Federal Bureau of Prisons

Inmate Skills Development

Presented by
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Inmate Skills Development Branch

For
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Symposium on Alternatives to Incarceration
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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

### 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

INMATE SKILLS DEVELOPMENT SYSTEM

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
PROGRESS AND GOALS

Assessment Plan
Vocational/Career: Progress and Goals

Employment History
- Employed at time of intake
- Convicted employment history within 5 years prior to incarceration

Career Development
- Possesses significant expertise in field
- Received advanced training (HVAC, maintenance, mechanic, plumber, etc.)

- Sets realistic career/job goals upon release
- Developing or holds HVAC Technician

- Has more than two years work experience in the field
- Has an associate degree related to this field

- Institution Work History:

INMATE SKILLS DEVELOPMENT PLAN
Programs Report 04-04-2008

Name: SMITH, JOHN
Institution: ALLENWOOD FPC
Programs:
- Vocational/Career
- Literacy
- Substance Abuse

Release Date: 04-04-2008
Parole Date: 07-04-2008

Release Plans:
- Vocational/Career
- Literacy
- Substance Abuse

Inmates on Parole List: 0
Inmates on Parole List: 0

Vocational/Career
- HVAC Technician

Literacy
- Reading
- Writing

Substance Abuse
- Substance Abuse

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### Vocational/Career

<table>
<thead>
<tr>
<th>Status</th>
<th>Response Summary</th>
<th>Progress and Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment History</td>
<td>1. Engaged at time of intake 2. Directed employment seeking within 5-year program completion</td>
<td>CURRENT: Develop a primary and secondary plan for transition to appropriate job at ABC Air Conditioning</td>
</tr>
<tr>
<td>Career Development</td>
<td>1. Possesses significant expertise in field 2. Experience (HVAC, electrical, mechanical, plumbing, etc.)</td>
<td></td>
</tr>
<tr>
<td>Institution Work History</td>
<td>1. Has a complete institutional history 2. Graduated 2.0 or higher 3. Participation in campus clubs</td>
<td></td>
</tr>
<tr>
<td>Post Incarceration Employment</td>
<td>1. Successfully employed post-release 2. Received job placement offers 3. Participated in job readiness training</td>
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### Inmate Skills Development System

<table>
<thead>
<tr>
<th>Assessment Area</th>
<th>Attention Required</th>
<th>Progressing Issues</th>
<th>Unanswered</th>
<th>Satisfactory</th>
<th>Not Applicable</th>
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<tbody>
<tr>
<td>Academic</td>
<td>5%</td>
<td>1%</td>
<td>0%</td>
<td>95%</td>
<td>0%</td>
</tr>
<tr>
<td>Vocational/Career</td>
<td>10%</td>
<td>5%</td>
<td>10%</td>
<td>62%</td>
<td>0%</td>
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<tr>
<td>Interpersonal</td>
<td>15%</td>
<td>8%</td>
<td>6%</td>
<td>25%</td>
<td>0%</td>
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<tr>
<td>Wellness</td>
<td>10%</td>
<td>1%</td>
<td>26%</td>
<td>31%</td>
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</tr>
<tr>
<td>Mental Health</td>
<td>0%</td>
<td>5%</td>
<td>15%</td>
<td>30%</td>
<td>21%</td>
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<tr>
<td>Cognitive</td>
<td>30%</td>
<td>2%</td>
<td>3%</td>
<td>91%</td>
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<tr>
<td>Character</td>
<td>12%</td>
<td>1%</td>
<td>3%</td>
<td>92%</td>
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<tr>
<td>Leisure</td>
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<td>1%</td>
<td>0%</td>
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<tr>
<td>Daily Living</td>
<td>15%</td>
<td>1%</td>
<td>10%</td>
<td>55%</td>
<td>0%</td>
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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
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?

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