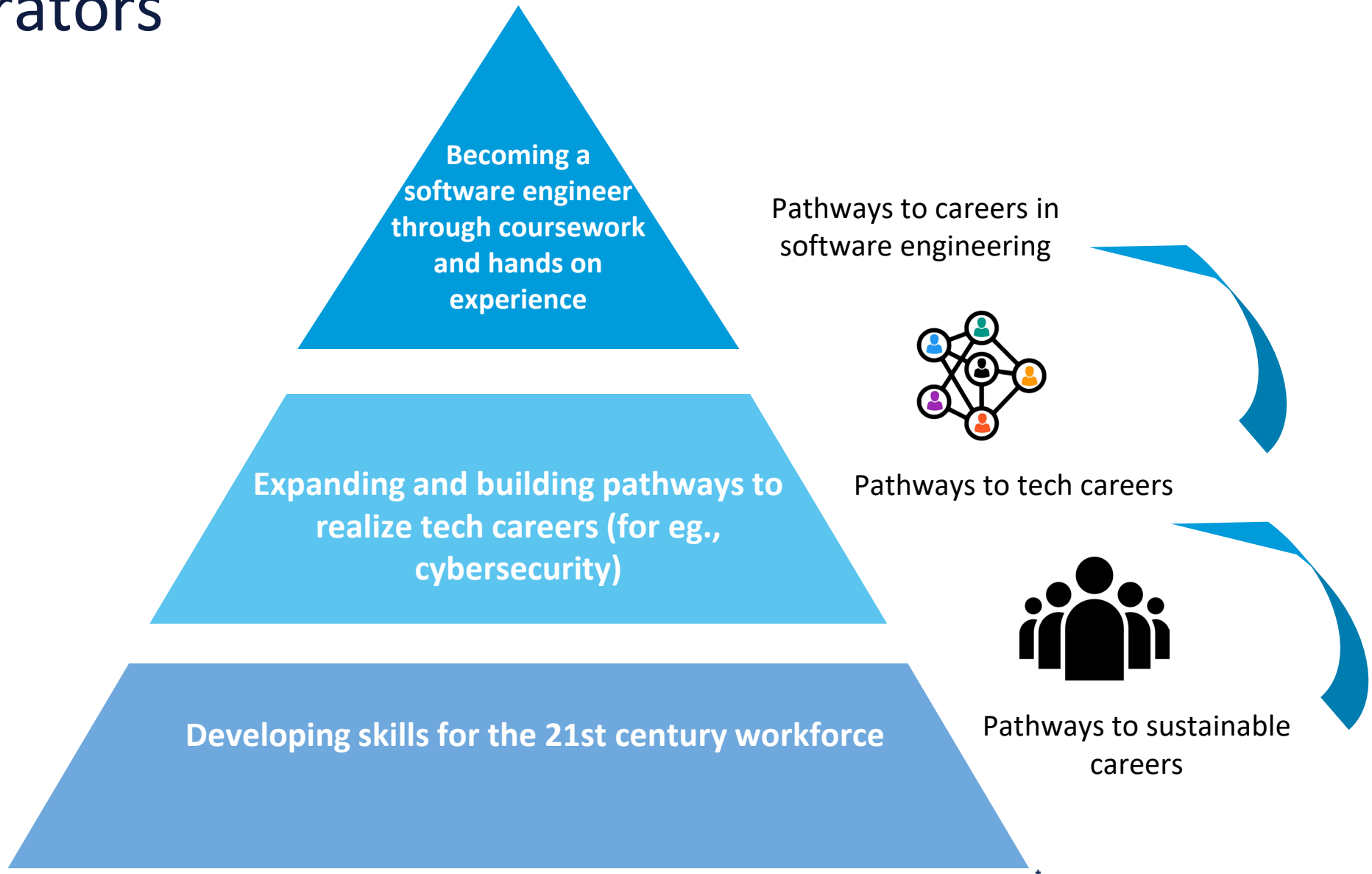
Archana is a Columbia-certified and ICF-PCC coach. Archana holds an EMBA from Rutgers University and received her Bachelor's degree from the University of Michigan. A lifelong learner, she is also an alumna of The Wharton School and the London School of Economics.

Career Accelerators

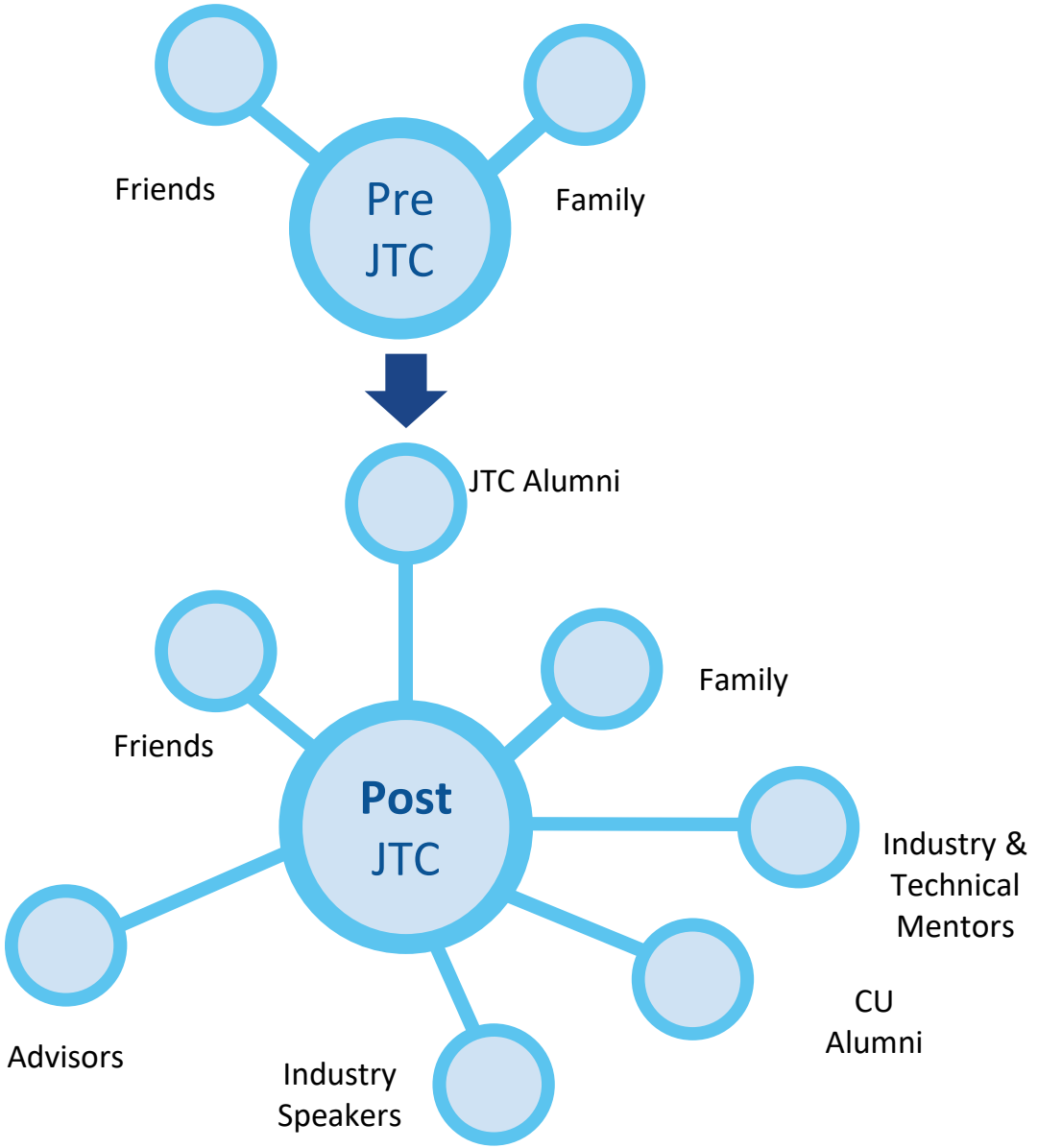
STEP THREE:
THE FLAGSHIP

STEP TWO:
TECH PATHWAYS

STEP ONE:
THE FOUNDATION



Networking Outcomes



$ 83k

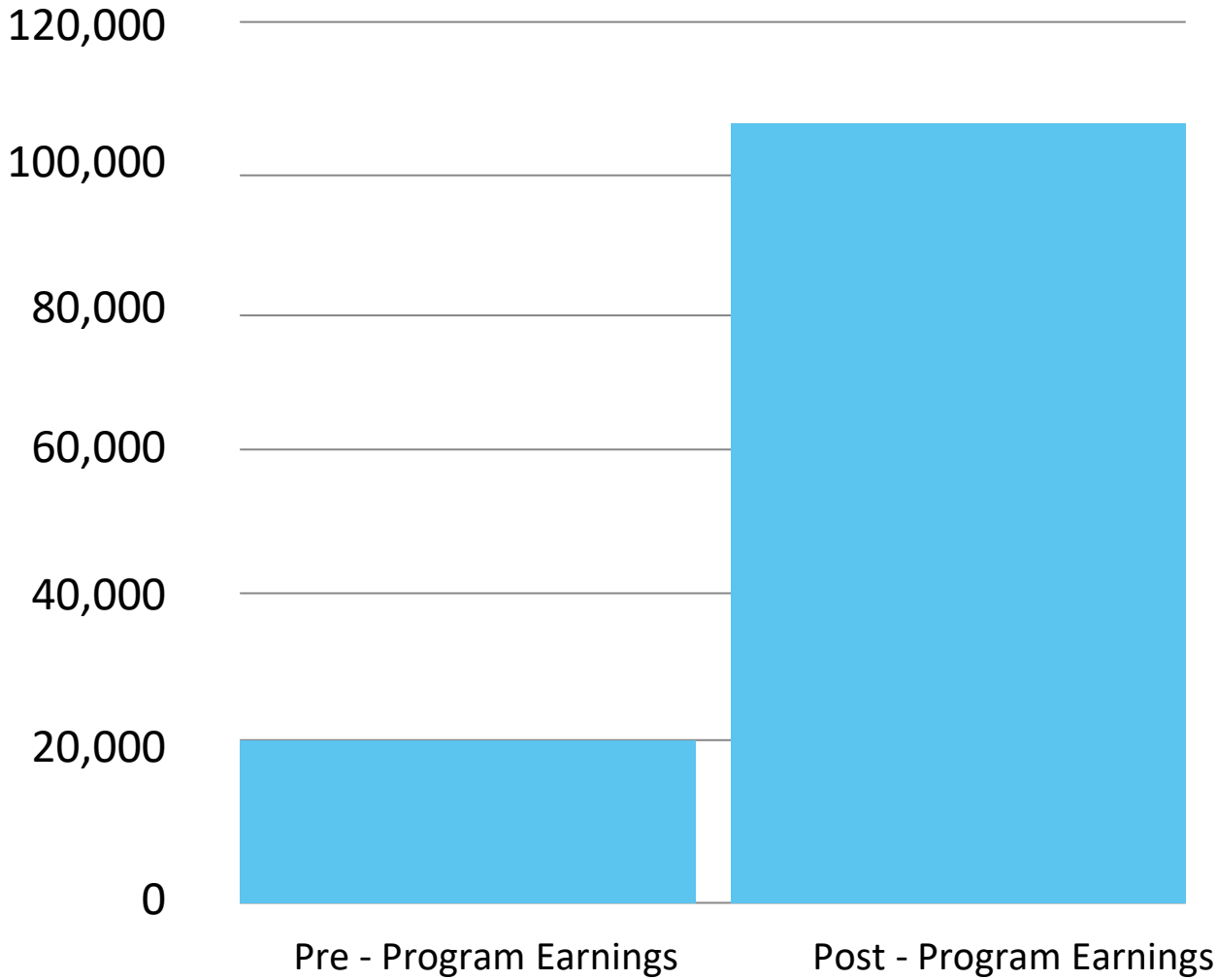
Average increase in earnings of Fellows in The Flagship 18-months after graduation

300+ Fellows served

80% employment rate after JTC

Columbia Business School

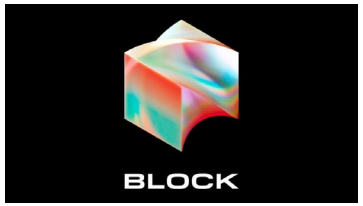
JTC Impact on Earnings



COLUMBIA UNIVERSITY
Justice Through Code

JTC

Where Our Graduates Work



Justice Through Code educates and nurtures talent with conviction histories to create a more just and diverse workforce.

We increase workplace equity through partnerships that educate and prepare teams to create supportive pathways to careers that end the cycle of poverty that contributes to incarceration and recidivism.

To support or learn more about our work or become a mentor, please reach out.

Email:
justicethroughcode@columbia.edu

Q&A

Panel Discussion

Submit an event survey!

https://www.surveymonkey.com/r/April2024NICEWebinar

NIST | NICE

NICE Webinar Series

Equity Strategies in Youth Apprenticeship Programs and Partnerships
May 8, 2024, 2:00-3:00PM EDT

Empowering Refugee Communities in Cybersecurity Roles
June 12, 2024, 2:00-3:00PM EDT

NIST | NICE

nist.gov/nice/webinars

NIST
NICE