

Career Pathways



CJAB 2019

Department of Corrections Contacts

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Background

- Improved Reentry Education Grant
 - 3 years*
(9/2015 – 9/2019)
 - U.S. Department of Education
 - \$1 million
 - To establish Career Pathways within the PADOC

What is a Career Pathway?

A career pathway is a combination of **education** and **training** this is organized in a series of manageable steps leading to employment opportunities in growing occupations.

Electrician Career Pathway

Career Pathway Map: Electricians Statewide

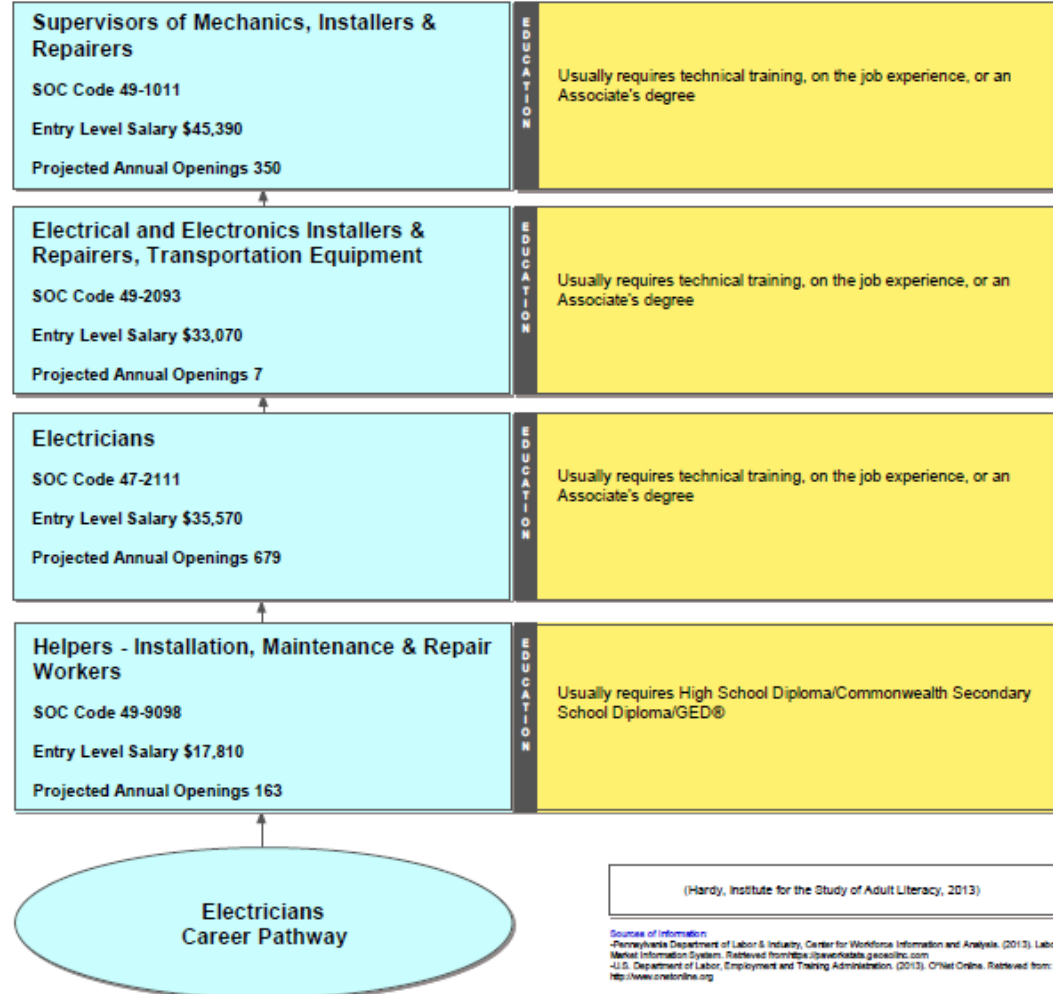
Information contained in this career pathways map encompasses the entire state of Pennsylvania. The information contains projections of anticipated openings, entry level salary, and job growth. Actual career pathways may look different depending on the individual and the local area job market.

Career Pathways programs provide:

- workplace skills instruction
- GED® Tests preparation
- academic skills specific to the industry
- entrance exam preparation
- postsecondary transition preparation
- English language skills instruction
- goal setting/care management support
- provide employability/soft skills instruction

Postsecondary education and training available through:

- Local Career and Technology Centers
- Local Business Schools
- Local Technical Schools
- Local Community Colleges
- Local Universities



WHY Career Pathways: Reentrants who gain skills and find in-demand jobs have a lower recidivism rate

“Across the six Career Pathways pilot institutions, inmates participating in building trades vocational programs had a recidivism rate of 32% over 3 years after post-release, compared to 46% for a similar population who did not participate in vocational training.”

- Social Policy Research Associates

“...finding a job usually wasn’t enough – finding work fairly quickly, and more importantly, making at least \$25,000 a year considerably reduced the likelihood of returning to prison.”

*- “Does Working Reduce Recidivism”
article by Alaska Economics Trends June 2017*



In general, Career Pathways:

- Are specific to an industry and include specific occupations
- Are most successful when they are defined by the employer
- Are LOCAL

PADOC has 25 state correctional institutions (SCIs) across the state; each may house inmates returning to 30 – 40 different counties. It's hard for us to keep it local!

Typical Career Pathway

Connections & Job Search

- Resume development
- Networking
- Interviewing

Work Experience

- Work experience that connects to and builds on career goals

Training

- Training and Certifications that align with interests, aptitudes and career goals

Planning

- Assessing interests & aptitudes
- Learning about different career options & paths
- Plan for pursuing education/training and gaining work experience

GOAL: Encourage reentrants and DOC staff to think of education and work experience received while incarcerated as beneficial to gaining employment at release.

GOAL: Ensure inmates are “job ready” at any step of incarceration.



Career Pathway Inside SCIs

Connections & Job Search

- Resume development
- Working towards enrollment into PA CareerLink
- Working towards CareerLink referral

Work Experience

- Inmate Employment and/or Correctional Industries
 - Practice skills and get hands-on experience

Training

- Vocational Education/Certification and Other Educational Courses
 - Learn skills and earn credentials

Planning

- Pathway to Success:
 - Assess interest, learn about careers, create a plan

What do employers say they want?

- Career Awareness
- Hands-on Experience
- Soft Skills

What do employers say they want?

- Career Awareness
 - What you actually have to DO in an industry

Career Pathway Inside SCIs

Planning

- Pathway to Success (previously pre-voc)

Pathway to Success

1. O*Net Interest Assessment
2. Jobs Not Available Due to Criminal Record
3. Understanding Job Opportunities in Location of Reentry
4. Introduction to Career Pathways
5. Introduction to Opportunities at SCIs
6. Creation of a Career Plan
7. Introduction to PA CareerLink System
8. Resume, Cover Letters, and Applications
9. Interview Skills
10. What to Expect When Paroled
11. Finalizing Your Career Pathway

✓ 11 modules

✓ 60 hours

✓ 1 semester

Class Feedback

“Because of (this class), I can do better than just wash dishes.” – SCI Cambridge Springs Inmate

“I have worked construction 25 years but never had a resume. After writing my first resume in this class, I sent six (resumes) out and got two job inquiries back.” – SCI Mercer Inmate

“The things I learned in the class taught me how to maximize my potential, how much I could make, and what’s actually attainable for someone in my position.” – SCI Houtzdale Inmate

“This class opened my eyes and gave me direction, skills, and budgeting plans that I didn’t have before. There is no excuse for me to live illegally. I know I can contribute and earn an honest living in society.” – SCI Mahanoy Inmate

Pathway to Success

- ✓ December 2018 – 102 educators trained
- ✓ June 2017-December 2018 – 3,708 enrolled
- ✓ June 2017-December 2018 – **2,280 completed**
- ✓ June 2017-December 2018 – **61.5% completion rate**



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- Hands-on Experience

Career Pathway Inside SCIs

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Training

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 - Learn skills and earn employer recognized credentials

Planning

- Pathway to Success:
 - Assess interest, learn about careers, create a plan

Pennsylvania Corrections Education

"To provide educational opportunities which will enable students to become responsible and productive citizens in a diverse society."

- ✓ *GED*
- ✓ *Commonwealth Secondary Diploma*
- ✓ *School Aged Youth Program*
- ✓ *Special Education*

Vocational Education Programs

Bureau of Correction Education Vocational Education Programs: Report

Voc Programs / SCI	ALB	BEN	CBS	CAM	CHS	COA	DAL	FYT	FRS	FRA	GRN	HOU	HUN	LAU	MAH	MER	MUN	PHX	PNG	QUE	RET	ROC	SMI	SMR	WAM
Auto Mechanics/Tech						BCEMWX			CV*						BCEX	C					DEMx				
Barber/Cosmo	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C
CADD						G											EFX		G						
Carpentry					DEX			DW					D			DEWX			D					D	D
Cons Cltr						D			D		D	DW	D										D	D	
Custodial Maintenance	DEUX	DEUX	DEUWX				DU	DEUX	DUW	DEUWX						ADWU	DW	DX	DU	DEUWX			DU*		
Electricity (Electrician)		DW							DEX			D										D		D	
Electronics												D		DEJVX	DFIJS										
Home Economics																									
Hort/Landscaping																									
HVAC				ADEHM PWX	ADEMV WX	ADHIMP		DMP	DM		ADEMW								ADEMWX			ADH MW		DMW	
Machine Shop																	UV								
Masonry									D													DEX		DEX	
Optical Assistant			Z																						
Plumbing		AD																						AD	
Print				L									L												
Restaurant Trades																	O								FO
Warehouse Operation	DKWY											EKYX		Y*				DE							
Welding							DETX	DT																	

A Ward Flex
B Mobile Air Conditioning Society (MACS)
C State Licensure
D National Center for Construction Education & Research (NCCER)
E DOC Flagger Certification (training in accordance with PennDOT guidelines)
F National Occupational Competency Testing Institute (NOCTI)
G American Drafters Designers Association (ADDA)
H ESCO (1-11)
I Fluke Multimeter
J Electronics Technicians Association (ETA)
K Eastern Forklift Company Certification
L Printing Industries of America-Graphic Arts Tech Foundation (PIAGATF)
M Environmental Protection Agency Refrigerant Handling & Removal (EPA)
 EPA Section 608/609/410 Technician Certification

N Air Conditioning Contractors of America (ACCA)
O ServSafe Hazard Analysis/Critical Control Point/Serving Safe Food Certification Course
P Geothermal - Ferris State University
Q International Computer Driving License (ICDL)
R Cooper Bussman Electrical Safety
S Federal Communications Commission (FCC)
T American Welding Society
U Technical Publishing Company (TPC), Telemedia Corporated
V Fiber Optics
W Occupational Safety & Health Administration (OSHA)
X Flagger
Y Material Handling Industry of America (MHIA)
Z American Board of Opticianry
 * Commercial Drivers License
 1 No Nat'l/Trade Cert.

Inmate Employment

- Help inmates see work experience as beneficial to them – something they can put on their resume

“This may not be the job you want, but you can learn something from it, and it will give you something to put on your resume.”

Job Descriptions



Department of Corrections Job Description			
Position Title:		Institution:	
Skill Level:		Supervisor:	
Job Description			
<i>**This job description is not all inclusive and position may perform other duties as assigned.**</i>			
Institutional Job Description			
Assignment Area:			
Schedule:			
Minimum Assignment Requirements:			
Payroll:			
Payment and Evaluation:	Payment for hours worked shall be recorded by the work supervisor or their designee. Evaluations and job performance shall be completed as per DC ADM 816, Inmate Compensation.		
Work Site:	All work supervisors need to have a complete list of job duties on the work site. The list should include the following: Duties, Limitations, Materials needed for Cleaning, Ordering of Supplies, Safety Measures, and who the inmate should report to with problems/questions.		
Inmate Signature:		Date:	

Inmate Employment

- **IF** it's possible, take an inmate's experience and work goals into account when placing them in a job. If an inmate completed Pathway to Success, ask to see their Career Plan.

PADOC already has policies that do this.

Inmate Employment

✓ Policy 7.6.1 – Delivery of Educational Services

- “Names and numbers of inmates completing vocational trade-based programs are to be forwarded to the CEVC and Director of CI.”

✓ Policy DC-ADM 816 – Inmate Compensation Manual

- “The most qualified inmate should fill a vacant position. An inmate who has been in a job-related training program or has prior experience in a specific job and whose work has been satisfactory should be given preference for assignments.”

How can Inmate Employment succeed?

- ✓ Ensure policies are being followed
- ✓ Collaborate with Corrections Education
- ✓ Collaborate with Correctional Industries
- ✓ Place inmates in jobs based on their vocational training
- ✓ Job Descriptions
- ✓ Other ideas/suggestions?



What do employers say they want?

- Career Awareness
 - What you actually have to DO in an industry
- Hands-on Experience
- Soft Skills
 - Showing up on time
 - Working with others
 - Taking instruction – and criticism

Career Pathway Inside SCIs

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Resume Report



PA Department of Corrections

Career Pathways Report

November 8, 2018

Name: ~~XXXXXXXXXXXXXXXXXXXX~~

Inmate Number: ~~XXXXXXXX~~

Educational Credentials/Level: GED DOC

Initial TABE:

Test Date	Reading GE	Arithmetic GE	Spelling GE
01/10/2012	9.1		

TABE Details:

Test Date	Site	Test Type	Reading GE	Math GE	Spelling GE	Language GE
06/20/2013	MERCER	Survey	9.4	7.3		
06/19/2012	MERCER	Survey		7.9		

Trade Based Credentials:

Date	Credentials	Comments
03/24/2016	NCCER - National Center For Construction Education and Research	CARPENTRY LEV 1 CERT
03/24/2016	NCCER - National Center For Construction Education and Research	CORE CERT
03/24/2016	NCCER - National Center For Construction Education and Research	CSSO CERT
09/16/2015	NCCER - National Center For Construction Education and Research	Completed 10 hour NCCER CSSO course.
09/16/2015	OSHA - Occupational Safety and Health Administration	Completed 10 hour OSHA 500 course.

Inmate Employment:

Site	Begin Date	End Date	Job Detail
GRATERFORD	07/07/2016	12/13/2016	GLP
COAL TOWNSHIP	02/09/2015	10/31/2015	School Group 1
COAL TOWNSHIP	12/15/2014	07/06/2016	Labor Foreman 2
COAL TOWNSHIP	07/29/2014	12/14/2014	Blockworker IA 6 hr.
MERCER	12/05/2013	07/28/2014	Property Office Worker
MERCER	01/10/2013	12/04/2013	Floor Detail
MERCER	10/10/2012	01/09/2013	D-Block Janitor



PA Department of Corrections

Career Pathways Report

November 8, 2018

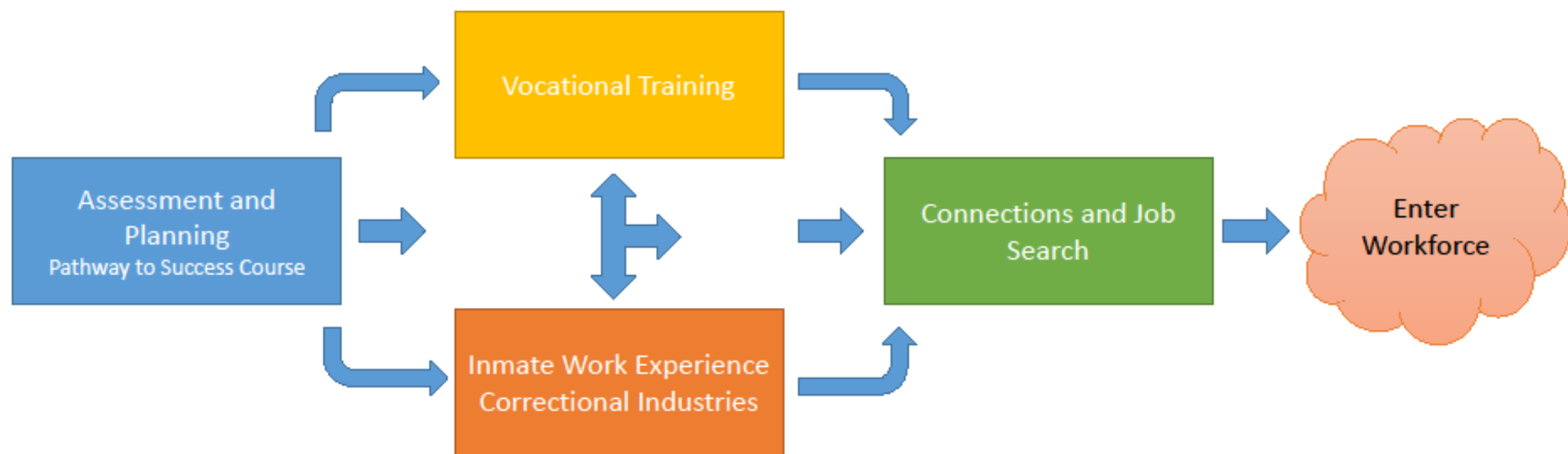
Name: ~~XXXXXXXXXXXXXXXXXXXX~~

Inmate Number: ~~XXXXXXXX~~

MERCER	07/16/2012	10/09/2012	D-Block Janitor
MERCER	04/06/2012	02/13/2014	EDUCATION PART-TIME
MERCER	03/17/2012	07/15/2012	GLP
CAMP HILL	03/06/2012	03/16/2012	GLP
CAMP HILL	01/05/2012	03/05/2012	Unassigned
SMITHFIELD	01/04/2007	01/26/2007	School Group 2
SMITHFIELD	11/20/2006	01/26/2007	Blockworker 4 E PM
SMITHFIELD	11/06/2006	11/19/2006	COR Program
SMITHFIELD	10/23/2006	11/05/2006	Blockworker 4 E PM
SMITHFIELD	10/20/2006	10/22/2006	GLP
CAMP HILL	08/20/2006	10/19/2006	GLP
CAMP HILL	06/20/2006	08/19/2006	Unassigned

Career Pathway Framework (Inside State Correctional Institution)

Steps to Getting Inmates Job-Ready



IDEAL EXAMPLE

SCI - Mahanoy

- ✓ Complete Pathway to Success (Planning)
 - Interest Assessment reveals desire to work in Warehouse/Logistics
- ✓ Enroll and complete vocational course (Training)
 - Certification received in Material Handling Industry of America (MHIA)
- ✓ Inmate Employment assigns inmate to Commissary (Work Experience)
 - Work experience received during incarceration for placement on resume
- ✓ Reentrant is enrolled in Job Gateway to search for jobs (Job Search)
 - Referral to PA CareerLink is made after release
- ✓ Reentrant starts work at local Warehouse Distribution Center
 - Certification and work experience contributed to his success

Action Plans



Career Pathways Framework (Outside SCI)

- Articulation Agreements
- BCC Workforce Development Contracted Services
- Labor and Industry
- PA CareerLink
- Employers
- Unions
- Apprenticeships
- Community Based Partners

Benefits of



Hiring a Reentrant

**WHAT'S IN IT
FOR ME?**

What does this mean for you?

PADOC

Benefits & Challenges

➤ Benefits

- ✓ We have money (\$\$\$)
- ✓ Program Manager
- ✓ Education Programs in place
- ✓ Inmates have 2+ years



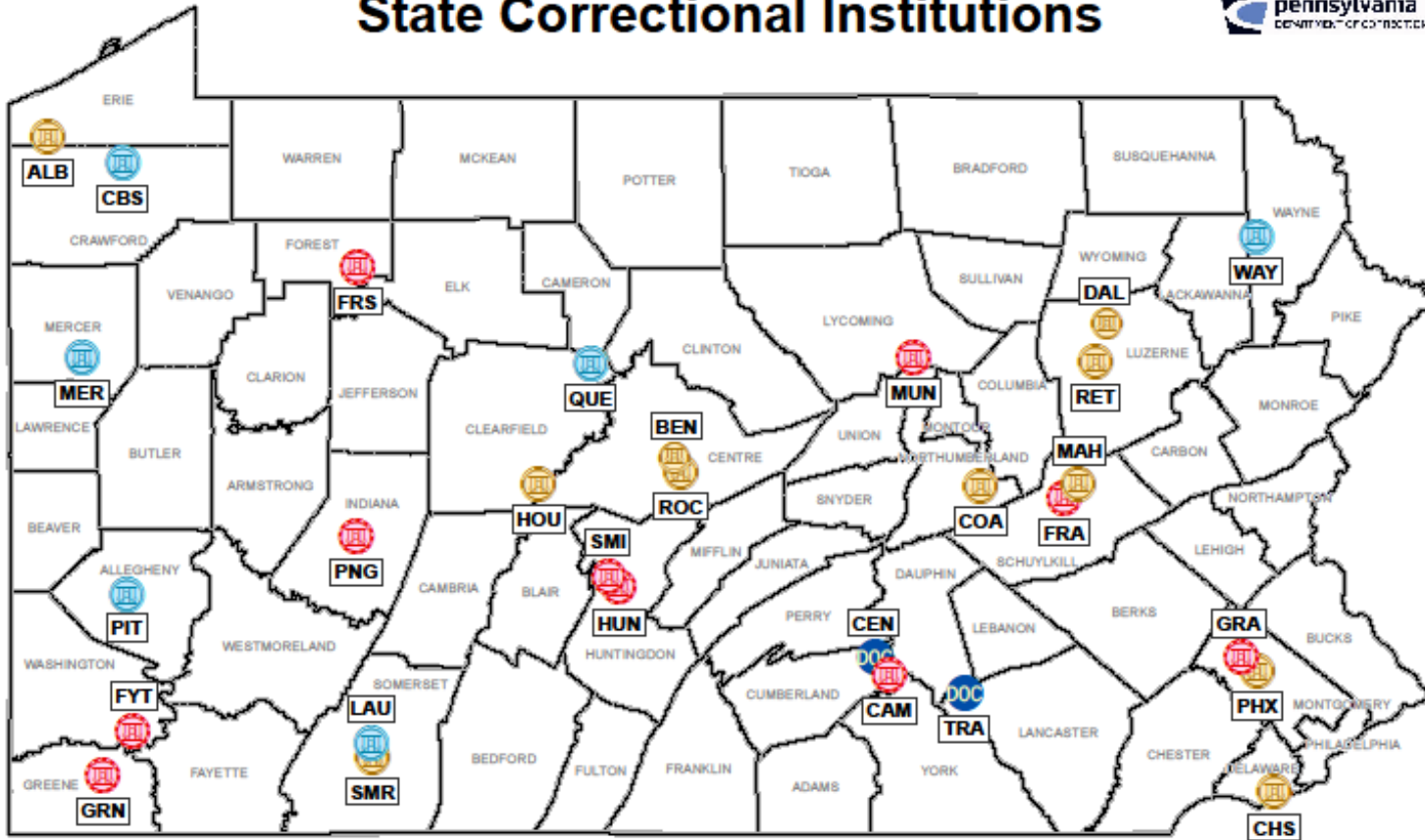
➤ Challenges

- ✓ Logistics – not local
- ✓ Hard to collaborate with employers, local education



Logistical Challenges

State Correctional Institutions



- 25 Prisons
- 67 Counties
- 47,000 inmates*
- 40,000 parole supervision*

*December 2018

Security Level 2 SCI
 Security Level 4 SCI
 Security Level 3 SCI
 Other DOC Facility

ALB	SCI Albion	FRA	SCI Frackville	MAH	SCI Mahanoy	ROC	SCI Rockview
BEN	SCI Benner	FRS	SCI Forest	MER	SCI Mercer	SMI	SCI Smithfield
CAM	SCI Camp Hill	FYT	SCI Fayette	MUN	SCI Muncy	SMR	SCI Somerset
CBS	SCI Cambridge Springs	GRA	SCI Graterford	PHX	SCI Pheonix	TRA	Training Academy
CEN	Central Office (HQ)	GRN	SCI Greene	PIT	SCI Pittsburgh	WAY	SCI Waymart
CHS	SCI Chester	HOU	SCI Houtzdale	PNG	SCI Pine Grove		
COA	SCI Coal Township	HUN	SCI Huntingdon	QUE	Quehanna Boot Camp		
DAL	SCI Dallas	LAU	SCI Laurel Highlands	RET	SCI Retreat		

Benefits of Being Local





NEXT STEPS

Models to Consider

➤ LEAP Project

- ✓ Northampton County Jail
- ✓ U.S. Dept. of Labor \$500,000 grant
- ✓ Hired 4 employees to lead classes and guide inmates & reentrants to employment

➤ Additional IRE Grantees

- ✓ Barton County Community College (Great Bend, Kansas)
- ✓ Essex County College (Newark, New Jersey)
- ✓ Lancaster-Lebanon Intermediate Unit 13 (Lancaster, Pennsylvania)

