



Career Pathways and Employment Assistance



Department of Corrections Contact

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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

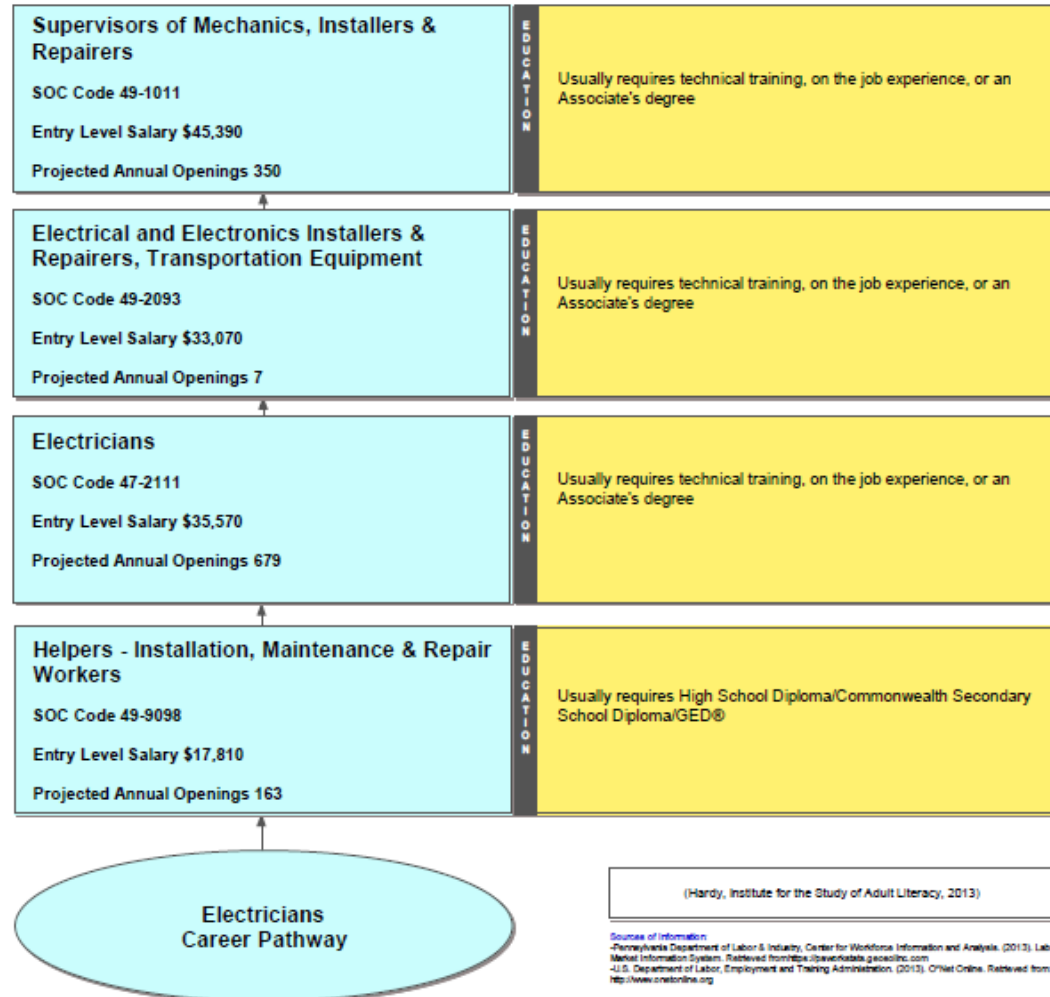
Information contained in this career pathways map encompasses the entire state of Pennsylvania. The information contains projections of anticipated openings, entry level salary, and job growth. Actual career pathways may look different depending on the individual and the local area job market.

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/case 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



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 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 JobGateway
- 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 (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**



What do employers say they want?

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

Vocational Education Programs

**Bureau of Correction Education
Vocational Education Programs**

[illegible]

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.”

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.

What do employers say they want?

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

Career Pathway Inside SCIs

Connections & Job Search

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

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Planning

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

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

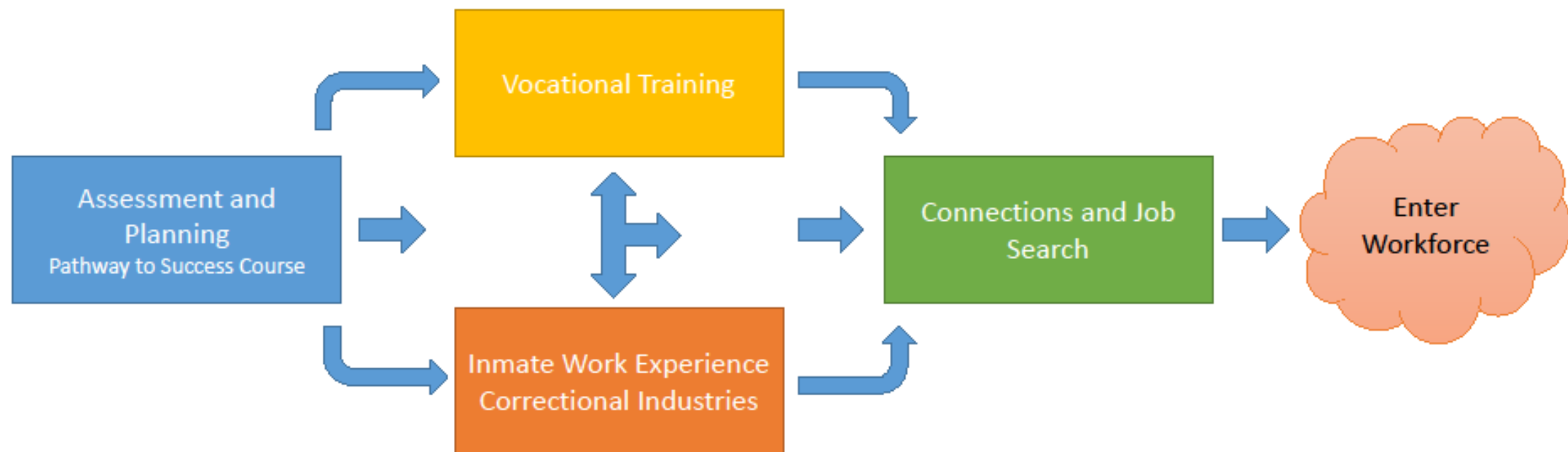
November 8,
2018

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

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

PADOC

Benefits & Challenges

➤ Benefits

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



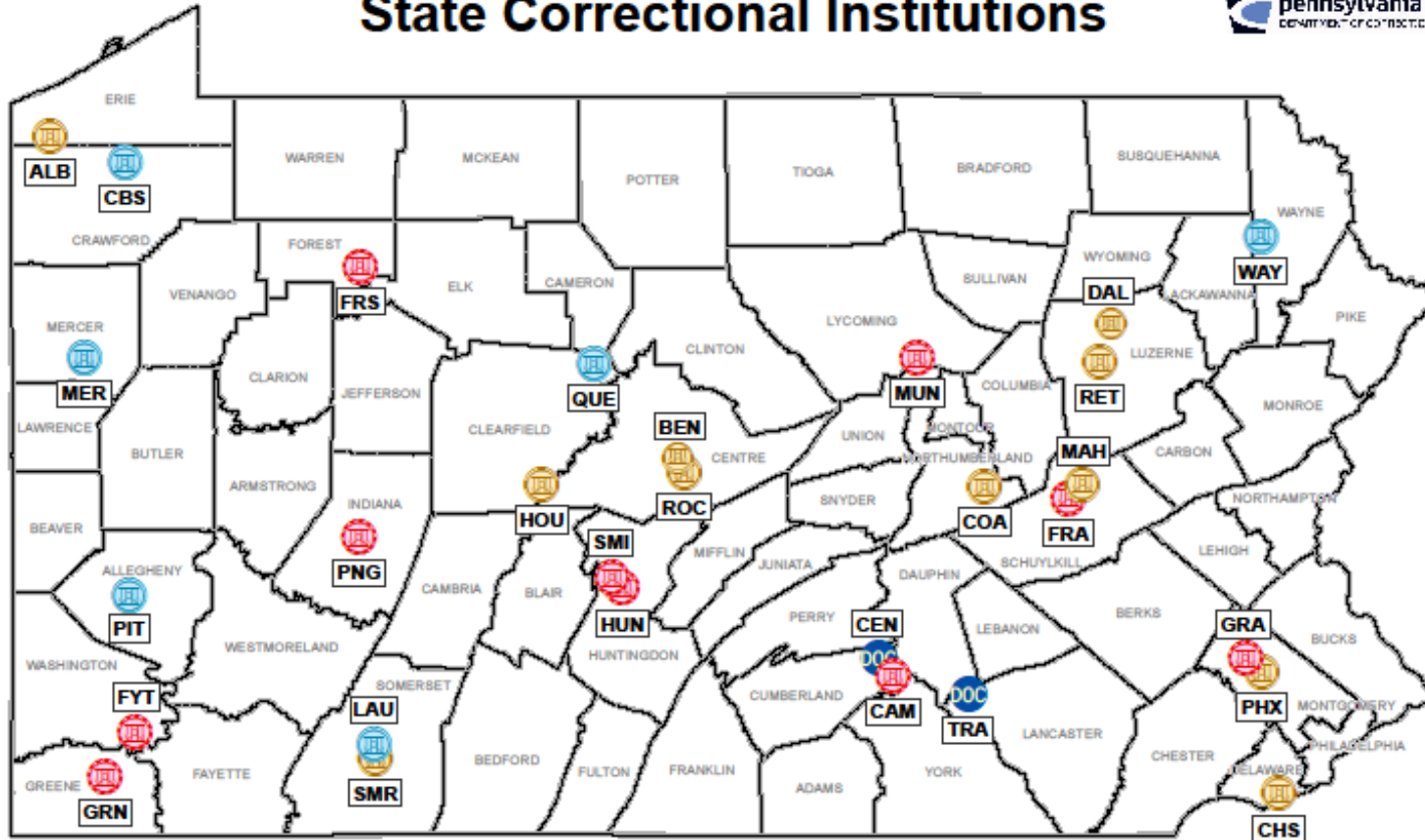
➤ Challenges

- ✓ 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



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		

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

What does this mean for you?



Community Supervision

- Utilizing an evidence based supervision model.
- Risk factors are used to determine the level of service that the offender will need while on community supervision
- Used to create a supervision plan
 - Takes into account the risk factors that the offender has, and the offender's motivation to change.
 - Supervision plans are update frequently to address changes in the offender's life.
 - Risk factors are used when determining if someone is paroled.

What We Know About Community Supervision from Research

1. Treatment reduces recidivism- compared to sanctions, which increase recidivism
2. Official punishment alone (custody, mandatory arrests, increased surveillance, etc.) does not reduce recidivism
3. There are those who are resistant to punishment (psychopathic risk takers, those under the influence of drugs/alcohol, and those with a history of being punished)
4. Programs that target risk, need, and responsivity have the best results.

Parole Officers' Responsibilities

- Bill Collector
 - For Court
 - Other Public Agencies
 - For Private Parties
- Law Enforcement Officer
- Social Worker
- Legal Clerk
- Attorney
- Expert Witness
- Bailiff
- Victims Advocate
- Offender Advocate
- Investigator
- Academic Counselor
- Job Placement
- Guidance Counselor

Types of Parole Agents

- **General Parole Agent (Field Agent)**
 - Supervises parolees/probationers in the community.
- **General Parole Agent (Institutional)**
 - Gets inmates ready for release on parole.
- **Community Corrections/Parole Violator Center Agents**
 - Supervises parolees/probationers while in a center.
 - Assists in their release from the center.
- **Mental Health Agent**
 - Supervises parolees with severe mental health issues.
 - Receives specialized training in mental health.
 - Coordinates with community mental health providers.
- **Sex Offender Agent**
 - Supervises Sex Offenders in the community.
 - Receives specialized training.
 - Coordinates and works with sex offender treatment providers.
 - Assists sex offenders with registration requirements.



ASCRA (Assessment, Sanctioning, Community Resources Agent)

- ASCRAs are specialized agents who conduct groups for parolees in the parole districts.
- The ASCRA is responsible for maintaining service directories, coordinating services, and employment related services delivery.
- ASCRAs in all districts to facilitate CBT, Employment Group, and VPB
 - ASCRAs can assess for further programming and need for further assessments
 - ASCRA acts as the Community Resource Agent
- ASCRAs conduct job clubs and employment case management services in many areas.

Mental Health Agents

- Supervise severe MH/ID cases in the community
 - Mental health cases that were primarily supervised by a mental health agent had a recidivism rate 10% lower than mental health cases that were supervised by a non-mental health agent.
- Carries a smaller caseload than a general agent.
 - Allows the MH Agent to spend the needed time with the offender.
 - Allows for better collaboration with service providers.
- Receives specialized training to better work with the parolee.

Mental Health and Substance Abuse

- Midyear 2005 more than half of all prison and jail inmates had a mental health problem.
- Approximately 74% of state prisoners and 76% of local jail inmates who had a mental health problem met criteria for substance dependence or abuse.

Barriers to Employment

- **A *barrier* is any problem, real or imagined, that is an obstacle to reaching a goal**
- Justice Involved individuals have barriers that are unique to their situation.



Personal Barriers

- Basic Needs; food, clothing & housing
- Income
- Healthcare & Mental Health
- Transportation
- Lack of Pro-Social Relationships
- Lack of Financial Resources
- Childcare, Custody & Support Issues
- Substance Abuse
- Domestic Violence
- Lack of Self-Confidence or Self-Efficacy
- Unrealistic Expectations
- Criminal Record
- Lack of Education & Training

Corrections Related Barriers

- Supervision restrictions and reporting requirements.
- Restrictions related to nature of crime, such as license restrictions.
- Treatment requirements (*mandatory*).
- Fines, Fees and Restitution.
- Driver's License Restrictions.

Additional Typical Barriers

- **Lack of availability of documents needed to get employment**
- **Lack of clothes for a job interview**
- **Lack of transportation**
- **Limitations due to type of offense**
- **Employer attitudes**
- **Lack of child care options**
- **Lack of emotional support**



Ways to Overcome Barriers

- Employer Engagement
 - Career Fairs in the State Prisons
 - ASCRA Agents and DOC personnel reach out to employers and offer wrap around services
- Better Communication with Services and Community Partners
 - In 2012, PA DOC and Parole Board contracted with community based service agencies for employment, mental health treatment, substance abuse treatment, and many others.
 - Offer trainings to partners to encourage networking.
- Reentry services in the prison
 - Reentry services for those who are within 12 months of release.
 - Partnering with community providers to bring their services to the inmates while they are still incarcerated.

Ways to Overcome Barriers

- Medicated Assisted Treatment
 - Offered while still incarcerated
 - Able to continue when released
- Better Case Management
 - Reduced caseloads across the state
 - Less reliance on office contacts
 - Mobile pilot
- Employment Groups
 - Offered in Reentry while in the prison and offered at Parole Offices
 - Offers tips and employment services to at risk individuals

Landing a Job with a Criminal Background

- Job Search Tips

- First of all, not all employers will hire you if you have a criminal background, but there are some employers who want to give you a second chance.
- Know what is on your criminal record. You can search your criminal record for free in Pennsylvania. Go to <http://ujportal.pacourts.us/> and search under docket sheets.
- Prepare effective answers to the criminal background question in an interview.

Landing a Job with a Criminal Background

- Application Tips
 - Read the criminal background question on every application and answer the question as it is written.
 - Answer this question truthfully.
 - Write “will discuss further in interview” or “I was convicted of Penal Code xy; am fully rehabilitated and will discuss further in interview. Never leave this question blank!!
 - Be prepared to answer this question in an interview.



Questions Employers May Ask Parole Agents

- How long has he been on parole and how is he doing?
- What offense was he convicted of?
- Does he have job skills, experience, or education for the job?
- Where does he live and how long has he lived there?
- Does he have transportation?
- When can he start working? (the offender may be enrolled in a community-based program that he is required to complete)

