

REPORT TO THE LEGISLATURE  
Pursuant to PA 268 of 2016  
Article V, Section 907  
Academic/Vocational Report

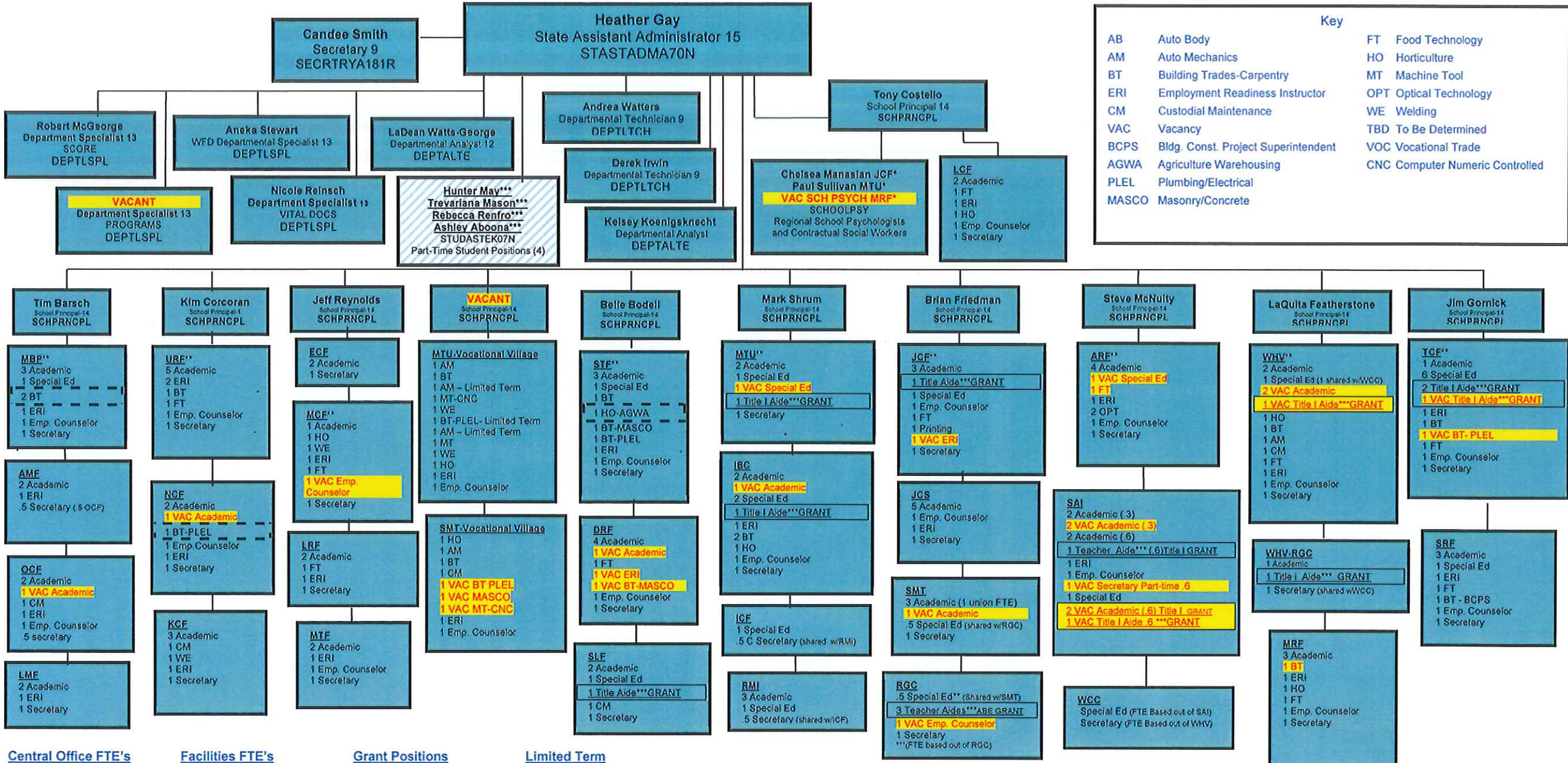
Sec. 907. The department shall report by March 1 to the senate and house appropriations subcommittees on corrections, the legislative corrections ombudsman, the senate and house fiscal agencies, and the state budget director on academic and vocational programs. The report shall provide information relevant to an assessment of the department's 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 are not subsequently reenrolled, and the reason for not completing the program, the number of prisoners transferred to another facility while enrolled in a program and the reason for transfer, the number of prisoners enrolled who are repeating the program, and the number of prisoners on waiting lists for each program, all itemized by facility.
- (c) The steps the department has undertaken to improve programs, track records, accommodate transfers and prisoners with health care needs, and reduce waiting lists.
- (d) The number of prisoners paroled without a high school diploma and the number of prisoners paroled without a high school equivalency.
- (e) An explanation of the value and purpose of each program, for example, to improve employability, reduce recidivism, reduce prisoner idleness, or some combination of these and other factors.
- (f) An identification of program outcomes for each academic and vocational program.
- (g) The number of prisoners not paroled at their earliest release date due to lack of a high school equivalency, and the reason those prisoners have not obtained a high school equivalency.

# Education Central Office Structural Organization Budget & Projections Office Copy

(VACANCIES ARE NOTED IN RED)

Effective 1/6/2017



**Key**

AB	Auto Body	FT	Food Technology
AM	Auto Mechanics	HO	Horticulture
BT	Building Trades-Carpentry	MT	Machine Tool
ERI	Employment Readiness Instructor	OPT	Optical Technology
CM	Custodial Maintenance	WE	Welding
VAC	Vacancy	TBD	To Be Determined
BCPS	Bldg. Const. Project Superintendent	VOC	Vocational Trade
AGWA	Agriculture Warehousing	CNC	Computer Numeric Controlled
PLEL	Plumbing/Electrical		
MASCO	Masonry/Concrete		

<b>Central Office FTE's</b> 21 Filled 3 Vacant	<b>Facilities FTE's</b> 207.8 Filled 21.2 Vacant	<b>Grant Positions</b> 10.6 Filled 3.8 Vacant	<b>Limited Term</b> 7 Filled
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\*Currently evaluating staff levels for possible realignment of vocational trade programs.

Executive Initiative

Principal Home Base \*\*  
School Psychologist Home Base \*  
Part-Time or Grant Funded\*\*\*

MICHIGAN DEPARTMENT OF CORRECTIONS - Correctional Education - Reentry Administration

2015-16 Final Report - 907 (b) (f) Program Completions, Average Enrollment and Waiting List

	SCHOOL/FACILITY	GED SUBTEST PASSED	GED SUBTEST YTD	GED PASSED	GED PASSED YTD	CTE (VOC) COMPLETIONS	CTE COMP. YTD	EMPLOYMENT READINESS COMPLETIONS	EMPLOYMENT READINESS COMP.	AVERAGE ENROLLMENT				AVERAGE NUMBER ON WAITING LIST		
										Academic	SP. ED	Employment Readiness	VOC (CTE)	Academic (GED)	Employment Readiness	VOC (CTE)
LMF	Alger Facility	8	126	3	17	N/A	N/A	6	88	118	N/A	40	N/A	19	90	N/A
AMF	Baraga Facility	0	98	0	13	N/A	N/A	8	68	90	N/A	32	N/A	52	173	N/A
IBC	Bellamy Creek Facility	21	277	0	35	11	84	12	130	241	25	28	46	38	29	15
LRF	Brooks Facility	20	259	3	36	2	23	12	138	112	N/A	28	23	122	131	128
DRF	Carson City Facility	21	211	2	31	3	50	0	36	183	N/A	20	12	126	348	269
STF	Central Michigan Facility	0	392	0	77	19	144	0	112	223	8	28	118	101	312	254
URF	Chippewa Complex	26	205	8	45	14	84	15	104	232	N/A	44	54	236	310	184
JCS	Cooper Street Facility	18	362	6	69	N/A	N/A	31	398	166	N/A	23	N/A	158	565	584
JCF	G. Robert Cotton Facility	34	276	4	56	3	42	N/A	N/A	179	24	N/A	61	86	N/A	57
RGC	Egeler R&GC															
ARF	Gus Harrison Facility	48	353	9	63	17	138	5	62	220	9	24	78	141	293	84
MTU	Handlon Facility	35	137	2	19	32	101	13	171	209	6	27	112	18	75	13
ICF	Ionia Facility	3	11	2	5	N/A	N/A	N/A	N/A	46	10	N/A	N/A	22	N/A	N/A
KCF	Kinross Facility	14	126	3	22	5	54	16	65	108	N/A	32	39	58	136	38
LCF	Lakeland Facility	6	120	4	20	19	84	9	82	100	N/A	31	65	5	63	6
MRF	Macomb Facility	12	113	4	36	17	65	12	149	134	10	47	89	98	18	105
MBP	Marquette Branch Prison	22	189	2	34	0	2	5	61	150	9	110	19	38	202	198
RMI	Michigan Reformatory	12	140	2	23	N/A	N/A	N/A	N/A	131	9	N/A	1	13	N/A	N/A
MCF	Muskegon Facility	3	90	0	13	4	70	11	81	61	0	30	93	46	205	19
NCF	Newberry Facility	9	92	3	16	9	48	0	98	83	0	37	35	83	183	246
ECF	Oaks Facility	0	40	8	17	N/A	N/A	5	38	69	N/A	13	N/A	173	265	N/A
OCF	Ojibway Facility	37	143	4	39	0	117	10	77	169	0	42	40	94	107	161
SMT	Parnall Facility	43	340	10	70	3	65	51	383	139	7	30	106	211	112	131
MPF	Pugsley Facility	0	139	0	23	0	33	0	101	Pugsley Facility Closed						
SRF	Saginaw Facility	9	112	3	19	4	48	4	102	214	24	20	42	161	307	105
SLF	St. Louis Facility	0	230	0	32	6	70	N/A	N/A	141	20	N/A	24	149	N/A	24
TCF	Thumb Facility	448	448	17	112	7	135	13	83	355	79	48	80	127	362	132
MTF	West Shoreline Facility	16	132	3	21	N/A	N/A	5	95	123	N/A	26	N/A	64	446	370
SAI	Sp. Alternative Incar.	68	696	18	149	N/A	N/A	139	139	90	9	38	N/A	19	0	N/A
WHV	Woman's Huron Valley	25	292	6	74	21	201	30	131	251	8	29	172	331	0	200
	<b>TOTAL</b>	<b>958</b>	<b>6149</b>	<b>126</b>	<b>1186</b>	<b>196</b>	<b>1658</b>	<b>412</b>	<b>2992</b>	<b>4334</b>	<b>254</b>	<b>824</b>	<b>1305</b>	<b>2783</b>	<b>4729</b>	<b>3319</b>
N/A - Not applicable applies to specific facilities where programs are not offered.																

**FY 2015-16 BOILERPLATE REPORT  
907 (b) NON COMPLETIONS  
AVERAGE PRISONERS TRANSFERRED AND REASON**

Facility FAC		ACADEMIC					VOCATIONAL (CTE)				
		Number of Prisoners Not Completing Due To					Number of Prisoners Not Completing Due To				
		Transfer	Parole	Discharge	Deceased	Other	Transfer	Parole	Discharge	Deceased	Other
LMF	Alger Max. Facility	9	0	0	0	14	0	0	0	0	
AMF	Baraga Max. Fac.	4	0	0	0	6	0	0	0	0	
IBC	Bellamy Creek	11	4	2	0	2	1	1	0	0	
LRF	Brooks Corr. Fac.	4	1	0	0	10	1	0	0	1	
DRF	Carson City Complex	14	5	0	0	9	0	0	0	1	
STF	Central Michigan	9	8	0	0	10	2	2	0	3	
URF	Chippewa Complex	25	0	0	0	30	1	0	0	8	
JCS	Cooper Street Fac.	11	5	1	0	5	0	0	0	0	
JCF	Cotton Corr. Fac.	8	7	1	0	18	1	0	0	1	
RGC	Egeler Corr. Fac.										
ARF	Gus Harrison North	9	8	1	0	10	2	1	0	7	
MTU	Handlon Corr. Fac	12	2	0	0	0	3	0	1	0	
WHV	Huron Valley Women's	3	15	0	0	15	1	1	0	8	
ICF	Ionia Max. Fac.	0	0	0	0	0	0	0	0	0	
KCF	Kinross Corr. Fac.	16	1	0	0	7	5	0	0	8	
LCF	Lakeland Corr. Fac.	7	1	0	0	4	0	0	0	0	
MRF	Macomb Corr. Fac.	11	3	0	0	12	2	1	0	6	
MBP	Marquette Branch Prison	11	1	0	0	14	0	3	0	1	
RMI	Michigan Reformatory	3	1	0	0	0	0	0	0	0	
MCF	Muskegon Corr. Fac.	3	1	0	0	5	2	1	0	12	
NCF	Newberry Corr. Fac.	4	0	1	0	0	0	0	0	0	
ECF	Oaks Corr. Fac.	3	1	0	0	12	0	0	0	8	
OCF	Ojibway Corr. Fac.	12	1	1	0	3	1	0	0	1	
SMT	Parnall Corr.Fac.	8	7	0	0	2	3	1	0	4	
MPF	Pugsley Corr. Fac.										
SRF	Saginaw Corr. Fac.	14	3	1	0	5	1	3	0	2	
SLF	St. Louis Corr. Fac.	4	0	0	0	18	1	0	0	3	
TCF	Thumb Corr. Fac.	9	2	8	0	19	1	1	5	3	
MTF	West Shoreline	11	5	0	0	4	0	0	0	0	
SAI	Sp. Alternative Incar.	5	23	0	0	0	0	0	0	0	
	<b>TOTAL</b>	<b>236</b>	<b>103</b>	<b>13</b>	<b>0</b>	<b>228</b>	<b>24</b>	<b>14</b>	<b>7</b>	<b>74</b>	

Other includes removals due to suspensions and absences, waivers, and delays.

**FY 2015-16 BOILERPLATE REPORT**

**SECTION 907 (b) (f) COMPLETIONS BY INDIVIDUALIZED TRADE FINAL REPORT**

FAC.	SCHOOL	Masonry Concrete		Auto Mechanics		Carpentry		Custodial Maintenance		Printing		Food Tech and Hospitality Management		Horticulture		Optical Lab		Optical Technology		Plumbing Electrical		Welding		Machine Tool CNC Tool		
		Mo.	YTD	Mo.	YTD	Mo.	YTD	Mo.	YTD	Mo.	YTD	Mo.	YTD	Mo.	YTD	Mo.	YTD	Mo.	YTD	Mo.	YTD	Mo.	YTD	Mo.	YTD	
LMF	Alger Max. Fac.																									
AMF	Baraga Max. Fac.																									
IBC	Bellamy Creek					7	41							4	43											
LRF	Brooks Corr. Fac.											2	23													
DRF	Carson City Complex											3	3	0	47											
STF	Central Mich Complex	6	42			8	20							2	43					3	39					
URF	Chippewa Complex					12	61					2	23													
JCS	Cooper Street Fac.																									
JCF	Cotton Corr. Fac.									3	18	0	24													
RGC	Egeler Correctional Fac.																									
ARF	Gus Harrison - North											8	49			5	39	4	50							
MTU	Handlon Corr. Fac			3	5	8	30							0	6					11	11	6	22	4	27	
ICF	Ionia Max. Fac.																									
KCF	Kinross Corr. Fac.							5	30													0	24			
LCF	Lakeland Corr. Fac.											16	49	3	35											
MRF	Macomb Corr. Fac.					1	8					14	29	2	28											
MBP	Marquette Branch Prison					0	2																			
RMI	Michigan Reformatory																									
MCF	Muskegon Corr. Fac.											2	31	2	39							0	0			
NCF	Newberry Corr. Fac.																			9	48					
ECF	Oaks Corr. Fac.																									
OCF	Ojibway Corr. Fac.							0	117																	
SMT	Parnall Corr.Fac.			0	0	0	0	2	53					1	12											
MPF	Pugsley Corr. Fac.					0	33																			
SRF	Saginaw Corr. Fac.							0	13			4	35													
SLF	St. Louis Corr. Fac.							6	70																	
TCF	Thumb Corr. Fac.					1	52					6	37							0	46					
MTF	West Shoreline																									
SAI	Sp. Alternative Incar.																									
WHV	Huron Valley Women's			4	30	4	38	10	86			2	28	1	19											
	<b>TOTAL</b>	<b>6</b>	<b>42</b>	<b>7</b>	<b>35</b>	<b>41</b>	<b>285</b>	<b>23</b>	<b>369</b>	<b>3</b>	<b>18</b>	<b>59</b>	<b>331</b>	<b>15</b>	<b>272</b>	<b>5</b>	<b>39</b>	<b>4</b>	<b>50</b>	<b>23</b>	<b>144</b>	<b>6</b>	<b>46</b>	<b>4</b>	<b>27</b>	

Vocational Programs Not Offered at: Alger, Baraga, Cooper St., Egeler (Intake Center), Ionia, Michigan Reformatory, Oaks, West Shoreline, and Special Alternative Incarceration.

Sec. 907 (c)

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

### **Improve Programs**

- Correctional Education has centralized and standardized processes to ensure efficiency in the following areas:

- **Career and Technical Education Orientation**

Starting at Reception, prisoners are given an orientation regarding education programs offered at the MDOC schools. Additionally, prisoners develop education and employment plans with an Employment Counselor. Prisoners also complete career interest and aptitude assessments which are used to measure strengths and individual preferences. The assessment are combined with counseling, to assist the test takers in selecting career paths and/or vocational trades.

- **Career and Technical Education (CTE)**

CTE programs provide students with specific trade instruction, technical skill and soft skill competencies critical to finding and maintaining employment. Vocational programs are responsive to labor market demands. These programs may lead to state and/or nationally recognized certification upon completion. Correctional Education provides CTE programming in a flexible schedule offering open entry and open exit enrollment.

- Vocational Village at Richard Handlon Correctional Facility (DOM 2017-24). Students participating in this unique program simulate a full day's work by participating in intensive vocational instruction, while living in a dedicated housing unit with other students who share the same commitment to improving themselves through vocational training.
- Food Technology Curriculum updated to ProStart. Credentials gained through completion of the program are recognized by the National Restaurant Association and their members.
- Computer Numeric Control Machining Programs (CNC) curriculum updated to include Immersive Learning Software. This computer based, interactive instruction teaches students how to program the CNC machinery they are learning to operate.
- A Vocational Counseling process has been implemented that includes the CareerScope interest and aptitude assessment to determine vocational program placement. Additional factors including labor market information indicating jobs

available in the student's county of parole, previous education and experience and input from the prisoner aid in determining which vocational program the student should participate in.

- New Industry recognized credentials: ServSafe Manager, ProStart, OSHA Safety, State of Michigan Automotive Certifications and Licensure.
- State Correctional Opportunities for Rehabilitation and Education (SCORE) has been expanded to include the Building Trades program at Marquette Branch Prison.

#### ○ **Workforce Development Programs and Services**

- Employment Readiness is 150 hours of classroom based curriculum that offers the Microsoft Digital Literacy Certification, the Federal Deposit Insurance Corporations Money Smart program, and Workforce Development Modules that cover employability soft skills training and job seeking preparation that is delivered to enhance a student's ability for successful reentry and sustainable employment in the community.
  - Instructors attended a KeyTrain Webinar to learn more about the program and its functions.
  - A standardized resume process has been put in place to ensure that all students are released with a resume.
  - All components of the curriculum were reviewed and a set number of course hours were attached to each component in order to have a more consistent program.
- Vital documents involve assisting prisoners in obtaining their birth certificate, Social Security card and State ID/Driver's License in order to enhance a prisoner's ability to obtain employment post release.
  - Reentry funds have been allocated to pay for the cost of birth certificates.
  - Increased prisoner's ability to obtain vital documents by allocating reentry funds to cover the cost of birth certificates.
  - Started the vital documents process earlier in the prisoner's incarceration period to ensure the prisoners leaves prison with their documents in hand.
  - Developed a partnership with the Michigan Department of State to be the first to assist prisoner in obtaining their State ID/Driver's License. The first mobile unit took place on July 28 at Richard Handlon Correctional Facility where 34 prisoners were assisted in obtaining their State ID/Driver's License.

- Instituted an expedited Social Security card application process for prisoner who receive an NFD parole and are paroling within 28 days of the Parole Board's decision.
- Workforce Development Referral Packet (WFD) is a file of certifications and skills, obtained by the prisoner, including a working resume and cover letter, a record of their institutional work history, and a record of the programming they participated in while incarcerated.
  - Developed a tracking system that puts more emphasis on quality assurance
  - Follow up by Central Office staff to ensure that each prisoner is receiving a WFD Packet upon release
- Certificate of Employability (COE) was adopted as a Public Act in January of 2015. The goal of the certificate is to provide returning citizens with documents that will help them secure employment.
  - Adopted a new process in tracking qualified prisoner and ensuring certificates are received by the prisoner in a timely fashion
- ACT WorkKeys is an assessment based on situations in the everyday working world that measures hard and soft skills. MDOC administers Reading for Information, Applied Mathematics, and Locating Information. Successful completion of three WorkKeys assessments can help an individual earn the National Career Readiness Certificate, a credential that documents essential work skills.
  - Implemented process to ensure prisoners are tested prior to parole/discharge
  - Central Office staff track WorkKeys completions
  - Mass testing is completed every 6 months for prisoners whose earliest release date is less than 2 years' out

#### ○ **Post-Secondary**

The MDOC is currently partnering with a number of post-secondary providers to offer college classes inside prisons. These classes are credit-bearing and are either grant funded or self-pay.

- The Pathways from Prison to Postsecondary Grant and Department of Justice Second Chance Grant (SCG) are the two new grant offerings. Through this grant college courses are offered at Cotton, Parnall, Gus Harrison, Huron Valley, Thumb and Macomb Correctional Facilities. The colleges collaborating with the MDOC to



deliver the grant programs include Jackson College, Mott Community College, and Muskegon Community College.

- Prisoners are allowed to take classes via correspondence courses or in-person from various post-secondary providers. Correspondence courses are available at all CFA facilities and are governed by Policy Directive 05.02.119. Select facilities also offer in- person self-pay classes. Jackson College is the largest provider and offer classes that lead to an Associate's Degree.
- Jackson College, Delta College and Mott Community College were chosen to participate in an Experimental Sites Initiative that would provide Federal Pell Grant funding to otherwise eligible students who are incarcerated, likely to be released within five years of enrollment and who are eligible for release back into the community. These colleges will provide credit bearing classes to 1,475 eligible students at 9 correctional facilities. Classes vary, but will focus on business and entrepreneurship.

### **Track Records**

The Monthly Utilization Report is being revised to make data easy to enter, accurate in content, and accessible in form.

### **Accommodate Transfers**

- Developed a centralized process to identify students who are eligible for CTE and post-secondary placement and initiate prisoner transfers to facilities to accommodate.
- Reduced unnecessary transfers of students enrolled in Core programming with the issuance of DOM 2017-17. The DOM indicates that educational programs such as Academic, CTE and Employment Readiness are considered Core Programming. Students enrolled in Core Programming must have a department detainer placed on them while enrolled. The detainer will prevent the prisoner from transferring and causing a non-completion or a delay in completion with the exception of health care and security reasons.
- All correctional facilities offer academic education. Transfer of these students does not impact non completions due to the subsequent enrollment at the receiving facility.

○ **Detainers-**

- Upon enrollment in Academic, Vocational, and Employment Readiness Programming, a detainer shall be placed in Offender Management Network Information System (OMNI) in order to hold the student at the facility where they are housed until completion of programming. At the point of completion, the detainer shall be removed.
- If a transfer becomes necessary for a student enrolled in an academic program, (such as, but not limited to security reasons or security level increase), Central Office staff are notified of the transfer as well as the secretary of the receiving facility so that student can be re-enrolled upon transfer. This will prevent a lapse in a student's education due to a transfer.
- If a transfer becomes necessary for a student enrolled in a Vocational Programming, central office staff is notified to approve or deny transfer and removal from programming. Approved reasons for transfer of a vocational student are limited to security level increase, parole and approved security reasons, to allow the student an opportunity to complete programming without interruption.

**Accommodate Prisoners with Health Care Needs**

Accommodations are provided per department policies, such as providing an American Sign Language (ASL) certified interpreter as necessary to deaf/hearing impaired students enrolled in school programs.

**Reduce Waiting Lists**

- Defined new criteria to reduce the statewide waiting list
- Concentrate resources on students within two years of release date
- Monitor program hours to assure students are completing programming at an appropriate pace
- Provided academic workshops to improve completion rates
- Continued to identify "Fast Track" students, capable of completing the High School Equivalency (HSE) with minimal instruction time
- Implemented new demand driven CTE programs including Plumbing, Electrical, Concrete, Masonry and Printing.
- Prioritized students for placement in CTE programs through the use of screening and eligibility criteria.

- Implemented a process to identify students in waiting status on a statewide basis and transfer the student to an appropriate facility that offers the trade.

- **Educational Technology**

The Department has upgraded its corrections education technology state-wide. JPay Education tablets are now being piloted in 2 schools (Macomb and Women's Huron Valley Correctional Facilities) and will be distributed state-wide in the next fiscal year. These tablets have a learning management system that allows teachers to create their own curriculum. They also have Kahn Academy videos for most HSE content areas. We are researching other interactive applications to purchase for these tablets.

We have also begun contract negotiations with Edovo to bring wireless tablet technology into the prisons. Tablets will be implemented in housing units at Thumb, Women's Huron Valley, Bellamy Creek, and Baraga Correctional Facilities. The focus will be allowing students on educational and vocational waiting lists, as well as post-secondary students to have access to education while in the housing units. Edovo has an incentive program that allows students to earn rewards (movies, games, music) minutes for every minute they spend on educational content. We foresee that these tablets will also be a positive behavior management tool.

The Department continues to make improvements to the Prisoner Programs Information Network (PPIN). Students are now regularly utilizing the network and applications (Edmentum, Career Ready 101, Typing Ace, and Microsoft Digital Literacy) to remediate for standardized assessments and earn certifications. HSE and Career Scope Testing both continue to be done monthly on the network.

**Sec. 907 (d)**

**FY 2015-16**

*The number of prisoners paroled without a high school diploma and the number of prisoners paroled without a high school equivalency.*

<i>Number of Prisoners Paroled</i>	<i>Number of Prisoners with High School Diploma or HSE</i>	<i>Number of Prisoners paroled without High School Diploma or HSE</i>
10,713	8269	2444

Sec. 907 (e)

**An explanation of the value and purpose of each program, for example, to improve employability, reduce recidivism, reduce prisoner idleness, or some combination of these and other factors.**

## **OVERVIEW**

Correctional Education policies ensure accountability, provide dynamic leadership for continually improving education strategy, and outline the programming and criteria for prisoners who received these educational services. Prison educators are a dedicated work force of individuals whose work is guided by the Prisoner Education Mission Statement and who strive for student success. The Education Manager acts as the school superintendent, providing leadership and direction to 276 education staff and approximately 7,500 students. The Education Section is part of the Reentry Administration, Executive Bureau.

There are many factors that contribute and/or impact recidivism. Correctional Education plays a key role in the Department's mission to ensure prisoners are prepared to enter our communities and not return to prison. One of the most important components is prisoners being job ready. The primary programmatic focus is the attainment of job preparedness skills that will lead to employment. Education is essential to recidivism reduction. Additionally, it should be noted that there are ancillary benefits to the education programs for the institution, which include a trained prisoner workforce, the development of critical thinking skills (which results in a more manageable population), and engagement in positive activities.

### **Explanation of Value/Purpose of Each Program**

According to the US Department of Justice, Bureau of Justice Statistics, correctional populations report substantially lower educational attainment than the general civilian non-institutional population. National studies consistently show the value of correctional education and that it reduces recidivism:

2014 RAND Corporation How Effective is Correctional Education & Where do we go from Here?

- For every dollar spent on correctional education, five dollars are saved on three-year re-incarceration costs.
- Prisoners who participated in correctional education have 13% higher odds of obtaining post release employment.

According to research compiled by Michigan Economic Development Corporation-Office of Adult Education and the MDOC 49-51% of prisoners arrive in prison without a high school diploma or HSE.

- Prisoners who participate in basic education programs while incarcerated have lower recidivism rates than those who do not.
- Prisoners who participate in basic education programs while incarcerated are more successful at finding and sustaining gainful employment upon release than those who do not.
- A Michigan male with a high school credential or equivalency earns \$6700 more annually than a male without a high school diploma.\*\*
- Persons with lower levels of education attainment are more likely to be unemployed than those with higher levels of education.\*\*\*

During the 15/2016 fiscal year, MDOC prisoners passed 6,149 HSE subtests of which, 1,186 earned their HSE.

Research shows that by improving employees' basic skills:

- Employees work smarter and better
- Employees cope well with change in the workplace
- Union/management relations improve
- Output and profitability increase

\*Virginia Department of Correctional Education

\*\*Institute for Women's Policy Research, 2005

\*\*\*National Center for Education Statistics

**The following programs are offered through MDOC Correctional Education:**

### **ACADEMIC EDUCATION**

Adult Basic Education and High School Equivalency Preparation (including HSE Testing) are provided for prisoners without a high school diploma or HSE certificate. The curriculum focuses on math, science, social studies and reasoning through language arts. At the basic level it improves the academic functioning of the students, creating and improving their abilities to read materials such as job applications and doing mathematical operations such as counting currency and multiplication. The HSE preparation classes lead to the obtainment of the HSE.

### **SPECIAL EDUCATION**

Special Education programming is provided to eligible prisoners in accordance with department policy and the Individuals with Disabilities Education Improvement Act (IDEA). A major purpose of Special Education services is to ensure that students with disabilities have available to them a free appropriate public education designed to meet their unique needs and to have equal access to achieve the same goals as non-disabled students.

## **TITLE I**

Title I is a Federally-funded education support service offered to prisoners who are under 21 years of age, and are enrolled in educational programming for 15 hours per week. The department uses Federal Consolidated Application funds for hiring Title I Aides to address the low level learners' academic deficiencies in math, reading and language by providing one-on-one supplemental instruction assigned by the Academic teacher. The funding provides a fair, equal, and significant opportunity for students to obtain the HSE credential prior to paroling to the community.

## **ENGLISH AS A SECOND LANGUAGE**

English as a Second Language (ESL) is provided for students whose native language is other than English. It is designed to improve English language skills to the 5<sup>th</sup> grade level so that non-native speakers are better able to function in an English environment.

## **CAREER and TECHNICAL EDUCATION (CTE)**

CTE programs provide students with specific trade instruction, technical skills and soft skills competencies critical to finding and maintaining employment. These skills are transferable into community employment or community college programming. The trades programs offer state and/or nationally recognized certification upon completion. Students enrolled in select programs have the opportunity to participate in the State Correctional Opportunities for Rehabilitation and Education (SCORE) projects. Under the supervision of CTE Instructors, students complete projects for Habitat for Humanity, Department of Natural Resources, Department of Health and Human Services as well as many local non-profit organizations. These Service Learning Projects allow students to apply the learned skills to meaningful projects that benefit the State of Michigan.

## **EMPLOYMENT READINESS & WORKFORCE DEVELOPMENT**

Employment Readiness is a course lead by Employment Readiness Instructors and is delivered to enhance a prisoner's ability for successful reentry and sustainable employment in the community. Employment Readiness focuses on:

- Computer training
- Financial literacy
- Employability soft skills training
- Job seeking preparation
- Resume development

Employment Counselors focus on the goal of reducing recidivism and improving employability. The following steps are taken to assist with this effort:

- Maintain the WFD referral packet, which compiles records of certifications and skills.
- Determine eligibility for the Certificate of Employability.

- Complete vital documentation applications.
- Provide WorkKeys testing.
- Deliver interest and aptitude assessments which are used in determining vocational recommendations.
- Establish relations with employers and other stakeholders, liaising between the prisoners and the community by attending Steering Team Meetings, hosting employer tours, and hosting career fairs.

## **VITAL DOCUMENTS**

Vital documents include obtaining Social Security cards, birth certificates and State IDs/Driver License for eligible prisoners in order to assist them in obtaining sustainable employment for a successful reentry.

## **POST- SECONDARY**

The MDOC is currently partnering with a number of post-secondary providers to offer college classes inside prisons. These classes are credit-bearing and are either grant funded or self-pay.

- Jackson College, Delta College and Mott Community College were chosen to participate in an Experimental Sites Initiative that would provide Federal Pell Grant funding to otherwise eligible students who are incarcerated, likely to be released within five years of enrollment, and who are eligible for release back into the community. These colleges will provide credit-bearing classes to 1,475 eligible prisoners at 9 correctional facilities. Class offerings vary, but will focus on business and entrepreneurship.
- Pathways from Prison to Postsecondary Grant (Pathways) and the Department of Justice Second Chance Grant (SCG) are new grants offerings within the Department of Corrections. These grants offer college courses at Cotton, Gus Harrison, Parnall, Women's Huron Valley, Thumb and Macomb Correctional Facilities. The colleges that collaborate with the MDOC to deliver these programs include Jackson College, Mott Community College, and Muskegon Community College.
- These colleges offer postsecondary training and certifications with the goal of preparing students for employment in the areas of auto repair, carpentry, welding, custodial maintenance, and computer repair. The Pathways and SCG federal funds specifically apply to students returning to disproportionate areas within the State such as Detroit and Kalamazoo. Students will be better prepared to obtain sustainable employment with additional training and Associate's Degrees upon release to the community.
- Inside-Out classes were offered by Michigan State University and The University of Michigan inside MDOC prisons. Inside-Out is a program where 15 students from the university take classes side by side with 15 prisoners. There is no cost to the prisoners. Different classes are offered every semester.



This program took place at Macomb, Women's Huron Valley, and Cooper Street Correctional Facilities this past fiscal year.

- Prisoners are offered the opportunity to take correspondence classes through a number of post-secondary providers. PD 05.02.119 outlines the criteria to take classes and pay for them. MDOC education staff assists prisoners in navigating the process and proctoring.

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*The number of prisoners not paroled at their earliest release date due to lack of a HSE, and the reason those prisoners have not obtained a HSE.*

<i>Prisoner Number</i>	<i>Last Name</i>	<i>Earliest Release date</i>	<i>Reason Prisoner did not obtain HSE</i>
161971	Rose	10/18/2000	Refused School - Disapproved by School Principal and Warden
478845	Thomas	10/28/2013	Refused School - Disapproved by School Principal and Warden
714121	Coffman	6/30/2014	Refused School - Disapproved by School Principal and Warden
207969	Evans	8/30/2011	Refused School - Disapproved by School Principal and Warden
778564	Brooks	8/27/2010	Refused School - Disapproved by School Principal and Warden
771517	Damon	2/15/2012	Refused School - Disapproved by School Principal and Warden
844843	Dunbar	7/23/2012	Refused School - Disapproved by School Principal and Warden
764270	Terrell	4/14/2010	Refused School - Disapproved by School Principal and Warden
778984	Bell	9/7/2010	Refused School - Disapproved by School Principal and Warden
859639	Crockett	5/19/2014	Refused School - Disapproved by School Principal and Warden