

Federal Bureau of Prisons
Inmate Skills Development



Presented by
DonaLee Breazzano, Administrator
Inmate Skills Development Branch
For
U.S. Sentencing Commission
Symposium on Alternatives to Incarceration
July 14 – 15, 2008
Washington, D.C.

Federal Bureau of Prisons
Reentry Strategy

- The Inmate Skills Development Initiative is a strategy the Bureau has undertaken to unify our inmate programs and services into a competency-based reentry strategy

Inmate Skills Development Initiative

Primary Goal:

ENHANCE EFFORTS TO EQUIP
INMATES WITH THE NECESSARY
SKILLS TO SUCCEED UPON RELEASE
TO THE COMMUNITY

Inmate Skills Development Initiative – Cultural Shift

- IT IS NOT A PROGRAM:
- IT IS:
A shift in cultural philosophy (reemphasis of our mission) to provide a holistic, collaborative approach between internal components and external agencies to ensure skill needs for successful reentry are identified, addressed, and operationalized.

Federal Bureau of Prisons Mission Statement

It is the mission of the Federal Bureau of Prisons to protect society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, human, cost-efficient, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens.

Traditional Program Benefits as Management Tools

(Balancing Security and Reentry)

- Reduce rates of misconduct
- Motivate to participate in other programs
- Demonstrate appropriate interaction with staff
- Yields a safer environment

History of Program Success

Successful return to the community

- Residential Drug Abuse Program
 - 16% less likely to recidivate
 - 15% less likely to relapse
- Federal Prison Industries/UNICOR
 - 24% less likely to recidivate
 - 14% more likely to be employed
 - 23% reduction in misconduct
- Education Programs
 - 16% less likely to recidivate
- Vocational Training
 - 33% less likely to recidivate





INMATE SKILLS DEVELOPMENT

Multi-Tiered Process





- Dynamic assessment of nine skill areas
- Generation of individualized Skill Development Plan to monitor progress
- Targeted Program Linkage to address skill needs prioritizing high risk inmate
- Collaborative partnership building to assist with community transition and resource development

Reentry Skill Sets






ACADEMIC

-  Intellectual Functioning
-  Literacy
-  Language
-  Computer Skills





VOCATIONAL / CAREER

-  Employment History
-  Career Development
-  Institution Work History
-  Post-Incarceration Employment

INTERPERSONAL





-  Family Background
-  Family Ties / Support System
-  Parental Responsibility
-  Relationships
-  Communications

WELLNESS



-  Health Promo/Disease Prev
-  Disease/Illness Management
-  Transitional Plan
-  Government Assistance

Reentry Skill Sets





MENTAL HEALTH

-  Substance Abuse Management
-  Mental Illness Management
-  Transitional Plan
-  Appropriate Sexual Behavior

CHARACTER

-  Personal Character
-  Personal Responsibility









COGNITIVE

-  General Behavior
-  Criminal History
-  Domestic Violence/Abuse
-  Criminal Behavior

LEISURE

-  Use of Leisure Time

DAILY LIVING

-  Money Management
-  Food Management
-  Personal Hygiene/Sanitation
-  Transportation
-  Identification
-  Housing
-  RRC Placement
-  Family Care

MULTI-TIERED PROCESS ASSESSMENT AND SKILL DEVELOPMENT PLAN



A tool used for the automation/integration of existing systems to support agency mission and policy requirements; assists with:

- Assessing skills (Inmate Skill Assessment)
- Tracking/coordination (Inmate Skills Development Plan/Program Linkage)
- Reporting
- Targeting resource needs/ priorities (High Risk Offenders)
- Electronic exchange of information (data/reports)
- Streamlining tasks & forms (progress reports/case management/etc.)

INMATE SKILLS DEVELOPMENT SYSTEM

- Initiated at the beginning of the inmate's sentence and dynamically updated throughout incarceration to assess and monitor skill development and resources needed for reentry.
- The information (ISD Plan) is shared with agencies collaborating/assisting with transition

PROFILE SECTION

ISDS Home | Logout

INMATE SKILLS DEVELOPMENT SYSTEM

Welcome: DUSTY RHOADS Current Facility: DANBURY FCI

07-11-2008
Inmate Profile | Assessment Plan | Release Checklist | Archives | Print Forms | Help

Inmate: DOE, JANE | Photo
Institution: DANBURY FCI
Projected Release: [Date]

Register Number: 12345-678
Age: 42
Release Method: [Release Method]

Detainer: [Y/N]
CMC: N
Sentry: [Unknown] | Synch

Lookup Register Number: ▶

At A Glance

Personal Info

Sentence Info

Institution Info

Documents

Inmate Profile

At A Glance

Register Number: 12345-678
Name: DOE, JANE
Resp. Institution: DANBURY FCI/ CT
Age/DOB: 42/ 07-15-1965
R/S/Eth: B / F / O
Mileage: Unknown

Release Residence: HARTFORD, CT

Proj. Release Date: [Date] **Next Review Date:** 11-10-2007
Proj. Release Method: [Release Method] **Next Custody Review:** [Date]

Detainer: [Y/N] **Psych:** N
CMC: N

Security/Custody: LOW / IN

Unit/Quarters: W / HOUSE C/RANGE 06/BED 001L

Work Detail:

Assignment	Description	Start Date	Stop Date

ASSESSMENT PLAN

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INMATE SKILLS DEVELOPMENT SYSTEM

Welcome: DOUGLAS ACKER Current Facility: ALLENWOOD FPC

04-04-2006
Inmate Profile | Assessment Plan | TEAM | Progress Report | Release Checklist | Archives | Print Forms | Help

Inmate: SMITH, JOHN | Photo
Institution: ALLENWOOD FPC
Projected Release: [Date]

Register Number: 00012-000
Age: 106
Release Method: [Release Method]

Detainer: [Y/N]
CMC: Y
Sentry: [Unknown] | Synch

Lookup Register Number: ▶

Assessment Plan is unlocked

Academic

Vocational/Career

Employment History

Career Development

Institution Work History

Past Incarceration Employment

Progress and Goals

Interpersonal

Wellness

Mental Health

Cognitive

Character

Leisure

Assessment Plan

Vocational/Career: Employment History

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Unemployed at time of arrest?

Yes
 No

Consistent history of employment within the 5 years PRIOR to incarceration? (job changes for promotion or career enhancement and never fired)

Yes
 No

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Additional Information open ▶

PROGRESS AND GOALS

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INMATE SKILLS DEVELOPMENT SYSTEM

Welcome: DOUGLAS ACKER Current Facility: ALLENWOOD FPC

04-04-2006

[Inmate Profile](#) | [Assessment Plan](#) | [TEAM](#) | [Progress Report](#) | [Release Checklist](#) | [Archives](#) | [Print Forms](#) | [Help](#)

Inmate: SMITH, JOHN | Photo **Register Number:** 00012-000 **Detainer:** [Y/N]
Institution: ALLENWOOD FPC **Age:** 106 **CMC:** Y
Projected Release: [Date] **Release Method:** [Release Method] **Sentry:** [Unknown] | Synch Lookup Register Number:

Assessment Plan is unlocked

Academic

Vocational/Career

- Employment History
- Career Development
- Institution Work History
- Post-Incarceration Employment
- Progress and Goals

Interpersonal

Wellness

Mental Health

Cognitive

Character

Leisure

Assessment Plan

Vocational/Career: Progress and Goals

Add Progress and Goals

[BACK TO TOP](#)

Vocational/Career: Summary close x

Employment History

- employed at time of arrest
- consistent employment history within 5 years prior to incarceration

Career Development

- possesses significant expertise in field
- tradesman (HVAC, electrician, mechanic, plumber, etc.)

realistic career/job goals upon release

- seeking position: HVAC Technician
- has more than two years work experience in this field
- has an education degree related to this field

Institution Work History

INMATE SKILLS DEVELOPMENT PLAN

Progress Report 04-04-2006

Name: SMITH, JOHN
Register Number: 00012-000
Security/Custody: HIGH/CIVT
Projected Release: 01-04-2007 / OCT REL

Institution: ALLENWOOD FPC
P. O. BOX 1500
WHITE DEER, PA 17767
717-267-1541
706-932-1100

Telephone: **Fax:**

Next Review Date: 04-05-2006
Next Custody Review Date: 120 / 01-01-1900 / M
Age/DOB/SEX: Y
CIM Status: Y
If yes, incarcerated: Y

Drivers License/State: 5464654 / MD
FBI Number: **Social Security Number:** 317600534
DCDC Number: **MB Number:** **PDID Number:**

Release Residence: Mary Smith, Spouse
320 FIRST STREET NW
WASHINGTON, DC 20004
202-555-9071

Release Employer: ABC Air Conditioning
321 Industrial Blvd.
Loddy, MD 20224
Duster Johnson, Owner
301-555-1212

Primary Emergency Contact: **Secondary Emergency Contact:**
Telephone: **Telephone:**

Offense/Visitor Citations: **Months/Supervision:**
THET / 3 Years / 3 Years

Release Date	Time Served/Consecutive Time	Days OCTEST/EST	Days FST/EST/DOCT	Parole Status
04-05-2004	23 Months 26 Days / 12 Days / -1 Days	102 / 0 / 0	0 / 0 / 0	Hearing Date Hearing Type Last USPC Action

Detainers: N **Pending Charges:** U

Financial Responsibility	Amount	Status	COJ	Assign Schedule Payment
RESTITUTION FEDERAL VICTIM & NON-FEDERAL VICTIM	\$2000.00	\$2000.00	Eastern New York	FINANC RESP-UNASSIGNED MONTHLY

Contract Active: Y **Contract Date:** 04-03-2005 **Commissary Deposit:** \$50.00 **Commissary Balance:** \$200.00 **COJ:** Waived based on inability to pay

Payments:
Commissary: Y **Missed:** N

Judicial Recommendations: //

USPO Sentencing: Jay Leno, Chief USPO
123 Rockefeller Center
Los Angeles, MD 20232
Telephone: 301-255-1234
Fax: 301-555-1507

USPO Supervision: **Telephone:**

Subject to 18 U.S.C. 4042(B) Notification: N **DNA Required:** Subject to Sex Offender Notifications Treaty Transfer Case (Not Available)

Facility	Assignment	Description	Start Date	Stop Date
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VOCATIONAL/CAREER		
Status	Response Summary	Progress and Goals
<input checked="" type="checkbox"/>	EMPLOYMENT HISTORY ① employed at time of arrest ② consistent employment history within 5 years prior to incarceration	CURRENT: Develop a primary and secondary plan for transportation to post-release job at ABC Air Conditioning
<input checked="" type="checkbox"/>	CAREER DEVELOPMENT ① possesses significant expertise in field ② tradesman (HVAC, electrician, mechanic, plumber, etc.) ③ realistic career/job goals upon release ④ seeking position: HVAC Technician ⑤ has more than two years work experience in this field ⑥ has an education degree related to this field	
<input checked="" type="checkbox"/>	INSTITUTION WORK HISTORY ① has a consistent institution work history Eval: 03-03-2008 Outstanding Eval: 02-03-2008 Outstanding Eval: 01-04-2008 Outstanding Eval: 12-05-2005 Outstanding Eval: 11-04-2005 Outstanding Eval: 10-04-2005 Outstanding	
<input checked="" type="checkbox"/>	POST INCARCERATION EMPLOYMENT ① post-incarceration employment secured ② release documents obtained to date: ③ current resume obtained ④ application cover letter obtained ⑤ letter of referral from previous employer(s) obtained or documented ⑥ job evaluations obtained ⑦ education documents obtained ⑧ GED Certificate obtained ⑨ VT Certificate obtained	

INMATE SKILLS DEVELOPMENT SYSTEM		ISDS Home Logout	
Welcome: DOUGLAS ACKER Current Facility: ALLENWOOD FPC			
05-25-2006	Inmate Profile	Assessment Plan	TEAM
	Progress Report	Release Checklist	Archives
	Print Forms	Help	
Inmate: SMITH, JOHN Photo Institution: ALLENWOOD FPC Projected Release: [Date]		Register Number: 00012-000 Age: 106 Release Method: GCT REL	
Detainer: Y CMC: Y Sentry: [Unknown] Synchron		Lookup Register Number: <input type="text"/>	
Assessment Plan is unlocked			
Academic			
<input checked="" type="checkbox"/> Vocational/Career			
<input checked="" type="checkbox"/> Interpersonal			
<input checked="" type="checkbox"/> Wellness			
<input checked="" type="checkbox"/> Mental Health			
Cognitive			
Character			
Leisure			
<input checked="" type="checkbox"/> Daily Living			
Inmate Skills Status			
Staff Observations			
Change Log			
		Attention Required	Mitigating Issues
		Unanswered	Satisfactory
		Not Applicable	
Academic	5%	0%	0%
Vocational/Career	80%	0%	16%
Interpersonal	15%	0%	40%
Wellness	10%	0%	25%
Mental Health	0%	0%	15%
Cognitive	50%	0%	0%
Character	50%	0%	0%
Leisure	0%	0%	0%
Daily Living	25%	0%	10%
			95%
			46%
			42.5%
			55%
			30%
			50%
			50%
			100%
			65%
			0%
			0%
			0%
			0%

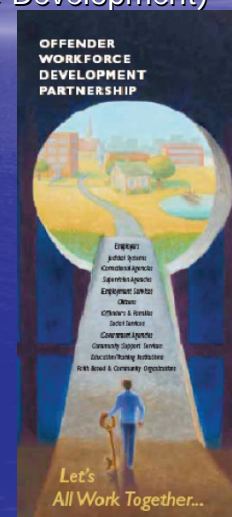
INMATE SKILLS DEVELOPMENT SYSTEM Report Options

- **QUESTION ROSTER/Statistics** - roster or number/percentage of inmates providing a selected answer to a selected question
- **SKILLS ROSTER** - roster of inmates for selected skill sub-area and color
- **INSTITUTION STATUS** - report of percentage of inmates for each skill area and status that meet a selected percentage (threshold)
- **INMATE STATUS COMPARISON** - status reports for selected time periods to compare inmates progress in skill development

National Offender Workforce Development Partnership (Program Linkage/Partnership & Resource Development)

Goal:

To establish collaborative strategies and joint programs that support the development of career opportunities and enhance the career-readiness of offenders to successfully transition to their communities



www.nicic.org/NOWDP

Projects

Current Projects

- Mental Illness
- Offender Employment
- Pretrial
- Prison Rape Elimination (PRCA)
- Reducing Offender Risk
- Regional Training
- Offender Transition/Reentry
- Women Offenders

National Offender Workforce Development Partnership

HOME > What We Are Doing > Offender Workforce ... >

The National Offender Workforce Development Partnership (NOWDP) is a collaboration developed by staff representing the U.S. Department of Labor, the Administrative Office of the U.S. Courts, Office of Probation and Pretrial Services; the Federal Bureau of Prisons; the National Institute of Corrections; the U.S. Department of Veterans Affairs; and the Legal Action Center - National Hire Network.

Learn More

- What Your Agency Can Do
- Contact Information: NOWDP Partners
- NOWDP Resources

More Information

Clark, Melinda

Mission

The mission of the partnership is to facilitate a transitional approach to apprenticeships and employment strategies for ex-offenders. The ultimate goal of the partnership is to enhance reentry success through increased opportunities for career-oriented employment of ex-offenders. The partners are working together to:

- Forecast what occupations are, and will likely remain, in demand by the private sector.

NOWDP BROCHURE

Defendant/Offender Workforce Development Ongoing activities....

- **Training for partners** (OES/OWDS)
- **Identification of Def-offender/community/ employer needs**
- **Getting clients ready for employment** (Apprenticeships/career and life skills - based on needs identified through ISA for program linkage/forecasting/partnership information)
- **Engaging employers prior to release** (mock/informational/real job & career fairs – career resource centers)
- **Developing resources for support** (partners/community)
- **Keeping it going** (retention – partnership with RRCs/OPPS/ community/offender/family – tracking/evaluation)



Thank You!

Any Questions?

Inmate Skills Development Branch
202 353-3598

BOP-CPD/InmateSkillsDvlp@bop.gov