

MEMORANDUM OF UNDERSTANDING

AMONG

THE DELAWARE DEPARTMENT OF LABOR

AND

THE DELAWARE DEPARTMENT OF CORRECTION

AND

THE DELAWARE DEPARTMENT OF EDUCATION

1. Introduction

1.1 This Memorandum of Understanding (“MOU”) is entered into by and between the Delaware Department of Labor (“DOL”), the Delaware Department of Correction (“DOC”) and the Delaware Department of Education (“DOE”). DOL, DOC, and DOE shall be collectively referred to as the “Parties.”

1.2 This MOU is entered into by and among the Parties pursuant to Governor John Carney’s Executive Order 27, dated December 4, 2018, which created the State of Delaware Correctional Reentry Commission (the “DCRC”) and included the following among the objectives for the DCRC:

1.2.1 Renew an enhanced Memorandum of Understanding between the DOC, the DOE, and the DOL for continuation of prison-based services for education and workforce development upon reentry to the community;

1.2.2 Create within the DOL a policy for skills training selection and employment services for clients with criminal justice involvement; and

1.2.3 Explore ways to incentivize employers to increase employment of those with criminal justice involvement and improve methods to educate employers about existing incentives.

1.3 This MOU replaces and supersedes the MOU between DOL and DOC dated December 20, 1999.

2. Purpose

2.1 As set forth in Executive Order 27, the State's citizens returning from incarceration face many barriers that often lead them back to criminal activity. These barriers include lack of job skills and difficulty finding work due to their criminal history. The State, through the DCRC, is working on improvements that will build upon existing practices in the State to improve reentry and reduce the recidivism rate.

2.2 In order to maximize workforce opportunities for justice-involved individuals, the Parties fully understand and agree to the terms of this MOU.

3. DOL Responsibilities

3.1 DOL will make available a point of contact and provide resources to DOC Probation and Parole, DOC Re-entry In-Reach Coordinators, and DOE Prison Education relevant to the reentry population (to include, but not be limited to, online job seeking/applications, disability resources/rights, SSI/SSDI work eligibility, bonding, tax credits for employers, job search resources through DOL, a description of job training opportunities available and eligibility requirements for each, and programs that promote employment readiness). DOL resources will include, but not be limited to, template pamphlets of content specific to people in the criminal justice system to assist them in employment readiness, which DOC can print and distribute to its reentry population.

3.2 DOL will make available a point of contact who will meet with DOC Re-entry In-Reach Coordinators and DOE Prison Education to share relevant content on mutually identified topics to assist DOC and DOE staff in their reentry training efforts and to ensure there is continuity between DOL, DOE, and DOC.

3.3 DOL will update its website to include content and referral information specific to justice-involved individuals, including individuals with criminal backgrounds and individuals seeking services to assist them with reentry.

3.4 Subject to available funding, DOL will develop videos or provide other media content that will describe employer bonding and tax credits for probationers. DOC and DOE can use this media content at any Probation & Parole office statewide and for educational purposes inside the prisons.

3.5 Subject to available funding, DOL will develop videos describing pardons and expungements procedures and related issues, which DOC can use at each Level IV facility and for educational purposes in Level V facilities.

3.6 DOL will review DOC and DOE vocational training/work programs and make recommendations to DOC and DOE about how to increase the number of certificate programs, industry recognized credentials, pre-apprenticeship programs or other training programs offered by DOC and DOE. DOL will make recommendations to DOC and DOE of appropriate educational service providers that could provide the necessary instruction to support each certificate, credential or pre-apprenticeship program.

3.7 DOL will assist DOC and DOE in recruiting employers who are apprenticeship sponsors to consider starting an apprenticeship program in the Level V correctional facilities and hiring ex-offenders into apprenticeship programs after they are released.

3.8 DOL will educate employers about the Work Opportunity Tax Credit and Delaware Department of Labor Bonding programs, which may serve as additional incentives for employers to hire ex-offenders.

3.9 DOL will partner with DOC Level IV and Level V correctional facilities and DOE Prison Education to hold career forums and informational sessions commensurate with in-demand occupations and in-house training programs at designated DOC facilities, at a cadence and schedule agreeable to all parties.

3.10 DOC, DOE Prison Education, and DOL executive staff (as designated by the Commissioner of Correction, the Secretary of Education and the Secretary of Labor) will meet biannually to discuss collaboration among the parties, including grant opportunities and efforts to improve the ongoing implementation of this agreement.

4. DOC Responsibilities

4.1 DOC will provide access to allow DOL to provide relevant internet-based training to DOC and DOE Prison Education staff and inmates in Level IV and Level V correctional facilities.

4.2 DOC will prioritize the adoption of industry recognized credentials for all of their current and future vocational and industry programs.

5. DOE Responsibilities

5.1 DOE Prison Education will prioritize the adoption of industry recognized credentials for all of its current and future vocational and industry programs.

5.2 DOE Prison Education will share compiled data collected through the vocational survey and academic locator assessment with DOC and DOL to inform future training opportunities.

6. Data/Information Sharing

6.1 DOL and DOC will formulate a data sharing agreement to assist DOC in determining

how many probationers are employed.

6.2 DOE Prison Education will work with the DOC and DOL to develop processes for the data exchange between the DOC, the DOE, and the DOL to determine the impact of training received by clients with criminal justice involvement.

7. MOU Term, Modification and Termination

7.1 This MOU may be amended only as DOL, DOC, and DOE mutually agree in writing.

7.2 This MOU will continue in effect until a Party to this MOU notifies the other Parties of its intent to terminate this MOU with [60] days' written notice.

This MOU becomes effective this 19 day of November, 2019.

DEPARTMENT OF CORRECTION



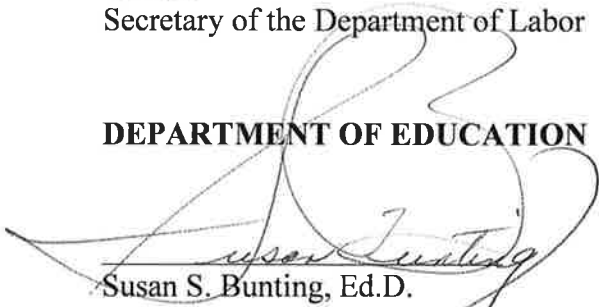
Claire DeMatteis
Commissioner of the Department of Correction

DEPARTMENT OF LABOR



Cerron Cade
Secretary of the Department of Labor

DEPARTMENT OF EDUCATION



Susan S. Bunting, Ed.D.
Secretary of the Department of Education