

# The Standardized Program Evaluation Protocol (SPEP™):

*Service Score Results:* Baseline

Name of Program and Service: Auberle-The Employment Institute

Cohort Total: 30

SPEP ID: 107-T01

Selected Timeframe: Oct. 4, 2013-Jun. 30, 2016

Date(s) of Interview(s): Dec. 16, 2015, Apr. 22, 2016

Lead County & SPEP Team Representatives: Doug Braden, Allegheny Co. & Shawn Peck, EPISCenter

Person Preparing Report: Shawn Peck & Doug Braden

**Description of Service:** *This should include a **brief** overview of the service within the context of the program, the location and if community based or residential. Indicate the type of youth referred, how the service is delivered, the purpose of service and any other **relevant** information to help the reader understand the SPEP service type classification. (350 character limit)*

Auberle, located in McKeesport, Pennsylvania (community on the eastern outskirts of Pittsburgh) is a faith based agency that provides services for dependent, delinquent, and needy youth and families across six sites. The agency serves youth and families in 16 program areas, primarily in eight Southwestern Pennsylvania counties. Programs include: workforce development programs, foster care, emergency shelter, in-home intervention, education, residential care, drug and alcohol and mental health programs. Programs include preventative and community-based services, with the majority of clients served in their home, school or in their community.

The residential makeup of Auberle that provides services to delinquent youth is comprised of their GOAL program (male only), their Gate/Bloom program (female only), and their B and C residential units (male only). Only delinquent youth that had resided within the GOAL program were included within the SPEP assessment of their Employment Institute.

The Auberle Employment Institute is a PACTT affiliated program that offers numerous nationally recognized certification programs, inclusive of Hazwoper (hazardous waste operations), ServSafe (culinary arts), OSHA-10 Construction and General Industry, Certified Nurse Assistant, and IT certification. Employment training and varied employment opportunities are offered and youth that demonstrate competency may be offered full time employment. Other offered services include soft skill and work readiness training, education services, a driver's training program, and employment exposure/search services. The Institute also provides for career assessments, mock job interviews, and instruction on resume development. Auberle partners with the local business community, those in need of workers, to help develop vocational programming.

**The four characteristics of a service found to be the most strongly related to reducing recidivism:**

1. **SPEP™ Service Type:** Job Related Training-Job Training

Based on the meta-analysis, is there a qualifying supplemental service? Yes

If so, what is the Service type? Remedial Academic Program

Was the supplemental service provided? No      Total Points Possible for this Service Type: 10

Total Points Earned: 5      Total Points Possible: 35

2. **Quality of Service:** Research has shown that programs that deliver service with high quality are more likely to have a positive impact on recidivism reduction. Monitoring of quality is defined by existence of written protocol, staff training and supervision, and how drift from service delivery is addressed.

Total Points Earned: 10      Total Points Possible: 20

3. **Amount of Service:** Score was derived from examination of weeks and hours each youth in the cohort received the service. The amount of service is measured by the target amounts of service for the SPEP service categorization. Each SPEP service type has varying amounts of duration and dosage. Youth should receive the targeted amounts to have the greatest impact on recidivism reduction.

Points received for Duration or Number of Weeks: 8

Points received for Dosage or Number of Hours: 0

Total Points Earned: 8 Total Points Possible: 20

4. **Youth Risk Level:** The risk level score is compiled by calculating the total % of youth that score above low risk, and the total % of youth who score above moderate risk to reoffend based on the results of the YLS.

24/27 youth in the cohort are Moderate, High or Very High YLS Risk Level for a total of 10 points

4/27 youth in the cohort are High or Very High YLS Risk Level for a total of 3 points

Total Points Earned: 13 Total Points Possible: 25

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**Basic SPEP™ Score:** 36 total points awarded out of 100 points. Compares service to any other type of SPEP therapeutic service. (eg: individual counseling compared to cognitive behavioral therapy, social skills training, mentoring, etc.)

*Note: Services with scores greater than or equal to 50 show the service is having a positive impact on recidivism reduction.*

**Program Optimization Percentage:** 48% This percentage compares the service to the same service types found in the research. (eg: individual counseling compared to all other individual counseling services included in the research)

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## The SPEP and Performance Improvement

The intended use of the SPEP is to optimize the effectiveness of reducing recidivism among juvenile offenders. Recommendations for performance improvement are included in the service feedback report, and these recommendations are the focus of the performance improvement plan, a shared responsibility of the service provider and the local juvenile court. The recommendations for this service included in the feedback report are:

The Employment Initiative Program could improve its capacity for recidivism reduction through:

1. Regarding Quality of Service:
  - a. Update protocol/manual at scheduled times (yearly, semi-annually) to ensure most recent changes are incorporated
  - b. Develop a singular document to ensure that the protocol for services are delivered as intended.
  - c. Ensure the performance of staff facilitating this service is directly referenced into their yearly performance evaluations
  - d. Develop an agency policy that outlines how to prevent drift from occurring while delivering this service
    - i. Ensure that the organizational response to drift includes specific action steps for the agency to take to avoid drift, an “if-then” approach
    - ii. A progressive supervision process and response plan
  - e. Consistent use of pre and post testing
2. Regarding Service Amount:
  - a. Improve upon the existing data collection process
  - b. Improve communication with JPO from referring counties to better match research recommendations for targeted amount of service