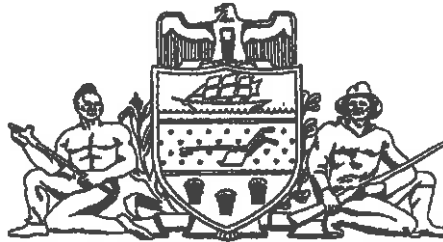


DAUPHIN COUNTY PRISON

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Deputy Warden/Security
LEONARD K. CARROLL

501 MALL ROAD
HARRISBURG, PENNSYLVANIA 17111
TELEPHONE: (717)780-6800
FAX (717) 558-8825

Nominee: Home Builders Institute, John Courson, President & CEO

A majority of inmates committed to jail have either no or very limited marketable skills to enter the workforce. In addition, because of their criminal history, their chances of employment are even lower than traditional applicants with clean records. In an effort to provide inmates with a marketable skill, Dauphin County Prison and Home Builders Institute (HBI) partnered to design, develop, implement, and operate Project TRADE as a Vocational/Work Training Program that includes a job placement component. Project TRADE has a daily capacity of eight (8) male inmates per instructor. HBI is providing a construction trades training to inmates six (6) hours per day, five (5) days per week. The length of training for each inmate is approximately eight (8) to twelve (12) weeks and is operated on an open entry/skilled exit basis. Participating inmates are offered trade-specific training in one or more of the following trade areas: Carpentry, Plumbing, Landscaping, Building and Facilities Maintenance, Brick Masonry, HVAC, and Electrical Wiring by journey-level instructors. Learning these skills increases the inmate's chances of economic self-sufficiency and success so he can move forward and live a crime-free life. In addition, while in this program, the students are involved in community service projects which provide valuable hands-on experience and a way to give back to the community.

During each training session, HBI utilizes its Pre-Apprenticeship Certificate Training (PACT) to deliver the skills training component to Project TRADE participants. The classroom component of the program provides instruction in practical trade skills, care and use of tools, safety, work habits, fundamental mathematics, and communication skills. This array of component areas allows Project TRADE to integrate academics into the work-based learning component and classroom experience. A critical part of the program is the incorporation of HBI's *PACTMath* and *PACTComm* curricula which is used to develop the participant's mathematics and verbal communication skills. Additionally, during each training cycle, the program includes group and individual counseling. Finally, Project TRADE also provides weekly instruction in employability skills. This course not only prepares inmates to complete applications and the interview process, but also teaches appropriate worksite behaviors and the social skills needed to maintain employment. Inmates are taught a variety of job search strategies.

Project TRADE has also been helpful in decreasing the recidivism rates for incarcerated individuals. In 2014, the recidivism rate of general population individuals was 76.3% while the rate for those individuals completing the Project TRADE program was 15%. The job placement rate of those inmates completing the program and then released is 85.2%. When reviewing the job placement rate and recidivism rate in conjunction with each other, we see that an inmate's inclusion in this pre-employment program provides them with the necessary social and work skills which enable them to rejoin society in a manner that is unlikely to lead to future incarcerations.

Project TRADE has also been able to leverage its relationship with the Dauphin County Land Bank in order to make the program self-sustainable. In 2014, a home in Susquehanna Township was purchased and a complete renovation of the property was completed by Project TRADE participants. Funds from the sale of this home will go towards the purchase of another home which participants will renovate.

Submitted by: Dominick L. DeRose, Warden, Dauphin County Prison; Phone: (717) 780-6777