

# OWD Mission

Provide meaningful community partnerships and learning opportunities for CI offender workers so they can successfully reintegrate into society and rapidly engage with training, education or employment.



Correctional Industries staff have a direct impact on offender workers by imparting technical and soft skills throughout the work day. Technical skills help a person secure a job, while soft skills help a person keep a job and advance professionally and financially.

Correctional Industries (CI) staff and supervisors teach offenders technical skills through on the job training. They are also work role models that offenders can learn from through observation and interaction. Staff reach a large number of CI workers at locations throughout the state, providing offenders the confidence to succeed as model offenders while incarcerated. These observations and interactions reinforce positive work behavior and habits when they release.

The Offender Workforce Development (OWD) team consists of an administrator, manager, and specialists. OWD provides opportunities to offenders at 12 facilities throughout the state and in the community. OWD is uniquely situated within CI work training programs. Specialists work with volunteer offenders on soft skill development, training and reentry planning while they are still incarcerated. However, their efforts do not stop once offenders release. OWD aims to support CI men and women beyond working for CI to continue the employment, education and training related community integration efforts once they release.

To that end, our Community Employment Specialists offer wrap-around employment services to released CI offenders and the business community. We also work with dedicated community partners. CI is investing in our offender workers' futures as well as the communities they will release to.

## Recognizing Achievement

The Certificate of Proficiency is a vehicle to recognize offenders who have demonstrated a high level of proficiency in their work. The certificate is based on specific criteria established for the Federal Bureau of Labor Statistics' Standard Occupational Classifications (SOC) system and further developed by Correctional Industries. Workers have to reach 1,500 hours in the same job class. They are also required to meet criteria including incorporating safety procedures, meeting or exceeding production standards and demonstrating good attitudes and work habits.



Offender Workforce Development • Phone 1.360.725.9100  
*Providing incarcerated individuals the environment to initiate positive change.*



## Changing Lives



# Offender Workforce Development

[www.washingtonci.com](http://www.washingtonci.com)



## Partnerships

Offender Workforce Development (OWD) has a living, breathing Strategic Plan. It boasts three objectives. The first is to ensure every qualified Correctional Industries (CI) offender is “work ready” and employable upon release. The second is to achieve post release employment as part of a unified employment plan developed by the program specialists in collaboration with the offender. Our final objective is to develop partnerships with community providers on job readiness, job placement, and training and education. Rapid attainment of gainful employment can help releasing men and women achieve success upon release.

### Roots of Success

This environmental literacy curriculum introduces offenders to the green economy and an understanding of environmental sustainability. It aims to help participants to become more successful academically. Offenders who participate better understand the importance of jobs in the green economy.

### On-the-Job Training

Correctional Industries has developed a strong relationship with the Department’s education program which contracts with the State Board for Community and Technical Colleges. We work together to develop new programs based on SOC codes that link industry jobs with instructional programs such as baking, Computer Numerical Control (CNC) for the workplace, technical design, upholstery and welding. Offenders trained through CI’s Trade Related Apprenticeship Coaching program, or by working with various organizations, can connect with union apprenticeship programs and earn specialized industry accredited certificates in areas such as linen management and ServSafe.

### GOODWILL INDUSTRIES

Both Goodwill of the Olympics and Rainier Region (GORR) and CI offer products and services for sale, but more importantly both organizations are rooted in their commitment to strengthening the job skills of individuals who have significant barriers to employment. CI partners with GORR to offer release transition support.

### FARESTART

FareStart is a hands-on culinary job training, placement and retention program for homeless and disadvantaged individuals. FareStart provides support networks for released CI offenders who are prepared to work hard and eager to find success. Services include housing, job search, counseling and health care assistance.

### EMPLOYMENT SECURITY WORKSOURCE

Releasing offenders can look to Employment Security’s WorkSource website and local offices to find a job, attend workshops and access career information. With permission, CI has adopted a version of the Job Hunter series for use inside prisons.

### COMMUNITY EMPLOYMENT SPECIALISTS

Our Community Employment Specialists offer wrap-around employment services to released CI Offenders and the business community. This benefits many stakeholders. Employers have access to a pool of skilled workers, released men and women have access to support and job leads and DOC has an opportunity to track employment in the community.

## Classes & Training

Correctional Industries offers a variety of classes and trainings depending on the institution and amount of time the offender has before release.

Potential classes and training include:

- Makin’ It Work
- Roots of Success
- Straight-A Guide
- Lean Training
- Forklift Training
- ServSafe
- Financial Literacy
- Job Hunters
- Mock Interviews
- Access to a Resource Center
- Sack Lunch Seminars
- Hazard Analysis Critical Control Point (HACCP)
- Entrepreneurship/Small Business Development



“Professionals like you change lives and truly make life better for others.”  
 — Faith Lutze, Ph.D. Professor and Graduate Director, Washington State University

### Makin’ It Work

To enhance “soft” or interpersonal skills, CI offers a special 20-hour class called “Makin’ It Work.” The class is designed to help men and women understand what employers are looking for. Participants develop the necessary thinking and positive behavior that will help ensure success while working for CI, as well as success in transitioning into the workforce in the community. Modules include Thinking Straight, Keeping Self-Control, Solving Problems Logically and Handling Difficult Situations. While we have noticed that some of our offender workers already have some of these skills, their presence in the classrooms provides peer role models to others in need of refinement and application.

### Mock Interviews

Mock interview fairs bring employers and community partners inside prison walls to help offenders practice their interviewing skills. It is our goal to organize and conduct regular mock interview fairs and experiences at designated institutions. These events provide a realistic job application and interview experience to offenders who will release into the job market in the near future. It also presents a potential workforce to outside employers and represents the positive things offenders do while they are incarcerated to prepare for work when they release. Please contact CI if you are interested in participating.