

FIRST STEP ACT

NEEDS ASSESSMENT



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

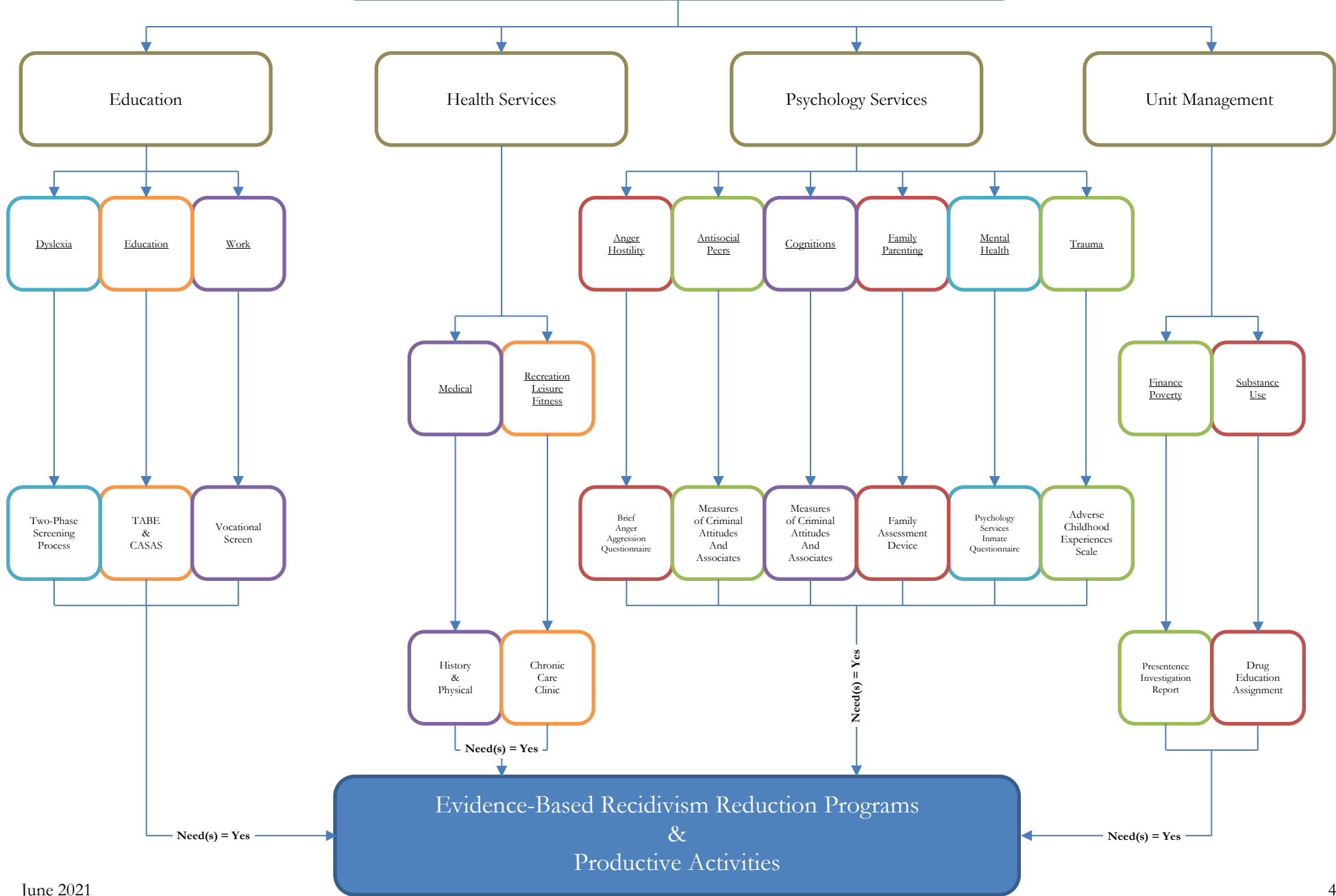
Throughout the process, the BOP has taken important steps to improve the needs assessment system. Technology and tracking systems were implemented to ensure proper recording of information collected. Unique identifiers were created in the agency's inmate management database for each approved program; 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.

Needs Assessment Process





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
Beyond Violence

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

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	House of Healing
Anger Management	Mental Health Step Down
Assert Yourself for Female Offenders	NRDAP
Basic Cognitive Skills	RDAP
Beyond Violence	Resilience Support
BRAVE	Resolve
CBT for Prison Gambling	Seeking Safety/Seeking Strength
Challenge	Sexual Self-Regulation
Change Plan	Skills
Circle of Strength	Social Skills Training
Cognitive Processing Therapy	SOTP-NR
Criminal Thinking	SOTP-R
Dialectical Behavior Therapy	STAGES
Disabilities Education Program	START NOW
Embracing Interfaith Cooperation	Understanding Your Feelings
Emotional Self-Regulation	Victim Impact
FIT	Women's Relationships
Foundation	Women's Relationships II

GOAL OF INTERVENTION

Reduce antisocial cognitions and learn to recognize risky thinking and feeling

DYSLEXIA

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

EDUCATION

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

MEASURE OF NEED

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

DEPARTMENT RESPONSIBLE FOR ASSESSMENT

Education

EBRRs AND PAs*

Bureau Literacy Program Change Plan	Supported Employment Ultra Key 6
English-as-a-Second Language Foundation	Women in the 21st Century Work Place

GOAL OF INTERVENTION

Improve study skills and enhance performance rewards and incentives

FAMILY/PARENTING

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

FINANCE / POVERTY

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*

AARP Foundation Finances
Money Smart for Adults

Money Smart for Older Adults
Square One

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

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	Mental Health Step Down
Brief CBT for Suicidal Individuals	Mindfulness-Based Cognitive Therapy
CBT for Eating Disorders	RDAP (Dual Diagnosis)
CBT for Insomnia	Resolve
Challenge	Seeking Safety/Seeking Strength
Change Plan	Skills
Circle of Strength	Social Skills Training
Cognitive Processing Therapy	Square One
Dialectical Behavior Therapy	STAGES
Emotional Self-Regulation	Supported Employment
FIT	Trauma Education
Foundation	Understanding Your Feelings
Illness Management and Recovery	Wellness Recovery Action Plan

GOAL OF INTERVENTION

Promote attendance to mental health concerns and build recovery strategies to reduce risk of relapse

RECREATION/LEISURE/FITNESS

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*

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

GOAL OF INTERVENTION

Learn how to use free time productively and prosocially
Promote attendance to overall health and wellness

SUBSTANCE USE

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

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

GOAL OF INTERVENTION

Foster employment-seeking and maintenance skills

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.

EVIDENCE-BASED RECIDIVISM REDUCTION (EBRRs) & PRODUCTIVE ACTIVITIES (PAs) BY NEED AREA

PRODUCTIVE ACTIVITIES IN ITALICS

FSA NEED AREA	PROGRAM ADDRESSING NEED AREA
Anger/Hostility	<p>Anger Management (Psychology) <i>Beyond Violence</i> (Social Worker, SPPC) Challenge (Psychology) <i>START NOW</i> (Contractors, Education, Health Services, Psychology, RAC, Social Worker, SPPC, Unit Team, Volunteers)</p>
Antisocial Peers	<p>Bureau Rehabilitation and Values Enhancement (BRAVE) (Psychology) <i>CBT for Prison Gambling</i> (Psychology) Challenge (Psychology) Criminal Thinking (Psychology) <i>Disabilities Education Program</i> (RAC, SPPC, Social Worker) Female Integrated Treatment (FIT) (Education, Psychology) Mental Health Step Down (Psychology) <i>PEER</i> (Social Worker, SPPC, Unit Team) Residential Drug Abuse Program (RDAP) (Psychology) <i>Resilience Support</i> (RAC, SPPC, Unit Team, Volunteers) Seeking Safety/Seeking Strength (Psychology) Sex Offender Treatment Program (SOTP-R) (Psychology) Skills (Psychology) Social Skills Training (Psychology) <i>Soldier On</i> (Contractors, Social Worker, SPPC, Unit Team, Volunteers) STAGES (Psychology) <i>Women’s Relationships</i> (Contractors, Education, Social Worker, SPPC, Volunteers)</p>
Cognitions	<p><i>Access</i> (Social Worker, SPPC) Anger Management (Psychology) Assert Yourself for Female Offenders (Social Worker, SPPC, Unit Team) Basic Cognitive Skills (Psychology) <i>Beyond Violence</i> (Social Worker, SPPC) Bureau Rehabilitation and Values Enhancement (BRAVE) (Psychology) <i>CBT for Prison Gambling</i> (Psychology) Challenge (Psychology) <i>Change Plan</i> (Contractors, Education, Health Services, Psychology, Social Worker, SPPC, Unit Team, Volunteers) <i>Circle of Strength</i> (Psychology, Social Worker, SPPC, Unit Team) Cognitive Processing Therapy (Psychology) Criminal Thinking (Psychology) Dialectical Behavior Therapy (Psychology) <i>Disabilities Education Program</i> (RAC, SPPC, Social Worker) <i>Embracing Interfaith Cooperation</i> (Chaplaincy, Contractors, Volunteers) Emotional Self-Regulation (Psychology) Female Integrated Treatment (FIT) (Education, Psychology) Foundation (RAC, Social Worker, SPPC) <i>House of Healing</i> (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) <i>Resilience Support</i> (RAC, SPPC, Unit Team, Volunteers) Resolve (Psychology) Seeking Safety/Seeking Strength (Psychology) Sex Offender Treatment Program (SOTP-R) (Psychology) <i>Sexual Self-Regulation</i> (Psychology) Skills (Psychology) Social Skills Training (Psychology) STAGES (Psychology) <i>START NOW</i> (Contractors, Education, Health Services, Psychology, RAC, Social Worker, SPPC, Unit Team, Volunteers) <i>Understanding Your Feelings</i> (Education, Health Services, Social Worker, SPPC) <i>Victim Impact</i> (Health Services, Unit Team) <i>Women’s Relationships</i> (Contractors, Education, Social Worker, SPPC, Volunteers) <i>Women’s Relationships II</i> (Social Worker, SPPC)</p>
Dyslexia	<p><i>Hooked on Phonics</i> (Contractors, Education, Volunteers)</p>
Education	<p>Bureau Literacy Program (Contractors, Education) <i>Change Plan</i> (Contractors, Education, Health Services, Psychology, Social Worker, SPPC, Unit Team, Volunteers) <i>English-as-a-Second Language</i> (Contractors, Education, Volunteers) Foundation (RAC, Social Worker, SPPC) <i>Supported Employment</i> (FPI, Health Services, Psychology) Ultra Key 6 (Contractors, Education) <i>Women in the 21st Century Work Place</i> (Contractors, Education, FPI, Social Worker, SPPC, Volunteers)</p>
Family/Parenting	<p>Assert Yourself for Female Offenders (Social Worker, SPPC, Unit Team) <i>Franklin Covey 7 Habits on the Inside</i> (Unit Team)</p>

	<p>Life Connections (Chaplaincy, Contractors, Volunteers) National Parenting from Prison Program (Education, Social Worker, SPPC, Unit Team) Pu'a Foundation Reentry Program (Contractors, Education, Social Worker, Unit Team, Volunteers) Threshold Program (Chaplaincy, Contractors, Volunteers) Women's Relationships (Contractors, Education, Social Worker, SPPC, Volunteers)</p>
Finance/Poverty	<p>AARP Foundation Finances (RAC, Unit Team, Volunteers) Money Smart for Adults (Business Office, Contractors, Unit Team, Volunteers) Money Smart for Older Adults (Business Office, Contractors, Unit Team, Volunteers) Square One (Business Office, Contractors, Education, Health Services, RAC, Social Worker, SPPC, Unit Team, Volunteers)</p>
Medical	<p>Arthritis Foundation Walk with Ease (Contractors, Health Services, Recreation, Unit Team, Volunteers) Brain Health as You Age (Contractors, Health Services, Recreation, Unit Team, Volunteers) Disabilities Education Program (RAC, SPPC, Social Worker) Getting to Know Your Healthy Aging Body (Contractors, Health Services, Recreation, Unit Team, Volunteers) Health and Wellness Throughout the Lifespan (Contractors, Health Services, Recreation, Unit Team, Volunteers) Healthy Steps for Older Adults (Contractors, Health Services, Recreation, Unit Team, Volunteers) Living a Health Life with Chronic Conditions (Contractors, Health Services, Recreation, Unit Team, Volunteers) Managing Your Diabetes (Health Services, Volunteers) National Diabetes Prevention Program (Contractors, Health Services, Recreation, Unit Team, Volunteers) Talking with Your Doctor (Education, Health Services) Women's Aging (Social Worker, SPPC, Volunteers)</p>
Mental Health	<p>Access (Social Worker, SPPC) Brief CBT for Suicidal Individuals (Psychology) CBT for Eating Disorders (Psychology) CBT for Insomnia (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) Dialectical Behavior Therapy (Psychology) Emotional Self-Regulation (Psychology) Female Integrated Treatment (FIT) (Education, Psychology) Foundation (RAC, Social Worker, SPPC) Illness Management and Recovery (Psychology) Mental Health Step Down (Psychology) Mindfulness-Based Cognitive Therapy (Psychology) Residential Drug Abuse Program (RDAP-Dual Diagnosis) (Psychology) Resolve (Psychology) Seeking Safety/Seeking Strength (Psychology) Skills (Psychology) Social Skills Training (Psychology) Square One (Business Office, Contractors, Education, Health Services, RAC, Social Worker, SPPC, Unit Team Volunteers) STAGES (Psychology) Supported Employment (FPI, Health Services, Psychology) Trauma Education (Psychology) Understanding Your Feelings (Education, Health Services, Social Worker, SPPC) Wellness Recovery Action Plan (Psychology)</p>
Recreation/Leisure/Fitness	<p>A Healthier Me (Recreation, Social Worker, SPPC, Unit Team) A Matter of Balance (Health Services, Recreation) Arthritis Foundation Walk with Ease (Contractors, Health Services, Recreation, Unit Team, Volunteers) Brain Health As You Age (Contractors, Health Services, Recreation, Unit Team, Volunteers) Getting to Know Your Healthy Aging Body (Contractors, Health Services, Recreation, Unit Team, Volunteers) Health and Wellness Throughout the Lifespan (Contractors, Health Services, Recreation, Unit Team, Volunteers) Healthy Steps for Older Adults (Contractors, Health Services, Recreation, Unit Team, Volunteers) Living a Healthy Life with Chronic Conditions (Contractors, Health Services, Recreation, Unit Team, Volunteers) National Diabetes Prevention Program (Contractors, Health Services, Recreation, Unit Team, Volunteers) Service Fit (Contractors, Health Services, RAC, Recreation, Unit Team, Volunteers) Square One (Business Office, Contractors, Education, Health Services, RAC, Social Worker, SPPC, Unit Team Volunteers) Talking with Your Doctor (Education, Health Services) Women's Aging (Social Worker, SPPC, Volunteers)</p>
Substance Use	<p>Alcoholics Anonymous (Contractors, Volunteers) Challenge (Psychology) Drug Education (Psychology) Female Integrated Treatment (FIT) (Education, Psychology) K2 Awareness Program (Contractors, Custody, Education, Health Services, RAC, Unit Team, Volunteers) Narcotics Anonymous (Volunteers) Non-Residential Drug Abuse Program (NRDAP) (Psychology) Residential Drug Abuse Program (RDAP) (Psychology) Seeking Safety/Seeking Strength (Psychology)</p>
Trauma	<p>Access (Social Worker, SPPC) Circle of Strength (Psychology, Social Worker, SPPC, Unit Team)</p>

	<p style="text-align: center;"> Cognitive Processing Therapy (Psychology) Dialectical Behavior Therapy (Psychology) Female Integrated Treatment (FIT) (Education, Psychology) <i>Pu'a Foundation Reentry Program</i> (Contractors, Education, Social Worker, Unit Team, Volunteers) Resolve (Psychology) Seeking Safety/Seeking Strength (Psychology) <i>Soldier On</i> (Contractors, Social Worker, SPPC, Unit Team, Volunteers) STAGES (Psychology) <i>Trauma Education</i> (Psychology) <i>Understanding Your Feelings</i> (Education, Health Services, Social Worker, SPPC) <i>Women's Relationships II</i> (Social Worker, SPPC) </p>
<p style="text-align: center;">Work</p>	<p style="text-align: center;"> Apprenticeship Training (Journeyman) Certification Course Training (Contractors, Education, FPI, Volunteers) <i>Change Plan</i> (Contractors, Education, Health Services, Psychology, Social Worker, SPPC, Unit Team, Volunteers) <i>English-as-a-Second Language</i> (Contractors, Education, Volunteers) Federal Prison Industries (FPI) (UNICOR) <i>Federal Prison Industries (FPI) Lean Basic Training</i> (FPI) Female Integrated Treatment (FIT) (Education, Psychology) Foundation (RAC, Social Worker, SPPC) Post-Secondary Education (Contractors, Education) <i>Supported Employment</i> (FPI, Health Services, Psychology) <i>Ultra Key 6</i> (Contractors, Education) Vocational Training (Contractors, Education, FPI, Volunteers) <i>Women in the 21st Century Work Place</i> (Contractors, Education, FPI, Social Worker, SPPC, Volunteers) </p>