

# 2009

DEFENDANT/OFFENDER WORKFORCE  
DEVELOPMENT CONFERENCE

A stylized graphic featuring a bridge with orange and yellow arches spanning over a blue and green wavy river. In the background, a bright yellow sun is partially obscured by the bridge's arches. The text 'BRIDGES TO REENTRY 2009' is overlaid on the scene.

BRIDGES TO REENTRY  
2009

APRIL 5-8, 2009  
PITTSBURGH, PA



APRIL 5 – 8, 2009

With 650,000 people being released from prison annually, this conference has become a premier crime reduction and employment event in the country. The Department of Justice reports that one of every 15 people in this country will serve a prison term during their lifetime. Of those released, 67.5% will be rearrested within three years. Having a meaningful job with a livable wage has proven to reduce the likelihood of re-offending. By networking with others throughout the nation, all attendees have the opportunity to learn better practices and implement them in their home communities.

***The partners and host of the Defendant/Offender Workforce Development Conference extend a cordial thank you to the participants, sponsors and exhibitors of this conference. We appreciate your support and your attendance at this important conference!***

**Hosted by:**

United States Probation and Pre-Trial Service Office, Western District of Pennsylvania



**In Partnership with:**

Federal Bureau of Prisons

National Career Development Association

National Institute of Corrections

Office of Probation and Pretrial Services, Administrative Office of the US Courts

US Department of Labor



# WELCOME

## 2009 DEFENDANT/OFFENDER WORKFORCE DEVELOPMENT CONFERENCE

### *Bridges to Reentry*

APRIL 5 – 8, 2009

April 5, 2009

Dear Conference Attendees:

On behalf of the National DOWD Partners and the Local Host, we would like to welcome you to Pittsburgh and the 2009 Defendant/Offender Workforce Development Conference.

This year's conference is a collaboration among the Federal Bureau of Prisons, the National Institute of Corrections, the Office of Probation and Pretrial Services, Administrative Office of the US Courts, US Department of Labor, and the National Career Development Association as National Partners. The National Partners acknowledge the commitment of the Local Host, the Office of Probation and Pretrial Services, Western District of Pennsylvania.

We are very aware that one of the most important factors in determining success for individuals reentering society is meaningful employment and job training. Our community must work together to insure a successful transition from incarceration to reentry and meet the many needs of ex-offenders. Without a coordinated effort by our government agencies, community organizations, and faith-based organizations, this reentry process will not be as effective. The success of these ex-offenders is as important for our community as it is for them.

Thank you for joining us and we hope you enjoy the conference and the many attractions in downtown Pittsburgh.

Sincerely,  
**National DOWD Planning Committee**



# KEYNOTE SPEAKERS

## Opening Plenary/Luncheon

Grand Ballroom – Mezzanine Level – 3<sup>rd</sup> Floor

Monday, April 6, 2009

12:00 – 2:00 pm



### Faye Taxman, Ph.D.

Professor, George Mason University

Faye S. Taxman, Ph.D. is a Professor in the Administration of Justice Program at George Mason University. She runs the Advancing Correctional Excellence (ACE!) initiative which includes partnerships with many Universities including University of Maryland,

College Park, Virginia Commonwealth University, Brown University, University of Kentucky (to name a few) as well as government agencies such as the National Institute on Drug Abuse, Office of Justice Programs, and Maryland Division of Parole and Probation. Research areas include health service delivery, criminal justice, corrections, sentencing, research designs, and organizational factors. Dr. Taxman is the PI for the Coordinating Center for the NIDA funded Criminal Justice National Drug Treatment Studies (CJ-DATS) ([www.cjdats.org](http://www.cjdats.org)) where she directs a national survey of practices in correctional settings and is involved in overseeing experimental studies. She is also the PI on two studies devoted to understanding adoption of science based practices in criminal justice and juvenile justice systems.



### Second Plenary: Roland Warren

Ballrooms 1-2

Tuesday, April 7, 2009

9:00 – 10:00 am

As president of the National Fatherhood Initiative (NFI), Roland is dedicated to NFI's mission of improving the well-being of children by increasing the proportion of children that are raised with involved,

responsible and committed fathers.

Under Roland's direction, NFI works to accomplish its mission through a variety of activities ranging from its award-winning public education campaign, which garnered over \$500 million in donated media, to its cutting-edge resources and programming. Through Roland's leadership, the organization has quickly become one of the nation's leading providers of fatherhood resources to communities, schools, prisons, hospitals, businesses, the military, and churches. FatherSOURCE™, a national fatherhood resource center run by NFI, now offers the most extensive assortment of specialized fatherhood resources in the world. Roland has played a key role in helping the organization establish strategic partnerships with businesses, government, and non-profit organizations across the country, and he frequently represents NFI in local and national media.

## Third Plenary: Mel Blount

Ballrooms 1-2

Wednesday, April 8, 2009

10:30-11:30 am



Melvin Carnell Blount hales from Vidalia, Georgia where he was the youngest of 11 siblings. After a childhood full of sports, he received a football scholarship to Southern University, Baton Rouge, Louisiana. During his college career Mel was twice named to the Southwestern Athletic Conference first team. In his junior year he was named Most Valuable Player of the Conference and was selected to the Pro Scouts All American team at both safety and cornerback. Mel graduated with a B.S. degree in Physical Education.

In 1970, Mel was drafted by the Pittsburgh Steelers and played cornerback. There were plenty of 'Men of Steel' during the glory years of the Steelers and Mel was certainly one. While playing in 200 games, spanning a 14-year career, Mel only missed one game. He was named All-Pro in 1975, 1977 and 1981; All-AFC Conference four times, and played in five Pro Bowls. He was named MVP of Pro Bowl in 1976. Blount also played in Super Bowls IX, X, XIII & XIV; all won by the Pittsburgh Steelers and probably would have planned this year if the opportunity arose!

He was enshrined in the Pro Football Hall of Fame in 1989 during his first year of eligibility. Blount has also been inducted into the Louisiana Sports Hall of Fame and the Georgia Sports Hall of Fame.

Shortly before retiring from the Pittsburgh Steelers in 1983, Mel thought frequently of what his life's work was to be. He had seen too many boys lost to a system that was failing them. He decided to found the Mel Blount Youth Home in Vidalia, Georgia to assist young boys in their pursuit to become a productive member of society. Longing to do more, in 1989 Mel decided to establish another Youth Home near his adopted hometown of Pittsburgh, PA. Mel succeeded in building a Youth Home in the rural location of Claysville, PA. Mel's vision is to establish more Youth Homes throughout the United States. His compassion, service and perseverance have already given many young men the opportunity and the desire to pursue their potential.

Mel serves on the board of directors of numerous organizations concerned with the youth of this country. In 1989, he was spokesperson for SAFE AND SOUND, an organization involved in the prevention of child abuse. Mel has received many awards for his commitment to community service.

# CONFERENCE AT A GLANCE

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## **Sunday, April 5, 2009**

3:00 – 6:00 pm	Registration Open Exhibitor Set Up
4:00 – 6:00 pm	OWDS Master Trainers/Instructors Meeting
5:00 – 6:00 pm	First Timers Session
7:00 – 8:30 pm	OWDS Reunion Reception

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## **Monday, April 6, 2009**

8:00 am – 5:00 pm	Registration Open Exhibits Open
9:00 – 11:30 am	NIC Sponsored Pre-Conference Workshops (no cost)
12:00 – 2:00 pm	Opening Luncheon/Keynote
2:30 – 6:00 pm	Regional Partnership Roundtables
6:30 – 8:00 pm	Opening Reception

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## **Tuesday, April 7, 2009**

8:00 – 8:30 am	Continental Breakfast
8:00 am – 5:00 pm	Registration Open Exhibits Open
9:00 – 10:00 am	Second Plenary/Keynote
10:30 – 12:00 pm	Workshops A
12:30 – 2:00 pm	Awards Luncheon
2:30 – 4:00 pm	Workshops B
4:20 – 5:50 pm	Workshops C
7:00 – 11:00 pm	Group Night at PNC Park

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## **Wednesday, April 8, 2009**

8:00 – 8:30 am	Morning Beverages
8:00 am – 12:00 pm	Registration Open
8:00 – 10:30 am	Exhibits Open
8:30 – 10:00 am	Workshops D
10:30 – 11:30 am	Closing Plenary/Keynote
1:00 – 5:00 pm	Inmate Skills Development System Training
1:00 – 6:00 pm	OWDS New Instructor Training

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## **Thursday, April 9, 2009**

8:00 am – 5:00 pm	OWDS New Instructor Training
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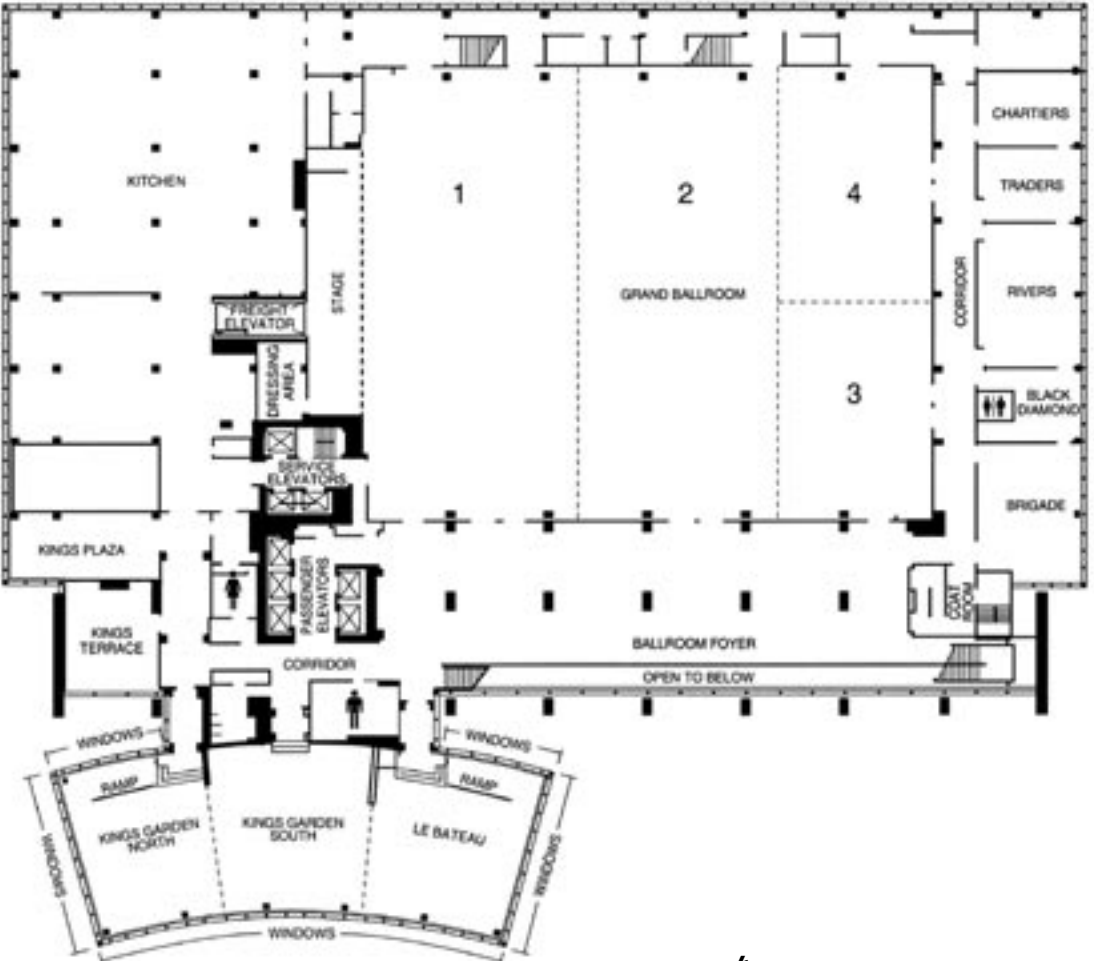
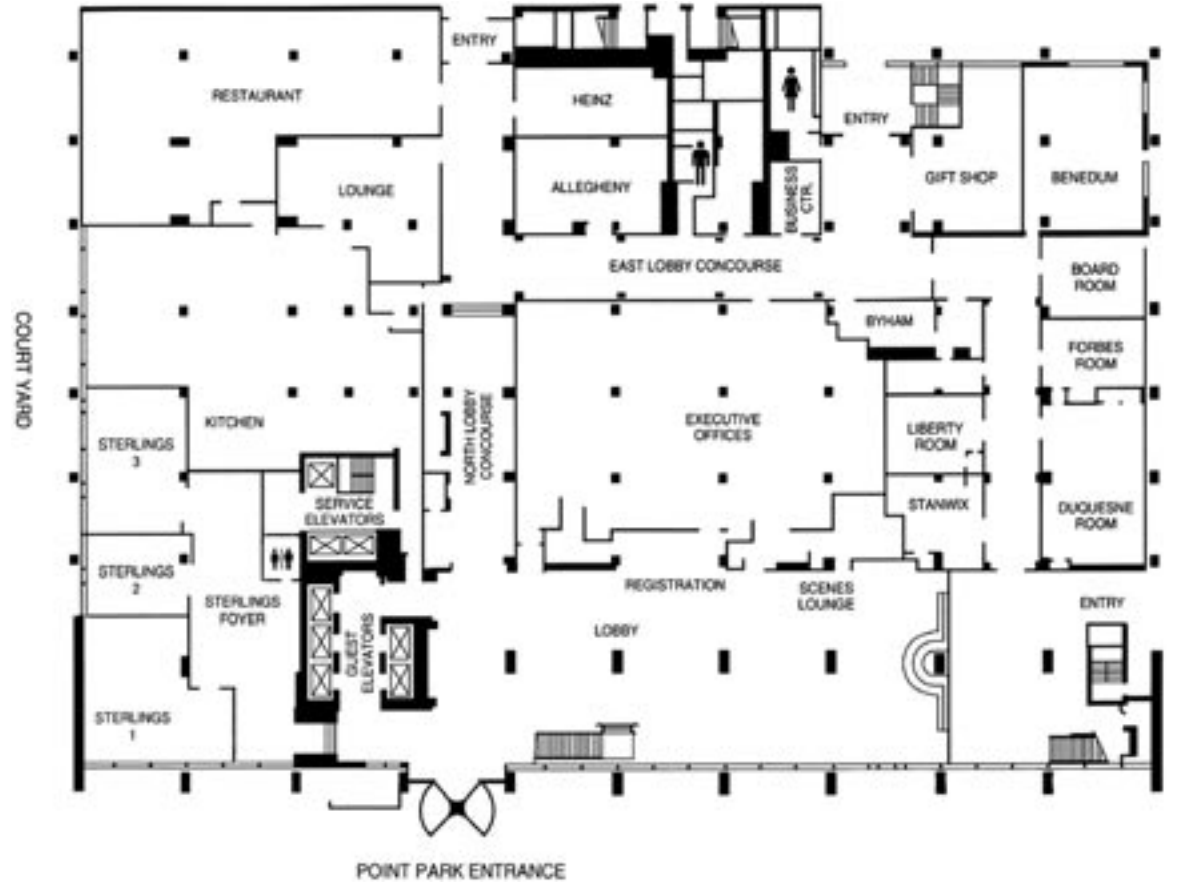
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## **Friday, April 10, 2009**

8:00 am – 12:00 pm	OWDS New Instructor Training
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# HOTEL MAPS

## LOBBY LEVEL



## BALLROOM LEVEL

# SUNDAY/MONDAY AGENDA

## Sunday, April 5, 2009

3:00 – 6:00 pm	Registration	Ballroom Foyer
3:00 – 6:00 pm	Exhibitor Set Up	Ballroom Foyer
4:00 – 6:00 pm	OWDS Master Trainers and Instructors Meeting	Sterlings 1 – Lobby level
5:00 – 6:00 pm	First Timers Session	Sterlings 2 – Lobby Level
7:00 - 8:30 pm	OWDS Reunion Reception	Kings Garden North and South Ballroom Level

## Monday, April 6, 2009

8:00 – 5:00 pm	Registration Open	Ballroom Foyer
8:00 – 5:00 pm	Exhibitors' Showcase	Ballroom Foyer
9:00 – 11:30 am	NIC Sponsored Pre-Conference Workshops	Various Rooms
12:00 – 2:00 pm	Opening Plenary and Luncheon	Ballrooms 1-2
2:30 – 6:00 pm	Regional Partnership Roundtables	Various Rooms
6:30 – 8:00 pm	Welcome Reception	Ballrooms 1-2

## Sunday, April 5, 2009

### Registration

3:00 – 6:00 pm Ballroom Foyer

### Exhibitor Set Up

3:00 – 6:00 pm Ballroom Foyer

### OWDS Master Trainers and Instructors Meeting

4:00 – 6:00 pm Sterlings 1 – Lobby Level

### OWDS Reunion Reception

7:00 – 8:30 pm Kings Garden North & South Ballroom Level

*Open to all graduates of the Offender Workforce Development Specialist (OWDS) Training Program and anyone who is interested in learning more!*

**Bios for all presenters are in the back of this program!**

## Monday, April 6, 2009

### Registration Open

8:00 am – 5:00 pm Ballroom Foyer

### Exhibitor Showcase

8:00 am – 5:00 pm Ballroom Foyer

*Don't miss this exciting opportunity to learn more about the latest technology, products and services to complement your workforce development initiatives.*

### **Pre-Conference Workshops Hosted by the National Institute of Corrections**

9:00 – 11:30 am

### **Pre-Conference Workshop #1 Women and Work: After the National Dialogue**

Monday, 9:00 - 11:30 am Ballroom 3 - Ballroom Level

Last year, more than 3,000 people participated in a National Institute of Corrections' sponsored 2-day national dialogue that examined the reentry challenges faced by women offenders. This workshop will move that discussion forward and review policies and practices that can address the special needs of women offenders returning to their community.

**Presenters:** Becky Hayes-Boober, Program Officer, Maine Health Access Foundation; and Pat Taylor, Correctional Program Specialist, National Institute of Corrections

# Visit the Exhibits!

**Monday & Tuesday 8:00 am – 5:00 pm**

**Wednesday 8:00 am – 10:30 am**

# MONDAY AGENDA

## Pre-Conference Workshop #2 Creating Change through State and Federal Partnerships – The Missouri/Kansas Experience

Monday, 9:00 - 11:30 am Ballroom 4 - Ballroom Level

Partnerships between state and federal agencies can increase the effectiveness of offender workforce development efforts through the sharing of resources and professional expertise. This seminar will examine the successful partnership developed by the Offender Workforce Development Specialist teams from Kansas and Missouri and offer practical guidance for replicating this effort in other states.

**Presenters:** Jim Chastain, Program Manager, Kansas Offender Workforce Development Specialist Program, Susie Edwards, Offender Workforce Development Program Manager, Department of Corrections, and Quincy Fountain, U.S. Probation Officer, U.S. Probation Office - Eastern District of Missouri

## Pre-Conference Workshop #3 Measuring What Counts: Insights and Evidence-Based Practices from OWDS Research

Monday, 9:00 - 11:30 am King's Garden North Ballroom Level

This seminar will provide a demonstration of the Offender Workforce Development Specialist (OWDS) Impact Software along with valuable insights gleaned from the research piloted by the Kansas OWDS Partnership Team.

**Presenters:** Eric Lichtenberger, Senior Research Associate, Virginia Tech, and Ron Rhoades, Career Counselor, HCF

## Pre-Conference Workshop #4 Overcoming Resistance to Change: How Motivational Interviewing can Promote Positive Employment Outcomes

Monday, 9:00 - 11:30 am King's Garden South Ballroom Level

Motivational interviewing is an evidenced-based practice that helps offenders adopt pro-social skills and behaviors. This seminar will provide information on how this strategy can be used to promote both short-term and long-term positive employment outcomes.

**Presenters:** Dennis Gilbertson, Evidence Based Practices Manager, Hennepin County Department of Community Corrections and Rehabilitation, Cynthia Mendiola, Supervising U. S. Probation Officer, Western District of Texas U. S. Probation Office, Denis Porter, Career Pathways Grant Manager and Motivational Interviewing/Cognitive Programs Manager, New Mexico Corrections Education Bureau, and Catherine Rose, the Career Pathways/ Reentry Programs Manager, New Mexico Corrections Education Bureau

## Pre-Conference Workshop #5 Using Labor Market Information to Meet Employer Demands and Promote Long-Term Job Retention

Monday, 9:00 - 11:30 am Benedum - Lobby Level

Given today's economic climate, the ability to effectively use Labor Market Information (LMI) is a critical skill for offender workforce development specialists. This workshop will provide practical guidance on the use of LMI and how it can be used to improve short-term and long-term employment outcomes. An instructional/resource DVD will be provided to participants at the conclusion of the seminar.

**Presenters:** Herb Greenwall, Economist, New Mexico Department of Workforce Solutions' Economic Research and Analysis Bureau and John Rakis, Consultant, National Institute of Corrections

## Pre-Conference Workshop #6 Doing More with Less: How to Leverage Community Resources in Support of your Offender Workforce Development Efforts

Monday, 9:00 - 11:30 am Allegheny/Heinz - Lobby Level

Now, more than ever, offender workforce development specialists must leverage resources inside and outside of their agencies. This seminar will give practical guidance on strategies that can be used to do more with less while maintaining the integrity and quality of your efforts.

**Presenters:** Gwynne Cunningham, Director of Specialized Programs, Department of Correctional Education, Kathy Lambert, Co-Founder, Connections to Success, and Micheal Laughlin, Senior U.S. Probation Officer/Workforce Specialist, U.S. District Courts/Probation-Pretrial

## Pre-Conference Workshop #7 Corrections, Community Supervision and Workforce: Partners in Offender Workforce Development

Monday, 9:00 - 11:30 am LeBateau - Ballroom Level

The delivery of effective offender workforce development services is enhanced by collaboration among corrections, community supervision, and workforce agencies. This seminar will provide guidance on how partnerships with Department of Labor-funded initiatives can promote offender workforce development efforts.

**Presenters:** Patsy Rusoff, IDES-Re-Entry Employment Service Program, and David Sullivan, Director of Reentry, Massachusetts Parole Board

## Pre-Conference Workshop #8 Offender Employment Specialist (OES) Facilitator Training

Monday, 9:00 - 11:30 am Rivers - Ballroom Level

National Institute of Corrections' video-based curriculum "Offender Employment Specialist (OES): Building Bridges" is an introductory level training program for practitioners who assist offenders in securing and retaining employment. This workshop provides facilitator training and resource materials for individuals interested in providing OES training in their agencies.

**Presenters:** Martha Russell, Owner, Russell Career Services, Bret Anderson, Owner/President, h2Communication, and Brandye Casler, U.S. Probation Officer, Northern District of Texas

## Opening Plenary and Luncheon

12:00 – 2:00 pm Ballrooms 1-2

**Welcome:** *Ted Johnson*, Chief, US Probation and Pretrial Services Office, Western District of PA

*Luke Ravenstahl*, Mayor of Pittsburgh

**Welcome:** *Felix Mata*, National Coordinator for the Defendant/Offender Workforce Development (DOWD) Initiative for the Administrative Office of the US Courts, Office of Probation and Pretrial Services (OPPS)

*John Hughes*, Assistant Director for the Office of Probation and Pretrial Services at the Administrative Office of the United States Courts (AOUSC)

**Keynote Speaker:** *Faye Taxman, Ph.D.*, Professor, George Mason University

**Announcements:** *Richard Morris*, US Department of Labor

*Bios for all presenters are in the back of this program!*

# MONDAY AGENDA

## Regional Partnership Roundtables

2:30 - 6:15 pm Various Rooms

Regional Partnership Roundtables: Learn how to build partnership “bridges” to assist incarcerated and returning offenders. Six mini sessions will be conducted by the National Defendant/Offender Workforce Development Partnership agencies to provide information on their reentry related initiatives and how to access their services and resources. These include: Veteran Services; Department of Labor; Office of Child Support; and Vocational Training and Community Colleges. Additionally, a partnership model tailored to corrections and supervision will be presented, along with networking opportunities. These mini sessions will provide participants with an opportunity to address issues, identify resources and establish contacts for furthering networks. The Regional breakouts are defined below. Please sit with your region.

**Presenters:** *Stanley Seidel*, Department of Veterans Employment - Department of Labor  
*Otis Nash*, Department of Veterans Affairs  
*Randee Chafkin/Richard Morris*- Department of Labor  
*Karen Anthony/John Clark* - Office of Child Support Enforcement  
*Felix Mata* - Administrative Office of the U.S. Courts  
*DonaLee Breazzano/Melinda Clark/Mona Horton* Federal Bureau of Prisons

**Western Region** (AK, AZ, CA, GU, HI, ID, MT, NV, OR, UT, WA, WY) – **Rivers**

**North Central Region** (CO, IL, IN, IA, KS, MI, MN, MO, NE, ND, SD, WI) – **Ballroom 3**

**South Central Region** (AR, LA, NM, OK, TX) – **LeBateau**

**Mid-Atlantic Region** (DC, DE, KY, MD, NC, TN, VA, WV) – **Kings Garden**

**Northeast Region** (CT, ME, MA, OH, NH, NJ, NY, PA, RI, VT) – **Ballroom 4**

**Southeast Region** (AL, FL, GA, MS, SC, PR, VI) – **Brigade**

Time	Southeast Region <i>Brigade</i>	South Central Region <i>LeBateau</i>	North Central Region <i>Ballroom 3</i>	Western Region <i>Rivers</i>	Northeast Region <i>Ballroom 4</i>	Mid-Atlantic Region <i>Kings Garden</i>
<i>Room Facilitators</i> 2:30 - 2:45	Sherri Skibinski <b>Overview</b>	Matt Harness <b>Overview</b>	Beth Pottios <b>Overview</b>	Sue Fisher <b>Overview</b>	Sheila Normandeau <b>Overview</b>	Robert Tartt <b>Overview</b>
2:45 - 3:00	<b>Ice Breaker</b> Sherri	<b>Ice Breaker</b> Matt	<b>Ice Breaker</b> Melinda	<b>Ice Breaker</b> Felix	<b>Ice Breaker</b> Mona	<b>Ice Breaker</b> DonaLee
3:00 - 3:30	<b>VA</b> - Stan	<b>DOL</b> - Randee	<b>OCSE</b> - Karen	<b>DOWD</b> - Felix DonaLee	<b>VT</b> - Mona	<b>Network</b> - Robert
3:30 - 4:00	<b>DOL</b> - Richard	<b>OCSE</b> - John	<b>DOWD</b> - Melinda Felix	<b>VT</b> - Mona	<b>Network</b> - Sheila	<b>VA</b> - Otis
4:00 - 4:15	Break	Break	Break	Break	Break	Break
4:15 - 4:45	<b>OCSE</b> - Karen	<b>DOWD</b> - DonaLee Felix	<b>VT</b> - Mona	<b>Network</b> - Sue	<b>VA</b> - Stan	<b>DOL</b> - Randee
4:45 - 5:15	<b>DOWD</b> - Melinda Felix	<b>VT</b> - Mona	<b>Network</b> - Beth	<b>VA</b> - Otis	<b>DOL</b> - Richard	<b>OCSE</b> - John
5:15 - 5:45	<b>VT</b> - Mona	<b>Network</b> - Matt	<b>VA</b> - Stan	<b>DOL</b> - Randee	<b>OCSE</b> - Karen	<b>DOWD</b> - DonaLee Felix
5:45 - 6:15	<b>Network</b> - Sherri	<b>VA</b> - Otis	<b>DOL</b> - Richard	<b>OCSE</b> - John	<b>DOWD</b> - Melinda Felix	<b>VT</b> - Mona

## Opening Reception

6:30 – 8:00 pm Ballrooms 1-2

All are welcome!

*Bios for all  
presenters are in  
the back of this  
program!*

# TUESDAY AGENDA

## Tuesday, April 7, 2009

8:00 – 8:30 am	Continental Breakfast	Ballroom Foyer
8:00 am – 5:00 pm	Registration Open	Ballroom Foyer
8:00 am – 5:00 pm	Exhibitors' Showcase	Ballroom Foyer
9:00 – 10:00 am	Second Plenary and Keynote	Ballrooms 1-2
10:30 am – 12:00 pm	Session A Workshops	Various Rooms
12:30 – 2:00 pm	Awards Luncheon	Ballrooms 1-2
2:30 – 4:00 pm	Session B Workshops	Various Rooms
4:20 – 5:50 pm	Session C Workshops	Various Rooms
7:00 – 11:00 pm	Group Night at PNC Park	

## Tuesday, April 7, 2009

### Continental Breakfast

8:00 – 8:30 am Ballroom Foyer

### Registration Open

8:00 am - 5:00 pm Ballroom Foyer

### Exhibitors' Showcase

8:00 am - 5:00 pm Ballroom Foyer

### Second Plenary and Keynote Address

9:00 - 10:00 am Ballrooms 1-2

**Welcome:** *Francina Carter*, Program Specialist National Institute of Corrections

*Morris Thigpen*, Director, National Institute of Corrections

**Introduction:** *DonaLee Breazzano*, Administrator, Inmate Skills Development Branch, Federal Bureau of Prisons

**Keynote:** *Roland Warren*, President, National Fatherhood Initiative (NFI)

**Announcements:** *DonaLee Breazzano*, Administrator, Inmate Skills Development Branch, Federal Bureau of Prisons

### Session A Workshops

10:30 am - 12:00 pm

#### A-1 Ex-Offender Panel

Tuesday, 10:30 - 12:00 pm Ballroom 3 - Ballroom Level

*(This session will be repeated during the Session D Workshops on Wednesday at 8:30 am)*

This workshop will explore first-hand the challenges experienced and strategies used by ex-felons in overcoming their barriers to success.

Presenters to be announced.

#### A-2 Researching Funds for Nonprofits That Serve Ex-Offenders

Tuesday, 10:30 - 12:00 pm Ballroom 4 - Ballroom Level

Funds for Your Nonprofit Organization. Learn where money is available to provide services to ex-offenders, as well as those who are incarcerated. Almost every local community throughout the United States has funds available to provide human and social services, which include the target population of ex-offenders and the incarcerated. Websites with these resources will be provided in this workshop. Don't miss this opportunity!!

**Presenter:** Juanita Grant, Founder & CEO, Christian Recovery Aftercare Ministry, Inc. (CRAM)

#### A-3 Successful Reintegration of Formerly Incarcerated Veterans

Tuesday, 10:30 - 12:00 pm King's Garden North Ballroom Level

Department of Labor and Department of Veterans' Affairs have a plethora of tools and resources to assist parole and probation officers, correctional staff and incarcerated veterans with successful reintegration. This workshop will identify national and local resources for participants looking for housing, healthcare, drug and alcohol counseling, employment and training programs as well as workforce staff to assist in the entry into meaningful employment and current efforts to impact the successful reentry of incarcerated veterans. We will also discuss current reintegration programs that may impact on returning service members who are working as correctional officers as well Parole and Probation to successfully reintegrate back into their civilian employment.

**Presenters:** Stanley A. Seidel, Director, Department of Veterans Employment and Training (DVET), Department of Labor; Otis R. Nash, Reentry Specialist, U.S Department of Veterans Affairs

#### A-4 Tracking the Service Continuum Pipeline: Tools for Case Managers and Supervisors

Tuesday, 10:30 - 12:00 pm King's Garden South Ballroom Level

Effective case management requires a real time understanding of programs participants progress through their Service Continuum Pipeline. With regular entry of basic data the Pipeline Analysis tools provide both case managers and supervisors the opportunity to consistently, track, and analyze the status of their customer base on a monthly basis.

**Presenters:** Richard Morris, U.S. Department of Labor, Employment and Training Administration, Office of Workforce Investment, Division of Youth Services, Youth Solutions and Investments; Anne Adams, MSW, Independent Consultant

*Bios for all presenters are in the back of this program!*

# TUESDAY AGENDA

## A-5 Developing More Effective and Outcome-Driven Offender Workforce Development Partnerships

Tuesday, 10:30 - 12:00 pm      Benedum - Lobby Level

This workshop will teach the important elements, steps, policies, processes, and key personnel needed to bridge the re-entry/workforce development gap often present at that crucial re-entry transition point in the halfway house between incarceration and full return to the community. Participants will learn about the importance of using the halfway house stay as a more productive job training and job placement experience. Specific steps and action plans (including group curriculums and MOU examples) for establishing and maintaining a viable and effective offender workforce development partnership between these entities that produces better job preparation and placement for the reentering ex-offender will be discussed.

**Presenters:** Michael Laughlin, Senior U.S. Probation Officer/Workforce Specialist, U.S. District Courts/Probation-Pretrial, Matt Harness, Chaplaincy Administrator - South Central Region, Federal Bureau of Prisons, Randall Kahan, Facility Director, Volunteers of America Residential Reentry Center; Everett Smith, Career Services Specialist, Texas Workforce Commission

## A-6 Child Support as a Re-entry Partner

Tuesday, 10:30 - 12:00 pm      Allegheny/Heinz - Lobby Level

In this workshop, a representative from the Federal Office of Child Support Enforcement will present four basic facts about child support and, based on research and grant findings, state why and how Child Support and Corrections can collaborate to achieve the common goals of successful re-entry and the reduction of recidivism. Examples of successful collaboration practices from around the country will also be covered.

**Presenters:** Karen Anthony, Program Analyst/Grant Coordinator, HHS/Administration for Children and Families/Office of Child Support Enforcement; Erika Nilles-Plumlee, Family Services Coordinator, Kansas Department of Corrections; Donna Butain, Child Support Enforcement Liaison, Kansas Department of Corrections; Patrick Quinn, Administrator of the Family Division, Adult Section, The Court of Common Pleas of Allegheny County; Jeffery Jackson, Reintegration Specialist, Goodwill of Southwestern Pennsylvania; Chad Edinger, Child Support Enforcement Division Manager, Arapahoe County Human Services

## A-7 A Model in Collaboration - The Southwestern PA Re-entry Coalition

Tuesday, 10:30 - 12:00 pm      LeBateau - Ballroom Level

The Southwestern PA Re-entry Coalition is an organization of workforce development, criminal justice agencies, and human services organizations who recognized a need to collectively address the needs of the Formerly Incarcerated Person's (FIP's) in Southwestern Pennsylvania. The coalition identified what services are being provided in the region and by whom, where the gaps in services are, and how they could collectively be addressed.

**Presenter:** Jeff Brooks, Co-Facilitator, Southwestern PA Re-entry Coalition

## A-8 Employment Experiences of Former Prisoners: Research Results From Two Studies

Tuesday, 10:30 - 12:00 pm      Rivers - Ballroom Level

This workshop will present research on the employment experiences of former prisoners from two large projects. The Returning Home study collected information on 800 men after release and the findings identify a set of individual, family, and situational characteristics that led to successful employment.

**Presenter:** Christy Visher, Professor, University of Delaware

## A-9 Soft Skill Employment Simulations to Enhance Prerelease Training

Tuesday, 10:30 - 12:00 pm      Brigade - Ballroom Level

This workshop features an innovative computer-based simulation, "Targeted Job Search for Ex-Offenders," which can be used with or without an Internet connection. It is designed to help learners reduce barriers to employment, interview and complete job applications effectively, and follow up after meeting with a potential employer. Additional simulations teach appropriate "on the job" behaviors, communication techniques, and attitudes. Simulation-enabled content allows learners to practice - not just learn about - critical interpersonal skills at their own pace and in a non-judgmental environment. Actionable feedback and printable resources are provided throughout each simulation, allowing learners to continually reinforce their knowledge and skills.

**Presenter:** Lucy Baney, CEO, Access Technologies Group, Inc.

## Session A Roundtables

### A-R1 Getting Well Again: How Did They Try it in Lithuania?

Tuesday, 10:30 - 12:00 pm      Sterlings I - Lobby Level

The workshop will discuss the methods and the contents of the re-entry programs that were proved to be successful in Lithuania. The case examples of the best practice stories and the research on the thinking patterns of offenders will be presented as well.

**Presenters:** Aiste Dirzyte, Associate Professor, Mykolas Romeris University; Aleksandras Patapas, Associate Professor, Mykolas Romeris University

### A-R2 Counseling Conflicts for Ex-Offenders in Recovery - Mistakes to Avoid

Tuesday, 10:30 - 12:00 pm      Sterlings II - Lobby Level

Professionals sometimes counsel clients with advice that inadvertently triggers ex-offenders' prison mindset and subsequent addictive behaviors. This workshop will explore the prison mindset, how it gets activated during community re-entry, and how some advice that is accepted by mainstream society, actually contributes to relapse and recidivism. Alternative counsel based upon a Balanced Recovery Model will be discussed.

**Presenters:** Jonathan Hartiens, VAMC Martinsburg, WV

### A-R3 Partnerships and Focus Groups- Working Together to Provide a Second Chance

Tuesday, 10:30 - 12:00 pm      Sterlings III - Lobby Level

This workshop will highlight the different New Mexico teams that have been established through the development of focus groups. It will address the importance of establishing a collaboration through workforce training. The workshop also provides feedback on how to create partnerships with public and private entities to work toward established strategies to enhance workforce development efforts for specific cultures throughout the State.

**Presenters:** Danielle Padilla, Community Resource Developer, U.S. Probation and Pretrial Services, District of New Mexico; Margaret Vigil, Supervising US Probation Officer, District of New Mexico; Denis Porter, OWDS and Cognitive Program Manager, New Mexico Corrections Department of Education Bureau; Aaron J. Givens, US Probation Officer, District of New Mexico

*Bios for all presenters are in the back of this program!*

# TUESDAY AGENDA

## Awards Luncheon

12:30 pm - 2:00 pm

Ballrooms 1-2

### Welcome:

**Richard Morris**, US Department of Labor

### Master of Ceremonies:

**Felix Mata**, National Coordinator for the Defendant/Offender Workforce Development (DOWD) Initiative for the Administrative Office of the US Courts, Office of Probation and Pretrial Services

*The 2009 DOWD National Awards will be presented during this special luncheon.*

## Session B Workshops

2:30 - 4:00 pm

### B-1: Employers Panel

Tuesday, 2:30 - 4:00 pm

Ballroom 3 - Ballroom Level

*(This session will be repeated during the Session C Workshops at 4:20 pm today)*

This workshop will examine what employers seek in hiring ex-felons. It will also reveal an employer's perceptions on hiring ex-felons, and what they view as risk and liability.

Presenters to be announced.

### B-2 Spanning the Bridge with Faith-Based and Community Organizations

Tuesday, 2:30 - 4:00 pm

Ballroom 4 - Ballroom Level

Faith-based and Community Organizations (FBCO) are vital to prisoner reentry offering a broad range of under-utilized services. A panel of experts will construct a "reentry bridge" by expounding on these services, addressing potential or perceived barriers to partnerships between corrections/supervision and FBCOs, and highlighting model programs who bridged the gap between prison and community, and provide passage from offender to citizen.

**Presenters:** Melinda Clark, Faith-based and Community Reentry Coordinator, Federal Bureau of Prisons, Joseph Pryor, Chaplaincy Administrator, Federal Bureau of Prisons, Deacon Gerald Beeman, St. Bernard of Clairvaux Roman Catholic Church, Joshua DuBois, Director, White House Office of Faith-Based and Neighborhood Partnerships

### B-3 Code-Switching: Helping Ex-Offenders Shift from Corrections to Employment

Tuesday, 2:30 - 4:00 pm

King's Garden North  
Ballroom Level

This intriguing and highly interactive workshop explores some of the cognitive behavioral patterns keeping ex-offenders from finding success in today's world of work. Participants gain new insights into offenders' thinking patterns, employer expectations, and strategies for helping clients make the mental switch from incarceration to employment.

**Presenter:** Steve Parese, Founder, Workin' It Out Training

### B-4 Shaking the Foundation: Creating an Outstanding Mock Job Fair

Tuesday, 2:30 - 4:00 pm

King's Garden South  
Ballroom Level

If the planning and set up of a Mock Job Fair has always been frustrating this is the program for you. Step by step set up and discussion on planning an outstanding Mock Job Fair supported by Community partnerships. We will address how to overcome barriers to the organization and set up of an outstanding program.

**Presenter:** Michael Tesone, Teacher/ISD Coordinator, United States Penitentiary Atwater

### B-5 Where Does Pretrial Fit in to the Employment Process?

Tuesday, 2:30 - 4:00 pm

Benedum - Lobby Level

Pretrial officers face challenges every day when dealing with their clients. The biggest challenge comes in helping the defendant find employment. Officers do not want employers to regret hiring defendants on pretrial supervision by taking the chance to hire them and then losing them a short time later to incarceration. This session will involve pretrial officers letting people know what they do in their district to make their program successful.

**Presenters:** Susan Hendrickson, U.S. Pretrial Services Officer, Eastern District of Missouri; Analiese Johnson, U.S. Pretrial Services Officer, Western District of Washington; Devona Gardner, Senior U.S. Pretrial Services Officer, Central District of California; Leslie Richardson, U.S. Pretrial Services Officer, District of New Jersey; and Felix Mata, National Coordinator, DOWD - Eastern District of Missouri

### B-6 Empowering Female Felons: A Unique Employment Opportunity at CertiRestore Powered by Resonance

Tuesday, 2:30 - 4:00 pm

Allegheny/Heinz - Lobby Level

Jobs for female offenders often lack an adequate wage for self-sufficiency. Additionally, "soft-skills" training is frequently unavailable. Our furniture restoration business allows female offenders to participate in job skills training and programs to enhance their marketability. "Restoring the Past . . . for the Future" is our motto for our business as well as for the lives of our women.

**Presenters:** Jill Norman, Program Manager, Resonance Center for Women; Christi Williams, Senior United States Probation Officer (Retired); Jill Norman, Program Manager, CertiRestore Powered by Resonance; Debbie Wright Burns, Operations Manager, CertiRestore Powered by Resonance

### B-7 The ABC's of WIA (Workforce Investment Act)

Tuesday, 2:30 - 4:00 pm

LeBateau - Ballroom Level

What is WIA? How can it assist my clients? What are One-Stop Career Centers? What are the eligibility requirements? If you have ever asked yourself any of these questions, you need this workshop. Just as with anything else, WIA is a "system", riddled with requirements. If you do not know what your client needs it may delay or prevent their ability to access services. It is easy, if you know what to do.

**Presenter:** Sandra Moreland, Industry Training Specialist, San Diego Workforce Partnership

### B-8 Safer Return: A Research-Based Immersion Model

Tuesday, 2:30 - 4:00 pm

Rivers - Ballroom Level

This workshop will provide an in-depth review of the research, design, operations, and findings of Safer Foundation's Safer Return Model. Safer Return is a community immersion model aimed at (1) developing a blueprint for prisoner re-entry; (2) capacity building; and (3) systems change.

**Presenter:** Jodina Hicks, Chief Program Officer, Safer Foundation

### B-9 The Transportation Industry as an Entry Portal for Former Offender Workforce Re-entry

Tuesday, 2:30 - 4:00 pm

Brigade - Ballroom Level

This descriptive study was done to determine if employment in the U.S. Trucking Industry could provide a practical re-entry portal for ex-offenders to return to the workforce. Such employment would provide a self-sustaining wage that could stabilize the economic needs of former offenders and thus positively impact the recidivism rates of former offenders.

**Presenter:** Charles Morris, Director of Career Services, All-State Career

*Bios for all presenters are in the back of this program!*

# TUESDAY AGENDA

## Session B Roundtables

### B-R1 Job Retention Through Evidence Based Practices in Community Corrections

Tuesday, 2:30 - 4:00 pm Sterlings I - Lobby Level

Participants will learn that the re-entry process begins at the institution. The session will help participants utilize evidence-based practices to promote positive integration and rebuilding of offenders; utilize a cognitive behavioral approach in treating offenders with chemical dependency and discuss the importance of an environment that increases safety, accountability, job retention, supportive services and cognitive restructuring.

**Presenters:** Stephen M. Devlin, Vice President of Program Management, renewal, Inc.; and Earl Kalchthaler, Co-Director, Renewal, Inc.

### B-R2 Programs That Help Offenders Stay Out: Growing Public Expectations

Tuesday, 2:30 - 4:00 pm Sterlings II - Lobby Level

The American public is growing increasingly impatient with the alarming rate at which ex-offenders are released into their communities ill prepared to be successful. The panel will engage the audience in a discussion about what the research is saying about programs that work, especially educational and substance abuse treatment programs within correctional environments, as well as economic dynamics related to programs.

**Presenters:** Carl Nink, Executive Director, Management & Training Corporation (Institute); Anita Dutson, Senior Director, Management & Training Corporation; Kenneth F. Pompei, Executive Director, Founders Trust; Carol Brooks, Administrator, Founders Trust

### B-R3 Creating a Successful Partnership Between U.S. Probation & Pretrial, the Bureau of Prisons and Community Partners

Tuesday, 2:30 - 4:00 pm Sterlings III - Lobby Level

This workshop will focus on the fundamentals of creating workforce development partnerships prior to release of offenders and with organizations in your community to make your program succeed. We will demonstrate the importance of the Offender Employment Specialist training as a tool to recruit/educate potential partners.

**Presenters:** Michael Laughlin, Senior U.S. Probation Officer/Workforce Specialist, U.S. Probation & Pretrial, Northern District of Texas; Brandye Casler, Offender Workforce Development, U.S. Probation; Connie Massey, Senior U.S. Probation Officer, Northern District of Texas, Abilene Division; Matt Harness, Chaplaincy Administrator, Federal Bureau of Prisons - South Central Region; Sherry Jacobson, Unit Manager, Federal Correctional Institution - Texas

### B-R4 Links Between the Parent-child Relationship and Emotional Regulation Strategy of the Delinquent Probationer

Tuesday, 2:30 - 4:00 pm Sterlings III - Lobby Level

The family of the delinquent probationer is generally in unfavorable social and economic conditions. If marital subsystem cannot bring into full play; the communication of other subsystem is limited and the parent-child relationship turns into nervousness and conflict. The results present the delinquent probationers family parent-child relationship and their emotion handling pattern.

**Presenters:** Huiling (Helen) Peng, Professor, National Taipei College of Business, Taiwan, Liu, Tai-Yi, Probation Officer, Taiwan Taoyuan District Prosecutors Office

## Session C Workshops

4:20 - 5:50 pm

### C-1: Employers Panel

Tuesday, 4:20 - 5:50 pm Ballroom 3 - Ballroom Level

This workshop will examine what employers seek in hiring ex-felons. It will also reveal an employer's perceptions on hiring ex-felons, and what they view as risk and liability.

Presenters to be announced.

### C-2 How to Motivate Your Staff in DOWD (Prisoner Re-entry)!

Tuesday, 4:20 - 5:50 pm Ballroom 4 - Ballroom Level

One of the greatest obstacles of providing prisoner re-entry services for your agency is the lack of cooperation from other staff. Apathy, jealousy, and/or lack of interest are some of the reasons as to why this happens. This workshop will attempt to examine these barriers within the office and how they should be tackled.

**Presenters:** Doug Burris, Chief, US Probation, Eastern District of Missouri; Ted Johnson, Chief US Probation & Pretrial Services, Western District of Pennsylvania; Jack McDonough, Chief US Probation & Pretrial Services, District of Delaware; Mark Sherman, Senior Education Attorney, Federal Judicial Center

### C-3 Core Principles of Successful Employment Program

Tuesday, 4:20 - 5:50 pm King's Garden North  
Ballroom Level

Successful offender workforce development begins with a systems approach to re-entry. We cannot just enforce conditions of confinement and supervision, but must provide ex-offenders with the tools needed to change to be successful. This session will present strategies and tools that will enhance offender employment services, opportunities for success, and outcomes.

**Presenter:** Scott Anders, Assistant Deputy Chief, Eastern District of Missouri

### C-4 Bridge to Success for Young Offenders: A YouthBuild Case Study

Tuesday, 4:20 - 5:50 pm King's Garden South  
Ballroom Level

For undereducated, low-income youth, life after prison is a challenge. But through YouthBuild, ex-offenders earn their GEDs, build affordable housing and become community leaders. Recidivism among graduates is 28.3 percent, compared to 67 percent nationally. In this panel, staff and graduates share YouthBuilds successful practices in workforce development for ex-offenders.

**Presenters:** Dorothy Stoneman, Founder and President, YouthBuild USA

### C-5 Using Employment and Pro-Social Environmental Strategies to Reduce Criminal Opportunity in High Risk Cases

Tuesday, 4:20 - 5:50 pm Benedum - Lobby Level

For a criminal event to occur, two elements must be present; the offender must have a propensity for crime and they must be afforded the opportunity to commit a supervision violation or new criminal act. This presentation will seek to outline strategies for having offenders/defendants gain and maintain employment while on supervision and will include a discussion of strategies and research on the topic that officers can employ to develop strategies to reduce an offender/defendant's opportunity for negative or criminal behavior while on supervision.

**Presenters:** Michael J. Elbert, Chief U.S. Probation Officer, Southern District of Iowa; and Burton E. Maroney, Assistant Deputy Chief U.S. Probation Officer, Southern District of Iowa

*Bios for all  
presenters are in  
the back of this  
program!*

# TUESDAY AGENDA

## **C-6 Prison Fellowship: Developing Communities of Care with a Transformational Prisoner Re-entry Model**

Tuesday, 4:20 - 5:50 pm Allegheny/Heinz - Lobby Level

By intentional and intensive pre-release and post-release immersion in the lives of prisoners, addressing their needs in a comprehensive and holistic fashion, Prison Fellowship is demonstrating how lives can be transformed and reclaimed through the collaboration and the commitment of both faith-based and community agencies and organizations.

**Presenter:** Ed Privette, Executive Director, Prison Fellowship

## **C-7 Re-entry Programs For Fathers**

Tuesday, 4:20 - 5:50 pm LeBateau - Ballroom Level

Housing, Job Training, and Drug Addiction are all major issues for successful re-entry. Now departments of correction and re-entry organizations across the nation understand that fatherhood programs touch on each of these issues and help men successfully reconnect and be reunited with their families. This reconnection helps assure successful re-entry. Learn how to establish a successful fatherhood program in your state and organization.

**Presenters:** Ken Gosnell, Senior Director of National Programming, National Fatherhood Initiative

## **C-8 Providing Information and Tools to Help Change Lives**

Tuesday, 4:20 - 5:50 pm Rivers - Ballroom Level

The Connecticut Pardon Team offers many informational and educational processes designed to help you file your own Pardon Application. All of our forums and programs are designed to empower the individual with the critical information and tools they need to complete and file their own Pardon Application - including the application form and helpful informational publications from other agencies.

**Presenter:** Jacqueline Caron, Founder/CEO, Connecticut Pardon Team

## **C-9 Identifying and Overcoming Employment Barriers Through Interactive Journaling**

Tuesday, 4:20 - 5:50 pm Brigade - Ballroom Level

This presentation will highlight the use of Interactive Journaling as a tool to help individuals under supervision who are working to successfully reintegrate into their communities. Specifically, the presentation will provide insight into how journaling motivates offenders and helps them identify and overcome employment barriers.

**Presenters:** Tim Jenkins, Supervising U.S. Probation Officer, U.S. District Court, District of Hawaii

## **Session C Roundtables**

### **C-R1 Chicago Town Workforce Team Best Practices: How a Large Metropolitan City Implemented a Workforce Development Program**

Tuesday, 4:20 - 5:50 pm Sterlings I - Lobby Level

The Chicago US Probation Office has a workforce team to address their unemployed offender population. Highlights include: on-site clothing closet, The Helpful Hanger, with business attire for offenders; a four day soft skills training program available for unemployed offenders; a resource guide for officers with over 50 employment referral sources; and a Workforce newsletter distributed quarterly.

**Presenters:** Brent In, Senior US Probation Officer, US Probation Office; Jennifer Harrington, US Probation Officer, US Probation Office; James Hayes, US Probation Officer, US Probation Office; and Teressa Zammuto, US Probation Officer, US Probation Office

### **C-R2 PA Academic and Career/Technical Training Alliance: Improving Outcomes for Delinquent Placed Youth**

Tuesday, 4:20 - 5:50 pm Sterlings I - Lobby Level

Youth returning to the community from delinquent residential placement face immense challenges. The PACTT Alliance, a grant-funded project of the PA Council of Chief Juvenile Probation Officers, is focusing on improving academic and career/technical training in residential facilities, aligning the curricula with state educational standards, improving the linkage to programs in the community, and addressing problematic regulatory policies and procedures.

**Presenters:** Candace Putter, Director, PA Academic and Career/Technical Training Alliance; and Russ Calino, Deputy Director, Allegheny County, PA, Juvenile Court

### **C-R3 Using the Employment Readiness Scale to Thrive and Survive During Difficult Times**

Tuesday, 4:20 - 5:50 pm Sterlings II - Lobby Level

In this economy, everyone is being asked to do more with less. The Employment Readiness Scale (ERS) makes this possible. A statistically validated online assessment that predicts with 80% accuracy whether a person is employment ready, the ERS enables agencies to identify specific employability needs for each individual customer, and to tailor interventions accordingly. Some customers may need a two-week workshop. Others may need only a two-hour concentration of activities in a single area. In this session, you will learn how the ERS can help you identify each customer's specific needs, and acquire proven suggestions for addressing them.

**Presenters:** Cal Crow, Program Director, Center for Learning Connections; and Barry Brown, Director, Employment Readiness Center

### **C-R4 Implementing and Managing a Community Resource Development Position**

Tuesday, 4:20 - 5:50 pm Sterlings III - Lobby Level

The District of New Mexico began their offender employment program in 2005 and has been successful in placing offenders into stable living wage jobs as well as linking offenders with services in the community to minimize barriers. The purpose of this roundtable discussion is to provide information to other agencies on how the District of New Mexico utilizes Community Resource Developer positions and an employment committee to address issues of re-entry and unemployment.

**Presenters:** John Cordova, United States Probation and Pretrial Services Officer for the District of New Mexico, and Branhan Kemp, Community Resource Developer, District of New Mexico

## **Group Night Out**

7:00 - 11:00 pm

The OPSS of Western PA has made arrangements for a Group Night at the PNC Pirates Stadium on Tuesday, April 7<sup>th</sup>. This special night will feature the Pirates (who are playing in St. Louis) on the big screens. Food and entertainment are included; cash bar and shuttles will be available. Tickets can be purchased for \$20 next to registration.

*Meet in the lobby at 6:30 pm for the shuttles.*

*Bios for all presenters are in the back of this program!*

# WEDNESDAY AGENDA

## Wednesday, April 8, 2009

8:00 – 9:00 am	Morning Beverages	Ballroom Foyer
8:00 am – 12:00 pm	Registration Open	Ballroom Foyer
8:00 – 10:30 am	Exhibits Open	Ballroom Foyer
8:30 – 10:00 am	Session D Workshops	Various Rooms
10:30 – 11:30 am	Closing Plenary and Keynote	Ballrooms 1-2
1:00 – 5:00 pm	Inmate Skills Development System Training for BOP	Ballrooms 1-2
1:00 – 6:00 pm	OWDS New Instructor Training	Birmingham, Lobby Level

## Wednesday, April 8, 2009

### Morning Beverages

8:00 – 9:00 am Ballroom Foyer

### Registration Open

8:00 am - 12:00 pm Ballroom Foyer

### Exhibits Open

8:00 am - 10:30 am Ballroom Foyer

### Session D Workshops

8:30 – 10:00 am

### D-1: Ex-Offender Panel

Wednesday, 8:30 - 10:00 am Ballroom 3 - Ballroom Level

This workshop will explore first-hand the challenges experienced and strategies used by ex-felons in overcoming their barriers to success.

Presenters to be announced.

### D-2 Reviewing My Prisoner Re-entry Program: What the Funders and Policymakers Say!

Wednesday, 4:20 - 5:50 pm Ballroom 4 - Ballroom Level

Funding is a constant worry for government agencies, nonprofits and community organizations. How to provide services for needy clients when a budget is tight is a great concern. Learn how funders make their decisions and how they wish to contribute to the process of prisoner re-entry. They are not always the expert you think they are, but they can usually tell who knows what they are doing vs. others who don't.

**Presenters:** Nisha Thakker, Policy Associate, National HIRE Network; and Roberta Meyers-Peebles, Director, National HIRE Network

### D-3 Money Smart: A Financial Education Curriculum - Train-the-Trainer

Wednesday, 8:30 - 10:00 am King's Garden North  
Ballroom Level

Money Smart Train-the-Trainer workshops provide experience in training delivery and coaching for trainers/instructors with various levels of experience and training skills. If you would like to teach Defendants/Offenders in your community money management skills using the free Money Smart curriculum, you are encouraged to attend this workshop.

**Presenters:** Phyllis A. Pratt, Community Affairs Specialist, Federal Deposit Insurance Corporation; and Joyce Thomas, Community Affairs Specialist, Federal Deposit Insurance Corporation

### D-4 Short Term Training for Ex-Offenders

Wednesday, 8:30 - 10:00 am King's Garden South  
Ballroom Level

This workshop will connect client interests to short-term training that will lead to substantial employment. The session will overview the success of short-term training for Pittsburgh clients. The presenter will outline WIA funding and other foundation options that lead to enrollment and successful completion of a short-term training program. Over \$150,000.00 in tuition assistance has been obtained on behalf of clients by using this method. The session is not designed to promote one program over another.

**Presenters:** Scott Albert, Community Resource Specialist, US Probation & Pretrial Services of Western PA

### D-5 Bringing the Efforts and Resources Inside

Wednesday, 8:30 - 10:00 am Benedum - Lobby Level

Successful collaborations start with good relationships. How do you start good relationships? They occur through action. Pablo Picasso said, "Action is the foundational key to all success." This session will be presented in a roundtable format, to further describe what some collaborating agencies/organizations are doing to bring available resources and partners into the institutions.

**Presenters:** Bryan Birkholz, Case Manager/ISDR Coordinator, FCI Herlong/Federal Bureau of Prisons; Barbara Hunt, US Probation Officer, District of Nevada; Ann M. Pollay, Administrative Assistant to the Probation Officer, Central District of California; RaVonna "Ronnie" Johnson, Unit Manager/ISDR Coordinator, FCC Lompoc/Federal Bureau of Prisons; and Shannon E. Angelidis, US Probation Officer, Central District of California

### D-6 Project Home - Helping Ex-Offenders Reach the Dream of Homeownership

Wednesday, 8:30 - 10:00 am Allegheny/Heinz  
Lobby Level

Prisoner re-entry has a number of components, such as reuniting the family and obtaining employment. Once these goals are achieved, homeownership is the next logical and important step in integrating the ex-offender back into the community. Recent studies show that lower crime rates and lower criminal recidivism are significantly associated with homeownership. This session will inform participants about a new and innovative homeownership program which can be implemented in their districts. Information regarding the current financial incentives and the establishment of community partnerships will be highlighted. Shared personal stories will show the impact of homeownership on ex-offenders and their families.

**Presenter:** Marty Thurman, U.S. Probation Officer, U.S. Probation - Eastern District of Missouri

*Bios for all presenters are in the back of this program!*

# WEDNESDAY AGENDA

## D-7 Building Bridges to Successful Re-entry Through Employment

Wednesday, 8:30 - 10:00 am LeBateau - Ballroom Level

Workforce Development agencies must meet their most important customers' needs: their employers. Designing reentry programs that create a Win/Win situation for both the employers and ex-offenders will be explored and examined. This workshop presents outcome data on a present program being implemented in Pennsylvania identified as a best practice by Administration for Children & Families, Region 3. This program currently enrolls 60-85% ex-offenders with unpaid child support orders.

**Presenter:** Ray Eibel, Director of Business Development, Educational Data Systems, Inc.

## D-8 Transitional Jobs: Dramatically Reducing Reincarceration through Employment

Wednesday, 8:30 - 10:00 am Rivers - Ballroom Level

In rigorous evaluation studies, Transitional Jobs(TJ) programs have been shown to reduce reincarceration rates by fifty percent for people who are involved in a TJ program within 90 days of release from incarceration. By combining temporary, wage-paid employment, supportive services and skill development to transition people into unsubsidized employment, TJ programs are effectively meeting the employment needs of people returning from incarceration and offering an opportunity to chart pathways to successful community reintegration for hundreds of people. Come hear how TJ programs are operating in over 30 states to change lives and make successful re-entry a reality.

**Presenter:** Melissa Young, Associate Director, National Transitional Jobs Network, Heartland Alliance for Human Needs & Human Rights

## D-9 Things Ain't What They Used To Be and Never Were: Time to Rethink Training Models

Wednesday, 8:30 - 10:00 am Brigade - Ballroom Level

Too often flawed assumptions and "truisms" about available jobs and training requirements are at the foundation of workforce development program design. We will expose and examine the myths to build a new understanding of the realities of work and the market place as the basis for ground breaking programs.

**Presenter:** Claudia Follet, Director of Grants & Partnerships, Time Wise Management Systems

## Session D Roundtables

### D-R1 Community Service to Work

Wednesday, 8:30 - 10:00 am Sterlings I - Lobby Level

The Eastern District of Michigan has formed productive partnerships with nonprofit corporations, allowing ex-offenders to gain valuable employability skills while performing court-ordered community service work. We will share our strategies and successful outcomes for the ex-offender population and how this type of collaboration can lead to other workforce development benefits.

**Presenters:** Lisa Nelipovich, U.S. Probation Officer, U.S. Probation Department; and Sandra Rideaux-Miller, Training Specialist, U.S. Probation Department

### D-R2 Workforce Development Activities: Critical Instructional Activities

Wednesday, 8:30 - 10:00 am Sterlings I - Lobby Level

This session will share with other practitioners, instructional/workshop materials useful in employment readiness and job search strategies useful for returning offenders. This "Student Workbook" sample will be an update of the "MD Prison to Work" instructional activities as well as updated resources that can be used in small groups, career centers or with individuals.

**Presenter:** Diana Bailey, Workforce Development Coordinator/Correctional Education, Maryland State Department of Education

## D-R4 YouthBuild Re-Entry and Community Training Projects

Wednesday, 8:30 - 10:00 am Sterlings III - Lobby Level

YouthBuild USA with over 226 programs nationally, has been working with juvenile and young adult offenders for over 25 years. Most recently, our DOL re-entry grant helped us to provide services to over twelve hundred participants, over a three year period earning more than two thousand skill certifications, with a recidivism rate of approximately 20% at programs end. With an individual transformation format we have been one of the most successful programs in the country in servicing the 16-24 year old offender population.

**Presenter:** Laurence T. Jones, Criminal Justice Advisor, YouthBuild USA

## Closing Plenary and Keynote Address

10:30 - 11:30 am Ballrooms 1-2

**Welcome:** **DonaLee Breazzano**, Administrator, Inmate Skills Development Branch, Federal Bureau of Prisons  
**Harley G. Lappin**, Director, Federal Bureau of Prisons

**Introduction:** **Felix Mata**, National Coordinator for the Defendant/Offender Workforce Development (DOWD) Initiative for the Administrative Office of the US Courts, Office of Probation and Pretrial Services

**Keynote:** **Mel Blount**, Mel Blount Youth Home, and Football Hall of Famers with the Steelers

**Announcements:** **Scott Albert**, Community Resource Specialist, US Probation & Pretrial Services of Western PA

## Inmate Skills Development System Training

1:00 - 5:00 pm Ballrooms 1-2

As part of the Bureau of Prisons' overall re-entry initiative, termed the Inmate Skills Development Initiative, an automated assessment tool (Inmate Skills Development System), was developed to integrate and streamline information and processes to better determine the skill needs of the offender population in preparation for return to our communities. This tool was recently implemented at all Bureau institutions. A review of the implementation and overview of next steps in the Inmate Skills Development Initiative will be explored. Emphasis will focus on developing program linkages and resources to address the needs identified in the assessment tool. This session is mandatory for Bureau of Prisons staff attending the Conference and seating will be reserved. Staff from Probation and Pretrial Services, as well as Residential Reentry Centers, are strongly encouraged to attend to discuss the integration with their operations. Others are welcome as space permits.

**Presenters:** DonaLee Breazzano, Administrator, Inmate Skills Development Branch, Federal Bureau of Prisons; Bureau of Prison Panel Presenters representing Correctional Programs; Psychology Services; Health Services; Religious Services; Education; Residential Reentry Centers

## OWDS New Instructor Training

1:00 - 6:00 pm Birmingham, Lobby Level

**Master Trainer:** **Patricia Doherty**, Supervising US Probation Officer, Eastern District of Missouri

This training will continue on Thursday, April 9, from 8:00 am - 5:00 pm, and Friday, April 10, from 8:00 am - 12:00 pm, in the same room.

**Bios for all presenters are in the back of this program!**

# EXHIBITORS & SPONSORS

## ***C-Tech Associates, Inc.***

Contact: Ted Wislinski  
50 Station Road, Sparta, NJ 07871  
(973) 726-9000 ext. 20 • [loril@c-techtraining.com](mailto:loril@c-techtraining.com)

C-Tech Associates, Inc. is the developer of industry-recognized certification programs in copper and fiber optic cabling, phone systems and audio systems for home and business. Our programs are used in adult and juvenile correctional facilities and re-entry centers in 23 states, leading to good jobs in a high growth marketplace.

## ***Career Dimensions Inc.***

Contact: Frank J. Minor  
(603) 253-8536 • [frank@careerdimension.com](mailto:frank@careerdimension.com)

MCP is a computer assisted on-line career and education planning system for use by offenders and at-risk youths. The objective of this program is to help clients plan for economic self-sufficiency. This system guides the clients through a self-assessment of their personal qualities, discovery of occupations matching their profiles, decision making about their options and identification of training programs, schools and colleges that will satisfy their needs. Free trials offered.

## ***Certiport***

Contact: Scott Stoddart  
1276 S. 820 E. Ste. 200, American Fork, UT 84003  
(888) 999-9830 • [sstoddart@certiport.com](mailto:ssoddart@certiport.com)

Certiport® is the leading provider of training, assessment, and certification solutions designed to enable individuals to advance in today's economic environment. A pioneer in performance-based testing in Microsoft Desktop programs and basic digital literacy, Certiport features a pathway of solutions that prepares individuals for meaningful employment in the Digital Age.

## ***The Change Companies***

Contact: Mike Judnick  
5221 Sigstrom Dr., Carson City, NV 89706  
(888) 889-8866 • [mjudnick@changecompanies.net](mailto:mjudnick@changecompanies.net)

The Change Companies® is a national publisher of client centered, evidence based resources for behavioral change. Through the process of Interactive Journaling® we provide a true continuity of care providing individualized intervention and treatment specific to criminogenic needs areas. Through customized training options we ensure fidelity to program service delivery protocols, equipping facilitators to truly become Change Agents.

## ***Educational Data Systems, Inc.***

Contact: Raymond Eibel  
705 Cedar Creek Drive, Wendell, North Carolina 27591  
(919) 366-9130 • [reibel@edsincorporated.com](mailto:reibel@edsincorporated.com)

Educational Data Systems, Inc (EDSI) is currently working with the Pennsylvania Bureau of Child Support and Local Courts to assist non-working Non-Custodial Parents to find and retain family sustainable employment. To date this program assisted in the collection of over 5 Million Dollars from previously unemployed Non-Custodial Parents!

EDSI has been assisting a wide range of businesses, educational and workforce board customers since 1979. EDSI is best known for their dynamic and innovative strategies for Customized Job Training (Skills Balance Sheet), Enhanced Business Services and Job Placement (Tiered Employment) programs. Presently, EDSI is contracted to design and implement programs in the states of Illinois, New York, Pennsylvania, Florida and Michigan.

## ***Employment Readiness Center***

Contact: Barry Brown  
1825 Clyde Drive, Naperville, IL 60565  
(630) 445-5598 • [bbrown@employmentreadinesscenter.com](mailto:bbrown@employmentreadinesscenter.com)

The Employment Readiness Center provides the Workforce Development Community with extraordinary employability assessment tools, staff development programs and long term outcome measurement systems to contribute to enhancing the capacity of all Americans to be successfully engaged in a competitive national and global economy.

## ***Federal Bonding Program***

Contact: Ron Rubbin and Roland Brack  
1725 DeSales Street NW-Suite 700, Washington, DC 20036  
(800) 233-2258 • [ron4bonds@aol.com](mailto:ron4bonds@aol.com)

This booth will contain detailed information about the collaboration between the Department of Labor and The McLaughlin Company in their administration of the Federal Bonding Program which promotes fidelity bonding as a vital tool in assisting at-risk job seekers obtain suitable employment. Fidelity bonds are cost free to employers and job seekers. There will be extensive written materials and CDs including guidelines on how agencies and organizations can obtain bonds to use in their placement efforts. There will be handout materials available for interested conference attendees.

## ***Geographic Solutions***

Contact: Tim Duffy  
1001 Omaha Circle, Palm Harbor, FL 34683  
(727) 786-7955 • [tduffy@geosolinc.com](mailto:tduffy@geosolinc.com)

Introducing Geographic Solutions' VOSRio software solution. This intranet based system is the one place to go for labor market information, job openings and service tracking for your re-entry needs. Geographic Solutions is the nation's leading provider of software for the workforce development, industry. Our virtual workforce solutions provide services to individuals, employers, providers and staff for workforce agencies in more than 30 states. Our solutions include RIO, WIA, WP, TAA, & WTP Case Management, Labor Exchange, Client Tracking, Job Spidering and Individual Fund Tracking just to name a few.

## ***JIST Publishing, Inc.***

Contact: Barry Newborn  
8902 Otis Ave., Indianapolis, IN 46216  
(317) 613-4200 • [www.jist.com](http://www.jist.com)

JIST Publishing is an authority on the topics of career, job search, business, and families in crisis. JIST materials help people help themselves in career and life by offering practical, self-directed products and training tools that are used in employment and training, corrections, education, business, counseling, therapy, and school settings.

## ***K-Slaw, Inc.***

Contact: Karen Okulicz, Author  
P.O. Box 375, Belmar, NJ 07719  
(888) 529-6090 • [karen@okulicz.com](mailto:karen@okulicz.com)

K-Slaw, Inc. is a GSA contractor that publishes the resources Try! A Survival Guide to Unemployment, Decide! How to make any Decision and Attitude! For your best lived Life. The books are utilized in Reentry and Workforce Development programs. Meet the author Karen Okulicz. She will be offering complimentary review copies.

# EXHIBITORS & SPONSORS

## ***Life Skills Education***

Contact: Suzannah Y. Ciernia  
314 Washington Street, Northfield, MN 55057-2025  
(800) 783-6743 x202 • (507) 645-2995 fax  
syc@lifeskillsed.com

With more than 25 million copies sold, Life Skills Education publishes booklets covering job-search, workplace success, military life, financial management, and personal development. The content is easy-to-read, with plenty of examples, self-assessments and practical advice making them the first choice of workforce and human services programs across the nation.

## ***Monster Government Solutions***

Contact: Christian Shalay  
1512 Commerce Street, #614, Dallas, TX 75201  
(513) 607-6450 • Christian.Shalay@Monster.com

Monster Government Solutions, a subsidiary of Monster.com, helps state and local governments with exposing inmates to job openings on the internet without compromising your network security. Our ultimate goal is to allow inmates to secure employment PRIOR to reentry!

## ***National Career Development Association (NCDA)***

Contact: Deneen Pennington, Exec. Director  
305 N. Beech Circle, Broken Arrow, OK 74012  
(866) 367-6232 • www.ncda.org

The National Career Development Association (NCDA) is a founding division of the American Counseling Association (ACA). The mission of NCDA is to promote the career development of all people over the life span. To achieve this mission, NCDA provides service to the public and professionals involved with or interested in career development, including professional development activities, publications, research, public information, professional standards, advocacy, and recognition for achievement and service.

## ***National Fatherhood Initiative***

Contact: Christophe Beard  
1338 Wood Iris Lane, Lawrenceville, GA 30045  
(770) 736-5978

The National Fatherhood Initiative is a non-profit organization that promotes involved, responsible, and committed fatherhood. Career Development programs across the country are using our high-quality resources to help men deal with the stress of fatherhood as they development career development plans.

Learn more at [www.fatherhood.org/community](http://www.fatherhood.org/community) and [www.fathersource.org](http://www.fathersource.org).

## ***National Institute of Corrections (NIC)***

Contact: Francina Carter  
320 First St NW, Washington, DC 20534  
(800) 995-6423 x40117 • [www.nicic.gov](http://www.nicic.gov)

The National Institute of Corrections (NIC) is an agency within the U.S. Department of Justice, Federal Bureau of Prisons that provides training, technical assistance, information services, and policy/program development assistance to federal, state, and local corrections agencies. Through the Transition and Offender Workforce Development Division, NIC coordinates the efforts of corrections agencies and their partnering agencies to improve employment programs for defendants and offenders by assisting professionals who provide employment services. Visit the NIC booth to receive information on resources provided by the Transition and Offender Workforce Development Division.

## ***Starting Out, Inc.***

Contact: Daniel R. Goldenson  
68 Keene Narrows Road, Bremen, ME 04551  
dan@startingout.com • (207) 380-1200

Starting Out! Building Essential Life Skills: Re-Entry Edition is a 450-page book with articles on 80 life skills plus re-entry resources. Includes [www.startingout.com](http://www.startingout.com) with state, career, and benefit databases. Sold in bulk for \$9.50 by Starting Out, Inc., Box 68, Damariscotta, ME 04551. Contact [amy@startingout.com](mailto:amy@startingout.com).

## ***Vocational Research Institute***

Contact: Tim Whitney and John Whitney  
1845 Walnut St., Suite 660, Philadelphia, PA 19103  
(800) 874-5387 • [info@vri.org](mailto:info@vri.org)

For over 40 years, the non-profit Vocational Research Institute has been a leader in career development and special needs assessment. Our products include CareerScope®, a valid and reliable aptitude/interest assessment with accommodation options for individuals with special needs; and WorkPlace Mentor®, a community-based assessment planning system for your hardest-to-serve consumers.

## ***www.CareerEdgeSystem.com***

Contact: Joan Sanger  
3600 MacArthur, Waco, TX 76708  
(519) 747-5488 • [sanger@golden.net](mailto:sanger@golden.net)

[www.CareerEdgeSystem.com](http://www.CareerEdgeSystem.com) is an audio and written bilingual career program for use behind institutional walls or by free-world programs. Career plans, needed social services, and job and training matches follow releases outside onto the Web. Remote monitoring of our new dynamic data system is available through a build-your-own secure tracking site.

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# COMPETENCIES

## *NCDA'S OFFENDER WORKFORCE DEVELOPMENT SPECIALIST COMPETENCIES*

**Career Theory** – Thorough knowledge of four career theories that may be used to assist offenders with job choice, career planning, and transition.

**Facilitation Skills** – Communication skills – such as attending, listening, reflecting, encouraging, and questioning – which may be utilized to create an environment to efficiently and effectively assist offenders with job placement and career planning.

**Assessment** – Knowledge of various assessment tools, techniques and applications. Skills to administer and interpret self-help instruments for use with offenders.

**Instruction and Group Facilitation** – Skills for providing group instruction and facilitation of activities and interactive exercises.

**Designing & Implementing Training and Workforce Development Services** – Knowledge of the basic principles of program planning and implementation – including evaluation, promotion, and public relations – and skills to apply this knowledge to the development and delivery of broad-based programs for offender populations and training of professionals in career facilitation skills.

**Barriers** – Knowledge of barriers that are characteristic of offenders upon transition to the community and skills to identify ways to remove and/or minimize identified barriers.

**Ethics** – Knowing and abiding by the CDF code of ethics, including recognizing appropriate role boundaries related to training and scope of practice.

**Transition and Interventions** – Knowledge of and development of interventions that may be used with offenders as they transition to full or part-time employment, including the development of goals and action plans.

**Job Seeking and Employability** – Knowledge of access to labor market information, pre-employment preparation, job search, and job retention and how to teach these skills to offenders.

**Retention** – Knowledge of the importance of job retention as a primary factor in reduced recidivism and identification of interventions with potential to improve offender job retention and teach these skills to offenders.

**Career Information and Technology** – Knowledge of and ability to locate occupational and educational information available, in print and on Internet, and application of this information to assist offenders with job placement and career planning.

### **NCDA HEADQUARTERS**

305 N. Beech Circle • Broken Arrow, OK 74012

866-FOR-NCDA

**[www.ncda.org](http://www.ncda.org)**



National Career Development Association  
**Continuing Education Report Form/Completion Certificate**  
 2009 Defendant/Offender Workforce Development Conference  
 April 5-8, 2009

**Instructions:**

NCDA is an authorized continuing education provider for the National Board of Certified Counselors. The continuing education offered for this conference is accepted for the GCDF, state licensure, and other credentialing providers. To complete the form, enter your personal information; enter the name of the workshop you attended throughout the conference; add up the total number of hours; and sign the form.

Keep a copy of this form with your other continuing education documents. NCDA DOES NOT REQUIRE A COPY OF THIS FORM. It is your responsibility to keep this form and if asked, to provide a copy to your credentialing body.

<b>Monday, April 6, 2009</b>	<b># of Hours</b>	<b>Enter Title of Presentation You Attended</b>
OES Pre-Conference Training	2.5	
Opening Plenary	1	
Regional Tables	3	
<b>Tuesday, April 7, 2009</b>		
Morning Plenary	1	
Session A Workshops	1.5	
Session B Workshops	1.5	
Afternoon Plenary	.75	
Session C Workshops	1.5	
<b>Wednesday, April 8, 2009</b>		
Session D Workshops	1.5	
Closing Plenary	1.5	
<b>YOUR TOTAL</b>		

**TOTAL ALLOWABLE 15.75 CONTACT HRS.**

I hereby confirm that I attended the presentations listed above.

National Career Development Association  
 NBCC Sponsor #1003

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Questions: [dpenn@ncda.org](mailto:dpenn@ncda.org) or 866-FOR-NCDA

# PRESENTER BIOS

**Mike Adolph** is a United States Probation and Pretrial Services Officer for the District of New Mexico, Las Cruces Division. Mike has been employed with that agency since 2000 and was appointed to the District of New Mexico's Employment Program in November of 2005. Since that time, the District's Employment Program has taken great strides in attaining their overall goal of helping offenders obtain meaningful employment in hopes of reducing recidivism. In November of 2006, Mike completed the 180 hour Offender Workforce Development Specialist Training (OWDS) and has since obtained his certification as a Global Career Development Facilitator (GCDF). As an OWDS, he recently assisted in the training of others in the Offender Employment Specialist (OES) curriculum. Additionally, he helped facilitate the OWDS training to participants in the State of New Mexico.

**Scott Albert's** experiences include teaching Computers/GED/ESL for The Greater Pittsburgh Literacy Council, establishment of the Workplace Skills Classroom at The Mon Valley Initiative, managing the Computer Learning Classroom for the Goodwill Literacy Initiative and serving as Senior Training Specialist at Training, Inc. at The YWCA of Greater Pittsburgh. In July of 2005, he began The Albert Institute, LLC, serving the Pittsburgh areas workforce needs. In January of 2007, The Albert Institute opened the Training, Inc. Career School which provides IT Literacy and Customer Service Skills training to over 250 area residents. Under Mr. Albert's direction, the Job Development & Educational Services Program at US Probation & Pretrial Services of Western Pennsylvania was established in July of 2005. This program currently serves over 250 recently released federal offenders. Mr. Albert received his BS in Education from Duquesne University. He is certified as a Microsoft Office Specialist, an Offender Employment Specialist and Offender Workforce Development Specialist.

**Scott Anders** provided leadership in creating a model offender employment program, which has reduced violations and revocations in the Eastern District of Missouri. These evidence-based practices have been replicated in Districts nationally and have promoted a systems approach to reentry through development of a federal partnership. Scott has provided technical assistance to assist in development of similar initiatives nationally and may be reached at [scott\\_anders@moep.uscourts.gov](mailto:scott_anders@moep.uscourts.gov)

**Bret Anderson** is currently a Training Team Leader for the National Veterans Training Institute. Bret is the project leader for the nationally recognized NVTI Incarcerated Veterans Transition Program. As a lecturer at the University of Colorado Denver and The Metropolitan State College at Denver, he teaches courses in communication theory, interpersonal communication and leadership theory, Television Production, and Gender and Communication. Bret is an AFCPE Accredited Financial Counselor, a Global Career Development Facilitator and an Offender Workforce Development Specialist. Bret resides in beautiful Morrison, Colorado with his wife, two daughters, and two sons. Bret earned his Master's of Arts degree from the University of Colorado Denver in Interpersonal Communication and his bachelor's degree from the University of Colorado Denver in Communication with an emphasis in Broadcast Journalism. [bret@h2communication.com](mailto:bret@h2communication.com)

**Shannon E. Angelidis** has been a Probation Officer for the past 11 years. Since 2002, she has been employed with the U.S. District Courts as a Federal Probation Officer, where she supervises offenders convicted of Federal offenses. While employed as a United States Probation Officer, she has completed her Masters Degree in Criminal Justice, completed a 13-month mental health training program, and most recently, completed a comprehensive Offender Workforce Development Specialist (OWDS) program. As an OWDS, Shannon has participated in Ready to Work programs geared toward helping offenders obtain meaningful and long-term employment at the Federal Bureau of Prisons, and at the Residential Re-entry Centers. She not only participates in group instruction, but also monitors offenders in the community in order to review job readiness skills to either obtain employment and/or upgrade employment. Shannon also meets with the offenders at their residence, employment, and/or other programs ordered by the court.

**Karen Anthony** is a program analyst in the federal Office of Child Support Enforcement. In her current position, Ms. Anthony is responsible for coordinating an OCSE grant program. She focuses on collaboration efforts, particularly involving incarceration and re-entry issues as well as child welfare. Her past experience is in automation and State systems, new hire reporting, license suspension and paternity establishment. Ms. Anthony came to OCSE in 1992 as a Presidential Management Intern. Her BA in Planning, Public Policy, and Management and MA in Public Affairs were awarded by the University of Oregon.

**Diana Bailey** has been an educator and administrator for over 30 years. She has worked with special populations moving through education, occupational training, employment, and progressing on their career pathway. She has worked with Correctional Education for over 10 years in program development and implementation of services providing career development, workforce development and transitional skill information for inmates returning to their community and employment. Ms. Bailey has facilitated local, state, and national professional development activities and resources for working with people who have been incarcerated. She is certified as a Global Career Development Facilitator/ Instructor and as an Offender Workforce Development Specialist (Instructor and Master trainer). In 2007, she was selected as a member of the National Career Development Association Leadership Academy. She has developed or contributed to publications supporting Offender Re-entry: Prison to Work Handbook and The Transition Resource Guide. Ms. Bailey is a frequent presenter at local, state, and national conferences.

**Lucy Baney** is President and CEO of Access Technologies Group, Inc. (ATG), a provider of e-learning tools and solutions. After 19 years with IBM, where Ms. Baney held a variety of technical, sales, and executive positions, she left to found ATG. ATG is an Internet application development company offering e-learning courseware, simulations, and authoring tools. Her patented Simentor® product has been used to develop a wide range of job readiness simulations, including one specific to ex-offenders. Ms. Baney recently received the 2007 Women of Innovation Award for Community Innovation and Leadership by the Connecticut

Technology Council. Her past and present board memberships include the Business Council of Fairfield County, Chairman of the National Advisory Board of the National Workforce Center for Emerging Technologies (NWCET), Family Economic Security Program, Norwalk Community College, Icelandic American Chamber of Commerce, and Academy of Information Technology. Ms. Baney is a graduate of Florida State University.

**Bryan Birkholz** has been a case manager for the Federal Bureau of Prisons in Herlong, California, since 2005. He is the Inmate Skills Development and Re-entry Coordinator for the institution. Bryan has a Bachelor's Degree in Law Enforcement and Business Administration, and Master's degree in Correctional Administration from Western Oregon University. He is also a certified Offender Employment Specialist, and co-facilitates Offender Employment Specialist Training with United States Probation Office in the District of Nevada.

**DonaLee Breazzano** is the first Administrator of the Inmate Skills Development Branch activated in June 2003. The Branch's mission is to coordinate efforts to implement inmate skill development initiatives across Bureau of Prisons sites and provide a centralized point of liaison with external agencies to improve efforts for successful reentry. Ms. Breazzano coordinates several partnership and reentry efforts for the Bureau including the National Offender Workforce Development Partnership. Ms. Breazzano has over 20 years with the Federal Bureau of Prisons working in several Central Office divisions and various federal correctional institutions. She has a variety of experience working in residential programs with high risk youth; and alternatives to incarceration projects. Ms. Breazzano received a BS Degree in Criminal Justice from SUNY Brockport, NY; and completed masters courses in Public Administration from University of Maryland. She holds certification as a Global Career Development Facilitator and Instructor from NCTA.

**Carol Brooks**, MSW, Administrator Research and Evaluation Division, Founders Trust (Pittsburgh, PA) has management experience in a university setting and research experience as research assistant at the National Center for Juvenile Justice (NCJJ). She is the lead investigator in a study examining correctional healthcare and is currently conducting research for the National Development and Research Institutes. Carol earned her Bachelor of Arts degree in Criminal Justice from Duquesne University and Masters Degree in Social Work Administration in 2002 at the University of Pittsburgh.

**Jeff Brooks** has more than 16 years of broad based community development experience. Jeff has been an employee of the Mon Valley Initiative (MVI) during that period working as a Community Organizer and as the Director of Workforce Development. He also serves as a Co-facilitator of the Southwestern PA Re-entry Coalition. MVI is a coalition of 12 Non-profit Community Development Corporations located in Allegheny, Washington, and Westmoreland counties in Southwestern PA. Jeff is a graduate of the University of Pittsburgh and has been certified as a Global Career Development Facilitator through a program at Duquesne University.

**Barry Brown** is the Director of the Employment Readiness Center, a provider of tools and strategies to help organizations improve the employment readiness of their clients or students. Barry had over fifteen years experience in private sector management and fifteen years in workforce development, including work with a refugee resettlement agency, a private technical college, and with a state government workforce development training provider, before launching the Employment Readiness center.

**Donna Butain** began working for the Missouri Board of Probation and Parole in 1986. She supervised offenders on probation and parole in Vernon, Barton, Cedar, and Dade Counties. She developed an intensive supervision program for high risk offenders. In 1992, she began working for Kansas Child Support Enforcement in Pittsburg as a Collection Officer. In April 2007, she became the Child Support Trainer for the South Central Region. In February 2008, she became the Child Support Enforcement Liaison for the Kansas Department of Corrections at the El Dorado Correctional Facility. Her duties include working with the offenders on their child support issues. In addition, Donna is working with other child support offices developing outreach to other prison facilities.

**Doug Burris** is the Chief U.S. Probation Officer for the Eastern District of Missouri, a position that he has held for eight years. His duties include the oversight of a district that supervises 2,000 federal offenders. Burris has brought forth many innovative programs, enhanced treatment services, and was responsible for his district's concentration on offender employment and re-entry activities - all which drastically lowered recidivism. Some of these strategies are now being duplicated throughout the country. The publication Federal Court Management Report described him as, "Enthusiastic and goal-oriented, Doug Burris has developed highly successful programs that have helped greatly reduce rates of offender unemployment, violations, and revocations." New York Times best-selling author and television reality star Chef Jeff Henderson referred to Burris as, "One of the most passionate people I have ever met." Distinguished George Washington University Law Professor Stephen Saltsburg referred to Burris as, "This man is doing God's work."

**Russ Calino** is Deputy Director of the Allegheny County, PA, Juvenile Court. He began his work with Juvenile Court in 1989 as a probation officer, became the supervisor of Eastern Probation Drug and Alcohol Office in 1994, and in 1999 was promoted to Assistant Administrator of Juvenile Probation. He was responsible for community-based probation, information management, and the Warrant Unit. He has taught as an adjunct faculty member at Duquesne University's Sociology Department, since 1993. Mr. Carlino holds a BA from Duquesne University and an MA in Public Policy from Duquesne University. He can be reached at [rcarlino@court.allegheny.pa.us](mailto:rcarlino@court.allegheny.pa.us).

**Jacqueline Caron** currently works as the Legislative Aide at the State of CT General Assembly and formerly as Alderwoman for the Norwich City Council. Ms. Caron used the adversity of her past as a former inmate, recovering alcoholic, welfare recipient, and single mother to help herself and others rise above their circumstances to create better lives.

# PRESENTER BIOS

Since 2004, Ms. Caron has conducted a series of statewide forums to build awareness of Connecticut's pardon process where she teaches attendees how to have their records expunged after successfully completing probation. In 2006, Ms. Caron formed the Connecticut Pardon Team, Inc. and launched its website [www.connecticutpardonteam.org](http://www.connecticutpardonteam.org). Ms. Caron developed her own public access television show named "Hidden Treasures of Community Resources." A Spanish version is also available. Due to her community involvement, in 2002, she was recognized as the Norwich Business and Professional Women's Organization's Woman of the Year and in 2006, as the African American Affairs Commission Woman of the Year.

**Brandye Casler's** career in probation began in 1994 in county probation after completing a bachelor's degree in Criminal Justice. In 1999, she became a U.S. Probation Officer in the District of Arizona specializing in presentence investigation preparation. In 2005, she transferred to the Northern District of Texas and became active in workforce development. Ms. Casler is certified in Offender Workforce Development and has instructed multiple Offender Employment Specialist classes.

**Randee Chafkin** has over thirty five years public sector experience working in the area of employment of people with disabilities. Her areas of expertise involve promoting the employment of people with multiple employment challenges, including people with cognitive and psychiatric disabilities; marketing to employers; and program evaluation. She has a B.A. from Hunter College, an M.A. from Boston College, and an M.P.A. from the New York University's Graduate School of Public Administration. Randee is currently a Senior Program Specialist for Disability Programs with the U.S. Department of Labor. In her current position she is responsible for: developing and implementing workforce disability policy, legislative, regulatory, and program initiatives to address structural, programmatic, and systemic employment challenges to people with disabilities; and expanding the workforce investment system's capacity to serve customers with disabilities. Randee plays a major role in administering the Employment and Training Administration's Disability Program Navigator (DPN) Initiative.

**Jim Chastain** is the Program Manager for the Kansas Offender Workforce Development Specialist program. Jim's current position requires that he coordinate the efforts of individuals and agencies involved in providing Offender Workforce Development Specialist services. This includes working with existing partners to deliver training; networking to build offender workforce development resources; program development; skill enhancement of practitioners; working with commerce and industry; working with reentry and risk reduction initiatives; and identifying research and data collection needs related to Offender Workforce Development in Kansas.

**John Cordova** has been a United States Probation/Pretrial Officer for 20 years, of which 17 years were in the Pretrial Unit. He has been a supervisor since 1996. He began federal career in the Western District of Texas, before transferring to the Albuquerque, New Mexico office in 1990. In 1999, he transferred to the Las Cruces Division where he is presently stationed. He had been involved with the employment program for approximately 3 years.

**John Clark** received a Bachelor's degree from Saint Joseph's University (Philadelphia, Pa.) and a Master's Degree from Temple University in Political Science. He worked as a Substitute Public School Teacher in Philadelphia's inner city for two years before going to work for the Social Security Administration. John worked as a Claims Authorizer and Quality Review Specialist for SSA. In 1988, he started working as the Administrative Officer for the Family Support Administration, which later became the Administration for Children and Families (ACF). In 1993, he became a Child Support Program Specialist for ACF, serving the states of Delaware and Maryland. In June, 2000, his assignment was changed and John began serving as the Program Specialist for Pennsylvania. From September 2005 to June 2008, he also served as the Program Specialist for Maryland. John has participated as a lecturer/speaker at many child support enforcement conferences.

**Melinda Clark** is the Faith-based and Community Re-entry Coordinator for the Federal Bureau of Prisons within the Inmate Skills Development (ISD) Branch in Washington, D.C. She serves as the agency's liaison with government, community, and faith-based organizations involved in the re-entry process of federal inmates. She represents the Bureau in the White House Office and Department of Justice's management, planning, design, and production of faith-based and community re-entry initiatives. Previously, she served as Management Analyst activating the ISD Branch to pioneer the Bureau's initiative to prepare inmates for successful re-entry through the development of a skills assessment tool, targeted programming with effective outcome measures, and establishment of collaborative partnerships. Ms. Clark began her Bureau career in 1994, and has served in diverse roles working with high/medium security male and minimum security female offenders at federal institutions in West Virginia and Texas. Ms. Clark is a certified Offender Workforce Development Specialist and Instructor.

**Cal Crow** has conducted focus groups throughout the country to determine offenders' employment needs, and has designed and delivered numerous workshops for both offenders and corrections professionals. He designed an offender program for New York State called Destination: Labor Market Entry, and is currently involved with two offender projects in New York City. In Washington State he developed a training package for employment specialists who work with offenders, conducted training for the state's Going Home project, and was recently asked to provide a series of workshops for the Washington State Department of Corrections.

**Gwynne Cunningham** is the Director of Specialized Programs with the Department of Correctional Education (DCE), a position she's held for six years. She oversees the Transition, Parenting, and College Educational Programming in adult and juvenile correctional facilities statewide. Ms. Cunningham has chaired the Virginia Offender Workforce Development Partnership since 2003, and serves on the Core Committee of the Virginia Prisoner Reentry Policy Academy. She also serves as a Board Member for Assisting Families of Inmates. Gwynne received her B.S. in Administration of Justice & Public Safety and her

M.S. in Rehabilitation Counseling from Virginia Commonwealth University. She earned Virginia Licensed Professional Counselor certification in 1998, Family and Human Services Professional Licensure in 1999, and Global Career Development Facilitator certification in 2003. Ms. Cunningham was recognized by DCE as an Outstanding Employee in 2002, Agency Star in 2007, and is the 2008 Virginia Correctional Association Member of the Year.

**Stephen M. Devlin**, LCSW, LPC, CCDP, CAC, is the Vice President of Program Management at Renewal, Inc. and Renewal Treatment, Inc., a non-profit, community corrections organization that provides work release, alternative housing and specialized addiction treatment services for the criminal addict for male and female offenders in the criminal justice system. Renewal, Inc. offers a cognitive behavioral-based program that emphasizes accountability and responsibility of the individual. Mr. Devlin has over 25 years of experience in the human service and corrections field. Mr. Devlin is affiliated with the American Correctional Association and the International Community Corrections Association and has served on several Boards throughout Pennsylvania. Mr. Devlin also provides professional trainings on working with persons involved in the criminal justice system. Mr. Devlin's dedication to the mission of Renewal, Inc. has enabled the organization to experience continued growth in the corrections and drug and alcohol field.

**Aiste Dirzyte**, PhD, is an Associate Professor at the Mykolas Romeris University in Lithuania, a clinical psychologist, serves as Head of the Institute of Management and Psychology in Lithuania, a researcher, and author of the three books on the psycho-correctional programs for offenders.

**Anita Dutson** is the Senior Director, Corrections Programs, Management & Training Corporation in Centerville, UT. Anita is responsible for the development, implementation, and monitoring of all correctional programs in MTC Correctional facilities nationwide. She also provides technical assistance, support and training to program staff. In addition, Anita monitors statistical data related to the facility performance criteria and programs impact on the recidivism of the offender population at MTC managed facilities. Anita has a Bachelors degree in Sociology from Weber State University.

**Chad Edinger** graduated from the University of Wisconsin in 1996 with a B.S. in Criminal Justice, and was awarded a Youth Development Certificate in 1998 from the UWM Center for Continuing Education. In 2006, Chad was Policy Specialist for Colorado Department of Human Services, Division of Child Support Enforcement where he focused on paternity establishment, medical support, and collaboration with Department of Corrections, Probation, Parole, and Community Corrections Programs. Recently Chad became the Child Support Enforcement Division Manager for Arapahoe County Human Services. He manages all aspects of the local program and as a new specialized focus is currently negotiating contracts with local workforce providers to assist in removing payment barriers for obligors, coordinating with the Courts to establish problem-solving court concepts, and collaborating with several fatherhood and mediation programs and criminal justice agencies to systematically address any reason for non-payment.

**Susie Edwards** began her career with the Missouri Department of Corrections in 1987. She has held a number of positions including Bond Investigator, Probation and Parole Officer, Court Liaison, Restorative Justice Specialist, Probation/Parole Supervisor, Reentry Specialist and Program Manager, Offender Workforce Development. In April 2006, Ms. Edwards completed the National Institute of Corrections' Offender Workforce Development Specialist training and is certified as an OWDS and Global Career Development Facilitator. She was designated as the team leader and led the partnership effort to promote and deliver OWDS training in Missouri. In April 2008 she was promoted to Offender Workforce Development Program Manager for the Department of Corrections. In that position she is responsible for coordinating OWDS training for practitioners, and work with state institutions, probation and parole district offices, local communities and partnering agencies to develop employment related initiatives for offenders.

**Raymond Eibel** is the Director of Business Development for Educational Data Systems Inc., a Dearborn, Michigan, based Employment and Training Consulting firm. Prior to joining EDSI in 1997, Mr. Eibel was involved in the criminal justice field. Over the past eleven years he has assisted in the design and implementation of numerous workforce development programs. Mr. Eibel was instrumental in the original design of the highly successful Non-Custodial Parent Program in Pennsylvania that has served over 3,100 clients to date.

**Michael J. Elbert**, Ph.D., is the Chief United States Probation Officer for SD-IA. He has served as Chief U.S.P.O. since December of 2006 and has worked as a U.S.P.O., SrUSPO - DATS; and DCUSPO, Type II. Mr. Elbert has a BA - Political Science, University of Iowa; MA - Political Science, University of N. Iowa and Ph.D. - Criminal Justice, University of Nebraska; Doctoral Dissertation - SD/IA revocation study.

**Daphne Emm** is the Director of Weed and Seed in Reno, Nevada. She has worked to establish partnerships and collaborations in the Reno area for many community issues. Daphne holds a Master of Science Degree in Community Economic Development, a Master of Arts Degree in Organizational Management from the University of Phoenix, and a Bachelor of Arts Degree in Political Science from the University of California, Davis. Daphne has helped with the workforce development efforts in Reno and assisted with U.S. Probation in the implementation of the Annual Career Fair, Employers' Breakfast, and the OES Trainings.

**Claudia Follet** is the Director of Grants and Partnerships for TimeWise Management Systems, Inc. which serves non-profits and partners in 22 states and Puerto Rico. She has worked with federal and state agencies including labor, energy, defense and commerce to support workforce and economic development. She has designed and overseen over 25 successful projects ensuring compliance with monitoring and reporting, continuous improvement and goal achievement. Dr. Follet's doctorate is in Curriculum and Instruction with a concentration in statistical analysis. She can be reached at [cludiaf@timewisems.com](mailto:cludiaf@timewisems.com).

# PRESENTER BIOS

**Quincy A. Fountain** is currently a U.S. Probation Officer for the U.S. Probation Office, Eastern District of Missouri. In addition to the traditional core duties of a probation officer, he works very closely with the district's employment program. In particular, he routinely conducts employment assessment and assists offenders in finding employment. He also assists in the district's annual job fairs. Lastly, he serves on the Missouri Eastern Regional Re-Entry Committee's sub-committee on Offender Employment and Vocational Training. Mr. Fountain received a Bachelor of Arts Degree in Sociology from the University of Illinois-Urbana-Champaign and received a Masters Degree in Public Administration from the University of Illinois at Chicago. Mr. Fountain completed the Offender Workforce Development Specialist Training provided by the National Institute of Corrections and received Instructor certification. In addition to training with the eastern district's OWDS team, he also trains with the OWDS teams from the Kansas Department of Corrections and the Missouri Department Corrections.

**Devona Gardner** is a Senior U.S. Pretrial Services Officer, Program Development Specialist, in the Central District of California (CAC), Los Angeles. She has been with the agency since 1997. Officer Gardner holds a Bachelors of Arts degree in Sociology and a Masters of Arts degree in Educational Counseling. In addition, she completed the Offender Workforce Development Specialist training in March 2008.

**Dennis Gilbertson** is the Evidence Based Practices Manager for the Hennepin County Department of Community Corrections and Rehabilitation. He oversees the implementation of researched based interventions designed to reduce recidivism in an organization that manages three correctional institutions, adult and juvenile probation, and a Sentencing to Service program. In addition, Dennis facilitates the training of several NIC curricula including: Offender Employment Specialist, Offender Job Retention, and Offender Workforce Development Specialist. Mr. Gilbertson is certified as an Offender Workforce Development Specialist (OWDS) Master Trainer through NIC and NCDA, a Global Career Development Facilitator (GCDF) through the Center for Credentialing and Education, Inc. and a Certified Jail Manager through the American Jail Association. He is an assessor of prison industry programs for the Bureau of Justice Assistance and certified to evaluate correctional programs for evidence based practices using the Correctional Program Checklist (CPC). Dennis holds degrees in both Social Science and Management and Ethics.

**Aaron J. Givens** is a U.S. Probation Officer for the District of New Mexico in Albuquerque. Mr. Givens graduated from the University of New Mexico with a double Major in Communications and Journalism and a minor in Sociology. He has completed his Master's requirement for Business Administration with an emphasis in Government Organization and awaits defense of his thesis. Mr. Givens is one of the original six members appointed to the District of New Mexico Employment Committee in November 2005. Aaron completed the Offender Workforce Development Specialist program in June of 2008 and is Offender Employment Specialist curriculum (OES) certified. Mr. Givens now has joined team New Mexico and has trained other community based organizations in the Offender Employment Specialist curriculum (OES). Additionally, the New Mexico employment committee has been instrumental in developing partnerships within the community and around the entire state of New Mexico.

**Ken Gosnell** is the senior director of national programming at the National Fatherhood Initiative. Ken works with work-family balance and corrections programming. In the work-family balance programming, he works with companies in the development of father friendly policies and provides workshops engaging fathers in work-family programs. Ken is a life and leadership coach. He teaches leadership development, generational issues, and project management. In corrections programming, Ken oversees the InsideOut Dad program and is a specialist on re-entry programming. Ken has written on leadership issues and personal development and writes for several magazines. Previously, Ken worked with the National Institutes of Health and in 2004, Ken was one of only three selections made for the prestigious NIH Leadership Program. While in this program, he worked with the NIH Offices of Change Management and Strategic Planning, National Institute of Allergy and Infectious Diseases, Office of Workforce Effectiveness, and the National Cancer Institute Office of Workforce Planning and Employee Development.

**Juanita Grant** is CRAMS Founder and CEO. She received a Masters Degree in Ministry in 2006 from Chesapeake Bible College and Seminary, and is currently enrolled in their doctorate degree program for religious education. Her goal is to write curriculum for state prison chaplaincy departments. She is an ex-offender and ex-addict, who has been free and clean since 1986. She has 20 years of experience as a Commonwealth of Pennsylvania employee, and is currently working as a Paralegal for the Pennsylvania Department of State, Office of Professional Compliance, Bureau of Enforcement and Investigation. She is the 2009 Jefferson Award winner for Dauphin County, Pennsylvania, and her personal life and CRAM is featured in the February 2009 Issue of Reader's Digest under "Making a Difference". She can be contacted through her website at: [www.craminc.org](http://www.craminc.org)

**Herb Greenwall** has been with the New Mexico Department of Workforce Solutions Economic Research and Analysis Bureau since 1989. During his tenure in state government he has created numerous career guidance products and publications including the New Mexico Job Hunter's Guide, the career tabloid Prospects, and Inside Edition, the Department of Labor's first career planning and guidance publication for ex-offenders. Herb recently obtained his GCDF certification from NCDA and has also completed Offender Workforce Development Specialist Instructor Training with the National Institute of Corrections. He currently leads a team of economists that are responsible for developing economic projections and forecasts for the state and workforce regions of New Mexico. Herb's section updates information in the Workforce Database and produces monthly labor reports that detail the current state of the workforce in New Mexico. Herb has a BA in Social Science and an MA in business.

**Matt Harness** is Chaplaincy Administrator for the South Central Region, Federal Bureau of Prisons, in Dallas, Texas. He is an Offender Workforce Development Specialist and serves as the South Central Region Inmate Skills Development Coordinator. He is a BOP Crisis Support Team (CST) Instructor and leads the South Central Region CST. As Chaplaincy Administrator, he provides guidance on religious issues and chaplaincy programs to 21 institutions in a five state area, including Oklahoma, Texas, New Mexico, Arkansas, and Louisiana. He has a Master of Divinity from Southwestern Seminary in Fort Worth, Texas, and is currently pursuing a Doctor of Ministry in Biblical Counseling degree at The Southern Seminary in Louisville, Kentucky. He has 19 years of experience in the Bureau of Prisons.

**Jennifer Harrington** is a probation officer in the U.S. Probation office in the Northern District of Illinois. She began her career with the probation office in February 2001 as a presentence investigator. In August 2006, Ms. Harrington became a supervision officer and now monitors a caseload in Lake and McHenry County, Illinois. In addition to her case management duties, she volunteers her time as the lead trainer and coordinator of a new initiative, an In-House training program for offenders. The trainings are held on a bi-monthly basis. Ms. Harrington received her Bachelor of Arts Degree in Criminal Justice and a Master's in Criminal Justice from Illinois State University.

**Jonathan Hartiens** is the Director of the Center for Addictions Treatment at the VAMC Martinsburg, WV. In 2004, his grant established the Delta Program for Incarcerated Veterans. It is the only VA substance abuse program that provides a seamless continuum of care. The continuum begins with pre-release outreach in prisons, brings veterans directly into a uniquely tailored residential substance abuse program, and then provides long term community based transitional homes that focus on integrating work and recovery. The Delta Program provides a unique treatment approach for ex-offenders and provides a bridge for them to cross over the barriers so often encountered during the transition from prison to mainstream society.

**Becky Hayes Boober** has over 20 years of leadership in three state departments in Maine, assisting with policy-level, systemic improvement initiatives. Her Department of Corrections experience includes serving as Executive Director of the Maine Reentry Network, a collaboration of over 20 state departments and organizations; developer and Chief Administrative Officer of the Women's Transition Center, a community-based minimum security prison; and Director of Women's Services and Community Development. Prior to joining the Department of Corrections, Dr. Boober was Regional Executive of the Department of Health and Human Services for seven years, coordinating activities among all divisions in eight regional service centers covering almost half of the state's geography. She worked in the Department of Education in various roles, including Deputy Commissioner. Dr. Boober recently retired from state government and is now Program Officer for the Maine Health Access Foundation, a private foundation dedicated to improving the quality of and access to health care.

**Susan Hendrickson** has been a U.S. Pretrial Services Officer in the Eastern District of Missouri since 2001. Prior to 2001, she was a Probation and Parole Officer for the State of Missouri for eight years. Hendrickson received her BA in Psychology from St. Louis University in 1992 and her MA in Management from Webster University in 2001. Hendrickson was in the first graduating class of OWDS in 2003.

**Jodina Hicks** is the Chief Program Officer of the Safer Foundation, one of the nation's largest private non-profit providers of social services, education programs, employment training and placement, exclusively targeting people with criminal records. Under contract with the Illinois Department of Corrections, Safer also manages two large adult transition centers with a total of 550 beds. Ms. Hicks has an undergraduate degree and a Masters Degree in Urban Studies from Eastern University in St. Davids, Pennsylvania; she received a Juris Doctorate from Rutgers School of Law. Jodina has served in the justice community for more than 6 years. She is an executive member of the Governors Statewide Community Safety and Re-entry Working Group, a trainer at the St. John Baptist Church and serves as a board member of the Exodus Prison Ministry; Ms. Hicks is frequently called upon to address organizations within the justice industry.

**Mona Horton** has worked in the field of corrections for 22 years. She was assigned as the Federal Bureau of Prisons' Mid-Atlantic Region, Inmate Skills Re-entry Administrator, in August 2007. Prior to this assignment she held the position of Supervisor of Education and Inmate Skills Re-entry Coordinator at FCC Butner, Butner, NC. Mona has completed the Offender Workforce Development Specialist Training and is a Global Career Development Facilitator.

**Barbara Hunt** has been a U.S. Probation Officer since 1999. Prior to this she held county and state positions within Nevada Probation. As a state Licensed Alcohol and Drug Counselor, she has clinical experience with juvenile sex offenders, children/adolescents in mental health and drug and alcohol treatment arenas and operated her own Substance Abuse Evaluation Center. With a MA in Psychology she has presented at the Latino Peace Officers Association, Alcohol and Drug Problems Association of North America and APPA conferences. Her passion is the creation of Workforce Development Programs through certifications as Offender Workforce Development Specialist Instructor, Global Career Development Facilitator and Cognitive/Colors Facilitator.

**Brent In** is the Senior U.S. Probation officer of the Northern District of Illinois where he works as the Employment Specialist and the Witness Security Coordinator. He began his service with the U.S. Probation Office in 1993. His current duties are coordinating the Workforce Development Committee and supervising the high-security and the high-risk cases. Prior to this appointment as a U.S. Probation Officer, Mr. In worked as a mental health therapist for the Cook County Department of Corrections and as a research assistant for the Illinois State Psychiatric Institute. Mr. In received his Bachelor of Science Degree from the University of Illinois in Urbana-Champaign and a Masters in Social Work from the University of Illinois in Chicago.

# PRESENTER BIOS

**Jeffrey E. Jackson** is a Reintegration Specialist for Goodwill of Southwestern Pennsylvania located in Pittsburgh, PA. In his current position, Jeffrey is responsible for recruiting, screening, and interviewing of potential non-custodial parents for the Economic Stability for Fathers program. He has 14 years working with various fatherhood and other social service programs. Jeffrey's professional accomplishments include the creation of a court approved 10-week Anger Management course and Mothers Raising Sons curriculum for Family Support Services.

**Sherry Jacobson** is a Unit Manager at the Federal Correctional Institution in Big Spring, TX. She began her career in the Federal Bureau of Prisons in 1990 as a correctional officer and supervisory correctional officer in Minnesota. Since 2006, she has actively been developing partnerships with the U.S. Probation and Pretrial Offices for the Northern and Western Districts of Texas and community partners. She has co-hosted multiple Offender Employment Specialist training sessions with U.S. Probation in both districts encompassing a large regional area. Ms. Jacobson holds a Bachelors of Art degree in Criminal Justice from Minnesota State University-Moorhead.

**Tim Jenkins** earned a Bachelor of Arts degree from Colorado State University in 1991 and a Master of Arts degree from Indiana University of Pennsylvania in 1993. Prior to beginning his federal service, Tim worked as a Parole Officer in Dallas, Texas and Denver, Colorado. He served as a U.S. Pretrial Services Officer in the District of Nevada for two years before being appointed a U.S. Probation Officer in 1996. In 2001, Tim transferred to the U.S. Probation Office in the District of Hawaii. He was promoted to a Supervising U.S. Probation Officer in 2002. He currently supervises a unit that consists of a five member team that includes two Offender Workforce Development Specialists.

**Ana Johnson** has been with U.S. Pretrial Services Western District of Washington since May 2005 as an Officer Assistant. Upon completing the Workforce Development Specialist training in January 2007, she launched the Workforce Development program for the district; establishing a resource center, wardrobe room, and comprehensive website. As the sole administrator of the program, Ana receives referrals from officers and works directly with defendants from assessment to employment retention. In 2008, Ana hosted an employer forum - Untapped Workforce: Hiring Incentives for Employers - the first in this district. Currently, Ana is working with a reentry task force, Community Partnership for Transitional Services, to establish and maintain the Second Chance Employer Database, a group of over 300 employers who partner with reentry specialists to provide opportunities to the individuals we serve.

**RaVonna Ronnie Johnson** has been a Unit Manager for the Federal Bureau of Prisons since 2001. She began her career with the Bureau of Prisons in 1991, at the United States Penitentiary in Lompoc, California. She became the Psychology Services Administrative Assistant in January 1993, and maintained that position until she began as a Case Manager in 1995. Ronnie holds a Bachelors Degree in Logistics Management with an emphasis in Organizational Management. She is currently the Inmate Skills Development and Reentry Coordinator for the Federal Correctional Complex in Lompoc, California, and the co-facilitator of the Ready to Work and Seven Steps to a Quick and Successful Job Search reentry programs at that location.

**Laurence T. Jones** was the CEO of BMI Systems, a consulting firm specializing in nonprofit management. Mr. Jones was the Executive Director of the Boys & Girls Club of Central Iowa, Executive Director of NGN Associates, and Director of Juvenile Delinquency Intervention and Prevention for the Boys & Girls Clubs of America. In this capacity, he monitored and implemented 33 gang prevention and intervention programs across the country. He has provided consulting and training to agencies and organizations in more than 100 cities nationwide. Professional accomplishments include the development and implementation of the first National Youth Gang Symposium in Atlanta, Georgia, and the development of a training curriculum for gangs used nationwide. Mr. Jones provided technical assistance to Half Court Productions for an HBO special, "5 American Handguns, and 5 American Kids." He has facilitated task force meetings in Texas, Iowa, Alaska, California, Georgia, Ohio, Florida, Colorado, Massachusetts, Virginia, Missouri, and New York.

**Randall Kahan** LCSW, LCDC is Facility Director at the Volunteers of America Residential Re-Entry Center in Hutchins, Texas. He is a Texas Licensed Clinical Social Worker and Licensed Chemical Dependency Counselor. Mr. Kahan has served in appointments as Assistant Professor of Social Work at The University of Tennessee at Chattanooga and Texas Christian University. Mr. Kahan is the President of the Crowley Independent School District Board of Trustees in Fort Worth, Texas, and has extensive experience in working with offenders reentering from custody back into the community.

**Earl Kalchthaler** is the Co-Director at Renewal Inc. and a Community Resource Specialist at the U.S. Probation Office for the Western District of Pennsylvania. He is also a certified Offender Workforce Development Specialist.

**Branhan Kemp** was appointed to Community Resource Developer in 2008. Prior to this he was employed as an Officer Support Specialist. He also brings experience from the banking business.

**Kathy Lambert**, and her husband, Brad, are Co-Founders and Co-Directors of a faith based organization, Connections to Success. Through their leadership, a holistic rehabilitative approach has been developed to provide a seamless transition for individuals re-entering society from incarceration. Brad and Kathy's passion and commitment have brought them numerous awards and recognition from the United States Senate, United States Department of Labor Women's Bureau and United States House of Representatives. Most recently the U.S. Department of Labor selected Connections to Success as one of 30 pilot projects for the "Prisoner Re-Entry Initiative". Connections to Success received the "Touching Lives and Changing Communities" Award from the Faith Based office of the U.S. Department

of Labor. Kathy received training through the National Institute of Corrections as an Offender Workforce Development Specialist. She participated with the Mid-Atlantic Regional Community Policing Institute in the development of a collaborative effort for an Ex-Offender Re-Entry Curriculum.

**Michael Laughlin** holds a Bachelor's degree in Psychology and a Master's degree in Counseling from Midwestern State University, in Wichita Falls, Texas. He serves as a Senior U.S. Probation Officer in the U.S. District Court for the Northern District of Texas in Dallas, Texas where he has worked since 1993. He is a Licensed Professional Counselor, Licensed Chemical Dependency Counselor, Global Career Development Facilitator, and Certified Faith-Based Clinical Counselor with over 23 years of counseling and guidance experience in mental health, career development, and substance abuse treatment fields, serving in various public/private counseling and workforce development capacities. Mr. Laughlin and other officers have been leading a DOWD and Reentry collaboration with numerous stakeholders among the criminal justice, educational, workforce development, and human service systems in the Northern District of Texas with an impact on the wider BOP South Central Region.

**Eric Lichtenberger** is a Senior Research Associate for the Center for Assessment, Evaluation, and Educational Programming at Virginia Tech. Previously he has taught graduate and undergraduate courses in vocational education, human resources, and entrepreneurship. Vocational education and political science were the emphasis of his doctoral studies. Over the past five years, he has been primarily involved in evaluation, research, and database development in the areas of correctional education and offender workforce development. His research agenda includes studying how individual-level factors, as well as local labor market conditions, contribute to successful post-release transitions. His long term research goals relate to building a more thorough understanding of how correctional education could become more integrated in state-level, as well as local-level, economic development.

**Burt Maroney** is the Assistant Deputy Chief U.S. Probation Officer in the SD-IA. He has 17 years experience in all facets of community corrections work, including pretrial investigations, post-conviction supervision and ten years of presentence investigation experience. Mr. Maroney has a BS from the University of North Dakota in Criminal Justice Studies and a Masters from Central Michigan University in Human Resources Administration.

**Connie Massey** is a Senior U.S. Probation Officer for the Northern District of Texas, Abilene Division. She began her tenure with the federal system in 1997. At this time, she maintains a general supervision caseload and completes Pretrial Investigations for the court. Prior to her joining the federal courts, she spent 7 years as a county probation officer for the 259th Judicial District of Texas. In her position there, she specialized in supervision of the Sex Offender Population and Domestic Violence cases. In 2006, Ms. Massey joined officers whom had initiated the Offender Workforce Development Partnerships in the Dallas area, and is now integrating the program in the western portion of the district, which covers many rural counties. Ms. Massey holds a Bachelor's degree in Sociology from McMurry University, Abilene, Texas, and a Master of Education degree in Counseling and Human Development from Hardin-Simmons University, in Abilene, Texas.

**Felix Mata** is the National Coordinator for the Defendant/Offender Workforce Development (DOWD) Initiative for the Administrative Office of the U.S. Courts, Office of Probation and Pretrial Services (OPPS). His position is based in St. Louis, MO, where he works under the direction of U.S. Probation, Missouri Eastern and performs duties both locally and nationally. Prior to his current position, Mr. Mata was the Executive Director for the Governor's Advisory Council on Offender Employment Coordination for the state of Maryland, Director of Prisoner Re-entry and Juvenile Justice for the City of Baltimore, and Director of Baltimore's Re-entry Center. Mr. Mata received his Bachelor of Arts Degree in Political Science and a Master's in Public Administration from the University of North Texas (UNT).

**Cynthia Mendiola** received a Masters of Social Work degree from Our Lady of the Lake University in 1984. She is licensed as a Chemical Dependency Counselor since 1992 and certified as an OWDS/GCDF. She has worked in the criminal justice field for over 25 years with the majority of her career in Substance Abuse Treatment as a specialist and a supervisor. She is the over-seer of the substance abuse treatment programs in the San Antonio division and the Defendant/Offender Workforce Development Program for the Western District of Texas. Since 1998, she has been a strong proponent of Motivational Interviewing strategies and frequently incorporates this concept in the training of officers in her unit. She is the Co-developer of the In-house Cognitive Behavioral Relapse Prevention Program and facilitation manual for the Western District of Texas. This program also includes a session on Motivational Interviewing and strategies throughout the facilitator's manual.

**Sandra Moreland**, a graduate of CSUS, is a Certified Career Counselor and Offender Workforce Development Specialist. She has spent over 20 years in the WIA system case managing clients and developing programs. Her expertise lies in reducing barriers for the previously incarcerated client, and developing policy that enhances services for this population. Ms. Moreland currently serves as the Chair of the Employment Committee for the SB618, a wrap-around re-entry program for San Diego, CA inmates.

**Charles Morris** has spent 37 years working in the trucking industry, first as a CDL driver and later as an educator and administrator. Mr. Morris has served as Director of Education for All-State Careers, a major CDL training organization which supplies entry-level drivers to the trucking industry. Mr. Morris holds a Master of Arts degree in Adult and Community Education from the Indiana University of Pennsylvania and is a Commercial Motor Vehicle Training Association-certified Master Instructor. He has also worked with various community groups and government agencies in the Western PA area to develop employment opportunities for former offenders in the trucking industry. Mr. Morris is a board member of the South western PA re-entry Coalition. He is currently the Director of Career Services at All-State Careers' Pittsburgh Campus.

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**Richard G. Morris** currently serves as a Workforce Development Specialist in the Employment and Training Administration's Office of Workforce Investment, Division of Youth Services at the US Department of Labor in Washington, DC. At the Department of Labor Mr. Morris provides expertise in policy, planning, oversight, and technical assistance for the Department's extensive youth services activities. Richard works closely with other Federal agencies and serves as a Federal Project Officer and Contract Officer's Technical Representative for a number of DOL grants and contracts. Prior to his work in youth development Richard spent 20 years in the Information Technology industry with a concentration in data communications methodologies, computer system performance and application analysis. Focusing on banking as well as city and Federal government services Mr. Morris has served as a senior analyst, Assistant Vice President of Technical Services and Technical Services Manager.

**Roberta Meyers-Peebles** is the Director of the Legal Action Center's National H.I.R.E. Network. She works directly with policymakers and advocates around the country to identify policies that directly affect employment opportunities for people with criminal records and helps develop appropriate advocacy strategies to strengthen or challenge existing legislation in those states. She has accepted invitations to present at dozens of national, regional, and local conferences and has been called to testify before Congress and state legislators around the country. Roberta authored publications for the U. S. Department of Labor and SAMHSA/CSAT and has served as an advisor on publications and White Papers issued by the National Governors Association, U.S. Department of Health and Human Services, NYS Department of Labor, and many state and regional organizations. Roberta has a Bachelor of Science degree in Business, Management, and Economics from the State University of New York/Empire State College.

**Otis R. Nash** is a Marine Vietnam veteran, whose service began with the VA in 1982, with Readjustment Counseling Services. Otis began facilitating PTSD groups in the Dept of Corrections and identifying veterans for healthcare service within Veterans Affairs. He has been working in the Lebanon VA, since 1988 as the Minority Veterans Program Coordinator and Readjustment Counseling Therapist. While employed at the Medical Center, Otis facilitated Substance Abuse treatment to dual dx patients, organized and facilitated PTSD groups in all the Community Based Outpatient Clinics and the V A Medical Center. Otis has been instrumental with working with the chronic and acute PTSD veterans from the Vietnam era to present day Global War on Terror Veterans. He established Lebanon VA as a Re-Entry program for State, County and Federal incarcerated veterans.

**Lisa Nelipovich** has been a United States Probation Officer for the Eastern District of Michigan since 1988. For eighteen years, she supervised cases in the substance abuse unit and is certified as an addictions counselor with the state of Michigan. Lisa became an Offender Workforce Development Specialist in November, 2006. She is the ED/MI's employment/re-entry coordinator for their department's employment team Lisa oversees the department's Community Service Program and the Community Service to Work Program. She also manages the internship program. She is a Global Career Development Facilitator. In 2008, Lisa was nominated for the ED/MI US District Courts Chief Judges Award for her efforts in workforce development. Ms. Nelipovich is a graduate of Michigan State University with a Bachelor of Arts majoring in Criminal Justice and Psychology.

**Erika Nilles-Plumlee** is the Family Services Coordinator for the Kansas Department of Corrections. In her current position, Erika is responsible for developing, implementing, and evaluating family service programs for facilities and parole offices throughout the State. Her past experience with the Department includes developing and administering risk reduction and re-entry services at the Lansing Correctional Facility. She also worked in the juvenile justice system both at the community and state levels. Erika has a Bachelor's Degree in Social Work from Kansas State University and a Master's Degree in Social Work Administration from the University of Kansas.

**Carl E. Nink**, MBA, joined Management & Training Corporation as the Corrections Marketing Manager in 2001 and since March 2002 has been the MTC Institute Executive Director, overseeing company research efforts. Carl retired in 2000 from the Arizona Department of Corrections after 25 years, beginning as a Correctional Officer, rising through the ranks to Warden, and then to Assistant Director. As an Assistant Director, Carl had responsibility for, during a period of eight years, the statewide divisions of human resources, community corrections, and components of prison management (e.g., inmate programs, protective segregation, strategic planning, budgets, legislative initiatives and contracts for service). Carl obtained his MBA from Western International University in 2006 and has a Bachelors degree from Northern Arizona University in Police Science and Administration.

**Danielle Padilla** has been with the Federal Courts for six years, of which the last three and a half years have been with U.S. Probation for the District of New Mexico. She began her position as a Community Resource Developer in February of 2008 and holds a Bachelor's Degree in Social Work. She is certified as an Offender Workforce Development Specialist through the National Institute of Corrections. As Chair of the New Mexico Workforce Links Committee, Ms. Padilla has been directly involved in the "Right Track" Job Fair for Ex-Offenders, job readiness workshops, ongoing resume writing, interviewing skills, focus group implementation, job orientation classes, and the photo identification program. Additionally, Danielle has been active in maintaining the clothing closet for offenders and has been instrumental in developing partnerships within the community and around the entire state of New Mexico.

**Steve Parese** began his career as a counselor and teacher of juvenile offenders. Since receiving his Doctorate from George Washington University in 1998, he has worked with staff serving welfare-to-work, ex-offenders, and special needs children across the world, and has spoken at more than 50 national and regional conferences. He can be contacted at SBParese@aol.com.

**Aleksandras Patapas**, PhD, is an Associate Professor at the Department of Public Administration at the Mykolas Romeris University in Lithuania, a researcher, and Head of the Social Integration Program for offenders (budget 1 million EUR) in Lithuania.

**Kenneth F. Pompei**, Ph.D., Executive Director, Research and Evaluation Division, Founders Trust (Pittsburgh, PA) has a wealth of experience directing research and evaluation (R&E) efforts within the treatment and corrections industry. He led the formation of the R&E department of Abraxas, a treatment program for youthful offenders and assumed the leadership role in R&E for Cornell Companies, a national private corrections company based in Houston, TX. Dr. Pompei has a Ph.D., M.A., and B.S. degrees from the University of Chicago, State University of New York at Buffalo, and Canisius College respectively.

**Ann M. Pollay** has been with U. S. Probation for seven years, beginning as a Probation Clerk, and then to the position of Administrative Assistant to the Probation Officer three years ago. In addition to her regular job duties, she has participated in several different committees and has traveled to the Southern District of Florida and Eastern District of Washington in order to observe and train on making the most of the main database; as well as providing information to Administration on suggested ways in which to improve efficiency by streamlining and cutting down on unnecessary costs.

**Denis Porter**, MBA, GCDF, OWDS, and Cognitive Program Manager, New Mexico Corrections Department Education Bureau. Denis has served New Mexico Corrections Education for over 5 years as a program manager and special events coordinator. He is actively involved in staff professional development and is the leader/coordinator for the nationally trained and recognized Offender Workforce Development Specialist team. He is the NMCD trainer for Motivational Interviewing and cognitive programming. Denis is a twenty year veteran of the U.S. Navy where he worked in electronics and counseling. He dabbled in consulting while earning his bachelor's degree from the University of New Mexico and his MBA and MA in Human Resource Development from Webster University. He is currently working on his MA in counseling.

**Phyllis A. Pratt** serves in FDIC's Community Affairs Section as a Community Affairs Specialist. She currently teaches FDIC's basic financial literacy program, Money Smart for Adults as well as FDIC's newest curriculum, Money Smart for Young Adults. Phyllis earned her B.S. degree in Business Education from Morris Brown College in Atlanta, Georgia and a Juris Doctor degree from the Howard University School of Law.

**Ed Privette** is an Executive Director of Prison Fellowship, overseeing the ministry's work in North Carolina, South Carolina, and Tennessee. He has been in leadership with Prison Fellowship over the last 8 years. Ed is presently involved in a Transformational Prisoner Re-entry Program startup at Manning Correctional Institution, Columbia, SC. There the state Department of Corrections has partnered with Prison Fellowship to invite 36 men who will be returning to the Columbia metro area to be involved in this model. Both faith-based and secular agencies from the Columbia area are coming together to build a "community of care" to fully support these men when they are released. Nationally, Prison Fellowship has a number of such "pilot" projects underway, with a commitment to having as many as 75 such programs across the nation by 2012. For more information, you may email Ed at ed\_privette@pfm.org.

**Joseph Pryor** currently serves as the Chaplaincy Administrator for the Federal Bureau of Prisons (Bureau) in Washington, D.C. He began his career in 1990 at the Federal Correctional Institution in Tallahassee, Florida, followed by positions at the United States Penitentiary in Lewisburg, Pennsylvania; South Central Regional Office in Dallas, Texas; and the Federal Medical Center, Carswell, in Fort Worth, Texas. Chaplain Pryor also served as the Bureau's first Faith-based Program Coordinator. He was instrumental in developing and implementing Life Connections, the Bureau's residential faith-based reentry program. He is a past recipient of the J. Michael Quinlan Director's Award for his work in crisis intervention and a Director's Special Recognition Group Award. He earned a Bachelor of Arts Degree from Marshall University in Huntington, West Virginia, and a Master of Divinity Degree from Southeastern Baptist Theological Seminary in Wake Forest, North Carolina. Chaplain Pryor is married to Vickie and they have three children and three grandchildren.

**Candace Putter** is the Director of the PA Academic and Career/Technical Training Alliance. She has been the Manager of the Philadelphia Reintegration Initiative, since its inception, in 2005, on behalf of Philadelphia Juvenile Probation and the Department of Human Service. Ms. Putter was an administrator at St. Gabriels Hall, a residential placement for 200 delinquent boys. Ms. Putter holds a BA from Swarthmore College, an MSS from Bryn Mawr Graduate School of Social Work and Social Research, and a clinical social work license. She can be reached at candace.putter@phila.gov.

**Patrick Quinn** is presently the Administrator of the Family Division, Adult Section of The Court of Common Pleas of Allegheny County where he has served since March 2003. Previously, he served in the Allegheny County Solicitor's Office as Manager of the Department of Human Services Legal Unit and Child Support Legal Services Unit (1992 - 2003). From 1989 - 1992, Mr. Quinn was the Deputy Administrator of the Allegheny County Family Division. He received his B.A. in 1977 and his J.D. in 1984, both from Duquesne University. Prior to receiving his J.D., Mr. Quinn was employed in various social work capacities, including a corrections officer, case worker for Children and Youth Services and as the director of a residential facility for delinquent and dependent boys. He currently serves as a Board member and Past-President of the Domestic Relations Association of Pennsylvania.

**John Rakis** began his career as a mental health counselor in the New York City correctional system. Mr. Rakis was the agency's first Suicide Prevention Coordinator. He later served as the agency's Director of Health Services Management and as the Deputy Executive Director of the New York City Board of Correction, a city-run "watchdog" agency. In 1988, Mr. Rakis left New York City government to pursue full-time study at Harvard University where he

# PRESENTER BIOS

received a Masters in Public Administration. In his role as a consultant, Mr. Rakis serves as an instructor for the National Institute of Correction's Division of Offender Workforce Development, providing training to correction, probation, parole, community and faith-based organizations throughout the United States. He has spoken and written extensively on the subject of offender rehabilitation and the strategies used by parole agencies to improve the employment prospects of the people under their supervision.

**Marci Rapp** is a U.S. Probation Officer for the Northern District of Ohio. Ms. Rapp joined the Northern District of Ohio in October 2007, as a supervision officer following her service to the U.S. Probation and Pretrial Services - District of Maryland. As a supervision officer for the District of Maryland, Ms. Rapp was the point of contact for Defendant/Offender Workforce Development. She established workforce partnerships and provided district wide training on workforce development. Ms. Rapp is an Offender Workforce Development Specialist - Instructor and Global Career Development Facilitator. Prior to her career in the federal judiciary, Ms. Rapp was employed as a Juvenile Counselor Senior for the Baltimore City Department of Juvenile Services. She also experience as a Legal Advocate for victims of domestic violence and provided mental health counseling to individuals and couples coping with HIV and AIDS. Ms. Rapp has a MS in Clinical Community Counseling from Johns Hopkins University.

**Ron Rhoades** has served as the Career Counselor at the HCF for over 20 years. His responsibilities include the qualifying, enrolling, and credentialing of all vocational students at HCF and other statewide facilities, providing placement services for the 1800 offenders requesting those services, and completing the registrar paperwork of all 21 statewide vocational construction classes. Prior to this position, Ron worked as a Certified Personnel Consultant in private industry.

**Sandra Rideaux-Miller** is the Training Specialist for the U.S. Probation Department, Eastern District of Michigan, where she has been employed since 1990. She is also the department's coordinator for Career Presentations. Prior to her promotion to her current position, Sandi was the ED/MI's automation specialist and was a supervising probation clerk. In 2007, she was given the opportunity to work closely with the Workforce Development Specialist in developing the department's employment initiative, and she is an active member of the department's employment team. She also became jointly responsible, with the Workforce Development Specialist, for the development and implementation of the department's Community Service Program, and the Community Service to Work Program.

**Catherine Rose** is the Career Pathways/Reentry Programs Manager of NMCD's Education Bureau programming at all state prison facilities housing adult inmates. She is also the coordinator of services between Corrections and the NM Department of Workforce Solutions (formerly the NM Department of Labor) for releasing offenders seeking employment or One Stop services throughout the state. In 2001, she was recruited by NMCD Education Bureau to become the coordinator of services between the two agencies and has since become the program manager for Project SOAR (Success for Offenders After Release), Career Pathways, and pre-release programs for the bureau. As an OWDS Instructor, she and the NM Offender Workforce Development Specialist team have trained agency and community resource staff from around the state. After receiving her Bachelor of Science Degree in Secondary Education from New Mexico State University, Catherine taught high school English and history in New Mexico and Texas for 17 years.

**Martha Russell**, MS, NCC, MCC is a Career Consultant and owner of Russell Career Services currently located in Battle Ground, WA. She is a frequent speaker and workshop facilitator on career development and career management issues including workforce and workplace alignment issues. She has designed and conducted seminars and training both nationally and internationally including recent work in China and Australia. Martha participated as a member of a four person US team at the 2001 and 2006 Career Development and Public Policy symposiums sponsored by the International Centre for Career Development. She is Past President of the National Career Development Association and has served on that board for the past 8 years. She is also a former president of the CA Career Development Association and the Sacramento, CA Chapter for the American Society of Training and Development.

**Everett Smith** is currently serving full-time as the career services specialist in the VOA Hutchins RRC in Hutchins, Texas. He is a co-located onestop services staff designated under a Memorandum of Understanding that was jointly developed by the U.S. Probation Office, VOA Hutchins RRC, and the local Workforce Board.

**Danielle M. Steffey** is a Social Science Research Associate at RTI International. She is the Analysis Task Leader for the Multi-Site Evaluation of the Serious and Violent Offender Reentry Initiative. She has over a decade of experience conducting social science research and program evaluations. Her primary interests include multi-site evaluation design and implementation; prisoner reentry; the relationship between employment and crime; criminal justice alternatives for offenders with substance abuse, mental health, or co-occurring disorders; substance abuse etiology; and violence prevention. She received an A.B. in Psychology from Duke University and a M.S. in Criminology from Florida State University.

**Dorothy Stoneman** is founder and president of YouthBuild USA. A Harvard graduate and former Harlem schoolteacher, Stoneman started the first YouthBuild program in 1978 before orchestrating its national replication. Today, YouthBuild is a federal program in 226 communities. Since 1994, more than 76,000 YouthBuild students have produced 17,000 units of low-income housing. Today, there are 226 YouthBuild programs in 43 states, Washington, D.C., Puerto Rico, and the Virgin Islands, engaging approximately 8,000 young adults each year. Stoneman has a bachelor's degree in history and science from Harvard University; a master's degree and a doctorate from Bank Street College of Education. In 1996, she was awarded a MacArthur Genius Fellowship. In 2000, the Independent Sector gave her its John Gardner Annual Leadership Award. She recently won a 2007 Skoll Award for Social Entrepreneurship.

**Michael Tesone** is a lifelong learner who has been with the Bureau of Prisons as a teacher for seven years. He has been conducting Mock Job fairs and Release Preparation Programs for the past six years. He enjoys his job immensely and enjoys offering the type of programs that just might put a dent in recidivism.

**Nisha Thakker** joined the Washington, DC, Legal Action Center (LAC) team as Policy Associate after completing her JD at American University's Washington College of Law. At the LAC, Nisha focuses on expanding services for people with criminal records who are seeking to reenter society and those with drug and alcohol addiction histories, and eliminating legal barriers faced by people with criminal records and drug addiction histories as they seek to obtain employment and other critical services. While at WCL, Nisha co-founded, and continues to direct, the National Youth Justice Alliance – a program that seeks to educate juveniles in detention about their Constitutional rights and responsibilities. She obtained her B.A. in English from the George Washington University in 2003. Nisha has published articles in the Sustainable Development Law and Policy Journal at WCL and the ABA Commission on Law and Aging Bifocal Newsletter.

**Joyce Thomas** currently works at the Federal Deposit Insurance Corporation, Division of Supervision and Consumer Protection, Outreach and Program Development Section. She assists in outreach to promote the use of the FDIC's award-winning financial education program, *Money Smart*. Ms. Thomas has worked with schools, universities, non-profit organizations, financial institutions, and other organizations to facilitate the use of Money Smart. Based in FDIC's headquarters in Washington, DC, she has conducted outreach across the country to various organizations and conferences in furtherance of FDIC's commitment to helping underserved consumers receive financial education. Ms. Thomas is a 21-year veteran of the FDIC and has received multiple awards for her contributions. Her previous responsibilities included serving in the FDIC's Legal Division as well as the Federal Savings and Loan Insurance Corporation (FSLIC).

**Marty Thurman** is a U.S. Probation Officer for the U.S. Probation Office, Eastern District of Missouri. Since being appointed as a U.S. Probation Officer in May 1992, she has worked on several special projects. Most recently she developed and implemented the district's homeownership program, known as Project Home. In this role, Ms. Thurman directs the activities of the Project Home team, which includes members within and outside the U.S. Probation Office, providing education and services to ex-offenders desiring homeownership. Project Home has received national attention and is considered to be a model for this type of program within the federal probation system. Ms. Thurman is a member of the National Low-Income Housing Coalition based in Washington, DC. Ms. Thurman received her Bachelor's Degree in Psychology from Oklahoma Christian University and her Master's Degree in Human Relations from the University of Oklahoma. She can be reached at Marty\_Thurman@moep.uscourts.gov.

**Margaret Vigil** is a Supervising U.S. Probation Officer for the District of New Mexico. She began her federal career in April 1993 in Portland, Oregon. Ms. Vigil was one of original six members appointed to the District of New Mexico Employment Committee in November 2005. As part of that committee, she has been involved in hosting job fairs, employer breakfasts, ongoing resume writing classes and interview skills classes, helped implement the clothing closet, the development of an identification program, the development of partnerships within the community, and trained others in Offender Workforce Development and the Offender Employment Specialist (OES) curriculum. Ms. Vigil currently supervises the Community Resource Developer in the Albuquerque office. She also completed the Offender Workforce Development Specialist program in April 2006, and has since then been certified as an OWDS instructor.

**Christy A. Visher** is Co-Director of the Center for Drug and Alcohol Studies and Professor of Sociology and Criminal Justice at the University of Delaware. Prior to joining the University of Delaware, she was Principal Research Associate with the Justice Policy Center at the Urban Institute in Washington, D.C. She is Co-Principal Investigator of the Multi-Site Evaluation of the Serious and Violent Offender Reentry Initiative, an examination of state and local prisoner reentry programs funded by the federal government. Her research interests focus on prisoner reentry, communities and crime, substance use, criminal careers, and the evaluation of strategies for crime control and prevention. She has published widely on these and other topics in numerous social science journals, and co-edited *Prisoner Reentry and Crime in America*, with Jeremy Travis. Dr. Visher received her M.A. (1980) and Ph.D. (1982) in Sociology from Indiana University, Bloomington.

**Melissa Young** is the Associate Director of the National Transitional Jobs Network (NTJN) at Heartland Alliance for Human Needs & Human Rights. Ms. Young's work includes managing the Network's technical assistance efforts in order to strengthen existing and emerging programs, translating lessons learned at local levels into federal policy, and managing the development of Network communications and marketing materials for diverse audiences. In this role, she has worked to advance the visibility of the NTJN as a national expert in Transitional Jobs in order to further support the development and implementation of the Transitional Jobs strategy for persons with barriers to employment. Ms. Young's previous work at the Mid America Institute on Poverty of Heartland Alliance focused on youth poverty, income supports, and an analysis of Illinois' appropriations and funding streams for youth programs. She received her B.A. from the University of Michigan and her M.A. from the University of Chicago. She can be reached at young@heartlandalliance.org.

**Teresa Zammuto** is a probation officer in the United States Probation office in the Northern District of Illinois. She began her career with the probation office in February 2001 as a presentence investigator. In October 2007, Ms. Zammuto became a supervision officer and now monitors a caseload in the South and West sides of the Chicago area. In addition to her case management duties, she volunteers her time as a co-trainer and statistical tracker for the In-House training program for offenders. Once the offender has graduated from the In-House program, Ms. Zammuto requests information regarding the obtainment of employment for the offender, on a 30, 90, and 120 day follow-up basis. Ms. Zammuto received her Bachelor of Arts Degree in English, and her Master of Science Degree in Education from Northern Illinois University. Additionally, Ms. Zammuto received her Master of Arts degree in Law Enforcement and Justice Administration from Western Illinois University.



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