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*
- **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