Presenters

Tammy Green
DIRECTOR OF WORKFORCE & IT INNOVATION- CAREER SKILLS

Ken Gurka
SENIOR WORKKEYS PROGRAM COORDINATOR
Introduction

“If the correctional system is to be successful in placing job seekers in meaningful employment that meets employers’ expectations, correctional practitioners must prepare them for the workplace well in advance of their release.”

The Employer-Driven Model and Toolkit • Strategies for Developing Employment Opportunities for Justice-Involved Individuals
Houston Community College Corrections Education Department

Established in 1973

1\textsuperscript{st} community college in the country to accredited by the Correctional Education Association

Serves over 3500 inmate students annually

30+ year partnership between the Harris County Sheriff’s Office and HCC
Harris County Jail System Population - March 2019

8160 individuals* in the Harris County jail system

- Males = 7280
- Females = 880

*Includes both felony and misdemeanor charges
Corrections Education Courses:

**Vocational Courses**

- A+ Culinary Arts
- Air Conditioning Graphic Arts & Printing
- Auto Mechanics Tailoring
- Auto Paint & Body Welding
- Building Maintenance Logistics
- Basic Construction Forklift
Corrections Education Courses:

*Developmental Courses*

- Behavior Modification
- Business Technology
- Financial Literacy
- GED
- Workplace Literacy
Recently Formed Advisory Board

• Advise, assist, support, and advocate for Correction Education on matters that will strengthen employment opportunities for former inmates, and reduce recidivism

• Members: Harris County Sheriff’s Office, Mayor’s Office, Harris County Courts, US District Courts, Harris County Probation Office, The Workfaith Connection, Workforce Solutions, HCC staff and faculty
Advisory Board Goals:

• Develop education, re-entry, and career pathways

• Identify roadblocks to successful re-entry

• Define employer needs

• Identify industry partners who will hire ex-felons
Corrections Ed Program/WorkKeys NCRC

First meeting in 2013
  • great idea, but....
  • manpower, funding....

NCRC testing began in 2017

Environment
  • classrooms in Houston's downtown jail facility + HCC campus
  • no internet.......paper/pencil tests only, targets for instruction
  • background checks
  • training of faculty to administer assessments
  • schedule....testing broken up over 2-3 days....early!!
National Career Readiness Certificate (NCRC)

- Workplace Documents
- Applied Math
- Graphic Literacy

Each assessment is 55 minutes in length
Corrections Ed Program/WorkKeys NCRC

Results

~ 500 inmates/students tested since 2017

• Platinum 4%
• Gold 10%
• Silver 31%
• Bronze 34%
• No cert 21%
Corrections Ed Program/WorkKeys NCRC

- Lessons learned
  - Instructors love it....inmate/student enthusiasm....retesting
  - Spanish tests/Local scan
- Instructor success stories
- Graduation in downtown Houston jail facility
  - Harris County Sherriff Ed Gonzalez
  - Graduate student speakers
Program follow-up/contact info

Robert Sims, Director, Corrections Education
CORRECTIONS EDUCATION PROGRAM
4627 Crites Street, Houston, TX 77011
713.921.8738

https://www.hccs.edu/continuing-education/departments/corrections/
Metropolitan Community College

Proven Strategy to Reduce Turnover and Training Costs

• High Barrier Populations: 74% retention rate, 6 months after employment

• MCC Students: 87% retention rate, one-year after employment
  • Industry Average hovers around 50% for most industry sectors: [https://www.bls.gov/news.release/jolts.t16.htm](https://www.bls.gov/news.release/jolts.t16.htm)

• Proven, verifiable means to determine applicant’s job skills
• Increases on-the-job productivity
Career Skills Development

**Partnership-**
- Heartland Workforce Solutions & Douglas County Department of Corrections

**Elements-**
- Work Ethic Certification (established by the Institute for Work Ethics)
- National Career Readiness Certification
- Registration with State Workforce System

**Logistics-**
- Brought in Laptops- Education Building
  - Must provide 100% oversight
- Had Laptops approved
- Work Release-
# MCC Re-Entry Services

<table>
<thead>
<tr>
<th>Skills and interest assessments</th>
<th>Transition support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career and educational goal setting</td>
<td>Referrals to community agencies</td>
</tr>
<tr>
<td>Work readiness and life skills training (credit and noncredit classes)</td>
<td>Continuous coaching and tutoring</td>
</tr>
<tr>
<td>Registration assistance</td>
<td>Credit analysis and transfer assistance</td>
</tr>
<tr>
<td>Employment support</td>
<td>Financial aid and scholarship application referral and support</td>
</tr>
<tr>
<td>Introduction to MCC locations and resources</td>
<td></td>
</tr>
</tbody>
</table>
Credit Courses Inside State Facilities

1. Business and Entrepreneurship
2. Trades- Construction, Welding, Production
3. Information technology
4. College and career preparation
Business and Employability

Employers need a reliable way to measure skills to ensure that they are hiring the most qualified, trainable candidates.

National Career Readiness Certification:

- Identify and invest in employees who can make real contributions
- Find qualified workers- Connect to under and unemployed individuals served through Re-Entry programs.
- Proven, verifiable means to determine applicant’s job skills
- Reduce turnover & training costs
- Increases on-the-job productivity
- Streamline Applicant Screening
- Employees have the employability/soft skills-
Heartland Work Ready Communities

Heartland Work Ready Community  https://youtu.be/vpAic3LHxpc

Join the conversation using #ACTWorkforce @ACT
Career Skills Coaching

Participants are leveraging the **ACT National Career Readiness Certificate (NCRC™)** to measure and close the skills gap — and building common frameworks that link, align, and match their workforce development efforts.

- Establish partnership with industry/employers
- Key component of pre-apprenticeship
- Provide essential skills training customized for specific positions
- Assistance with pre-employment activities for potential candidates
- Coordinate Career Maps with resume and workforce training workshops
- Coordinate with Educational Pathways
Skills Based Approach

Career Placement Program
- Career Mapping
- ACT National Career Readiness Certification (NCRC)
- ACT WorkKeys Curriculum: Individualized Training Program
- Basic Computer Certification
- Customer Service Certification
- Work Ethics Certification

Short Term Certifications
- Based on Career Mapping
- High Demand, High Wage
- CDL, Welding, Production Technician, Sheet Metal
Week 1 - Basic Needs Advocate (Sustainability building & Case Management)

Week 2 - MCC Certification Class & Employment Offer

Week 3 - Individual is employed

Week 4 - Team review & Plan next class

Area Partners - October 2018

Identify 20-25 potential candidates - October 29th - Nov. 2nd

October 2018

November 5th - 9th

WorkKeys Education Training

November 12th - 16th

November 19th - 21st

December 2018

• Job Coach follows-up 6 months
• Employer Connections Follow-Up
• On-going Communication
Follow-Up

• For more information:

  • Tammy Green: tjgreen5@mccneb.edu
  • Ken Gurka: ken.gurka@hccs.edu