

# **Creating Transformational Pathways for Incarcerated and Reentry Students**

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and Workforce Development

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and Assessment

**HCCC Board of Trustees Meeting**  
**Tuesday, October 17, 2023**



# ACADEMIC AND WORKFORCE PATHWAY PROGRAM

## HISTORY

- Launched in fall 2021.
- Planning began two years earlier, in 2019, with the Warden at the Hudson County Correctional Center.
- The final program design was significantly different, from the first meeting to the launch, as additional partners were asked to join the planning team.
- The County of Hudson and Hudson County Community College remained committed to the goals of the program throughout the process.
- Although the planning process was lengthy and stalled at times, the program that launched had a resilient design.



# ACADEMIC AND WORKFORCE PATHWAY PROGRAM

## OVERVIEW

- Located at the Hudson County Correctional Center
- Includes workforce training and degree programs
- Instruction provided virtually
- DEI Student Passport Program and Financial Literacy Passport Program supplement workforce instruction
- Program launched in fall 2021 with men only
- Program added women in summer 2022
- Through the summer 2023 semester 200 students were enrolled. 45 students are enrolled in the fall 2023 semester



# ACADEMIC AND WORKFORCE PATHWAY

## PROGRAM COURSES

- Workforce Catalog
  - Computer Basics
  - Microsoft Office Certification
  - Entrepreneurship
  - Diversity, Equity, and Inclusion Student Passport Program
  - Financial Counseling Passport Program
- Degree Catalog - Students can select majors available

# ACADEMIC AND WORKFORCE PATHWAY PROGRAM

## IT TAKES A VILLAGE!

- **Hudson County Community College** Student Success Coach: On-Site at the Corrections Center and in the Community; Faculty; Academic and Other Support Services
- **Hudson County Department of Housing and Community Reintegration:** Provides services on-site at the Corrections Center and upon release
- **Hudson County Department of Corrections and Rehabilitation:** Corrections staff on-site at the Corrections Center



# ACADEMIC AND WORKFORCE PATHWAY PROGRAM

## DISTINCTIVE FEATURES

- Virtual Instruction
- Seamless Transition Upon Release
- Dedicated Computer Lab with Internet Access
- Meeting Multiple Missions
- Student Success Coaches who work with students while incarcerated and after release

# AWPP OUTCOMES

- **200 students enrolled** between its academic and workforce tracks
  - Many students pursue courses in both tracks.
- Of those 200 students through summer 2023, **117 (59%) have completed a course** in which they enrolled.
- **Average collective GPA** data since program inception is **3.6**.
- **6 students**, of the twenty who were released, **are currently continuing their education at HCCC** following their release from the Hudson County Correctional Facility.
- **2 students graduated with an associate degree** in Spring 2023.
- **HCCC is meeting or exceeding standard benchmarks** for this student population where they exist.
  - HCCC's education completion rate for incarcerated students is 59% versus 42% nationwide.



## THE STUDENT PERSPECTIVE

- "I decided: I did jail, now do education."

- Joseph Wise, AWPP Scholar



# NEW JERSEY REENTRY CORPORATION (NJRC)



Photo credit: NJRC



# NJRC PROGRAMS OFFERED



# NJRC PROGRAM OVERVIEW

- Computer Basics
- Welding
- Phlebotomy
- Culinary
- GED Preparation
- Summer Training Institute



# METALLICA ALL WITHIN MY HANDS

- **All Within My Hands is dedicated to creating sustainable communities** by supporting workforce education, the fight against hunger, and other critical social services.
- Since establishing the Metallica Scholars Initiative in 2019, **All Within My Hands (AWMH) has been working with the American Association of Community Colleges (AACC) to provide direct support for career and technical education programs** across the United States.
- Hudson County Community College was selected from a competitive field of community colleges across the country to receive \$100,000 to **transform the future of students in the community in 2022 and an additional \$50,000 in 2023.**
- Hudson County Community College (HCCC) has completed two cohorts of training for 21 students in 2022 and plans to enroll another 10 **previously incarcerated students with instruction and a pathway to certification in welding.**



# NJRC OUTCOMES

- **138 students have enrolled** in either an academic or workforce program.
- Of those 138 students through summer 2023, **97 (70%) have completed a course** in which they enrolled.
- **35 students have earned an industry-recognized credential** as part of their program.
- **7 students have graduated** with the academic credential of Proficiency Certificate in Culinary Arts Hot Food.
- 17 students are currently enrolled in the GED Preparation Course.
- The Summer Training Institute has served more than 200 justice-involved youth to date.
- HCCC received **\$385,000 from the NJCCC** to administer the Summer Training Institute, and **\$150,000 to date from the All Within My Hands Foundation's Metallica Scholars program** to deliver welding training for NJRC.

# THE STUDENT PERSPECTIVE



Mr. Easkon Walker

HCCC Class of 2023

Culinary Arts Hot Food  
Proficiency Certificate

## LESSONS LEARNED

- Strong internal and external partnerships are critical
- Include all key stakeholders in program planning and design
- Keep the mission front and center
- Ask, don't assume
- Student Success Coaches are essential to student and program success
- Have a back-up plan or two
- College-wide communication and faculty training should be woven into the plan
- Stay in your lane

# THANK YOU

## AWPP Faculty

Catherine Sweeting  
Nakiya Santos  
Suweidu Yakubu  
Aminata Bamba-Adewumi  
Amaalah Ogburn  
Juan Rodriguez  
Tameka Moore- Stuht  
Alicia Valcarcel  
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James Ryan  
Janet McFarlane Edwards  
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Angel Tuzzo  
Hamza Saleem  
Adefolarin Bolaji  
Veronica Gerosimo

## NJRC Faculty

Courtney Payne  
Sami Khouzam  
Jasmine Pascua  
Robert Bennett  
Victor Moruzzi  
Crystal Blackmon  
Jim Dolan  
Eric Dolan  
Robert Sieg  
Gabriel Cisneros  
Henry Gomez



# THANK YOU

- Continuing Education and Workforce Development Student Success Coaches:
  - Karina Arango, Marian Betancourt, Fabiola Ocean
- Academic Affairs:
  - Dr. Ara Karakashian, Dr. Catherine Sirangelo, Dr. Alison Wakefield, Dr. Burl Yearwood
- Continuing Education and Workforce Development Administration:
  - Maritza Reyes, Anita Belle
- County of Hudson:
  - Frank Mazza and the Hudson County Department of Housing and Community Reintegration
- New Jersey Reentry Corporation:
  - Governor James McGreevey, Rev. Bolivar Flores, Robert Carter, Michael Hayek, LaceyAnn Francis



# QUESTIONS AND COMMENTS

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