

The Tennessee Office of Reentry (TOOR) at the Tennessee Department of Labor and Workforce Development is a statewide comprehensive source for reentry information, direction, and planning. Inspired by Governor Bill Lee’s vision of “true criminal justice reform,” TOOR was created in July of 2021 to provide comprehensive workforce services to support Justice Involved Individuals (JIIs) who are reentering society, via the Department’s statewide network of American Job Centers (AJCs).

TOOR’s work is guided by three key objectives:

- Advance the efforts in assisting JIIs overcome barriers to employment
- Improve the data tracking involving Justice Involved Individuals
- Increase awareness of the value JIIs bring to the workforce

The Office of Reentry accomplishes these objectives through various efforts including:

- Networking and collaboration with reentry stakeholders
- Second Chance Month informational and resource events in April
- Second Chance Month Training Summit for AJC staff in April
- Reentry Advisors: Career Specialists who are provided with additional reentry specific training, resources, and networking to support reentry efforts in Comprehensive American Job Centers
- Expungement Clinic Guide: Creation of a guide by the Office of Reentry explaining expungement, providing steps on how to host a clinic, and includes a FAQ page
- Justice Assistance Grant (JAG) Listening Tour: Held throughout the state, these events focused on coming together to collaborate with employers to better understand the concerns and workforce needs surrounding the employment of JIIs.
- Project REAP: The Reentry, Employment, Adult Education Program. Partnering with APDS and Adult Education, Project REAP is putting 8,000 tablets in local county jails with the goal of providing a tool that will help facilitate inmate education and workforce training at no cost to the user.
- Community Reentry Reinvestment Grant (CRRG): Provides \$900,000 to reentry stakeholders to create local workforce initiatives and job readiness programs to JIIs.

Common Terms Used:

“Reentry”

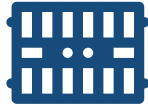
The transition from incarceration - life in prison, jail, or juvenile justice facilities - to life in the Community.

“Justice Involved Individual”

The term itself refers to anyone who has had interactions with the criminal justice system as a defendant. This means that anyone who has been labeled as a felon, a convict, a criminal, an offender, or a parolee is now known as a justice involved individual. We want to promote using a term that is "person-centric," meaning not using any terms that solely define a person by their past.

“Recidivism”

The act of continuing to commit crime even after having been punished, the rate of which is defined in Tennessee as those with felony convictions who return to incarceration within three years.



Tennessee currently has ~30,000 people incarcerated in Jail and ~20,000 people incarcerated in Prison

~95%

Out of these, ~95% will be released



1 in 3 Tennesseans has a criminal background



1 in 2 Tennesseans has a family member that has been incarcerated

46%

Recidivism rate for Tennessee

3.5%

Unemployment rate for Tennessee (December 2022)

27%

Unemployment rate for Justice Involved Individuals



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The Tennessee Office of Reentry exists to serve all justice involved Tennesseans equally and does not discriminate on the basis of age, ability, race, color, national origin, religion, creed, gender, sexual identity or sexual orientation