

GOVERNOR KATIE HOBBS

STATE OF ARIZONA

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EXECUTIVE ORDER

Executive Order 2025-08
Arizona Launching Reentry 2030 Initiative to Create Pathways to Work and Strengthen Public Safety

WHEREAS, I am committed to prioritizing public safety through evidence-based strategies that promote crime reduction and economic opportunity; and

WHEREAS, Arizona is the nineteenth highest incarcerator in the world with 35,545 people serving a prison sentence today; and

WHEREAS, 35% of Arizonans, approximately one in three, have a criminal record impacting thousands of individuals, families, and communities; and

WHEREAS, over the past decade, Arizona has released more than 17,000 individuals per year on average from state prisons back into our communities; and

WHEREAS, 93.2% of people who are incarcerated will eventually return to society, making successful reintegration a matter of public interest and safety; and

WHEREAS, Arizona's three-year recidivism rate of 29% presents a challenge to both public safety and fiscal responsibility, with many individuals returning to incarceration due to systemic barriers to employment, housing, and support; and

WHEREAS, the cost of recidivism to the State of Arizona includes increased expenditures on correctional facilities, law enforcement, and social services, straining public resources and taxpayer dollars; and

WHEREAS, many people's first opportunity to access health care resources is when they are incarcerated and face losing health care access after incarceration, resulting in destabilization and an increased likelihood of reoffending or even death; and

WHEREAS, ensuring continuity of health care during the transition out of prison improves overall health outcomes for those reentering their communities; and

WHEREAS, people with chronic physical ailments are overrepresented in the population of people who recidivate as one-half of men and two-thirds of women who recidivated had a chronic physical ailment; and

WHEREAS, nearly half of people who are incarcerated experience co-occurring mental health disabilities and substance use disorders; and

WHEREAS, investing in rehabilitation, education, and workforce training for people who are incarcerated has been shown to reduce recidivism, lower incarceration costs, and strengthen communities, ultimately saving taxpayer money; and

WHEREAS, access to education and workforce training for people who are incarcerated makes prisons a safer place to work for Arizona's frontline correctional officers; and

WHEREAS, stable employment is one of the most effective ways to prevent recidivism, providing returning citizens with the means to support themselves and their families while contributing positively to society; and

WHEREAS, individuals who have served their sentences and paid their debt to society deserve a fair chance at rebuilding their lives through meaningful employment opportunities; and

WHEREAS, cultivating a ready workforce and securing the jobs of tomorrow is a top priority of my administration through Talent Ready AZ; in recent years, Arizona has led in workforce development and jobs growth, with more Arizonans employed than ever before in the state; and

WHEREAS, Arizona's Second Chance Centers have already made significant strides in providing job training, career readiness programs, and support services to justice-involved individuals, helping them transition successfully into the workforce; and

WHEREAS, second chance employers have access to a larger talent pool; and

WHEREAS, Arizona's economy is thriving, and the state's industries are in need of a skilled and reliable workforce to sustain growth and innovation; and

WHEREAS, Reentry 2030 is an initiative led by The Council of State Governments Justice Center and in partnership with the U.S. Department of Justice's Office of Justice Programs' Bureau of Justice Assistance in pursuit of scaling up access to stable housing, education, employment skills training, behavioral health treatment, health care for people with criminal records; clearing barriers to opportunities and economic mobility; and utilizing data to understand and address access to services, quality of services, and outcomes.

NOW, THEREFORE, I, Katie Hobbs, Governor of the State of Arizona, by virtue of the powers vested in me by the Arizona Constitution and laws of this state, hereby order and direct as follows:

1. Arizona joins Missouri, Alabama, North Carolina, Nebraska, New York and Washington in signing onto the Council of State Government's Reentry 2030 Initiative.
2. To promote the goal of successful reentry for justice-involved individuals by 2030, State Agencies shall assess what actions can be taken in pursuit of the following Reentry 2030 goals:
 - a. Increase the population leaving a prison with an industry recognized credential, certification or apprenticeship by thirty percent.
 - b. Increase individuals employed one year post release by twenty percent.
 - c. Offer physical and behavioral health services through Medicaid to all eligible people who are incarcerated prior to release.
 - d. Ensure that Contract Healthcare Providers facilitate continuity of care treatment plans to the released individuals requiring and accepting specialized services in the community (e.g., patients who are pregnant, have serious mental illness, or require medication-assisted treatment for opioid use disorder).
 - e. Reduce emergency department visits for the released population occurring within six months of release by twenty-five percent.
3. The Arizona Department of Corrections, Rehabilitation & Reentry (ADCRR) shall serve as the State's Reentry 2030 liaison to work alongside the Council of State Governments (CSG) Justice Center to create the Reentry 2030 Working Group. The Reentry 2030 Working Group shall consist of the following cabinet agencies alongside interested reentry, education, workforce and healthcare stakeholders: ADCRR, the Arizona Department of Juvenile

Corrections (ADJC), the Office of Economic Opportunity (OEO), the Department of Economic Security (DES), the Arizona Health Care Cost Containment System (AHCCCS) and the Arizona Department of Health Services (ADHS).

The Working Group shall submit annual progress reports to the Governor, outlining progress toward meeting the outlined goals, addressing barriers, and identifying resource needs for continued support. The report shall be due on or before **July 31st** each year from 2026 through 2030.

4. In addition to the above, cabinet agencies shall support the Reentry 2030 initiative to the extent feasible as follows:

a. ADCRR shall:

- i. Implement registered apprenticeship programs for people who are incarcerated, with ADCRR serving as the employer of record to support skill development and employment readiness.**
- ii. Reimagine the ADCRR Industries program to align with labor market demands, enhance career development, and expand direct partnerships with employers.**
- iii. Increase access to vocational programming and workforce training, including Second Chance Centers at ASPC-Perryville, ASPC-Tucson, Phoenix West, and the forthcoming site at ASPC-Lewis, as well as agriculture and cattle training at ASPC-Safford's Fort Grant Unit.**
- iv. Utilize the Ohio Risk Assessment System (ORAS) to inform case management, ensure targeted placement in meaningful programming, and guide successful community reentry.**
- v. Reimagine the systemic role of the Pima and Maricopa Reentry Centers by expanding capacity and increasing bed utilization by 25% to support safe and effective community transitions.**
- vi. Implement strategies to reduce absconding behavior among individuals returning to the community, aiming for a 10% reduction in reentry absconding rates.**
- vii. Train and coach correctional officers in case management principles and reentry planning techniques to improve individualized service delivery and continuity of care.**
- viii. Expand the use of peer support specialists across all housing units to improve engagement, support correctional staff, and enhance reentry planning efforts.**
- ix. Improve the Transition Program's effectiveness by developing a plan to increase successful program completion by 15%.**
- x. Implement community reentry supervision strategies that focus on staff training, wellness, and partnerships to promote post-release stability and individual success.**

b. ADJC shall:

- i. Increase academic growth among youth by achieving a 20% rise in the number of enrolled high school students who demonstrate improvement in both reading and math grade levels.**
- ii. Ensure that at least 60% of youth transitioning from Adobe Mountain School obtain a career readiness certificate to support post-release employment opportunities.**
- iii. Increase employment outcomes for youth on parole who are not enrolled in school, aiming for a 6 percentage point gain in workforce participation.**
- iv. Strengthen rehabilitative programming by developing models rooted in evidence-based practices that address the developmental needs of justice-involved youth.**
- v. Enhance training for direct care staff to improve their capacity to deliver effective, youth-centered services and promote positive outcomes.**
- vi. Establish an action plan to identify and address the key skills and resources necessary for young people to achieve housing independence upon release from agency jurisdiction.**

c. OEO shall:

- i. Partner with employers to promote the benefits of hiring individuals with criminal backgrounds, emphasizing retention and stability.**
- ii. Collaborate with local businesses and leverage participation among Workforce Arizona Council members to expand job opportunities and support direct job placement for individuals reentering the workforce from the justice system.**
- iii. Review and update statewide policies guiding Workforce Innovation and Opportunity Act (WIOA) performance, investments, and governance through the Workforce Arizona Council (WAC), ensuring alignment with reentry and economic mobility goals.**
- iv. Support Registered Apprenticeship Programs that provide pathways to sustainable employment and align with industry needs for justice-involved individuals.**
- v. Engage human resources staff within the employer network to support the development of internal policies that promote accessible hiring practices and sustainable employment pathways for individuals with criminal records.**
- vi. Advance workforce evaluations and data tracking systems to measure program effectiveness, inform strategic investments, and ensure accountability in serving the reentry population.**
- vii. Pursue data-sharing agreements with State Agencies and provide data and analytical support, as necessary for developing the State's workforce strategy and supporting the Arizona Commerce Authority in its business recruitment, growth, and retention strategies, pursuant to A.R.S. § 41-5303.**

d. DES shall:

- i. Support and develop Registered Apprenticeship Programs that provide pathways to sustainable employment and align with industry needs for justice-involved individuals.**
- ii. Support eligible justice-involved individuals in accessing public benefits, including nutrition assistance, Temporary Assistance for Needy Families, and child care subsidies, to promote stability and successful reentry.**
- iii. Facilitate enrollment in workforce development services through ARIZONA@WORK and other workforce development programs, with a focus on individualized employment planning and job placement.**
- iv. Increase participation of justice-involved individuals in workforce development programs offered both pre- and post-release, including Second Chance Centers, Registered Apprenticeship Programs, RED workforce preparation (virtual), and community-based reentry programs.**
- v. Coordinate with reentry service providers to ensure timely and seamless connection to housing supports, behavioral health services, and community-based programs.**
- vi. Provide training to DES staff to strengthen their capacity to serve the reentry population and reduce barriers to program access.**
- vii. Expand case coordination to improve service delivery and outcomes for individuals returning to the community.**

e. AHCCCS shall:

- i. Provide screening, diagnostic services, and targeted case management to all detained juveniles within 30 days of release by 2030 to ensure early identification of health needs and continuity of care.**
- ii. Implement and scale 90 days of qualifying reentry services under the Section 1115 waiver in all ADCRR facilities by 2030, supporting successful transition and connection to community-based health care.**

f. ADHS shall:

- i. Develop and implement goals focused on reducing opioid-related deaths and suicide rates, using internal data tracking to inform evidence-based prevention strategies.**
- ii. Support the implementation of Proposition 207's Justice Reinvestment Program to promote outcomes for justice-involved individuals and justice-impacted communities.**
- iii. Collaborate with correctional agencies to integrate vital records services, such as access to birth certificates, into pre-release planning to support identification and reentry needs.**
- iv. Continue to partner with the Arizona Department of Transportation to refine strategies and promote for expanded integration so all eligible individuals receive a state-issued ID prior to release, improving access to health care, housing, and employment.**

5. For the purposes of this Executive Order, the term “State Agency” shall include, without limitation, all executive departments, agencies, offices, and all State boards and commissions and any employee, officer, or other person acting on their behalf, except for: (a) any State agency that is headed by a single elected State official; (b) the Corporation Commission; and (c) any board or commission established by ballot measure during or after the November 1998 general election.
6. All officers and agencies not subject to this Executive Order are nonetheless encouraged to support all applicable goals and provisions of this Executive Order, including but not limited to becoming second chance employers.
7. This Executive Order shall not confer any legal rights or remedies upon any person and shall not be used as a basis for legal challenges to any action or inaction of a State Agency, officer, employee, or agent thereof.
8. If any provision of this Executive Order or its application to any person or circumstance is held invalid by any court of competent jurisdiction, such invalidity does not affect any other provision or application of this Executive Order which can be given effect without the invalid provision or application. To achieve this purpose, the provisions of this Executive Order are declared to be severable.

This Executive Order shall take effect immediately upon signature.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona.



GOVERNOR

DONE at the Capitol in Phoenix on this Twenty-Second Day of April in the Year Two Thousand Twenty-Five and of the Independence of the United States of America the Two Hundred and Forty-Ninth.

ATTEST:



SECRETARY OF STATE

