



Keeping you up to date on what's going on in Workforce Development

Industry Certification Program at VCE Plant 161, Sussex II Correctional Center Provides Hope and Combats Recidivism



INMATES RECEIVE CERTIFIED WASHROOM TECHNICIAN INDUSTRY CERTIFICATION

(l to r) Eric Abshire, Jason Gregory, Jarrett Pickett, Darrin Cage (Production Foreman), Joseph Cramer, Ronald Perkins

VCE Laundry Plant (161) located at Sussex II Correctional Center had five inmate workers, pictured above, to receive their Certified Washroom Technician (CWT) industry certification from the Association for Linen Management (alm). VCE inmate workers, in good standing, upon application, are afforded the opportunity to complete this self-study industry certification program and become a Certified Washroom Technician. These inmates were excited to receive their certification, which will increase their employability upon reintegrate into society, thus reducing recidivism. [See participant's comments in What They are Saying About . . .]

Upon successful completion of this program, the inmate workers received a letter acknowledging their success completion of the course examination and a certificate of completion. Their completion of this industry certification program was documented in VACORIS.

What They are
Saying
About . . .

the Certified Washroom Technician Industry Certification Program

"I Feel fortunate to have been blessed with the rather unique opportunity having been enabled to complete the Association for Linen Management CWT course. By making this program available to it's employees, I feel that VCE provided a great service not only it's staff, but to it's customers by equipping us with the cognitive tools required to do the best job possible. I think they performed a pretty tremendous service for the community, as well. Anyone participating in this program can not only learn what is necessary to properly care for laundry and preserve everything from textiles to machinery, I think one can also learn much of what is involved in developing a truly productive and healthy worldview including a strong work ethic. I would like to thank everyone involved in continuing to develop this program, I feel I not only benefitted from taking it, quite a bit myself, I believe society as a whole can benefit from such a truly constructive pursuits as well as educating those ready, willing and able to contribute positively for the welfare of all."

Excerpt from comments provided by Mr. Jason Gregory, Dryer Operator, VCE Plant 161, Sussex II CC



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Quarterly

NEWSLETTER

3rd edition

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VCE Inmate Workers Participation in Intensive Reentry Programing (IRP)

Reentry programming is essential to post release success, supporting the DOC mission of "helping people to be better." As a result of a successful collaboration with the DOC Reentry Unit, we are moving away from the model that all VCE workers are automatically removed from their job in the last 6 months to participate in Intensive Reentry Programs, also known as Cognitive Communities.

All inmates receive a COMPAS assessment that includes a general risk of recidivism score – this is the score that determines the level of reentry services required. All inmates are reviewed by the institution's Multi-Disciplinary Team (MDT) for participation in reentry services so it is important for Plant Managers to engage with the MDT when reviews of VCE inmate workers occur so that options for the inmate worker can be discussed.

It is important that the VCE Plant Manager/Supervisor participate in the monthly **Multi-Disciplinary Team (MDT)** meeting at their institution with the **IRP Cognitive Community staff** to discuss inmates' status; thus, allowing plant management to more effectively anticipate potential staffing impacts to their plant.

NOTE: *If you are unsure as to how or who to contact in order to become involved in the MDT please contact your institution's Chief of Housing and Program (CHAP) to get connected to this process.*

If the inmate scores "**Moderate to High Risk**," the inmate will be required to participate and be housed in the Intensive Reentry/Cognitive Community Program for the last 6 months of their sentence; however, an alternative work schedule could be established to allow for both VCE work and engagement in the Cognitive Community. This will require collaboration between the VCE and Cognitive Community staff. Communication is key to addressing a viable solution.

Those inmate workers scoring "**Low Risk**" can be exempted from assignment to the Cognitive Community, allowing them to remain in their VCE job full-time; however, these inmates are still required to meet the program/education needs identified in their case plan. The key to keeping these inmates in their VCE jobs full-time is for the Plant Manager to participate in the MDT at the institution and advocate for the low risk inmate to remain on the job. Additionally, a "Hold" can be placed on the inmate exempted from Cognitive Community participation to prevent transfer, an important factor for Augusta, which does not have a Cognitive Community. (continued on Page 3)



The **VCE LEARNING TREE TRAINING RESOURCES PORTAL** has been updated with the following Workforce Development Quarterly Updates.



Inmate Workforce Development Survey Results



VCE/CTE Workforce Development Database

Updates can be found under the **WORKFORCE DEVELOPMENT** tab.



If you have any Inmate Workforce Development accomplishments that you would like highlighted in future editions of the **VCE Connections Quarterly Newsletter** please forward them to:

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VCE Inmate Workers Participation in Intensive Reentry Programing (*IRP*)

Those inmate workers scoring “**Low Risk**” and exempted from assignment to the Cognitive Community are required to complete a self-directed Reentry Packet in order to receive credit for the program completion. They are encouraged to utilize the facilities’ Reentry Employment Resources Center (by appointment) and participate in Job Fairs (on a sign-up basis).

The Workforce Development Specialist (WDS) assigned to the inmate’s institution will guide the inmate through the completion of their workforce needs.

