

MICHIGAN DEPARTMENT OF CORRECTIONS

CORRECTIONAL EDUCATION AND WORKFORCE DEVELOPMENT



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What are the MDOC's Educational Responsibilities?

- The MDOC is effectively a statewide school district.
- 50% of the prisoners who enter the MDOC lack a high school diploma or GED.
- State law requires prisoners serving a minimum sentence of more than two years to receive their GED prior to paroling, with certain exceptions.
- The median reading grade level for this group is between the 4th and 6th grade.
- The MDOC must also offer special education and English as a second language for prisoners.

Correctional Education – Michigan's Largest Provider of Adult Education

- Operate 30 schools statewide.
- Approximately 250 dedicated School Staff.
- Approximately 7,500 prisoners are in school on any given day.

Statewide Educational Initiatives to Foster Offender Success

- Ensuring that all CTE Programs have State/National Credentials
- Creation/Expansion of the Vocational Villages
- Standardization of Employment Readiness
- Implementation of Workforce Development Procedures
- Increased Focus on Vital Documents
- Development of Post-Secondary Opportunities

Statewide Vocational Counseling

- CareerScope interest and aptitude assessment
- PSI report review (COMPAS score)
- Previous work history, vocational training or post secondary education
- Jobs available in county of parole
- Application and contract
- Interview with prisoner
- Determine appropriate vocational program recommendation


Career and Technical Education Programs

- The MDOC has a long history of offering career and technical education programming (CTE), but our approach has become more focused under Offender Success.
- Prisoners are now moved to programs based on aptitude, interest, and job prospects.
- Program curriculums have been redesigned to ensure that prisoners earn state and national credentials.
- New programs are being developed to address emerging high demand skills.

MDOC Vocational Training State and National Certifications

Program	Certifying Agency	Certification Area	National or State
Automotive	Michigan Department of State (MDOS)	<ul style="list-style-type: none"> • Engine Repair • Automatic Transmission • Manual Transmission • Front End, Suspension and Steering Systems • Brakes and Braking Systems • Electrical Systems • Heating and Air Conditioning Systems • Engine Tune-up/Performance 	State
Carpentry	National Center for Construction Education and Research (NCCER)	<ul style="list-style-type: none"> • Core • Carpentry Fundamentals 	National
	Occupational Safety and Health Administration	<ul style="list-style-type: none"> • OSHA 10 Hour Safety Card 	National
Horticulture	Michigan Department of Agriculture and Rural Development (MDARD)	<ul style="list-style-type: none"> • 3A – Turf grass pest management • 3B – Ornamental pest management • 6 – Right of Way • 1A – Field crop • 1B – Fruit • 1C – Vegetable • Certified Green Industry Professional (CGIP) 	State
	Michigan Nursery and Landscape Association (MNLA)	<ul style="list-style-type: none"> ○ Landscape Manager ○ Nurseryman ○ Landscape Contractor ○ Garden Retailer 	State
Food Technology and Hospitality	National Restaurant Association (NRA)	<ul style="list-style-type: none"> • ServSafe Manager • ProStart Level 1 • ProStart Level 2 	National
	American Hotel and Lodging Educational Institute (AHLEI)	<ul style="list-style-type: none"> • Skills, Tasks, and Results Training (START) 	National

CNC Programming/Machine Tool	Immersive Engineering	<ul style="list-style-type: none"> Learn CNC – HAAS Mill Learn CNC – HAAS Lathe 	National
Robotics	FANUC Robotics	<ul style="list-style-type: none"> FANUC Certified Robot Operator 	National
Optical Technology	American Board of Opticianry (ABO)	<ul style="list-style-type: none"> National Opticianry Competency Examination 	National
Custodial Maintenance	TPC Training Systems	<ul style="list-style-type: none"> Chemical Hazards 	National
	American Red Cross	<ul style="list-style-type: none"> Blood Bourne Pathogens/Bio-Hazard Clean-up 	National
Welding	National Center for Construction Education and Research (NCCER)	<ul style="list-style-type: none"> Core 	National
	American Welding Society (AWS)	<ul style="list-style-type: none"> AWS SENSE Beginning Welding Certification 	National
Masonry and Concrete	National Center for Construction Education and Research (NCCER)	<ul style="list-style-type: none"> Core Masonry Level 1 Masonry Level 2 Concrete Level 1 	National
	Occupational Safety and Health Administration (OSHA)	<ul style="list-style-type: none"> Concrete Level 2 OSHA 10 Hour Safety Card 	National
Plumbing	National Center for Construction Education and Research (NCCER)	<ul style="list-style-type: none"> Core Plumbing Level 1 Plumbing Level 2 	National
	Occupational Safety and Health Administration (OSHA)	<ul style="list-style-type: none"> OSHA 10 Hour Safety Card 	National
Electrical	National Center for Construction Education and Research (NCCER)	<ul style="list-style-type: none"> Core Electrical Level 1 Electrical Level 2 	National
	Occupational Safety and Health Administration (OSHA)	<ul style="list-style-type: none"> OSHA 10 Hour Safety Card 	National



Fork Truck Operation	Michigan Department of Licensing and Regulatory Affairs (LARA)	<ul style="list-style-type: none">State of Michigan Fork Truck Certification	State
Commercial Driver's License	Michigan Department of State (MDOS)	<ul style="list-style-type: none">Temporary Instruction Permit (TIP)	State

Vocational Village Concept

- <https://www.youtube.com/watch?v=uBoLYPIItXs>
- Prisoners compete to participate
- Must meet screening requirements
- Participants live in dedicated housing units
- Simulate a full days work schedule
- Employer job fairs and tours to show our programs
- Employment Counselors work directly with employers and students to facilitate job interviews while still incarcerated
- Goals are increased employment and job offers prior to release.

Working at the Vocational Village

Vocational Village



A first-of-its-kind skilled trades training program that prepares prisoners for careers in high-demand fields such as welding, CNC machining, robotics, concrete/masonry, automotive technology, commercial truck driving, carpentry, plumbing and electrical work.



**Vocational
Village**

For more information visit
www.michigan.gov/vocvillage

Richard A. Handlon Correctional Facility
Ionia, Mich.

Parnall Correctional Facility
Jackson, Mich.



Employment Readiness and Workforce Development

This program was implemented statewide on January 13, 2014

- There are 47 staff dedicated to initiative
- The program has two phases:
 - Employment Readiness Programming
 - Workforce Development Referral Packet



Employment Readiness Program

The program is led by Employment Readiness Instructors and includes the following content:

- Basic Keyboarding
- Microsoft Digital Literacy Completion
- Employability Skills
- Soft Skills
- Problem Solving & Decision Making
- Values Clarification, Goal Setting, and Achieving
- Resume Writing and Cover Letter
- World Wide Web Simulations
- Mock Job Interviews

WORKFORCE DEVELOPMENT REFERRAL PACKETS

- Created and maintained by Employment Counselors
- Contains documents that highlight the training and success the offender had while incarcerated
 - GED
 - WorkKeys Certificate
 - Certifications, Credentials and Licensing received for completing vocational training.
 - Resume
 - Positive Work Reports
 - Certificate of Employability
- Every offender receives a Workforce Development file, the day they leave, as part of their release paperwork

Certificate of Employability

- The goal of the certificate is to provide returning citizens with documents that will help them secure employment.
- Assists in eliminating employer risks.
- Removes stigma.
- Prisoners are eligible for the Certificate of Employability if they meet **all** of the following criteria:
 - Successful completion of a Career and Technical Education course or sufficient post-secondary college courses.
 - No Class I Misconducts during the two years immediately preceding release.
 - No more than three Class II during the two years immediately preceding release.
 - A Silver Level National Career Readiness Certificate, obtained through taking the ACT WorkKeys test.

Certificate of Employability

This certificate is awarded to

John Doe #123456

State of Michigan



Department of Corrections

In recognition of completing the requirements through MDOC to be certified employable.

Janice Evans

Signature

March 3, 2017

Date

London Gray

Signature

March 3, 2017

Date

123456

Vital Documents

- In June of 2015 Correctional Education was assigned the task of assisting offenders in obtaining Vital Documents prior to release.
- The Department solidified a process to obtain Birth Certificates from the Michigan Department of Health and Human Services (MDHHS) and in March of 2016 began paying for the Birth Certificates directly, resulting in a tripling of requests.
- Beginning in 2016, the MDOC also partnered with the Michigan Department of State (MDOS) to assist offenders in obtaining their State I.D. and/or drivers license through MobileSOS events at select facilities.
- The MDOC has also entered into a Memorandum of Understanding that allows the MDOC to obtain duplicate social security cards for offenders that are paroling.

Post-Secondary Education

- The MDOC has partnerships with Jackson, Delta, and Mott Community College that are funded by a Pell Grant Pilot. We have over 700 students actively engaged in these classes.
- Calvin College operates a privately funded satellite campus at the Richard A. Handlon Facility with the goal of improving the sense of community within the MDOC's prisons.
- The MDOC is working to find additional post-secondary partners throughout the state.

Purpose of Our Educational Initiatives

- The overall goal is to streamline the pipeline from prison to employment and/or education for the sake of creating self-sufficiency by:
 - Finding EMPLOYERS who are committed to hiring SKILLED ex-offenders.
 - Developing public/private sector understanding of the education, vocational training and workforce development inside prison.
 - Identifying marketable skills and training curricula to address current employment demands.
 - Providing offenders with quality training that results in sustained employment.
 - Directly connecting offenders with employers to improve outcomes.

Questions

- Kyle Kaminski, Offender Success Administrator/Legislative Liaison
- Dan Seal, Job Developer, Handlon (MTU) Vocational Village