

Pathways to Success

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Creating IET Courses in Corrections



WY Adult Education
Summer Institute
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➤ **Nearly 35 years in Adult Education**

➤ **Former:**

- **Instructor/Director of Local Adult Education Program**
- **Director, Adult Education Professional Development Center (Ohio)**
- **State Director of Adult Education (Maine)**
- **Director of OCTAE's National Career Pathways Project**
- **COABE Vice President**
- **NCL Vice President and AALPD Chair**

➤ **Current:**

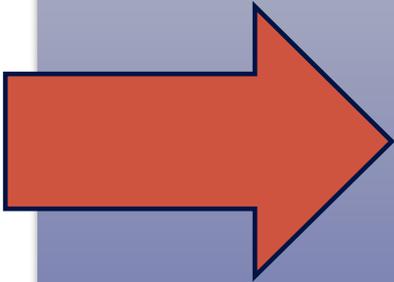
- **Professor of Adult Education Graduate Studies at OSU**
- **National Consultant/Trainer**

Adult Education – Workforce Development – Career Pathways



THE CHALLENGE

How do we create and deliver IET courses:



In a Corrections setting?

????



Opening Circle

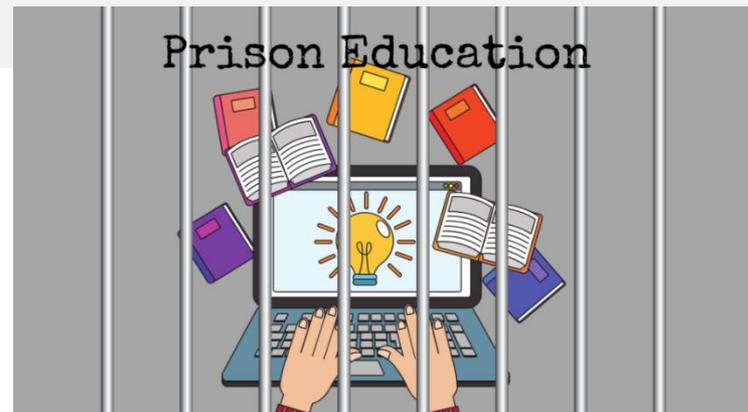


**Why is it challenging to create
and deliver IET programs in
corrections?**



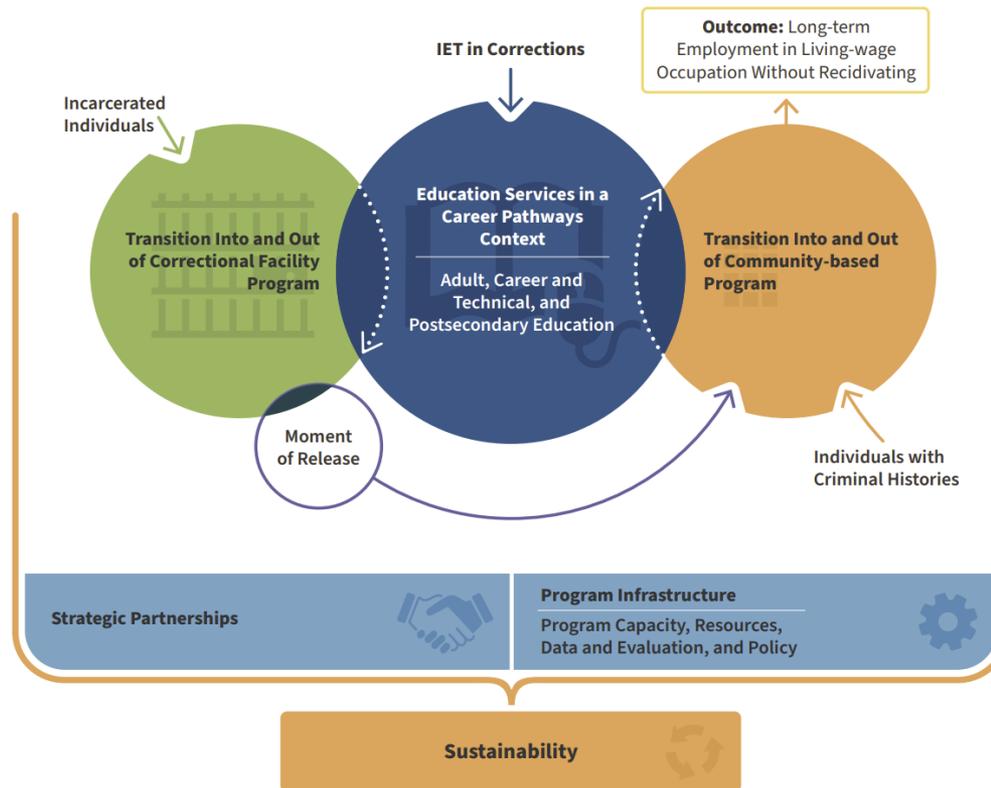
Benefits of IET in Corrections

- **Enhances and accelerates learning**
- **Aligns career pathways with programs in the community**
- **Improves post-release employment opportunities**
- **Is an evidence-based practice that has been documented to lead to positive impacts on credential completion and short-term employment**
- **Provides opportunity to earn industry-recognized credential prior to release**



IET from Corrections to Release

Exhibit 1. Reentry Education Framework



Career Pathways Instruction



Developing IET Programs

1

AS A DIRECTOR

- Determine what IET program is needed in your program
- Connect with a partner to provide the job training
- Identify how it will be funded
- Create a plan for the development and execution of the IET program
- Promote program and enroll students

2

AS AN ABE TEACHER

- Work with the instructor who is delivering the job training to develop course objectives and outline
- Develop curriculum that integrates academic skills and workforce preparation
- Build in contextualized activities directly connected to the job training
- Promote program and enroll students



Career Pathways Instruction

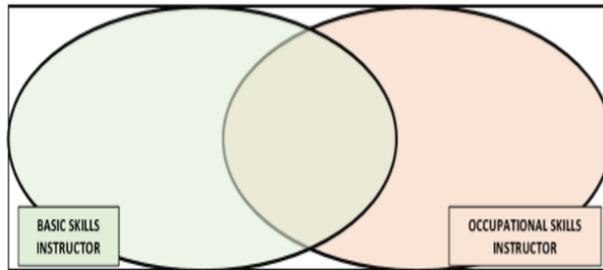


Developing IET curriculum:

https://sites.psu.edu/pathwaystoemployment/files/2017/09/IET-Guide_FINAL_U.ED-EDU-17-48-no-page-on-tools-p7rm7.pdf

Developing Basic Skills Curriculum for an IET

COURSE PLANNING:



Tool #3

Identifying Basic Skills Content

Use this tool to identify content for the basic skills curriculum. In the first column, note the location of the identified content in the curriculum/instructional materials. In the second column, identify the OST content requiring basic skills to understand it. In the last column, identify the basic skill(s) that need(s) to be included in the adult basic education curriculum.

Occupational Skills Training		Adult Basic Education
Unit/Lesson/Page	Content Knowledge Needed	Basic Skills Needed* <i>*All 4 skill areas may not need to be addressed*</i>
		Math: Reading: Writing: Workforce prep:



SAMPLE IET's in Corrections

- Many correctional facilities offering IET's do OSHA (Health and Safety) and ServSafe (Food Safety) Certification
- In New Mexico the NMCD partnered with Adult Education and the Community College system to offer education and training certification courses around the state – several are doing Heavy Equipment Operator and Entrepreneur
- OCTAE is currently doing a national 'IET in Corrections' project, awaiting report

Exhibit 3. Overview of Integrated Education and Training in Corrections Pilot Sites

State and partners	Site	Facility type	Target audience	Industry focus
Indiana Indiana Department of Corrections Ivy Tech College	Rockville Correctional Institute	Women's state prison (maximum security)	Students who do not have a high school credential and are within three years of release	Construction
	Putnamville Correctional Facility	Men's state prison	Students who do not have a high school credential and are within three years of release	Construction
Maryland Maryland Department of Labor Maryland Department of Public Safety and Corrections Hagerstown Community College	Maryland Correctional Training Center – Hill	State prison / prerelease center	Students enrolled in adult education levels 3-6 and who are within 36 months of release	Manufacturing
	Maryland Correctional Institution for Women	Women's state prison	Students enrolled in adult education levels 3-6 and who are within 24 months of release	Hospitality
Minnesota Minnesota Department of Corrections	Minnesota Correctional Facility – Faribault	Men's state prison	Students with skills below the 12th-grade level and/or without a secondary credential and within five years of release	Construction and Maintenance/Operations
	Minnesota Correctional Facility – Moose Lake	Men's state prison	Students with skills below the 12th-grade level and/or without a secondary credential and within five years of release	Network Cabling
Mississippi Mississippi Community College Board Mississippi Department of Corrections	South Mississippi Correctional Institution	Men's state prison	Students without a high school credential or needing basic skills support and within two to five years of release	Construction and Plumbing
	Mississippi State Penitentiary	Men's state prison	Students without a high school credential or needing basic skills support and within two to five years of release	Construction

State and partners	Site	Facility type	Target audience	Industry focus
Texas Texas Department of Criminal Justice Texas Workforce Commission Windham School District	Plane State Women's Prison	Women's prison	Students with a high school credential and with basic skills needs (minimum Test of Adult Basic Education score at a 7.5 grade level) and within two years of release	Logistics
	Dallas County Jail	Local jail	Students with a high school credential and eligible for adult education and literacy services (i.e., must test on a National Reporting System instrument as basic skills deficient in at least one domain), and within one to six months of release	Business and Logistics
	Woodman State Jail	Women's jail	Students under age 22, without a high school credential, and within two and a half years of release	Construction, Electrical Trades, Telecommunications, and Business
West Virginia West Virginia Schools of Diversion and Transition West Virginia Department of Education West Virginia Division of Corrections	Anthony Correctional Center	State prison for individuals between the ages of 18-25	Students at any eligible education level and within one to two years of release	Carpentry, Automotive Technology, and Electrical Technology
	Lakin Correctional Center	Women's state prison	Students at any eligible education level and within one to two years of release	Cosmetology, Culinary Arts, and Business



Creating IET Courses in Corrections

Promote Corrections-Friendly Pathways

- **Certain laws prohibit felons from holding some types of jobs**
- **Know what jobs felons are not eligible for in your state or area:**
 - **Jobs working with children**
 - **Certain education jobs**
 - **Certain jobs in healthcare**
- **However, there are many jobs available for offenders**



Discussing Incarceration Record

- Build this into your instructional approach, it's important the felons prepare to discuss their conviction record
- What felons **SHOULD NOT** do:
 - Don't lie
 - Don't give details
 - Don't get defensive
 - Don't volunteer information
 - Don't make excuses / play victim
- What felons **SHOULD** do:
 - Own it – take responsibility
 - State positive changes made since conviction
 - Share what you learned from the experience
 - Discuss new goals for future



IET Program Support Components

- **Case Management - manage comprehensive support services**
- **Career Planning**
- **Counseling / Advising**
- **Behavior Change Training**
- **Life Skills Training**
- **Re-Entry Course / Planning**



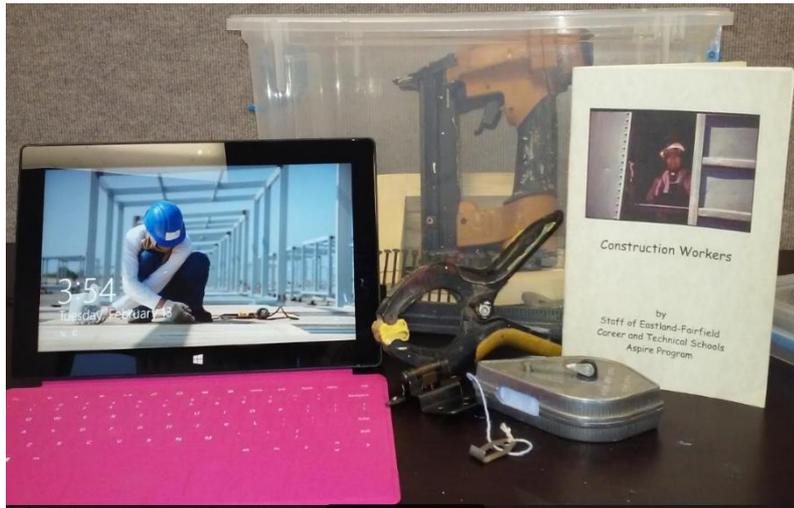
What are other supports you think would be helpful?



POTENTIAL IET's in Corrections

Lancaster, OH

Eastland-Fairfield Career and Technical Center's IET in a Box project: they developed job training and certification manuals for certain in-demand occupations. The students work on their own or in groups on completing their certification while they are attending adult education classes. They currently have 9 IET in a Box courses and plan to develop more.



OPEN SPACE

- **What questions do you have about doing IET courses in corrections?**

The person who provided the question will facilitate the discussion

Others will go to the question you want to discuss

You will have 10 minutes to discuss/answer the question

We will rotate once for another 5 minutes

- **Facilitators be prepared to share highlights of your discussion.**

Let's HARVEST your discussions...



Testimonial

Our institution thought being part of the IET/Pathways project was going to be this little project we would try, we would play our small part of this larger project and then after the project was over and the money ran out, we'd retreat back to what we did before. But this program has been so powerful and there is no going back. I'm watching our institution build the capacity to regularize providing education and training courses to our inmates. I'm hopeful this will become ingrained in what we do. That's change!

Early on I was asked by a staff member if this effort in the prison was simply about money. I answered, "Well, yeah, we got the money so we have to do the project." At some level, initiatives like these do have to have financial viability or they are simply not sustainable beyond the funds of the project. The funding and guidance from the IET/Pathways project allowed us to try something that we would not have tried without the funds. But because of the success we had, our institution is committed to funding it long-term. Even other prisons in the state now are looking at us and saying, "Maybe providing these IET courses in our facility is something we should do, too. Help us."

We have seen these courses open up opportunities for our inmates that they never had before. When we did the GED Graduation/IET Certificate Award Ceremony, we brought together all inmates, all staff, leadership, guests (which included both family and reps from project partners) and it was the most positive event I have seen happen in this prison in my 12 years working here. Inmates and staff were on a 'high' about it for weeks.

I wanted to reach out and say doing this IET/Pathways project has helped me see what's possible for our inmates here in Michigan. As we begin to prepare for another year and 5 IET courses (up from 3 last year), I hear inmates asking themselves, "Why am I not doing that? Why I am not in that class?" We are 5 weeks out from the beginning of our 5 IET courses this fall and they are all already full.

This IET/Pathways project was a blessing to our whole prison community. It has helped us all think beyond our previous assumptions about what we thought was possible for our inmates. Our inmates in these courses talk about what they plan to do when they are released in terms of getting a real job (I'll spare sharing what they used to talk about doing when they 'got out,' but it wasn't good.) Most importantly, though, there is a spirit here among inmates that is optimistic about their future, a spirit I have never seen here before.



Closing Circle



What is one thing about IET in corrections that you heard today that you will try in your program?



Questions:
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