The Federal Bureau of Prisons (Bureau; BOP) protects public safety by ensuring federal inmates receive relevant and meaningful reentry programming to support their return to the community as law-abiding citizens. Reentry efforts increase opportunities, reduce recidivism, promote public safety, and reduce institution misconduct. To this end, the Bureau is committed to provide a robust menu of programs to address 13 need areas for a diverse inmate population, located in 122 institutions of varying security levels across the nation.
Introduction to the Needs Assessment

The efficient and meaningful implementation of the First Step Act (FSA) continues to be a priority for the Federal Bureau of Prisons.

The BOP has a long-standing process of assessing needs as part of the intake assessment, with reassessment occurring at least semi-annually throughout the incarceration term. With the passage of FSA, the BOP turned its attention to formalizing and enhancing the needs assessment system. Although FSA allows two years from the release of the risk and needs assessment system to complete this process, the BOP implemented a series of systemic improvements in 2019 and 2020 in furtherance of this goal.

In September 2019, the BOP convened a needs assessment symposium. Attendees included representatives from BOP, Department of Justice (DOJ), and the Independent Review Committee (IRC), as well as academic scholars and correctional leaders representing departments with strong needs assessment systems. As a result of this gathering, 12 clearly defined needs are assessed under BOP’s system. Twelve needs were identified by the expert group: Anger/Hostility; Antisocial Peers; Cognitions; Education; Family/Parenting; Finance/Poverty; Medical; Mental Health; Recreation/Leisure/Fitness; Substance Use; Trauma; and Work. A thirteenth need, Dyslexia, is statutorily required by the First Step Act.

Measures or data sources for the assessment of each need were adopted or formalized. For needs that rely on historical data, information is drawn from the comprehensive legal and social history in the Presentence Investigation Report completed by United States Probation Officers. Other needs require psychological or educational assessments, and the tools used to assess them are delineated below:

- The Anger/Hostility Need is assessed by the Brief Anger Aggression Questionnaire (BAAQ; Maiuro, Vitaliano, & Cahn, 1987).
- The Antisocial Peers Need and Cognitions Need are assessed by the Measures of Criminal Attitudes and Associates (MCAA; Mills & Kroner, 2001).
- The Dyslexia Need must be assessed with measures to meet certain specifications, per FSA. The BOP instituted a two-phase screening process. First, all inmates complete a screening instrument that examines symptoms across statutorily-defined functional domains. Inmates who reach the threshold are then administered the Woodcock Johnson IV, a psychometrically robust test capable of formal diagnosis.
- The Education Need is assessed by first looking for the presence or absence of a high school equivalence. Measures used for assessing literacy level are the Test of Adult Basic Education (TABE) and Comprehensive Adult Student Assessments System (CASAS).
- The Family/Parenting Need is assessed by the Family Assessment Device [FAD-12; Epstein, N. B., Baldwin, L. M., Bishop, D. S. (1983)].
- The Medical Need is assessed through a history and physical performed by a medical practitioner at a BOP institution.
- The Mental Health Need is assessed by the diagnoses and frequency of services that are identified via the Psychology Services Inmate Questionnaire (PSIQ), a structured interview tool developed by the BOP.
- The Trauma Need is assessed by the Adverse Childhood Experiences Scale (ACES).
Continuous Improvement of the Needs Assessment

Throughout the process, the BOP has taken important steps to improve the needs assessment system. Technology and tracking systems were implemented to ensure proper recording of information collected. Unique identifiers were created in the agency’s inmate management database for each approved program; when an inmate signs up for, participates in, and completes the program, the information is recorded and archived. The BOP’s case management tool, Insight, has been modified to display needs assessment information; the BOP’s inmate management and case management systems are integrated so that needs entered in either system will display in both systems. These assignments will allow the BOP to run nationwide rosters of every need, for the evaluation of both staffing resource needs and program capacity.

This improved needs assessment system was launched in January 2020. At that time, every inmate in BOP custody over 30 days was provided with the results of both the risk and needs assessment, and inmates began enrolling in programs designed to address identified needs.

In collaboration with the IRC and DOJ, the BOP published a list of more than 70 Evidence-Based Recidivism Reduction (EBRR) and Productive Activities (PA) programs in January 2020, the most robust of which are Cognitive Behavioral Therapy (CBT) interventions for mental health and substance use disorders, anger management, and criminal thinking minimization. Literacy and occupational training programs are also widely available, and reentry-focused programs such as parenting are offered at all sites. Every program is mapped onto the needs it addresses. When an inmate completes a recommended program in an identified need area, he/she may be able to earn time credit or other incentives.

The BOP continues to expand its programmatic offerings in two ways. External vendors or program developers may submit existing programs for review by an independent third party and then consideration by the BOP. The agency also develops programs internally for its own use. As one of the largest employers of doctoral level psychologists, as well as an employer of chaplains, teachers, and medical professionals, the agency is well-suited to identify gaps in programming and create services grounded in evidence that fit federal population parameters. With approximately 80 EBRRs and PAs currently available to inmates across disciplines that cover all 13 need areas, focus has shifted from adding new programs to program fidelity and building capacity of existing programs.
ANGER/HOSTILITY

Temperamental and antisocial personality, including anger and hostility, contribute to a callous, self-indulgent, and rule-violating behavior. Such behaviors move one away from living a prosocial lifestyle and toward a life of criminality.

MEASURE OF NEED

Brief Anger Aggression Questionnaire (Maiuro, Vitaliano, & Cahn, 1987)

- The BAAQ is a six-item measure used for the quick assessment of anger and aggression levels. The BAAQ has been shown to have satisfactory reliability and validity; it has shown a significant relationship with another widely used anger assessment.

DEPARTMENT RESPONSIBLE FOR ASSESSMENT

Psychology Services

EBRRs AND PAs*

Anger Management  Challenge
Beyond Violence  START NOW

GOAL OF INTERVENTION

Build problem-solving skills and practice anger management
ANTISOCIAL PEERS

Associating primarily with peers involved in criminal behavior puts one at higher risk of sharing in that behavior. Over time, incarcerated individuals lose contact with their prosocial support system, leaving them without a network to help reinforce appropriate behaviors.

MEASURE OF NEED

Measures of Criminal Attitudes and Associates (MCAA; Mills & Kroner, 2001)

- The MCAA is a two-part self-report measure of criminal thinking style and antisocial associates. Part A is a quantified self-report measure of antisocial associates. Part B contains four attitude scales: Violence, Entitlement, Antisocial Intent, and Associates. The MCAA has demonstrated significant associations with other measures of criminal thinking style and predictive validity for the outcomes of general and violent recidivism.

DEPARTMENT RESPONSIBLE FOR ASSESSMENT

Psychology Services

EBRRs and PAs*

BRAVE
CBT for Prison Gambling
Challenge
Criminal Thinking
Disabilities Education Program
FIT
Mental Health Step Down
PEER
RDAP
Resilience Support
Seeking Safety/Seeking Strength Skills
Social Skills Training
Soldier On
SOTP-R
STAGES
Women’s Relationships

GOAL OF INTERVENTION

Reduce association with antisocial peers and enhance contact with prosocial support
COGNITIONS

Antisocial cognitions are characterized by a belief and values system supportive of crime. Cognitive emotional states typically involve resentment and defiance.

MEASURE OF NEED

Measures of Criminal Attitudes and Associates (MCAA; Mills & Kroner, 2001)

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DEPARTMENT RESPONSIBLE FOR ASSESSMENT

Psychology Services

EBRRs AND PAs*

Access
Anger Management
Assert Yourself for Female Offenders
Basic Cognitive Skills
Beyond Violence
BRAVE
CBT for Prison Gambling
Challenge
Change Plan
Circle of Strength
Cognitive Processing Therapy
Criminal Thinking
Dialectical Behavior Therapy
Disabilities Education Program
Embracing Interfaith Cooperation
Emotional Self-Regulation
FIT
Foundation

House of Healing
Mental Health Step Down
NRDAP
RDAP
Resilience Support
Resolve
Seeking Safety/Seeking Strength
Sexual Self-Regulation Skills
Social Skills Training
SOTP-NR
SOTP-R
STAGES
START NOW
Understanding Your Feelings
Victim Impact
Women’s Relationships
Women’s Relationships II

GOAL OF INTERVENTION

Reduce antisocial cognitions and learn to recognize risky thinking and feeling
Dyslexia, a learning disorder most commonly caused by difficulty in phonological processing, is the number one cause of illiteracy. Through research studies, illiteracy has been shown to be a risk factor in criminal behavior.

**Measure of Need**

The BOP instituted a two-phase screening process. First, all inmates complete a screening instrument that examines symptoms across functional domains. Inmates who reach the threshold are then administered the Woodcock Johnson IV, a psychometrically robust test capable of formal diagnosis.

**Department Responsible for Assessment**

Education

**EBRRs and PAs***

Hooked on Phonics

**Goal of Intervention**

Improve literacy skills to foster hope
**E D U C A T I O N**

Low levels of involvement and satisfaction in school can impact engagement in criminal behavior.

**M E A S U R E  O F  N E E D**

Test of Adult Basic Education (TABE)
Comprehensive Adult Student Assessment System (CASAS)

**D E P A R T M E N T  R E S P O N S I B L E  F O R  A S S E S S M E N T**

Education

**E B R R s  a n d  P A s * **

Bureau Literacy Program
Change Plan
English-as-a-Second Language Foundation

Supported Employment
Ultra Key 6
Women in the 21st Century Work Place

**G O A L  O F  I N T E R V E N T I O N**

Improve study skills and enhance performance rewards and incentives
Research has found links between family environment and criminal lifestyle. Arrests in family members constitute a major risk factor for poor developmental outcomes, including criminal behavior.

**Measure of Need**

- Family Assessment Device [FAD-12; Epstein, N. B., Baldwin, L. M., Bishop, D. S. (1983)]
  - Based on the McMaster Model of Family Functioning (MMFF), the FAD-12 is a brief, stand-alone measure of family functioning with solid psychometric properties. The FAD-12 has been widely used in both research and clinical practice. Higher scores indicate greater levels of family dysfunction.

**Department Responsible for Assessment**

- Psychology Services

**EBRRs and PAs**

- Assert Yourself for Female Offenders
- Franklin Covey 7 Habits on the Inside
- Life Connections
- National Parenting from Prison Program
- Pu’a Foundation Reentry Program
- Threshold Program
- Women’s Relationships

**Goal of Intervention**

- Reduce familial conflict
- Build and maintain positive relationships
According to Becker (1968), the cost of committing the crime appear lower than the benefits gained. There is direct correlation between poverty and criminality.

**Measure of Need**

Finance/Poverty Screen

- Unit Team review the PSR (“Financial Condition” section)
- Is there documentation of any of the following?
  - Any history of bankruptcy
  - No bank account
  - No assets nor liabilities noted in PSR
  - Debts noted in credit report or other source
  - Tax liabilities/back taxes
  - Unpaid alimony/child support
  - Other indication of lack of financial management skills
- **YES? NO?**
  - If the answer is yes, the inmate has a Finance/Poverty Need

**Department Responsible for Assessment**

Unit Management

**EBRRs and PAs**

<table>
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<th>AARP Foundation Finances</th>
<th>Money Smart for Older Adults</th>
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<tr>
<td>Money Smart for Adults</td>
<td>Square One</td>
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</table>

**Goal of Intervention**

Provide and promote opportunities for financial independence and success
MEDICAL

Physical health and wellness correlate strongly with poverty and overall success, which can be indicators of risk for recidivism.

MEASURE OF NEED

Intake History
Physical Examination

DEPARTMENT RESPONSIBLE FOR ASSESSMENT

Health Services

EBRRs and PAs*

Arthritis Foundation Walk with Ease
Brain Health as You Age
Disabilities Education Program
Getting to Know Your Healthy Aging Body
Health and Wellness Throughout the Lifespan
Healthy Steps for Older Adults
Living a Health Life with Chronic Conditions
Managing Your Diabetes
National Diabetes Prevention Program
Talking with Your Doctor
Women’s Aging

GOAL OF INTERVENTION

Improve awareness of and attendance to physical health issues
Increase motivation to prevent health issues and maintain an appropriate level of physical wellness
Mental Health

Mental illness may indirectly lead to criminality. A serious mental illness may interfere with one’s ability to form prosocial relationships and achieve and maintain life stability. Individuals may trend toward antisocial individuals and succumb to the criminal lifestyle.

Measure of Need

Psychology Services Inmate Questionnaire (PSIQ)

- The PSIQ is administered to every inmate as they arrive at an institution. Psychology Services is responsible for reviewing the information, entering the information into the electronic medical record, and responding to emergent responses, as appropriate.

Department Responsible for Assessment

Psychology Services

EBRRs and PAs*

Access
Brief CBT for Suicidal Individuals
CBT for Eating Disorders
CBT for Insomnia
Challenge
Change Plan
Circle of Strength
Cognitive Processing Therapy
Dialectical Behavior Therapy
Emotional Self-Regulation
FIT
Foundation
Illness Management and Recovery

Mental Health Step Down
Mindfulness-Based Cognitive Therapy
RDAP (Dual Diagnosis)
Resolve
Seeking Safety/Seeking Strength
Skills
Social Skills Training
Square One
STAGES
Supported Employment
Trauma Education
Understanding Your Feelings
Wellness Recovery Action Plan

Goal of Intervention

Promote attendance to mental health concerns and build recovery strategies to reduce risk of relapse
Low levels of involvement and satisfaction in prosocial activity can contribute to criminality.

**Measure of Need**

Chronic Care Clinic

**Department Responsible for Assessment**

Health Services

**EBRRs and PAs**

<table>
<thead>
<tr>
<th>A Healthier Me</th>
<th>Living a Healthy Life with Chronic Conditions</th>
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<tr>
<td>A Matter of Balance</td>
<td>National Diabetes Prevention Program</td>
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<tr>
<td>Arthritis Foundation Walk with Ease</td>
<td>Service Fit</td>
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<tr>
<td>Brain Health As You Age</td>
<td>Square One</td>
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<tr>
<td>Getting to Know Your Healthy Aging Body</td>
<td>Talking with Your Doctor</td>
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<tr>
<td>Health and Wellness Throughout the Lifespan</td>
<td>Women’s Aging</td>
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<tr>
<td>Healthy Steps for Older Adults</td>
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</tbody>
</table>

**Goal of Intervention**

Learn how to use free time productively and prosocially
Promote attendance to overall health and wellness
Problematic substance use associates with criminality. Individuals who use illicit substances are more likely to commit crimes; law-breaking behavior commonly involves individuals who used substances prior to crime commission, or who were using at the time of the offense.

**Measure of Need**

Drug Education Assignment

- Unit Management staff determine need in area of Substance Use by reviewing inmate’s history and offenses to determine if use and/or dealing in substances exists.

**Department Responsible for Assessment**

Unit Management

**EBRRs and PAs**

- Alcoholics Anonymous
  - Challenge
- Drug Education
- FIT
- K2 Awareness Program
- Narcotics Anonymous
  - NRDAP
  - RDAP
- Seeking Safety/Seeking Strength

**Goal of Intervention**

Reduce use and enhance prosocial alternatives to use
TRAUMA

Published in 1998 as a collaboration between the Centers for Disease Control (CDC) and Kaiser Permanente, the original Adverse Childhood Experiences (ACEs) study looked at the relationship between chronic stress in childhood and adult health outcomes. Adverse childhood experiences were found to be associated with significant increases in a number of negative social, behavioral health, and physical health outcomes.

**Measure of Need**

Adverse Childhood Experiences Scale

- Developed by Felitti and colleagues (1998), the Adverse Childhood Experiences Scale (ACES) includes 17 items that measure childhood exposure to trauma such as psychological, physical, or sexual abuse, neglect, mental illness, domestic violence, divorce, and having a parent in prison.

**Department Responsible for Assessment**

Psychology Services

**EBRRs and PAs**

- Access
- Circle of Strength
- Cognitive Processing Therapy
- Dialectical Behavior Therapy
- FIT
- Pu’a Foundation Reentry Program
- Resolve
- Seeking Safety/Seeking Strength
- Soldier On
- STAGES
- Trauma Education
- Understanding Your Feelings
- Women’s Relationships II

**Goal of Intervention**

Provide trauma-informed care that is safe, collaborative, and compassionate

Build on strengths and resilience of inmates
Work

Low levels of involvement and satisfaction in work can impact engagement in criminal behavior.

Measure of Need

Vocational Screen

- Education reviews the PSR and any other available official documents
- Item One: Is there evidence the inmate been employed for at least one year in a legitimate job
  - YES? NO?
- Item Two: Does the inmate have any certifications or credentials that would assist in obtaining a job?
  - YES? NO?
- If the answer to either item is no, the inmate has a Work Need

Department Responsible for Assessment

Education

EBRRs and PAs*

- Apprenticeship Training
- Certification Course Training
- Change Plan
- English-as-a-Second Language
- Federal Prison Industries
- Federal Prison Industries Lean Basic Training
- FIT
- Foundation
- Post-Secondary Education
- Supported Employment
- Ultra Key 6
- Vocational Training
- Women in the 21st Century Work Place

Goal of Intervention

Foster employment-seeking and maintenance skills

June 2021

*List of available EBRRs and PAs continuously updated
Future Actions

The BOP remains committed to the evolving implementation of FSA. Utilizing valid and reliable assessment measures to accurately capture inmate needs remains a priority. Anger/Hostility and Family/Parenting assessment processes were recently enhanced to use reliable and valid psychometric instruments.

The BOP continues to work to automate processes to ensure staff can efficiently and effectively gather needs assessment data. The BOP continues to identify key metrics to assess the needs assessment process and identify areas for enhancement or improvement. In doing so, the BOP will continue to seek to improve reentry outcomes and effectuate positive change within the federal criminal justice community.
<table>
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<tr>
<th>Evidence-Based Recidivism Reduction (EBRRs) &amp; Productive Activities (PAs) by Need Area</th>
<th>Program Addressing Need Area</th>
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<tr>
<td><strong>FSA Need Area</strong></td>
<td><strong>Program Addressing Need Area</strong></td>
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</table>
| Anger/Hostility | Anger Management (Psychology)  
Beyond Violence (Social Worker, SPPC)  
Challenge (Psychology)  
START NOW (Contractors, Education, Health Services, Psychology, RAC, Social Worker, SPPC, Unit Team, Volunteers) |
| Antisocial Peers | Bureau Rehabilitation and Values Enhancement (BRAVE) (Psychology)  
CBT for Prison Gambling (Psychology)  
Challenge (Psychology)  
Criminal Thinking (Psychology)  
Disabilities Education Program (RAC, SPPC, Social Worker)  
Female Integrated Treatment (FIT) (Education, Psychology)  
Mental Health Step Down (Psychology)  
PEER (Social Worker, SPPC, Unit Team)  
Residential Drug Abuse Program (RDAP) (Psychology)  
Resilience Support (RAC, SPPC, Unit Team, Volunteers)  
Seeking Safety/Seeking Strength (Psychology)  
Sex Offender Treatment Program (SOTP-R) (Psychology)  
Skills (Psychology)  
Social Skills Training (Psychology)  
Soldier On (Contractors, Social Worker, SPPC, Unit Team, Volunteers)  
STAGES (Psychology)  
Women’s Relationships (Contractors, Education, Social Worker, SPPC, Volunteers) |
| Cognitions | Access (Social Worker, SPPC)  
Anger Management (Psychology)  
Assert Yourself for Female Offenders (Social Worker, SPPC, Unit Team)  
Basic Cognitive Skills (Psychology)  
Beyond Violence (Social Worker, SPPC)  
Bureau Rehabilitation and Values Enhancement (BRAVE) (Psychology)  
CBT for Prison Gambling (Psychology)  
Challenge (Psychology)  
Change Plan (Contractors, Education, Health Services, Psychology, Social Worker, SPPC, Unit Team, Volunteers)  
Circle of Strength (Psychology, Social Worker, SPPC, Unit Team)  
Cognitive Processing Therapy (Psychology)  
Criminal Thinking (Psychology)  
Dialectical Behavior Therapy (Psychology)  
Disabilities Education Program (RAC, SPPC, Social Worker)  
Embracing Interfaith Cooperation (Chaplaincy, Contractors, Volunteers)  
Emotional Self-Regulation (Psychology)  
Female Integrated Treatment (FIT) (Education, Psychology)  
Foundation (RAC, Social Worker, SPPC)  
House of Healing (Chaplaincy, Contractors, Volunteers)  
Mental Health Step Down (Psychology)  
Non-Residential Drug Abuse Program (NRDAP) (Psychology)  
Non-Residential Sex Offender Treatment Program (SOTP-NR) (Psychology)  
Residential Drug Abuse Program (RDAP) (Psychology)  
Resilience Support (RAC, SPPC, Unit Team, Volunteers)  
Resolve (Psychology)  
Seeking Safety/Seeking Strength (Psychology)  
Sex Offender Treatment Program (SOTP-R) (Psychology)  
Sexual Self-Regulation (Psychology)  
Skills (Psychology)  
Social Skills Training (Psychology)  
STAGES (Psychology)  
START NOW (Contractors, Education, Health Services, Psychology, RAC, Social Worker, SPPC, Unit Team, Volunteers)  
Understanding Your Feelings (Education, Health Services, Social Worker, SPPC)  
Victim Impact (Health Services, Unit Team)  
Women’s Relationships (Contractors, Education, Social Worker, SPPC, Volunteers)  
Women’s Relationships II (Social Worker, SPPC) |
| Dyslexia | Hooked on Phonics (Contractors, Education, Volunteers) |
| Education | Bureau Literacy Program (Contractors, Education)  
Change Plan (Contractors, Education, Health Services, Psychology, Social Worker, SPPC, Unit Team, Volunteers)  
English-as-a-Second Language (Contractors, Education, Volunteers)  
Foundation (RAC, Social Worker, SPPC)  
Supported Employment (FPI, Health Services, Psychology)  
Ultra Key 6 (Contractors, Education)  
Women in the 21st Century Workplace (Contractors, Education, FPI, Social Worker, SPPC, Volunteers) |
| Family/Parenting | Assert Yourself for Female Offenders (Social Worker, SPPC, Unit Team)  
Franklin Covey 7 Habits on the Inside (Unit Team) |
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<td>AARP Foundation Finances (RAC, Unit Team, Volunteers)</td>
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<td>Square One (Business Office, Contractors, Education, Health Services, RAC, Social Worker, SPPC, Unit Team, Volunteers)</td>
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<td>Medical</td>
<td>Arthritis Foundation Walk with Ease (Contractors, Health Services, Recreation, Unit Team, Volunteers)</td>
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<td>Disabilities Education Program (RAC, SPPC, Social Worker)</td>
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<td>Getting to Know Your Healthy Aging Body (Contractors, Health Services, Recreation, Unit Team, Volunteers)</td>
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<td>Talking with Your Doctor (Education, Health Services)</td>
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<td>Women’s Aging (Social Worker, SPPC, Volunteers)</td>
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<td>Change Plan (Contractors, Education, Health Services, Psychology, Social Worker, SPPC, Unit Team, Volunteers)</td>
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<td>Circle of Strength (Psychology, Social Worker, SPPC, Unit Team)</td>
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<td>Understanding Your Feelings (Education, Health Services, Social Worker, SPPC)</td>
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<td>Wellness Recovery Action Plan (Psychology)</td>
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<td>Recreation/Leisure/Fitness</td>
<td>A Healthier Me (Recreation, Social Worker, SPPC, Unit Team)</td>
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<td>A Matter of Balance (Health Services, Recreation)</td>
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<td>Arthritis Foundation Walk with Ease (Contractors, Health Services, Recreation, Unit Team, Volunteers)</td>
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<td>Brain Health As You Age (Contractors, Health Services, Recreation, Unit Team, Volunteers)</td>
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<td>Getting to Know Your Healthy Aging Body (Contractors, Health Services, Recreation, Unit Team, Volunteers)</td>
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<td>Health and Wellness Throughout the Lifespan (Contractors, Health Services, Recreation, Unit Team, Volunteers)</td>
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<td>Healthy Steps for Older Adults (Contractors, Health Services, Recreation, Unit Team, Volunteers)</td>
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<td>Living a Health Life with Chronic Conditions (Contractors, Health Services, Recreation, Unit Team, Volunteers)</td>
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<td>National Diabetes Prevention Program (Contractors, Health Services, Recreation, Unit Team, Volunteers)</td>
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<td>Service Fit (Contractors, Health Services, Recreation, Unit Team, Volunteers)</td>
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<td>Square One (Business Office, Contractors, Education, Health Services, RAC, Social Worker, SPPC, Unit Team Volunteers)</td>
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<td>Talking with Your Doctor (Education, Health Services)</td>
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<td>Women’s Aging (Social Worker, SPPC, Volunteers)</td>
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<td>Substance Use</td>
<td>Alcohorts Anonymous (Contractors, Volunteers)</td>
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<td>Challenge (Psychology)</td>
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<td>Female Integrated Treatment (FIT) (Education, Psychology)</td>
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<td>K2 Awareness Program (Contractors, Custody, Education, Health Services, RAC, Unit Team, Volunteers)</td>
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<td>Narcotics Anonymous (Volunteers)</td>
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<td>Seeking Safety/Seeking Strength (Psychology)</td>
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<td>Trauma</td>
<td>Access (Social Worker, SPPC)</td>
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<td>Circle of Strength (Psychology, Social Worker, SPPC, Unit Team)</td>
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<th>Cognitive Processing Therapy (Psychology)</th>
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<td>Pu’a Foundation Reentry Program (Contractors, Education, Social Worker, Unit Team, Volunteers)</td>
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<td>Resolve (Psychology)</td>
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<td>Seeking Safety/Seeking Strength (Psychology)</td>
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<td>Soldier On (Contractors, Social Worker, SPPC, Unit Team, Volunteers)</td>
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<td>STAGES (Psychology)</td>
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<td>Trauma Education (Psychology)</td>
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<td>Understanding Your Feelings (Education, Health Services, Social Worker, SPPC)</td>
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<td>Women’s Relationships II (Social Worker, SPPC)</td>
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<td>Apprenticeship Training (Journeymen)</td>
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<td>Certification Course Training (Contractors, Education, FPI, Volunteers)</td>
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<tr>
<td>Change Plan (Contractors, Education, Health Services, Psychology, Social Worker, SPPC, Unit Team, Volunteers)</td>
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<td>English-as-a-Second Language (Contractors, Education, Volunteers)</td>
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<td>Federal Prison Industries (FPI) (UNICOR)</td>
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<td>Federal Prison Industries (FPI) Lean Basic Training (FPI)</td>
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<td>Foundation (RAC, Social Worker, SPPC)</td>
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<td>Vocational Training (Contractors, Education, FPI, Volunteers)</td>
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<td>Women in the 21st Century Work Place (Contractors, Education, FPI, Social Worker, SPPC, Volunteers)</td>
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