



Apprenticeships: Creating Portable Certifications That Link Skills
Learned
in Correctional Industries to Employment and the Reentry Process

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*Building a Skilled Workforce for the
21st Century*



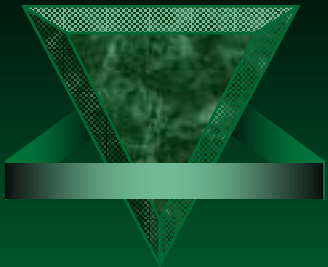
Bureau of Justice Statistics

- ✔ One in every 15 people in the United States will serve a prison term during their lifetime.
- ✔ This is an increase from one in 19 in 1991, and one in 52 reported in 1974.
- ✔ Minorities more likely effected - about one out of three black males will serve time in prison during their lifetime.
- ✔ From 1971 to 2001, women have become six-times more likely to serve a prison term.



Increase in Federal Inmate Population

- ✓ From 1980 to 1989, the population doubled from 24,000 to 58,000.
- ✓ By the end of 1999, the population increased to 136,000.
- ✓ On September 21, 2006, the population was 192,374.



Cost of Incarceration

- ✓ The annual cost of housing an inmate in federal prison is currently \$23,429.
- ✓ In 2001, The Dept. Of Justice reported that the average annual cost of incarcerating a state inmate was \$22,650 (NCJ 202949, June 2004).
- ✓ Compared to the tuition of:

✓ Washington University	\$32,800
✓ Saint Louis University	\$26,250



Does Incarceration Stop New Crime?

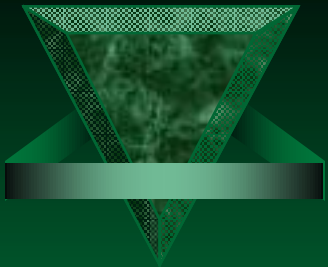
- ✓ Of those released from prison, 29.9% were rearrested for a felony or serious misdemeanor within six months.
- ✓ 44.1% rearrested within one year.
- ✓ 67.5% rearrested within three years.



Impact on Revocation

In FY 2005, 84.89 percent of the 12,737 federal offenders who had their supervision revoked were unemployed at the time of revocation.



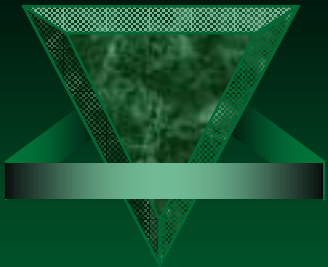


Tracking Outcomes

Unemployment Statistics

At the inception of the offender employment program in 2000, the St. Louis metro unemployment rate was 3.6%. Our offender unemployment rate was 12.1%, or more than three times higher than the rate in the community.

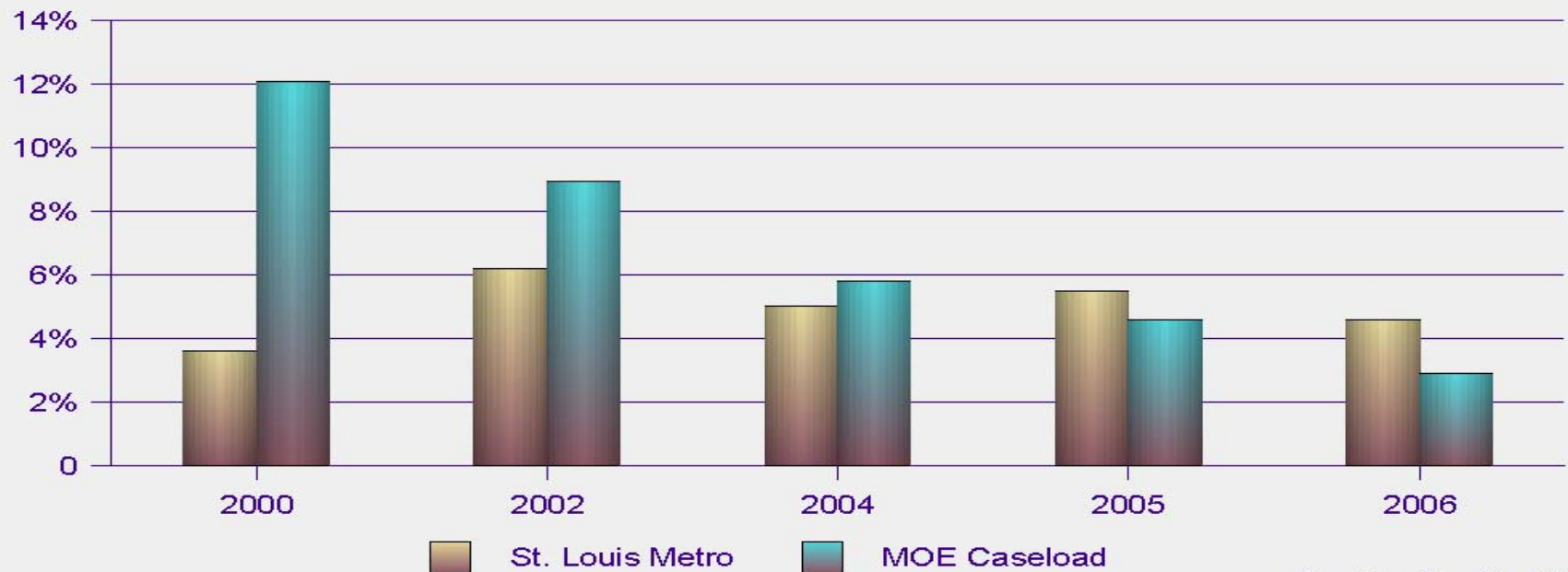




Evidenced-Based Practice

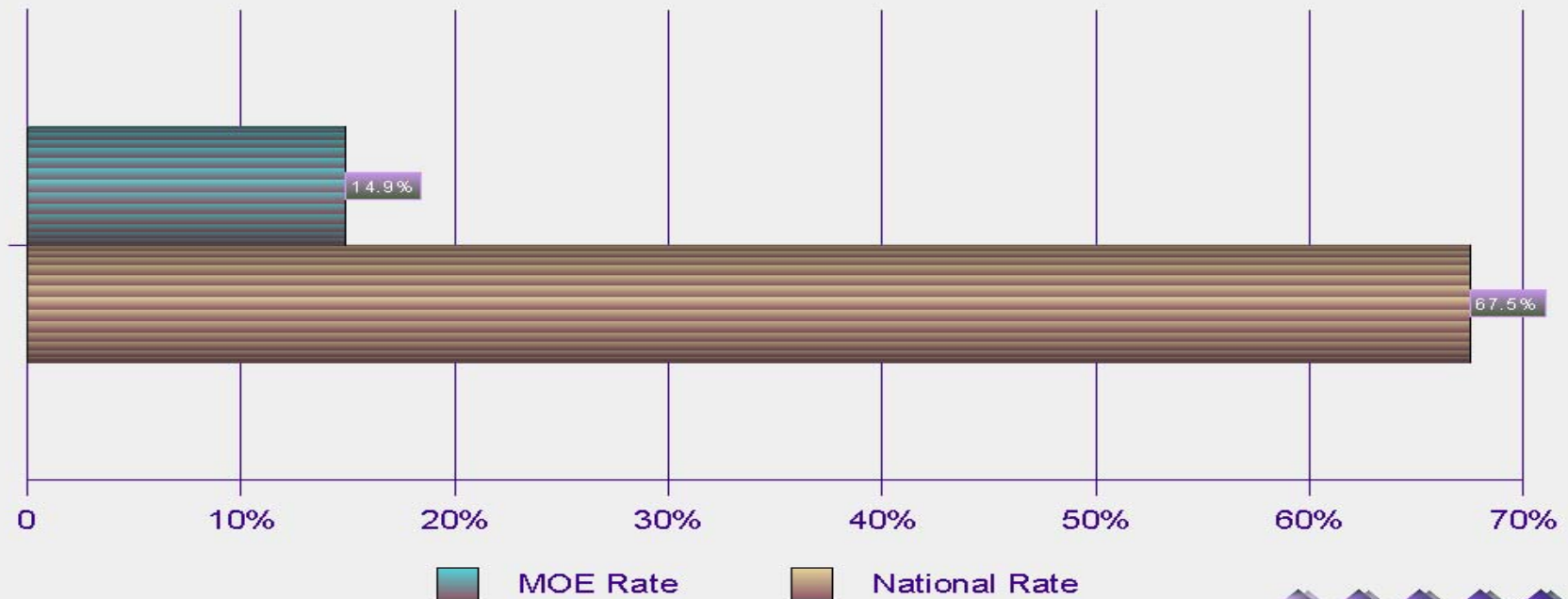
Results: Unemployment

The offender unemployment continued to drop in 2006





Impact on Recidivism



National Points of Contact

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Offender Workforce Development Partnership

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www.nicic.org/owd

National Institute of Corrections (NIC) - Microsoft Internet Explorer

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Projects

Offender Workforce Development

:: HOME > What We Are Doing >

The Offender Workforce Development Division (OWDD) was created to coordinate the efforts of Federal, state, local, and non-profit agencies to improve employment programs for offenders and ex-offenders. The division assists professionals who provide direct services to offenders and ex-offenders.

- » [Information about the 2008 Defendant/Offender Workforce Development \(DOWD\) Conference](#)
- » [Download the OWDD Brochure](#)
- » [Current Offender Workforce Development Specialist \(OWDS\) State and Local Partnerships](#)
- » [Interact with other corrections professionals at the Offender Employment Discussion Forum](#)

Activities of the Offender Workforce Development Division

Watch Video

[Original Link](#)



Ready

Doug Burris, Chief US Probation Officer for the Eastern District of Missouri, talks about his district's involvement in the Offender Workforce Development Specialist (OWDS) training program and

Internet



Systems Approach to Reentry

- ✓ Sharing Information
- ✓ Linking training in prison to community
- ✓ Target High Growth Occupations
- ✓ Partnerships
- ✓ Apprenticeship
- ✓ Correctional Industries



Unique Partnership

- ✔ MVE and the Office of Apprenticeship have been working closely together for the past several years.
- ✔ MVE's Apprenticeship Program was officially registered with the U.S. DOL, December 12, 2004. Since that time MVE and Office of Apprenticeship for U.S. DOL have worked closely to define additional occupations that directly relate to positions held by offenders in correctional industry factories.
- ✔ MVE's Apprenticeship Program is a hybrid program, which allows both hands-on training and related (classroom) instruction to occur simultaneously.
 - Maintain minimum staff
 - Security concerns
 - Movement of offender workforce
 - Within the Institution
 - Between Missouri Institutions



Registered Apprenticeship

- ✓ Registered apprenticeship is a voluntary, industry-driven training program that is nationally recognized by the U.S. Dept. of Labor.
- ✓ Programs can be implemented by employer or employer associations. An employer or group of employers design, organize, manage, and finance a program under a set of apprenticeship standards, which includes occupational-specific on-the-job training and related (classroom) training requirements, and operating procedures for the program.
- ✓ The Office of Apprenticeship provides technical assistance services, at no cost, throughout the life of the program.



What is Apprenticeship?

- ✔ Apprenticeship is a unique, voluntary training program; industry driven.
- ✔ Time-tested training system
- ✔ Supervised/instructed by qualified factory line supervisors
 - On-the-job training
 - Related (classroom) instruction (MVE combines this requirement with on-the-job training . . . Performance/Competency Based; a hybrid model)
- ✔ Pay scale in accordance with correctional industry guidelines
- ✔ Occupations: 1 - 6 yrs in length and can be design competency based; time based; and/or hybrid based programs
- ✔ Over 940 approved occupations



Ex-offender Advantages

- ✔ Registered Apprentice is a formal training program that is recognized throughout many industries.
- ✔ Offenders are selected and placed into an Apprenticeship Program and will develop essential workplace skills that will help them re-enter the workforce, thus reducing the recidivism rate.
- ✔ The Apprenticeship Completion Certificate from the U.S. Department of Labor is the key to helping industry recognize that an ex-offender has employable skills.



Industrial Employer's Advantages

- ✔ Identifies a detailed, planned training schedule for the term of Apprenticeship.
- ✔ Provides recognition locally, statewide, and nationally for successful completion of the program; portable credentials (Certificate).
- ✔ Achieves skilled professional status upon successful completion of the program.
- ✔ Requires a long-term commitment by the employer.
- ✔ Ensures that the training will meet acceptable national industrial training standards.
- ✔ Provides an increasing scale of wages during the entire training period.
- ✔ Provides a broader base for advancement to other positions within a company.

**Expand Access to
the Apprenticeship
System For
Correctional
Industries**

**Strengthen
Linkages with
Workforce
Investment &
Educational
Systems**

**Enhance
the Quality of
Apprenticeship
Programs**

**Increase
Number and
Diversity of
Apprentices**





High-Growth Job Initiative

- ✓ The High-Growth Job Initiative is specifically designed to build collaboration among employers, industry leaders, business associations, correctional industries, educators, trainers, the community and technical college system, and the public workforce system.





High-Growth Job Initiative

- ✓ The High Growth Job Training Initiative is investing in national models and demonstrations of workforce solutions to achieve the following outcomes:
 - Targeted investment of workforce development resources and support for private and public sector partnerships to ensure the development of workers' skills in demand occupations based on industry need.
 - Increased integration of community and technical college efforts with business and the public workforce system activities to meet the skills training needs of high growth industries.



High-Growth Industries:

- ✓ Health Care
- ✓ Information Technology
- ✓ Biotechnology
- ✓ Geospatial Technology
- ✓ Advanced Manufacturing
- ✓ Construction
- ✓ Transportation
- ✓ Hospitality
- ✓ Financial Services
- ✓ Energy
- ✓ Automotive
- ✓ Retail





Apprenticeship Umbrella





Cross Section of Occupations:

- Air Transport Pilot
- Animal Trainer
- Baker
- Biomedical Equipment Technician
- Cable Installer-Repairer
- Carpenter
- Certified Nurse's Assistant (CNA)
- Dental Assistant
- Draft, Mechanical
- Direct Care Specialist
- Electrician
- Engine Repairer
- Fabricator-Assembler Metal
- Foundry Metallurgist
- Gem Cutter
- Graphics Designer
- Horse Trainer
- Health Care Sanitary Technician
- Hotel Associate (Front Desk Clerk)
- Housekeeper
- Internet Working Technician
- IT Generalist
- IT Project Manager
- Landscape Gardener
- Line Maintainer
- Medical Laboratory Technician
- Nurse, Licensed Practical (LPN)
- Painter
- Paramedic
- Pharmacist Assistant
- Plumber
- Prosthetics Technician
- Metal Fabricator
- Meteorologist
- Nondestructive Tester
- Recording Engineer
- Surgical Technologist
- Wildland Fire Fighter Specialist



Intro



MISSOURI VOCATIONAL ENTERPRISES (MVE)

Provides...

Motivation
Values
Excellence

to...

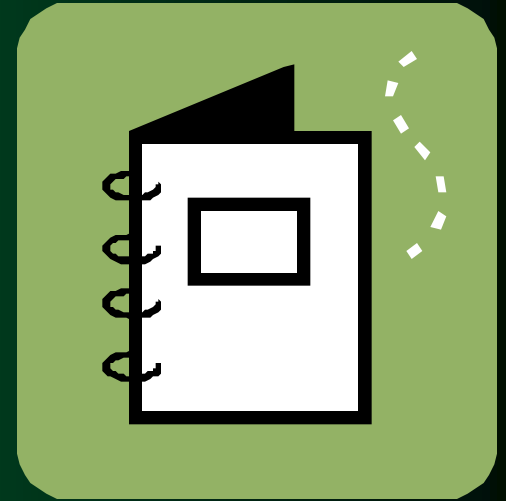
Recieve
Essential
Experience
Needed
To
Ready
Yourself

Apprenticeship. . . Employment Training Handbook . . . Workplace
Essential Skills . . . Basic Computer Literacy. . . Certificates



Offender Employment Training Handbook

- ✔ Tips for beginning a new career or job
- ✔ Tips for recording your work experience
- ✔ Record job contacts
- ✔ Record work experience





Workplace Essential Skills

✔ Career Planning

- The role of work
- Matching skills and jobs
- Tools to assess skills

✔ Job Applications

- Understanding/using application forms
- Writing resumes
- How to prepare for an interview

✔ Job Performance

- Demonstrating work-readiness skills
- Workplace safety
- Communication: co-workers/supervisors
- Communication: customers
- Writing process in the workplace
- Supplying information
- Knowing the audience and purpose





Workplace Essential Skills (Cont'd.)

✔ Reading for purpose

- Finding what you need
- Following directions
- Reading reports and manuals

✔ Number sense: Workplace uses for math

- Addition, decimals, and percents
- Uses of ratio, rate, and proportion
- How & why to use different measurements

✔ How to purchase

The Kentucky Network
Enterprise Division
560 Cooper Drive
Lexington, KY 40502-2200
800-354-9067

✔ Equipment needed: TV/VCR combo & headsets

✔ A tutor is highly recommended at each station

**MVE CERTIFICATE PRESENTED UPON
COMPLETION**



Basic Computer Literacy

✔ Four functions of a computer

- Input (accepts data)
- Processing (process data)
- Output (produces output)
- Storage (stores results)



✔ Computer types

✔ Applications

✔ Processing

✔ Storing data



Basic Computer Literacy (Cont'd.)

- ✔ **Computer to computer communication**
- ✔ **Working with Windows**
 - How to identify windows
 - How to use the task bar
 - How to use the mouse
- ✔ **Working with Word**
 - Browsers
 - Resolution and color depth
 - Frames
 - Navigation
- ✔ **Working with numbers: How to work with and create spreadsheets**



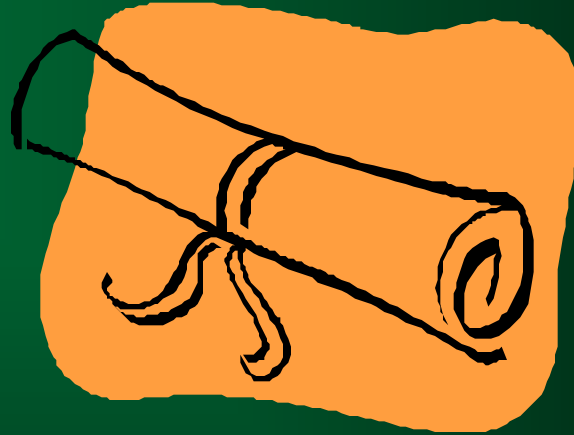
Basic Computer Literacy (Cont'd.)

- ✓ **Working with the web (without Internet access)**
 - Working with the internet
 - How to surf the web
 - How to search for specific information
 - How to create a simple web site
- ✓ **How to purchase**
 - Website: www.jegsworks.com
 - Phone: 888-738-2573
- ✓ **Equipment needed: Basic stand-alone computer**
- ✓ **A tutor is highly recommended at each station**

**MVE CERTIFICATE PRESENTED UPON
COMPLETION**



MVE 2000-Hour Certificate



Vocational Enterprises provides a certificate for every 2000 hours an offender completes at one of our locations.



Skills Development: A WIN-WIN for Correctional Industries, Businesses, and our Nation's Economy

- ✔ **Ex-offenders obtain critical work skills; making them work ready.**
- ✔ **Ex-offender becomes a productive tax paying citizen, thus reducing the overall tax burden by reducing the recidivism rate.**
- ✔ **Work Opportunity Tax Credit – available to private employers that hire targeted groups of workers, including ex-offenders.**
- ✔ **Federal Bonding Program – provides bonding insurance to employers willing to hire certain high-risk applicants. The bonds protect employers against theft, forgery, larceny and embezzlement.**
- ✔ **Ex-offenders on probation or parole receive mandatory drug testing.**

Everyone WINS!



General Information:

- *General information about Apprenticeship:*
http://www.doleta.gov/atels_bat
- *Website for Occupational Information:*
<http://online.onetcenter.org>
- *General Career Information*
<http://www.careervoyages.gov>
- *Website for Apprenticeship Representatives:*
http://www.doleta.gov/atels_bat/contacts.asp
- *President's High Growth Job Training Initiative*
<http://www.doleta.gov/BRG/JobTrainInitiative>
- *Phone 1-877-USA-JOBS (1-877-872-5627)*

A photograph of a man in a dark suit and white shirt, holding an American flag. He is looking upwards and to the right. The background is a clear blue sky with some bare tree branches visible. The image is positioned on the left side of the slide, partially overlapping the green background.

Advancing Apprenticeship in the 21st Century

- ✔ Maximize the use of the Apprenticeship Model to develop offender skills to make them employable.
- ✔ Using the hybrid Apprenticeship Model to develop offender work skills in a Performance-based/Competency-based environment.
- ✔ Work closely and various Industries that want to adapt the Apprenticeship Model as a strategy to train their workforce, as well as employment and training of ex-offenders.

Thank You

—Susan May, MVE Apprenticeship Coordinator

—Mark Floretta, Office of Apprenticeship Representative



General Information . . .
Q&As and Myths about
Apprenticeship



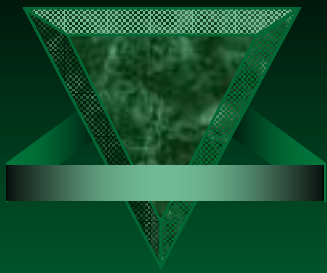
What Authority Determines Registered Apprenticeship?

- ✓ *National Apprenticeship Act (Fitzgerald Act of 1937)*
- ✓ *Office of Apprenticeship, U.S. DOL*
- ✓ *State Approved Apprenticeship Councils and Agencies*
- ✓ *Code of Federal Registry (CFRs) 29CFR29 and 29CFR30*



What is Registered Apprenticeship?

- ✔ *Supervised on-the-job training*
- ✔ *Related classroom instruction*
- ✔ *Wage Progression*
- ✔ *Length of training, 1-5 years*
- ✔ *National training system*
- ✔ *Recognized, portable credentials*



Is Registered Apprenticeship a Voluntary Training Program?

- ✔ *Yes, registered apprenticeship is a voluntary industry-driven training program.*
- ✔ *The registered apprenticeship program can be implemented by employers or employer associations.*
- ✔ *Office of Apprenticeship provides technical assistance in the development of a program, as well as ongoing technical support.*



Myths of Registered Apprenticeship

Myth: Training will be dictated by government

Fact:

- ✔ *Industry driven, customized training*
- ✔ *Voluntary system*
- ✔ *Government facilitates partnership*
- ✔ *Provides technical assistance*



Myths of Registered Apprenticeship

Myth: Registered apprenticeship inflexible

Fact:

- ✓ *Program is designed around a specific industry, and can be:*
 - *Competency based*
 - *Time based*
 - *Combination of Time Based and Competency Based (Hybrid Model)*
 - *Measurable outcomes*



Myths of Registered Apprenticeship

Myth: Registered apprenticeship is for young people

Fact:

- ✔ *Average age entering apprenticeship: 27.5 yrs*
- ✔ *Dislocated workers, college grads*
- ✔ *Adult learners seeking career pathway*



Myths of Registered Apprenticeship

Myth: Registered apprenticeship is for large employers in the building trades with union affiliation only

Fact:

- ✔ *225,000+ participating businesses*
- ✔ *Small, medium, and large businesses with or without labor affiliation have registered Apprenticeship Programs*
- ✔ *Over 940 approved apprenticeable occupations in various industries: Automotive; Financial Services; Advanced Manufacturing; Energy; Biotechnology; Child Care; Construction; Direct Care; Geospatial; Health Care; Hospitality; Information Technology; Retail; Transportation; etc.*



What is the Criteria for an Apprenticeable Occupation?

- ✔ *Occupation is learned on-the-job, minimum 2,000 hours and a recommended minimum of 144 related (classroom) instruction*
- ✔ *Recognized throughout the industry*
- ✔ *Manual, mechanical or technical skills*
- ✔ *Requires related classroom instruction*
- ✔ *Approved by National Office of Apprenticeship*



What are the benefits of Registered Apprenticeship to the Employer?

- ✔ *Grow your own skilled workforce*
- ✔ *More diverse, skilled workforce*
- ✔ *Wages paid according to skill level*
- ✔ *Reduce turnover, Better retention*
- ✔ *Better productivity and morale*
- ✔ *Raise learning for all employees*



What are the Benefits of Registered Apprenticeship to the Employee?

- ✔ *“Earn while you learn”*
- ✔ *Wages increase as skill level increases*
- ✔ *Career pathway to higher skilled, higher wage jobs*
- ✔ *Learn job specific skills that lead to economic self-sufficiency*
- ✔ *National certification, recognition*



How to Determine if Registered Apprenticeship is Right for my Organization?

- ✔ *Determine training needs*
- ✔ *Meet with partners-employer, employee, educators, government representatives, others*
- ✔ *Review existing training opportunities*
- ✔ *Contact Office of Apprenticeship staff for technical assistance*
- ✔ *Decide if apprenticeship meets the need for training*



Sponsor's Roles and Responsibilities of an Apprenticeship Program?

- ✔ *Sponsor selection (committee or employer)*
- ✔ *Develop and register standards of training*
- ✔ *Implement training according to approved standards*
- ✔ *Recruit, select, register, train, keep records, oversee apprentice progression, completion*



What do Registered Apprenticeship Standards of Training include?

- ✔ *Agreement on responsibilities of all partners*
- ✔ *Minimum qualification, selection, affirmative action plan*
- ✔ *Term of apprenticeship, ratio of supervision, probation period, wage progression*
- ✔ *Work processes (on-the-job training)*
- ✔ *Related (classroom) instruction*
- ✔ *Approval and registration with Office of Apprenticeship*



Office of Apprenticeship, Commonalities and Potential Opportunities . . .

- ✔ *Workforce development goals*
- ✔ *Focus on diversity in workplace*
- ✔ *Partnership focused organizations*
- ✔ *National workforce development systems*
- ✔ *Connection with community based organizations*
- ✔ *Share resources*