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# RESOURCE COMPENDIUM

## EXPANDING APPRENTICESHIP FOR JUSTICE-INVOLVED INDIVIDUALS

### THE CHALLENGES

- **Apprenticeship and the Justice System: Adapting a Proven Training Model to Serve People in Prison**—Overview of how registered apprenticeship programs operate in federal and state correctional institutions; limitations, barriers, and recommendations; background on prison-based education and training
- **Out of Prison & Out of Work: Unemployment among formerly incarcerated people**—Unemployment rates for formerly incarcerated, overall and by race and gender; benefits of hiring
- **The Case for Paid Apprenticeships Behind Bars**—Incarceration rates by various target populations; obstacles to re-entry; a case for apprenticeships that begin in prison

### POTENTIAL SOLUTIONS, MODELS, AND PROMISING PRACTICES

- **Best Practice Standards: The Proper Use of Criminal Records in Hiring**—Recommendations for recruiting, interviewing, and hiring practices to help businesses screen for criminal histories relevant to the duties of the job without being overly restrictive
- **USDOL Reentry Project Grants**—\$84.4 million in 2018 for projects to support successful transition back into the community and expand apprenticeship opportunities for justice involved adults or youth
- **Reentry and Employment for the Formerly Incarcerated and the Role of American Trades Unions**—Explores linkages between correctional facilities and union apprenticeships around the country, including programs in Washington, California, Illinois, and Delaware
- **Iowa Workforce Development and Department of Corrections Apprenticeships Case Study**—Overview of Iowa's apprenticeship programs offered through correctional facilities; advice and considerations for replication
- **Iowa Department of Corrections Apprenticeship Program Manual**—Overview of each prison's apprenticeship programs, eligibility, transfer procedures, state and sponsor roles
- **Washington Department of Corrections Trades Related Apprenticeship Coaching (TRAC) Program**—Pre-apprenticeship program that prepares *female offenders* for entry into a union apprenticeship program in *labor, carpenter, or iron worker*

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- **[Wisconsin Department of Corrections](#)**—Offers 13 apprenticeship programs for prisoners nearing release
  - **[California Department of Corrections](#)**—California launched apprenticeship programs in all state correctional institutions in trades like *graphic arts, manufacturing, welding, and fabrication*.
  - **[Next Chapter](#)**—Partnership between Slack, [The Last Mile](#), the Kellogg Foundation, and FREEAMERICA to offer 1-year apprenticeships in *coding*; a [related article](#) in The Atlantic explores the challenges and industry's interest in providing opportunities for justice-involved individuals
  - **[Flintridge Center in Los Angeles County](#)**—Provides an Apprenticeship Preparation Program to prepare and assist previously *incarcerated and gang affiliated* community members for careers in the *construction trades*
  - **[Northern California Construction Training](#)**—Pre-apprenticeship program that prepares men and women for entry into various *construction trades* apprenticeship training programs; available to *adults on probation or parole*, as well as *youth in detention facilities*
  - **[VICE Media Group](#)**—Apprenticeships in *media, production, and technology* for people with criminal records; took the New York State Council on Community Re-entry and Reintegration's "Work for Success Pledge" to consider qualified individuals with criminal convictions for employment
  - **[Greyston Bakery in Yonkers, New York](#)**—Uses an Open Hiring model, hiring anyone who wants to work and training them through informal apprenticeships. About 60% of its workforce have criminal record. Its [Center for Open Hiring](#) offers support for others interested in the model
  - **[Expanding Apprenticeship for Formerly Incarcerated Persons Page on Workforce GPS](#)**—a collection of resources, including toolkits, research and promising practices from organizations that have apprenticeship programs targeting formerly incarcerated individuals

## EMPLOYER ENGAGEMENT RESOURCES

- **[Baltimore's Quick Guide to Hiring Returning Citizens](#)**—Common employer myths and facts; Q&As; federal supports, such as bonding and the Work Opportunity Tax Credit
- **[The Business Case for Hiring Nontraditional Jobseekers](#)**—*Tech employer* concerns about hiring nontraditional job seekers, including opportunity youth and those with a criminal record; strategies to address those concerns; benefits of hiring; a resource list
- **[Fair Shake Reentry Resource Center](#)**—Resources for employers including reasons for hiring, EEO requirements, information on potential funding for training and resources like the [Federal Bonding Program](#) and [Work Opportunity Tax Credit](#)