



TRAINING TO WORK GRANT

The Department of Labor’s Training to Work grant program fostered pre-release services and the attainment of industry-recognized credentials to improve the long-term workforce outcomes for previously incarcerated individuals. Lessons learned from previous grant programs and with input from stakeholders, it was determined that individuals who were previously incarcerated have a better chance of attaining employment and achieving a higher degree of career growth if they acquire industry-recognized credentials and are provided with supportive services prior to release.

Training to Work grantees operated in communities across the country to develop and implement career pathways programs based on in-demand sectors and occupations for individuals enrolled in work release programs who were at least 18 years old, including veterans and people with disabilities. The career pathways framework helped define and map out a sequence of education, training and workforce skills development that resulted in skilled workers who met the needs of local employers.

The Training to Work programs consisted of the following components: case management, mentoring services, education activities, training that led to industry-recognized credentials, workforce activities, and follow-up services. 16 Training to Work grants were awarded in 2013 for \$20 million, 17 awarded in 2014 for \$30 million, 21 awarded in 2015 for \$27.6 million, and 16 awarded in 2016 for \$22.6 million.

Further, the recipients of these grants were located in areas with high poverty and high crime rates, including Promise Zones that had a large proportion of returning citizens in the community and typically experience higher rates of recidivism. All four T2W generations were a success. All programs exceeded their performance goals for enrollment, employment, recidivism, and degree/certificate attainment.

Training to Work Grant Program (4 Generations)		Total Investment: \$100.2 million	
Performance Measure	Performance Goal	Actual Performance	
Employment Rate	100%	108%	13,639/12,581
Entered Employment Rate*	60%	66%	7,864/11,967
Recidivism Rate Ages 18 and Above	Less than 22%	<15%	1,141/7,660
Percentage of participants that have participated in degree- or certificate-awarding training who receive a degree or an industry-recognized certificate	60%	82%	7,153/8,767



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