

# CERTIFICATIONS FOR A VARIETY OF FIELDS

Many states' CIs offer cutting edge training in industry-standard and emerging technologies, and provide opportunities for qualified CI workers to earn certifications in current and relevant fields, such as:

- **American Board of Opticianry (ABO) certification**
- **American Linen Management Certified Washroom Technician**
- **American Welding Society (AWS) Metal Fabrication certification**
- **Braille proofreading and transcription**
- **Certified Dental Technician**
- **Computer coding and AutoCAD**
- **Dairy Lab Technician certification**
- **Forklift operator**
- **Master Gardener certification**
- **Tire Industry Association Certified Automotive Tire Service**
- **US Department of Labor Apprenticeships - Machine Operator, Quality Control Technician, Maintenance Mechanic, Chemical Operator III and more**

In most programs, CI workers earn these industry-recognized certifications from independent auditors attesting to their mastery of new technical skills.

**CONTACT NCIA TO LEARN ABOUT  
YOUR STATE'S CI AGENCY AND  
WHICH CERTIFICATIONS AND SKILLS  
THEY OFFER!**

## Working on the Inside — Succeeding on the Outside

The National Correctional Industries Association (NCIA) is an international nonprofit professional association whose members represent federal, state, county and international Correctional Industry agencies, as well as suppliers and partners in apprenticeship and work programs. Correctional Industries practitioners at all levels use NCIA's wide array of professional development opportunities to network and improve their work programs to better prepare incarcerated individuals for post-release employment.



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## AMERICA'S UNTAPPED WORKFORCE



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# Filling the Gap

Of the two million people incarcerated in the United States, 95% will eventually rejoin our communities. Released Correctional Industries (CI) workers provide an excellent resource for employers looking to fill employment gaps.

## One Solution: Correctional Industries

Correctional Industries are programs in state and federal correctional facilities that provide training to incarcerated individuals to prepare them for successful reentry and employment after release. Many employers find **qualified candidates with years of relevant experience** by working with Correctional Industries.

## Working on the Inside — Succeeding on the Outside

**Below:** Aly Tamboura went from California Prison Industry Authority's coding program to a management position at Mark Zuckerberg's philanthropic organization, the Chan Zuckerberg Initiative.



Some companies have had such success hiring from CI, they have established training programs allowing CI graduates to apply for job opportunities in their organizations before release.



## Hiring Qualified Workers

Correctional Industries provides work experience that mirrors private-sector business environments.

CI workers obtain:

- **Technical skills**  
Workers learn specialized skills for modern industries, from equipment operation to maintenance to computer programming.
- **Soft skills**  
On-the-job training, apprenticeships and workshops teach workers how to excel at communication, teamwork, time management, accountability, lean practices and responsibility.
- **Industry certifications**  
Many workers earn industry-recognized certifications across dozens of fields, mastering current and relevant skills.



*"I have been privileged to be able to work at Arizona Correctional Industries for the past fifteen months, and it is one of the best things that has ever happened to me. This is the longest that I have ever held the same job."*

*I wake up every day with a sense of purpose and pride in what I'm doing and who I am."*

-Ron Alessi, Jr., CI Worker

## Focus on Relevant Experience

CI workers' experience mirrors private-sector business environments with an application/hiring process, a regular work schedule, performance evaluations, incentives and pay increases.



## Employer Benefits

Hiring CI workers within a year of their release qualifies your company for the federal Work Opportunity Tax Credit (WOTC). The WOTC **reduces your costs, doesn't increase liability, and requires little paperwork.** Visit the WOTC website to learn more!

[www.doleta.gov/business/incentives/opptax](http://www.doleta.gov/business/incentives/opptax)

Other resources include the Federal Bonding Program, which issues fidelity bonds at no charge to protect employers who hire at-risk job seekers. Visit the US Department of Labor website to learn more!

<http://bonds4jobs.com>