



Justice Center

THE COUNCIL OF STATE GOVERNMENTS

Experiential Learning: Hiring People Who Are Incarcerated for Work-Based Learning and Employment Opportunities

Grantee Learning Community | March 27, 2025

Agenda

I. Overview

II. Ved Price, Executive Director, Alliance for Higher Education in Prisons

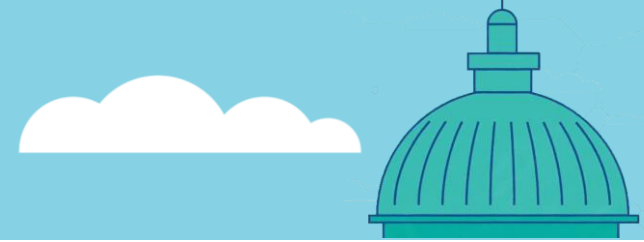
III. Community Discussion

IV. Closing

Speakers

- **Malika Kidd**, Project Manager, Corrections & Reentry, The Council of State Governments Justice Center
- **Ved Price**, Executive Director, Alliance for Higher Education in Prisons

The Second Chance Act



- The Second Chance Act supports state, local, and Tribal governments and nonprofit organizations in their work to reduce recidivism and improve outcomes for people leaving incarceration.
- The Second Chance Act has supported over **\$600 million** in reentry investments across the country.
- Passed in 2008 and reauthorized in 2018, the Second Chance Reauthorization Act builds on and strengthens the initial landmark legislation.

- **Delivers** technical assistance (TA) and training for Second Chance Act grantees
- **Advances** the knowledge base of the reentry field
- **Promotes** what works in reentry and successes of grantees
- **Facilitates** peer networks and information exchange
- **Provides** information for people returning to communities and their families

Latest News and Resources in Reentry



National Criminal Justice Initiatives Map



Directories for State and Local Reentry Services



The Council of State Governments Justice Center

We are a national nonprofit, nonpartisan organization that combines the power of a membership association, serving state officials in all three branches of government, with policy and research expertise to develop strategies that increase public safety and strengthen communities.



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ALLIANCE

FOR HIGHER
EDUCATION
IN PRISON

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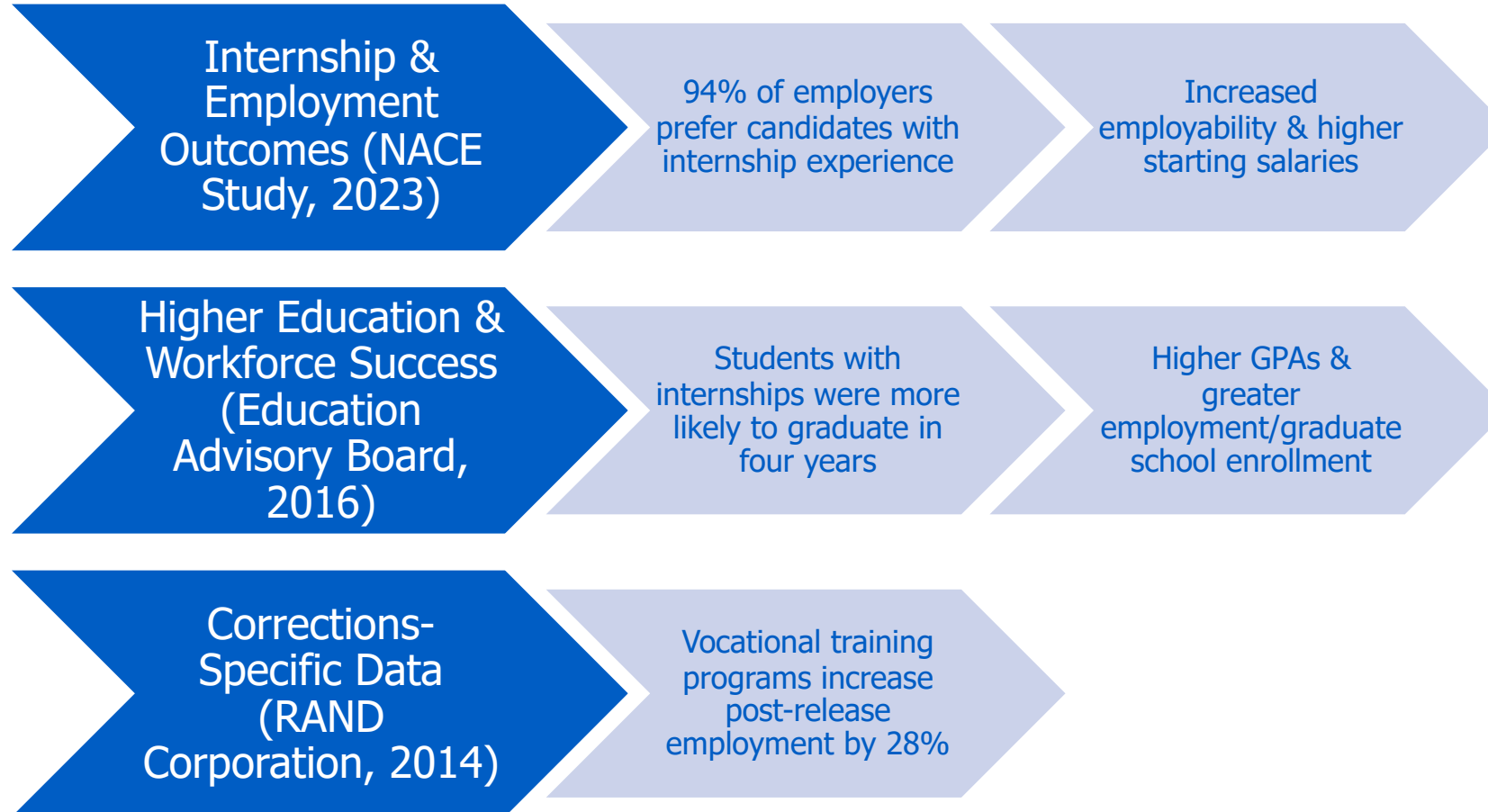
Poll Questions

- Think about your daily work. Which sector's collaboration is most critical to your success?
 - Corrections
 - Workforce Development
 - Education
 - Community-Based Organization
- What would strengthen your partnerships with education/workforce/employer stakeholders?
 - More structured collaboration (MOUs, data-sharing)
 - Increased funding & resources
 - Employer incentives for fair-chance hiring
 - Other (Drop in chat)

Education in Action Overview

- The Current State of Education in Prisons
 - Limited access to quality education and career development opportunities
 - The role of experiential learning in student success
- Bridging Education and Employment
 - The need for structured opportunities mirroring traditional campuses (e.g., internships, fellowships, TA roles)
 - Experiential learning linked to improved educational outcomes and employment rates

Data on Experiential Learning & Employment



National Landscape

- Pell Grant Reinstatement & Education Quality in Prisons
 - Pell regulations mandate comparable education quality to traditional campuses
 - Work-Based Learning (WBL) as a key gap
- Benefits of WBL for People Who Are Incarcerated & Society
 - Reduces recidivism
 - Builds professional skills
 - Enhances job placement & reduces workforce skills gap
 - Potential cost savings for correctional systems

Remote Work & WBL Pilots Overview

Current Pilot Programs: Maine & Kansas DOC

- Testing remote work and WBL models in corrections
 - Maine DOC
 - Leveraging technology to enable employment & training
 - Providing meaningful work experience within prison constraints
 - Kansas DOC
 - Partnering with external employers
 - Providing hands-on experience for skill application

Key Takeaways from Pilots

- Designing job roles that align with skills & aspirations
- Developing strong partnerships (employers, corrections, education)
- Lessons on scalability & adaptability

Poll Questions

- What is your biggest challenge in expanding education access for reentry populations?
 - Funding limitations
 - Institutional barriers (DOC policies, facility restrictions)
 - Lack of technology or materials
 - Other (Drop in chat)
- How confident are you in your organization's ability to build employer partnerships for people with records?
 - Very confident
 - Somewhat confident
 - Neutral
 - Not confident

Systems, Processes, & Environment

Technology & Internet Access

- Infrastructure, AI monitoring, policy considerations

Infrastructure Space Considerations

- Dedicated workspaces, coordination with corrections staff

Safety & Security in WBL Programs

- Compliance with institutional policies

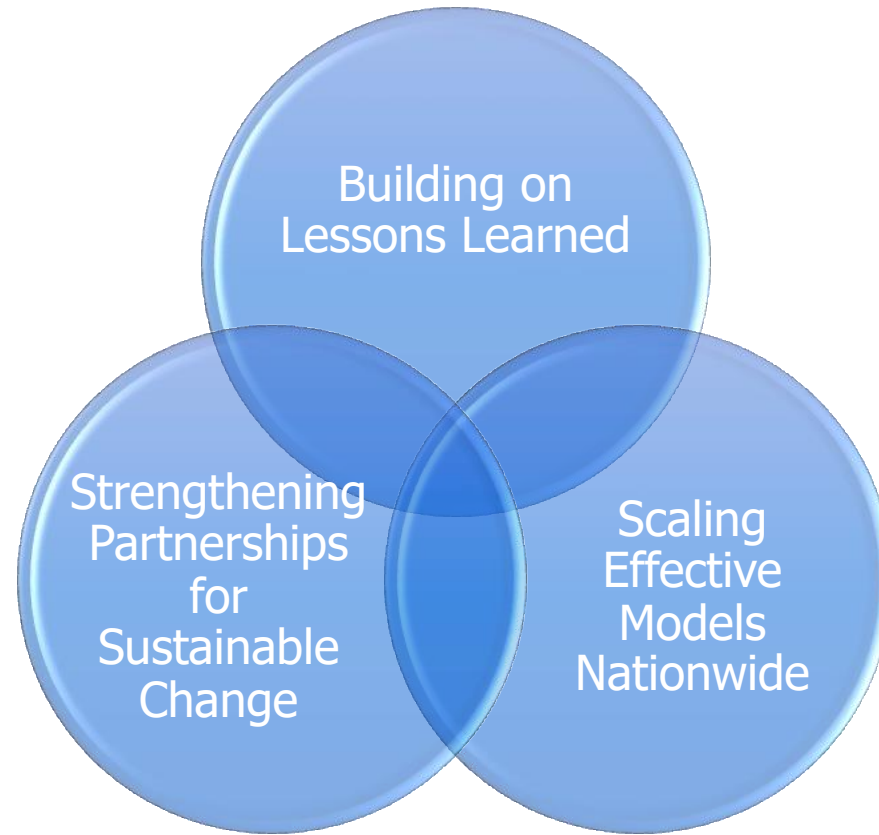
Financial Logistics & Processes

- Payment models for workers who are incarcerated
 - Direct deposits, checks, prison accounts
- State agency deductions from wages (10–25% or more)
 - Administrative complexities in wage management

Options

- Training for Staff, Employers, & Employees
 - Preparing external employers to support workers in the justice system
- Implications & Scalability
 - Exploring necessary changes & investments
- Potential Limitations
 - Parole conditions, state-specific regulations

Closing & Next Steps





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National Directory:
<https://www.nationaldirectoryhep.org/>

Questions & Answers

Thank You!

Join our distribution list to receive updates and announcements:

<https://csgjusticecenter.org/resources/newsletters/>

For more information, please contact Malika Kidd at mkidd@csg.org

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