REPORT TO THE LEGISLATURE
Pursuant to P.A. 22 of 2025
Article 2, Section 411
Academic/Vocational Summary Report

Sec. 411. From the funds appropriated in part 1, the department shall report not later than March 1 on academic and vocational programs, including, but not limited to, all of the following:
(a) The number of instructors and the number of instructor vacancies, by program and facility.
(b) The number of prisoners enrolled in each program, the number of prisoners completing each program, the number of prisoners who do not complete each program, and the number of prisoners on waiting lists for each program.
(c) The racial demographics of prisoners enrolled in each program.
(d) The steps the department has undertaken to improve programs, track records, accommodate transfers and prisoners with health care needs, and reduce waiting lists.
(e) The number of prisoners paroled without a high school diploma or a high school equivalency.
(f) The number of prisoners not paroled at their earliest release date because of a lack of a high school equivalency and the reason those prisoners have not obtained a high school equivalency.

Sec 411 (a)
The number of instructors and the number of instructor vacancies, by program and facility.

FY 2024-2025 Boilerplate Report Section 411 (a)			
Education FTE Breakdown per Facility October 1st, 2024 - September 30th, 2025			
Facility	**Position**	**Filled**	**Vacant**
AMF	Academic Teacher	1	1
	Employment Readiness Instructor	1	
ARF	Academic Teacher	2	
	Special Education Teacher	1	
	Employment Readiness Instructor	1	
	Food Tech Instructor	1	
	Optical Instructor	1	

DRF	Academic Teacher	4	
	Employment Readiness Instructor	1	
	Food Tech Instructor	1	
ECF	Academic Teacher	1	1
	Employment Readiness Instructor	1	
IBC	Academic Teacher	2	
	Special Education Teacher		2
	Teacher Aide-Title 1		1
	Building Trades Instructor	1	
	Employment Readiness Instructor	1	
ICF	Special Education Teacher	1	
JCF	Academic Teacher	3	1
	Special Education Teacher	1	
	Teacher Aide-Title 1		1
	Employment Readiness Instructor	1	
	Food Tech Instructor	1	
JCS	Academic Teacher	4	
	Employment Readiness Instructor	1	
	Teacher Aide-Title 1		1
KCF	Academic Teacher	1	1
	Employment Readiness Instructor		1
	CDL Instructor	1	
	Welding Instructor	1	
LCF	Academic Teacher	2	
	Employment Readiness Instructor	1	
	Food Tech Instructor	1	
LMF	Academic Teacher	1	
	Employment Readiness Instructor	1	
LRF	Academic Teacher	1	1
	Employment Readiness Instructor	1	
	Food Tech Instructor	1	

MBP	Academic Teacher	1	1
	Special Education Teacher	1	
	Employment Readiness Instructor	1	
	Building Trades Instructor	2	
MCF	Academic Teacher	1	
	Employment Readiness Instructor	1	
	Horticulture Instructor	1	
	Welding Instructor	1	
MRF	Academic Teacher	2	1
	Special Education Teacher		1
	Teacher Aide-Title 1		1
	Employment Readiness Instructor	1	
	Food Tech Instructor	1	
MTU	Academic Teacher	2	
	Special Education Teacher		1
MTU-VV	Auto Mechanics Instructor	2	
	Building Trades Instructor	2	
	Food Tech Instructor	1	1
	Machine Tool CNC Instructor	2	
	Welding Instructor	2	
	Employment Readiness Instructor	2	
NCF	Academic Teacher	2	
	Employment Readiness Instructor	1	
	Welding Instructor	1	1
RGC	Teacher Aide (ABE Grant)	2	
SAI	Academic Teacher	1	
	TBD		1
SLF	Academic Teacher	2	
	Special Education Teacher	1	
	Teacher Aide-Title 1	2	
SMT	Academic Teacher	2	
	Employment Readiness Instructor		1

	Special Education Teacher	1	
	Teacher Aide- Title 1	1	
SMT-VV	Auto Mechanics Instructor	1	
	Vehicle Technology Instructor	1	
	Carpentry Instructor	2	
	CDL Instructor	1	
	Computer Coding Instructor	1	
	Heavy Duty Diesel Instructor	1	
	Machine Tool CNC Instructor	2	
	Masonry/Concrete Instructor	2	
	Trades Instructor TBD		1
	Tree Trimming/ Line Clearance Instructor	1	
	Advanced Manufacturing Instructor		1
	Employment Readiness Instructor	2	
SRF	Academic Teacher	2	
	Special Education Teacher	1	
	Building Trades Instructor		1
	Employment Readiness Instructor	1	
	Food Tech Instructor	1	
STF	Academic Teacher	3	
	Special Education Teacher	1	
	Carpentry Instructor	1	
	Employment Readiness Instructor	1	1
	Masonry/Concrete Instructor	1	
	TBD		2
TCF	Academic Teacher	1	
	Special Education Teacher	2	2
	Teacher Aide-Title 1	2	
	Building Trades Instructor	1	
	Employment Readiness Instructor	1	
	Food Tech Instructor	1	

URF	Academic Teacher	5	
	Building Trades Instructor	1	
	Employment Readiness Instructor	1	
	Food Tech Instructor	1	
WCC	Academic Teacher	1	
WHV	Academic Teacher	4	
	Employment Readiness Instructor	1	
	Special Education Teacher	1	
	Teacher Aide-Title 1	1	
WHV-RGC	Academic Teacher	1	
WHV-VV	3D Printing/Robotics Instructor	1	
	Building Trades Instructor	2	
	CDL Instructor		1
	Cosmetology Instructor	2	
	Food Tech Instructor	1	
	Horticulture Instructor	1	
	Employment Readiness Instructor	2	

Sec 411 (b)
The number of prisoners enrolled in each program, the number of prisoners completing each program, the number of prisoners who do not complete each program, and the number of prisoners on waiting lists for each program.

Number of prisoners enrolled in each program:

FY 2024-2025 Boilerplate Report	
Section 411 (b)	
Number of Prisoners Enrolled in Each Program	
PROGRAM NAME	ENROLLED
Academic	**5395**
College	**1371**
Digital Learning	**2340**
Vocational	**1923**
Automotive	70
Carpentry	481
Masonry / Concrete	79
CDL	251
CNC	116
Computer Coding	30
Cosmetology	48
Food Technology	452
Heavy Diesel	29
Horticulture	87
Optical	43
Line Clearance/Tree Trim	33
Welding	180
3D Printing / Robotics	24

Number of prisoners completing each program:

FY 2024-2025 Boilerplate Report	
Section 411 (b)	
Number of Prisoners Completing Each Program	
PROGRAM NAME	TOTAL COMPETED
Academic	**1405**
College	**176**
Digital Learning	**1373**
Vocational	**985**
Automotive	33
Carpentry	265
Masonry / Concrete	59
CDL	197
CNC	80
Computer Coding	3
Cosmetology	22
Food Technology	139
Heavy Diesel	17
Horticulture	37
Optical	26
Line Clearance/Tree Trim	16
Welding	76
3D Printing / Robotics	15

Number of Prisoners who do not complete each program:

FY 2024-2025 Boilerplate Report	
Section 411 (b)	
Number of Prisoners Not Completing Each Program	
PROGRAM NAME	TOTAL NOT COMPLETED
Academic	**705**
College	**N/A**
Digital Learning	**71**
Vocational	**165**
Automotive	3
Carpentry	38
Masonry / Concrete	6

CDL	4
CNC	2
Computer Coding	14
Cosmetology	4
Food Technology	69
Heavy Diesel	0
Horticulture	6
Optical	2
Line Clearance/Tree Trim	5
Welding	11
3D Printing / Robotics	1

Number of prisoners on waiting list for each program:

FY 2024-2025 Boilerplate Report	
Section 411 (b)	
Number of Prisoners Waiting for Each Program	
PROGRAM NAME	TOTAL WAITING
Academic	
0-3 years to ERD (includes past ERD)	1794
3-10 years to ERD	1072
10+ year to ERD	1811
College	
0-3 years to ERD (includes past ERD)	555
3-10 years to ERD	1092
10+ year to ERD	1382
Digital Learning	
0-3 years to ERD (includes past ERD)	382
3-10 years to ERD	5064
10+ year to ERD	1550
Vocational	
0-3 years to ERD	3596
3-10 years to ERD	NA
10+ year to ERD	NA
Automotive	314
Carpentry	627
Masonry / Concrete	229

CDL	610
CNC	259
Computer Coding	142
Cosmetology	78
Food Technology	365
Heavy Diesel	103
Horticulture	127
Optical	41
Line Clearance/Tree Trim	158
Welding	489
3D Printing / Robotics	54

Sec 411 (c)
The racial demographics of prisoners enrolled in each program.

FY 2024-2025 Boilerplate Report				
Section 411 (c)				
The racial demographics of prisoners enrolled in each program				
	Academic	**College**	**Digital Learning**	**Vocational**
White	28.45%	45.67%	40.04%	43.41%
Middle Eastern	0.44%	0.30%	0.65%	0.13%
Latino	3.33%	1.81%	2.06%	1.73%
Black or African American	62.35%	50.79%	55.41%	50.73%
Asian	0.25%	0.60%	0.32%	0.13%
American Indian or Alaskan	1.54%	0.68%	1.19%	1.33%
Native Hawaiian or Other Pacific Islander	0.16%	0.00%	0.00%	0.00%
Unknown	3.49%	0.15%	0.33%	2.54%
Total	100.00%	100.00%	100.00%	100.00%

Sec 411 (d)

The steps the department has undertaken to improve programs, track records, accommodate transfers and prisoners with health care needs, and reduce waiting lists.

Improving Programs
Michigan Department of Corrections (MDOC) leads the nation in providing quality educational services to prisoners. Dedicated staff ensure continuous quality improvement, as well as standardized processes to ensure efficiency in the following areas:

Education Orientation at Reception Centers
The department continues to focus on the successful transition from prison to community starting at Intake. Education has developed a coordinated process to ensure each prisoner's academic, vocational, workplace history, and vital document strengths and weaknesses are recorded and documented, as well as allowing staff an opportunity to advise newly incarcerated individuals on educational opportunities offered statewide to assist in the rehabilitation process.

This year the MDOC refreshed how we look at getting the right student in the right program.

We've increased our promotional efforts to make sure every potential student in our population knows what is offered, as well as the process of getting enrolled. We've added technology resource rooms that have in-depth information on all CTE programs offered, started creating videos that can be widely dispersed, used physical advertisements in high traffic areas of our facilities, and started gathering mass numbers of potential students in person for town-hall style informational sessions. Additionally, supporting forms and documents were updated throughout the year by education's vocational advisory committee.

Academic
High school equivalency (HSE) instruction is provided at all MDOC facilities. Certified teachers use classroom instruction & technology to help students learn and make academic gains, ultimately resulting in high school equivalency certification.

MDOC made the following improvements in this area:

- New academic orientation process is being implemented at the facility level, before the student is enrolled. The orientation focuses on the educational process (363s, TABE, HSE Testing), educational staff at that facility, attendance policy, classroom behavior and work expectations, exemption process, and benefits to obtaining the HSE credential (post-secondary and career technical education opportunities).

- Continued partnership with Michigan State University, providing professional development opportunities for academic, special education, vocational, and administrative staff.
- Additional Corrections Education Technology Network (CETN) drops have been installed in all classrooms. Activating all the new drops will be completed January of 2026.
- Continued partnership with Google and Resultant, allowing our students to use Chromebooks and the CETN to utilize Google Classroom and other approved online educational resources.
- Continued improvements to classrooms with new furniture, desks, chairs, televisions, podiums, and projectors to ensure modern and distraction-free learning environments.

Technology

Along with the Google Chromebooks and the CETN Network, the following improvements have been made over the last year in regards to technology:

- Over 100 websites have been approved and whitelisted for prisoner use. Sites include access to the following areas (not all inclusive):
    - Multiple Academic Websites
    - Over 3000 YouTube resource videos focusing on career readiness and job preparation in specific fields.
    - Vocational Trade curriculum for Heavy Diesel (Cummins software).
    - Online OSHA 30 training and certification.
    - NFPA 70E (Arc Flash) Electrical Safety certification.
    - Immersive curriculum in CNC program moved to Chromebooks.
    - 1100 Secure Books add for post-secondary programming.
    - CDL testing moved to Chromebooks and testing is now completed electronically.

- Partnership with Aztec Software whose high school equivalency preparation series are industry-recognized as having the most effective programs to prepare adult students for the GED and HiSET tests.

Special Education

Special Education programs provide eligible students specialized instruction to meet their needs in the least restrictive environment. Annual Goals are developed and monitored by certified Special Education teachers (as part of the Individualized Education Program) to best meet the individual needs of students.

Special Education programs have been improved through the following:

- Developing Special Education administrator position to monitor compliance and oversee special education practices.
- Continued partnership with Michigan State University, providing professional development opportunities for academic, special education, vocational, and administrative staff.
- Continued use of the Michigan Student Data System to identify incoming special education students at intake centers coupled with the introduction of an improved special education tracking sheet.
- Centralization of identification processes of child find, including obtainment of records, special education file creation, and tracking of students.
- Maintain improvements with use of Chromebooks in the classroom to provide information and instruction in an electronic format to accommodate a variety of learning styles.
- Use of a web-based application to allow for seamless writing, implementation, and monitoring of special education documentation, including Individualized Education Programs (IEPs) throughout the MDOC.
- Referral and assessment for educational accommodations based on individual need.
- Training was provided to Special Education teachers surrounding Michigan State Performance Plan (SPP) Indicators for data collection.

Post Secondary

Michigan Department of Corrections continues to partner with several post-secondary providers to offer in person college classes inside prisons. FY 24-25 began the design phase of the unused MSI factory at Thumb Correctional Facility to transform into an Education Center that will include multiple post-secondary partners as well as increasing our trades offerings.

- We currently have partnerships with the following post-secondary institutions: Jackson College, Kellogg Community College, Delta Community College, Mott Community College, Western Michigan University, Eastern Michigan University, Calvin University, Hope College, Grand Valley State University, Lake Superior State University, Sienna Heights University, Ferris State University, Wayne State University, and Rochester University (late 2025).
- We continue to communicate with at post-secondary universities that are interested in starting a program in one of our facilities.
- Post-Secondary enrollment is at 1371 students which was an increase of 243 from the previous year.
- 11 Corrections Program Coordinators (CPC) continue to serve as college liaisons and point of contact for programming. They have greatly improved our communication and handling of programming between MDOC and our post-secondary partners.
- Ten graduation ceremonies were conducted with 176 graduates earning 431 degrees/ certificates this year (125 Certificates, 269 Associates, 37 Bachelors).

Vocational/Career and Technical Education (CTE)

The Michigan Department of Corrections continues to be the national leader in Corrections Education with CTE being at the forefront of our efforts. Fiscal year 2024-2025 brought changes, improvements, and new long-term improvements to Career and Technical Education programs offered by the Michigan Department of Corrections (MDOC). Additionally, the Department has invested in non-CTE programs such as post-secondary education, that help CTE students become more well-rounded and prepared to join the workforce. This year, the MDOC is proud to have the lowest recidivism rate in Michigan's history at 21%, which is among the lowest in the nation.

MDOC continues its effort to implement Google Chromebooks on a secure network for students to use in many areas of education. The key area we started the new infrastructure with was our Digital Learning program (formerly Employment Readiness) that is in 23 of our 26 facilities. Years of research, planning, bidding, creating a secure internet network infrastructure, and implementation came together this year to roll out the new program on a statewide scale. This program focuses on career readiness, digital literacy, financial literacy, supplemental CTE education, and other soft skills needed for our students to successfully apply their main area of study within the workforce. We've seen immediate success with the new program and even have gained national attention due to one of our CTE instructors earning the Corrections Education Association (CEA) region III teacher of the year award.

Other CTE programs have also added digital components this year with more coming soon. This year we contracted with a company to provide online OSHA-30 training to CTE students, started an online curriculum portion in our culinary classes, implemented electronic learning management systems within many programs, as well as many other software updates and purchases in welding, heavy diesel, 3D printing, and more.

The MDOC continues to make large investments in Career and Technical Education, with major projects having finished or started during fiscal year 2025. We completed construction and started using a new state of the art greenhouse in Muskegon Correctional Facility's horticulture program, completed installation on a new dust collection system at Handlon Correctional Facility's carpentry program, and purchased new equipment for culinary and welding programs. Projects that continue progress in the upcoming year include the addition of three new CTE programs and upgrades to CTE buildings, classrooms, and equipment.

At Thumb Correctional Facility (TCF), we are completing the design phase of an old MSI factory into an Education Center. This will be the first in the nation where all prisoners housed at this

facility will be involved in some form of academic, college or CTE program. We intend to expand our culinary programs and add a barbering program within the design.

We have also started the process of adding a new trade program at both men's Vocational Villages. Handlon Correctional Facility in Ionia has started the process of adding a Heavy Equipment Operator program that will include equipment simulators, semi-truck simulators, as well as tangible equipment that can be used within prison. Parnall Correctional Facility will be adding an Advanced Manufacturing program focused on mechatronics, smart factories, smart warehouses, and the operation and repair of the equipment that makes them function. Barbering, Advancement Manufacturing, and Heavy Equipment Operation classes will all be first of their kind within MDOC facilities and offer new opportunities for the students we serve.

The Department continues to make upgrades to equipment in Career and Technology programs to ensure that they are up to date with industry standards and having our students prepared for the workforce. The MDOC uses this Perkins grant to fund some of the equipment. This year, all our programs updated equipment including food technology programs updating ovens, kitchen implements, ice machines, dish washers, and more. Carpentry programs procured new equipment such as saws, jointers, and routers. CNC, 3D Printing, diesel, welding, and robotic programs updated software used in their classes to stay up to date with industry standards.

Many of our staff participated in industry related professional development this year, including Food Technology instructors with the Michigan Restaurant and Lodging Association, Welding with the American Welding Society, Horticulture with Michigan's Nursery and Landscape Association, Line Clearance/Tree Trim at the Ohio Tree Care Conference, and Automotive with the Michigan Automotive Teachers Association (MATA) conference. All staff attend customized professional development training provided by Michigan State University, and staff teaching different industries attended the Michigan Career and Technical Education Conference as well as a safety conference.

Continuing and holding employer relationships is still at the core of making our programs successful and we have had a successful year in obtaining new partners within our instructed programs. Many, outside State Department of Corrections, continue to reach out and come to Michigan for advice on creating CTE programs that emulate what Michigan Department of Corrections offers. We continue to be the national leader in corrections education and are optimistic that we will remain as such.

The following is a list of current CTE programs offered within the MDOC. All programs offer multiple state, national, or industry recognized credentials.

- Auto Mechanics/Light Diesel
- Heavy Diesel
- Building Trades – Carpentry
- Building Trades – Masonry/Concrete
- Horticulture
- 3D Printing/Robotics
- Food Technology
- Computer Coding
- CNC/Machine Tool/Robotics
- Commercial Truck Driving- CDL
- Optical
- Welding
- Line Clearance/Tree Trim
- Cosmetology
- Digital Learning

Vital Documents

Vital Documents involve assisting prisoners in obtaining their Birth Certificate, Social Security card and State ID/Driver's License to enhance an offender's ability to obtain employment post release. Improvements in this area include:

- The Department has taken significant steps to obtain vital documents for offenders. This year staff completed 11,619 vital document requests for offenders. Vital documents are a key component in success post-release
- MDOC and MDOS continue to meet quarterly to identify and resolve any issues. These quarterly meetings have improved the number of IDs/DLs issued. On average, 99.5% of eligible offenders are leaving with an ID/DL. This year, we were able to assist 4,244 offenders with a State ID or Driver's License.
- MDOC continued its partnership with MDOS to offer four Road to Restoration clinics. Over 995 prisoners participated in this event. Participants were allowed to meet one-on-one with Michigan Department of State staff and talk with volunteer attorneys to determine the steps necessary to reinstate their driver's license. MDOC was also able to secure some additional funding from employer sponsors to help assist with reinstatement fees.

Sec 411 (e)
The number of prisoners paroled without a high school diploma or a high school equivalency.

Out of 6,334 paroles October 1, 2024 – September 30, 2025, 773 incarcerated individuals paroled without a high school diploma or high school equivalency.

Sec 411 (f)
The number of prisoners not paroled at their earliest release date because of a lack of a high school equivalency and the reason those prisoners have not obtained a high school equivalency.

Five (5) prisoners were not paroled at their earliest release date due to their refusal to attend academic classes. Due to this continued refusal, the exemption was disapproved by the school Principal and supported by the Education Manager and Parole Board.