

Florida Department of Corrections



Evidence-Based, Results Driven and Innovative Practices in Workforce Development at The Florida Department of Corrections

Workforce Development Division

Office of Programs and Re-Entry

Office of Programs and Re-Entry



Patrick Mahoney
Director

- **Bureau of Program Development**
- **Bureau of Education**
- **Bureau of Substance Use Treatment**
- **Bureau of Chaplaincy**



Office of Programs and Re-Entry

Mission:

- The Office of Programs and Re-Entry (OPR) is committed to leadership in rehabilitative programs that support the improvement and readiness of lives in our custody. By employing evidence-driven strategies, OPR increases security and public safety by providing programming for productive learning, positively transforming behaviors, and creates pro-social skills that assists with reintegration into community.



Bureau of Education Leadership



Gwen Brock, Bureau
Chief



April Kalnin, Asst. Chief-
Workforce Education



Melvin Herring, Asst. Chief-
Academic Education



Bureau of Education

Workforce Development



Robert S. Melgaard
Career & Technical
Education Programs
Administrator



Jynelle S. Robinson, CQIA
Statewide Community
Transition Administrator

Objectives

1

1. Identify programming services relative to the needs of your incarcerated population.

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2. Identify training programs targeted to local labor needs.

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3. Identify processes and procedures for establishing workforce development community partnerships.

4

4. Identify and implement best-practices in workforce development/ community transition services.

Career and Technical Education

Outcomes

- Education and job training positively affects post-release employment outcomes and reduces recidivism.
- Post-release employment prospects are improved for correctional education participants.

Return on Investment

- Every \$1 spent on CTE results in a \$11.95 return with a 97% chance the program will produce benefits greater than the cost.
- Every \$1 spent on correctional education, \$5 is recovered in direct reincarceration costs.

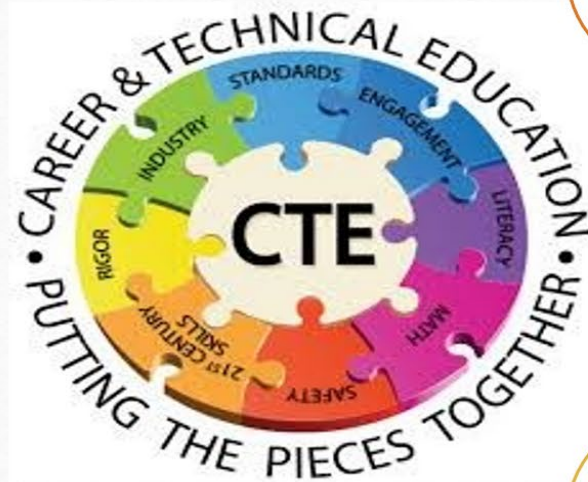
FDC State-Operated CTE Programs			
	Completers*	Participation Non-completers**	No participation***
Men	22.03% (n=1,280)	28.82% (n=1,721)	25.65% (n=20,894)
Women	12.42% (n=153)	18.01% (n=161)	12.50% (n=3,104)

FDC

Incarcerated men who leave prison with employment have a 14.5% lower recidivism rate



Career & Technical Education



71

FDC Programs

62

Contracted Programs

133

TOTAL



41 CRAFTS OFFERED OVER 11 CAREER CLUSTERS

ADMINISTRATIVE OFFICE SPECIALIST
ADVANCED MANUFACTURING APPLIED
INFORMATION TECHNOLOGY
AUTOMOTIVE COLLISION TECHNICIAN
AUTOMOTIVE CUSTOMER SERVICE
BARBERING
BRICK & BLOCK MASONRY
BUILDING CONSTRUCTION TECHNOLOGY
CABINETMAKING
CARPENTRY
CERTIFIED LOGISTICS
COMMERCIAL CLASS "A" & "B" DRIVING
COSMETOLOGY
CUSTOMER SERVICES

DIGITAL DESIGN
DRAFTING
ELECTRICAL
ENERGY TECHNICIAN
ENVIRONMENTAL SERVICES
EQUINE CARE TECHNOLOGY
FARM MANAGEMENT
GLOBAL LOGISTICS & SUPPLY CHAIN
HEATING, VENTILATION & AIR
CONDITIONING
HEAVY EQUIPMENT OPERATOR
LANDSCAPE & TURF MANAGEMENT
MACHINING TECHNOLOGY
MANUFACTURING & LOGISTICS

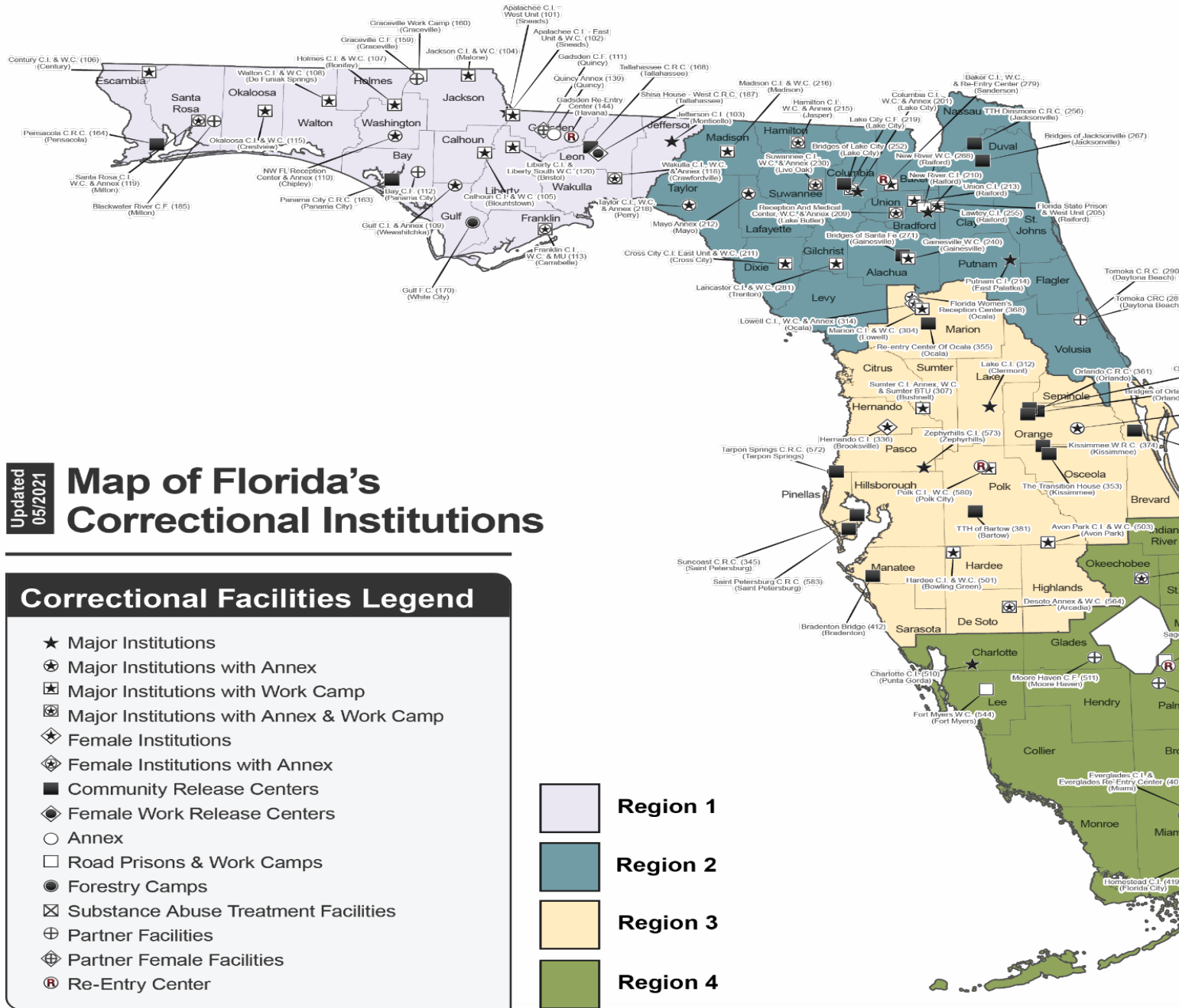
MARINE SERVICES TECHNOLOGY
PESTICIDE CREDENTIALING
PLUMBING
POWER EQUIPMENT TECHNOLOGY
PRE-APPRENTICESHIP TRAINING (CONSTRUCTION)
PRE-APPRENTICESHIP TRAINING (PLUMBING)
PRINTING & GRAPHIC COMMUNICATIONS
PROFESSIONAL CULINARY ARTS
RV REPAIR
WAREHOUSING LOGISTICS
WASTEWATER TREATMENT
WATER TREATMENT TECHNOLOGIES
WEB DEVELOPMENT
WELDING TECHNOLOGY



Accelerated Industry Credentialing

- Certified Logistics Associate (CLA)
- Certified Logistics Technician (CLT)
- Certified Production Technician (CPT)
- OSHA10
- OSHA30
- Green Industries Best Practices
- Fundamentals of Leadership
- Food Service Manager
- Food Handler
- First Aid / CPR
- NCCER CORE
- Pesticide Application
- HIV / AIDS Course
- Bloodborne Pathogen





Updated 05/2021
Map of Florida's Correctional Institutions

Correctional Facilities Legend

- ★ Major Institutions
- ⊛ Major Institutions with Annex
- ⊠ Major Institutions with Work Camp
- ⊞ Major Institutions with Annex & Work Camp
- ◆ Female Institutions
- ◆ Female Institutions with Annex
- Community Release Centers
- ◆ Female Work Release Centers
- Annex
- Road Prisons & Work Camps
- Forestry Camps
- ⊠ Substance Abuse Treatment Facilities
- ⊕ Partner Facilities
- ⊕ Partner Female Facilities
- Ⓡ Re-Entry Center

- Region 1**
- Region 2**
- Region 3**
- Region 4**



College Partnerships



Identifying Labor Market Needs

- **Comprehensive Local Needs Assessment (CLNA)**
 - Requirement of the Federal Perkins Grant to be conducted biennial basis
 - Labor Market Alignment
 - Engage and Consult with Stakeholders
- **Florida Department of Economic Opportunity**
 - Demand Occupational List
 - Labor Market Indicators
 - Occupational Employment and Wage Indicators



Industry Connections

- **Participate and Serve on Advisory Committees**
 - **Statewide CTE Advisory Board**
 - **Local Program Committees**
- **Open House / Job Fair Events**
- **Industry Recognized Competitions**







FLORIDA
MASONRY APPRENTICE
& EDUCATIONAL
FOUNDATION





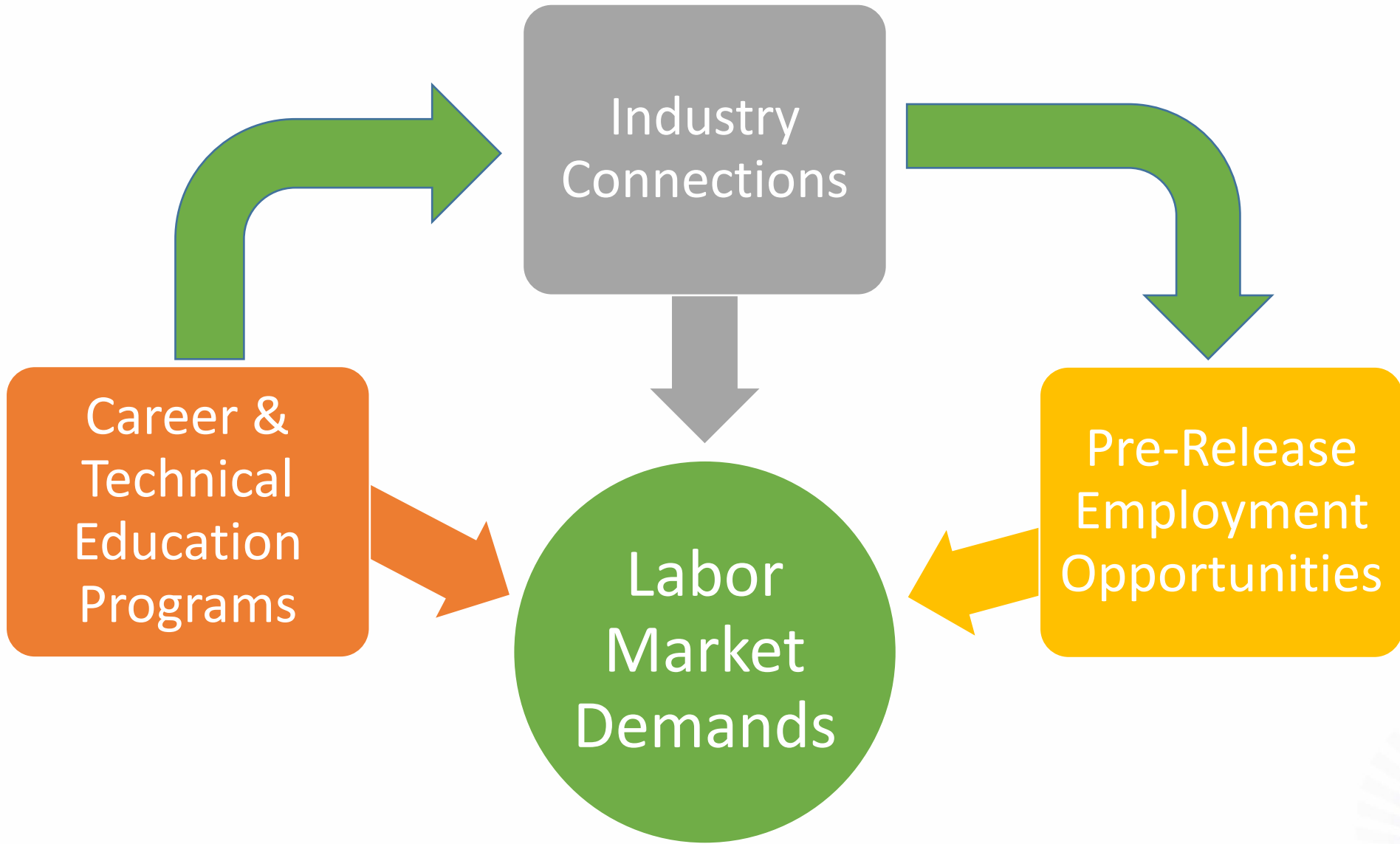
Partnership Trains Florida Inmates to Become Commercial Truck Drivers

**FLORIDA
TRUCKING**
ASSOCIATION



FLEET FORCE
TRUCK DRIVING SCHOOL





Community Transition Goal

Contribute to reduction of recidivism by eliminating gaps, inefficiencies, and barriers in the transition systems.



The State of Florida defines recidivism as a return to prison, as the result of either a new conviction or a violation of post-prison supervision, within three (3) years of their prison release date.

Best Practices in Florida's Community Transition Program

Identifying gaps in services and systems

Statutorily Mandated Transition Skills Training

Recruitment of Second Chance Employers

Employ Florida Marketplace

Electronic Readiness Portfolios

Pre-Release Hiring Events

Multi-Disciplinary Transition Teams

Employment Readiness Advancement Program

Prioritize Employment

A study by the *Prison Policy Initiative* showed that the number one predictor of whether someone with a previous criminal conviction will reoffend is poverty.

A study by the *United States Sentencing Commission* showed that if returning citizens can find work within one year of release, recidivism rates are cut by 40%

Florida Department of Corrections research shows that male inmates with employment set up when they leave prison have a 14% lower recidivism rate



Issues Employment Helps One Overcome...

Unemployment

Financial Obligations

Housing Restrictions

Substance Abuse/Mental Health
Issues

Strained Family Relationships

Restriction of Professional Licenses

Transportation



Incentivizing Employers...

- The Federal Bonding Program is an incentive program that allows employers to hire at-risk job applicants with limited liability to their business.
- A Federal Fidelity Bond is a \$5,000 business insurance policy that insures the employers for theft, forgery, larceny or embezzlement by the bonded employee.
- Bonding allows the employer to observe and gain trust in the employee over an initial 6-month period.
- Work Opportunity Tax Credits--Generally, the credit is 40% of qualified first-year wages for individuals who work 400+ hours in their first year of employment.



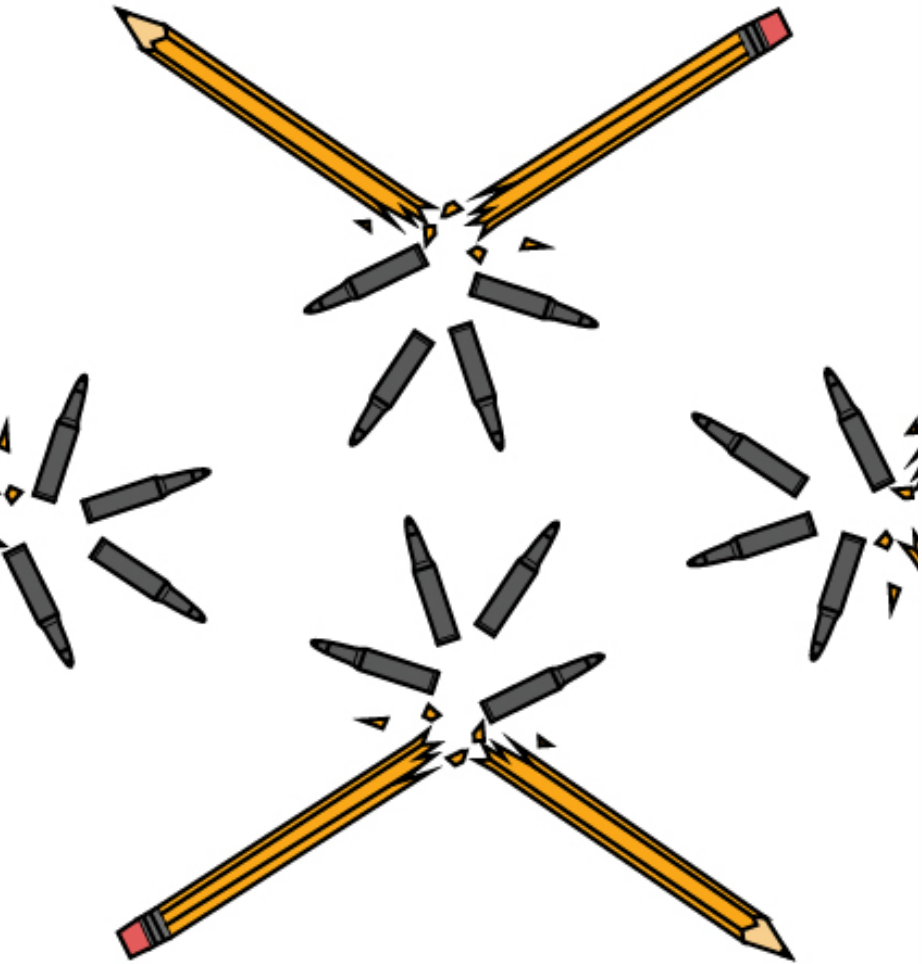
Commitment



Commitment

When individuals are hired after doing time, they are very appreciative of their new job.

This can lead to long-term commitments from employees that may be hard to find otherwise



Break the Cycle of Incarceration

- Mass incarceration has a multi-generational effect on families as well as the underprivileged communities they represent.
- Gainful employment is a leading disruptor in this cycle as it offers incarcerated individuals a purpose, and a way to reintegrate into society more easily.

Florida Statutes

Florida Statute sections 944.701 through 944.708 govern the creation, implementation and required content for the transition program.

Recent upgrade of 100-Hour Transition and Life Management Skills Program.

Not a suggestion, a law!



Added Features of NEW 11-Hour Transition Skills Program...

Entrepreneurship

Gig Economy

Digital Literacy



New Employment Readiness Advancement Program

Partnership with Florida Association of Centers for
Independent Living
100-Hour Transition Skills Program for Disabled
Population

- ✓ Trauma-Informed
- ✓ Accessible Curriculum
- ✓ Accommodations for Students



Classification

Creates Compass class roster

Enters student's monthly program participation hours

Ensures the Readiness Portfolio is placed in inmates' release packet

Enters the correct program completion code



Florida HIRES (Helping Inmates Realize Employment Success)/ Employ Florida Marketplace

Search the full-service employment center to find and view job openings, create and post résumé, look for training, and much more.

[Find a Job](#)

[Find Your Local Career Center](#)

[Reemployment Assistance](#)

[Education and Training](#)

...





Electronic Readiness Portfolios

- Optional
- Convenient
- Modern
- Efficient



Pre-Release Engagement with Employers and Re-Entry Service Providers...

- Reduce the stigma
- Educate
- Develop relationships



Virtual Pre-Release Engagement & Hiring Events

- DTEN Zoom Monitors
- Long Distance Pre-Release Engagement
- Virtual Employment Training
- Connecting Inmates with Employers and Service Providers in Communities to Which They Will Be Returning



Multi-Disciplinary Transition Teams

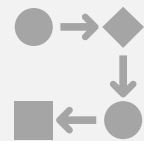


MDTT

Data analysis.....



Do we conduct timely risk and needs assessments and job-readiness assessments?



Are Release Reports thorough and do they provide adequate information for transition planning?



Are we doing adequate sharing of information?

Multi-Disciplinary Transition Team Composition

Institutional Staff on MDTT

- AWP, Sr. CLO, CLO, CDS, Case Manager, Education Supervisor, Release Officer, Medical & Mental Health Counselor, Placement & Transition Specialist, ADA Coordinator
- The inmate

Regional Staff on MDTT

CTS, CTE & RPA

Community Corrections Staff on MDTT

CA, P&P Supervisor, P&P Officer of Supervision & Employment Specialist (ES)

Community Providers on MDTT

Re-Entry Service Providers, potential employers, LWDBs, CILs, VR, case managers, and social services providers in the communities

Questions?



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- Florida Department of Corrections Office of Data & Research
- Prison Policy Initiative
- United States Sentencing Commission



