

Maryland Career Clusters linked to Correctional and Occupational Programs

- ◆ Construction and Development
- ◆ Manufacturing, Engineering and Technology
- ◆ Business Management and Finance
- ◆ Transportation Technologies
- ◆ Information Technology
- ◆ Arts, Media, and Communication



for more information refer to the Correctional and Occupational Program Offerings brochure

“ As president of the region's premier promotional company, my success is a direct result of my highly skilled, efficient and customer service oriented office manager. ”

Joy W. Giordano, Distinctive Promotions, LLC
Imprints for Success a Woman-Owned Baltimore Business

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Take advantage of qualified individuals with skills and the desire to work. To learn more about tax credits and other benefits of hiring ex-offenders, please contact:

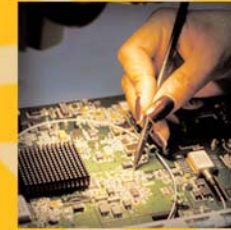
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Developed through a partnership with the Maryland Department of Labor, Licensing and Regulation

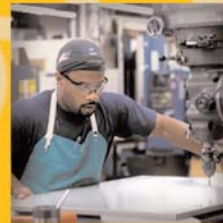


Correctional Education Programs

Attention



Employers



Hire our program graduates and experience the benefits of:

Skilled Employees
Community and Economic Development

Gain the valuable human resources your business needs by hiring motivated graduates from Maryland's Correctional Education Program. Our graduates have received industry specific, certified training along with workplace readiness skills and are ready and anxious to work. Research shows that employment is the greatest deterrent to recidivism. You can help these ex-offenders turn their lives around and address your worker shortages. Call today to find out how we can help.

Employers... are you frustrated by the shrinking workforce?

Preparation and Employability Skills needed in the Workplace

- ◆ Teamwork
- ◆ Conflict Resolution
- ◆ Positive Work Habits
- ◆ Communication Skills
- ◆ Decision Making
- ◆ Following Instructions
- ◆ Business Writing
- ◆ Customer Relations
- ◆ Dealing with Supervisors and Co-Workers
- ◆ Life Skills





What is the Offender Workforce Development Initiative?

The Offender Workforce Development Initiative integrates career development strategies and occupational preparation into Maryland's Correctional Education Program to prepare student inmates for return to the community and employment.

“ Give somebody a second chance to be productive in society and make a decent living.”

G&M Automotive



How does this initiative support Maryland's Education and Workforce Development goals?

MSDE's vision: "All students who graduate from Maryland public schools will have the knowledge and skills required to participate in an increasingly competitive economy and job market, function as responsible workers in a democratic society, and achieve personally satisfying and fulfilling lives." Participants in this initiative will be prepared to plan and access available educational programs, occupational training and community resources to successfully reintegrate into a highly competitive job market requiring the utilization of a broad range of skills.

Why is this initiative needed?

Upon release from incarceration, individuals need skills to:

- ◆ Successfully demonstrate the knowledge and occupational skills they can offer an employer.
- ◆ Utilize effective job search and retention strategies to successfully reintegrate into society and not recidivate.
- ◆ Effectively utilize available career planning resources and support systems to advance in their careers and to maintain economic self sufficiency.
- ◆ Access further occupational training, education, transportation, housing, substance abuse supports as well as other community resources that may be necessary for their successful transition back into the community and the workplace.
- ◆ Overcome barriers to employment and to use skills and resources that can assist them such as, employer tax credits and the Federal Bonding Program.

Who are the collaborative partners?

- ◆ Maryland State Department of Education-Correctional Education Program
- ◆ Maryland Division Public Safety and Correctional Services & Division of Parole and Probation
- ◆ One-Stop Career Centers and the Baltimore Re-entry Center
- ◆ DLLR Offender Initiative
- ◆ Numerous community partners providing housing, transportation and substance abuse support.

What are the goals of the Initiative?

- ◆ To coordinate with other partners working on re-entry in workforce development initiatives across the state.
- ◆ To facilitate with partner agencies' professional development activities, including the National Institute of Corrections training modules that promote ex-offender employment and transition into the community.



- ◆ To facilitate educational staff development supporting the integration of career development strategies and outcomes that enhance offender workforce development and transition into the community.

What is the projected educational significance of this Initiative?

- ◆ Identifies and addresses educational and occupational training needs for inmates.
- ◆ Integrates the career development competency and resources into the Maryland Correctional Educational Program.
- ◆ Links skilled individuals to employers to increase workforce development goals and employment outcomes.
- ◆ Coordinates programs and services "inside the fence" that prepare individuals for their return to the community and employment as is a proven strategy to reduce recidivism.

“ I hire from prison occupational programs because it is an untapped resource of skilled employees.”

Hallmark Manufacturing, Inc