Pennsylvania
Department of Corrections

Hiring: Fair Chances Equal Smart Choices

- Trained/Experienced Workforce
  - 24 Vocational Programs with Nationally Accredited Certifications
  - 30 Correctional Industries

- Support from Parole

- Financial Incentives

- Additional information can be found online - https://www.pa.gov/agencies/cor/programs/workforce-development.html

Interested in learning more or ready to fill your employment needs, contact Dorenda Hamarlund.

Dorenda Hamarlund
Workforce Development Specialist
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Vocational Education Programs

PA Department of Corrections

1. Auto Mechanics/Technician
2. Barber School/Shop
3. C-Tech
4. CDL
5. Carpentry
6. Construction
7. Cosmetology
8. Custodial Maintenance
9. Diesel/Class III Inspect
10. Electricity (Electrician)
11. Flagger
12. Fiber Optics
13. Green Environment
14. Horticulture/Landscaping
15. HVAC
16. Machine Shop
17. Masonry
18. OSHA
19. Optical Assistant
20. Plumbing
21. Print
22. Restaurant Trades
23. Warehouse Operations
24. Welding

Correction Education Office
CTE Programs

CTE Programs / SCI	ALB	BEN	CBS	CAM	CHS	COA	DAL	FYT	FRS	FRA	GRN	HOU	HUN	LAU	MAH	MER	MUN	PHX	PNG	SMI	SMR	WAM
Auto Mechanics/Tech						X			X							X	X					
Barber School		X		X		X				X		X	X		X	X		X			X	
Barber Shop									X		X							X	X	X		
C-Tech												X										
CDL									X				X		X	X						
Carpentry	X		X		X			X		X		X			X	X		X	X		X	X
Cons Cltr		X							X		X		X									
Cosmetology	X		X		X		X	X						X			X					X
Custodial Maintenance		X				X	X	X	X	X		X	X	X	X	X		X	X			
Diesel/Class III Inspect															X							
Electricity (Electrician)		X				X		X	X		X	X									X	
Flagger	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X
Fiber Optics		X															X					
Green Environment	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X
Hort/Landscaping			X				X							X			X		X			X
HVAC				X		X		X											X		X	
Machine Shop																	X					
Masonry		X							X												X	
OSHA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X		X	
Optical Assistant			X		X																	
Plumbing		X																			X	
Print				X									X									
Restaurant Trades									X								X	X				X
Warehouse Operation	X											X			X			X				
Welding							X	X	X													

CTE PROGRAMS AND CERTIFICATIONS OFFERED

CTE CODE		CERTIFICATIONS
AUTO TECH		PA ST EMIS
		EPA 609
		ASE
		NCCER CORE
		MACS
		AUTO INSP
		CDL
		NOCTI
BARBER		BARBER LICENSE / MANAGER / INSTRUCTOR
CARP		NCCER CORE
		NCCER (LV1 / LV2) CARP
		NCCER (LV2) CARP FR
		NCCER GRN ENV
		NCCER CSSO
COSMO		COSMETOLOGY
		INSTRUCTOR
CONS CLTR		NCCER CSSO
	Carpentry	NCCER CORE
		NCCER GRN ENV
		NCCER (LV1) MASON
		NCCER (LV1 / LV2) CARP
	Other	NCCER (LV1 / LV2) ELECT
		NCCER ROOF APPLIC
		NCCER (LV1 / LV2) PLUMB
		NCCER (LV1 / LV2) PAINT
		JLG SCISSOR LIFT
CUST MT	Carpentry	NCCER CSSO
		NCCER CORE
		NCCER GRN ENV
		NCCER (LV1 / LV2) CARP
	Custodial Maint	TPC (1-12)
	Painting	NCCER (LV1) PAINT
ELECT		NCCER CORE
		NCCER (LV1 / LV2)
		NCCER MNG ELEC HAZ
		NCCER CSSO
		NCCER GRN ENV
ELECTRONICS		C TECH
FIBOPT		FIBOPT
FLAG		FLAGGER
HORT/LAND		NOCTI
		SERVSAFE
		TPC LAND
		SPOT LANT FLY
		PA CERT HORT
		PROD GROW
HVAC		NCCER CORE
		NCCER (LV1 / LV2)
		NCCER GRN ENV
		NCCER AC REF (LV1 / LV2)
		EPA (608 / 609 / R410 A) REFRIG. HANDLING / REFRIG. RECOVERY
		ESCO (1-11)
		NCCER CSSO
		FLUKE MULTIMETER
MACH SH		TPC (1-12)
MASON		NCCER CORE
		NCCER CSSO
		NCCER (LV1 / LV2)
OSHA		OSHA 10 GEN
		OSHA 10 CONST
		OSHA 30 CONST
OPT ASST		ABOC
PRINT		PIAGATF
		NOCTI
PLUMB		NCCER (LV1/LV2)
		NCCER (LV1) ELECT
		NCCER CSSO
		NCCER CORE
REST TRDS		SERVSAFE
		NOCTI
WELDING		NCCER CORE
		NCCER (LV1 / LV2)
		AWS
		VRWELD
		Updated 3-3-26

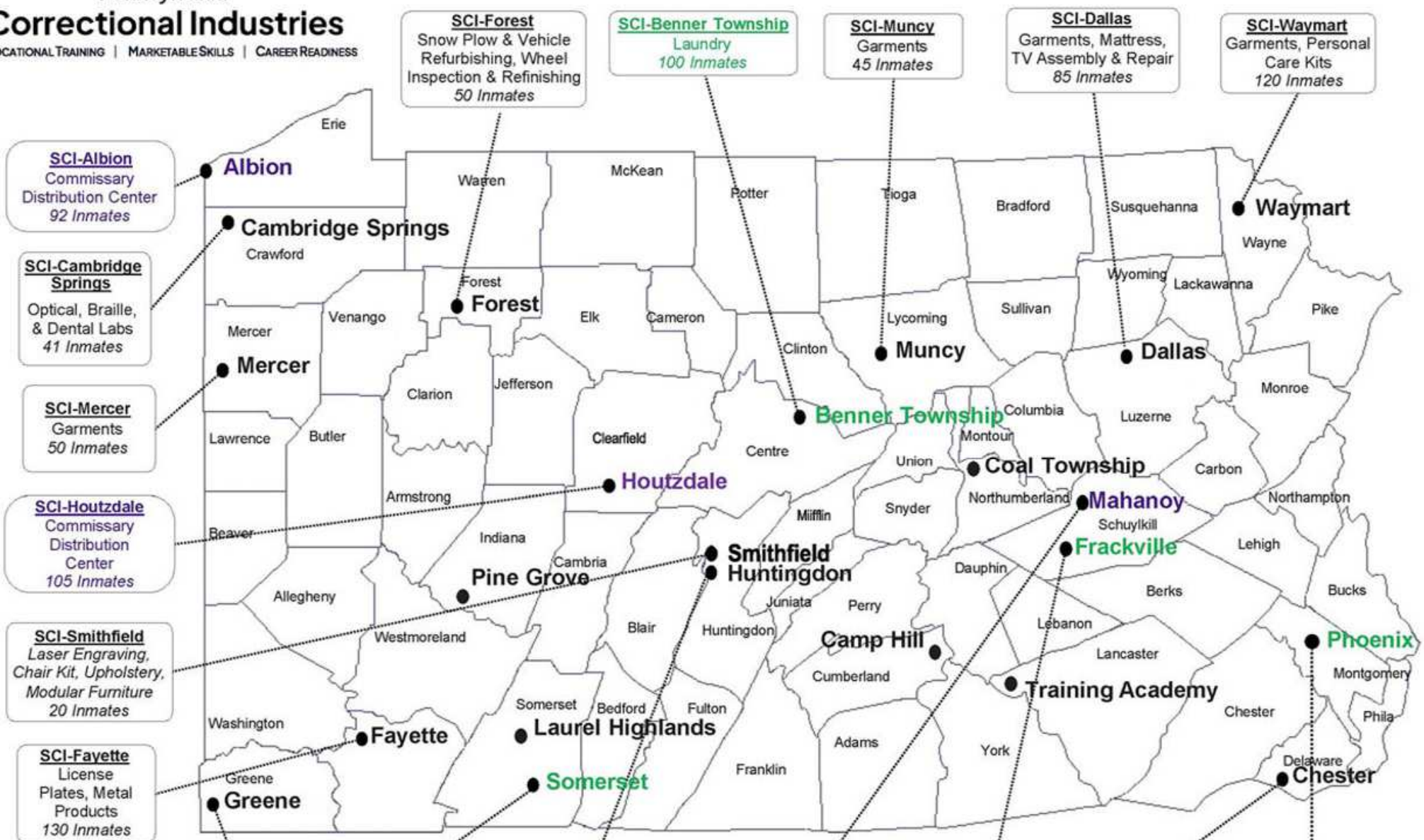
ESCO 1	Basic Refrigeration & Charging
ESCO 2	Electrical
ESCO 3	AC
ESCO 4	Heat Pumps
ESCO 5	System Diagnostic & Troubleshooting
ESCO 6	Commercial AC
ESCO 7	Commercial Refrigeration
ESCO 8	Electric Heat
ESCO 9	Oil Heat
ESCO 10	Gas Heat
ESCO 11	Residential & Light Commercial Hydronic Heat

TPC 1	Measurements
TPC 2	Basic Hand Tools
TPC 3	Metal Cutting Fundamentals
TPC 4	Machine Shop Practices
TPC 5	Multiple Machine Procedures
TPC 6	Cutting Tools I
TPC 7	Basic Milling Procedures
TPC 8	Machining Work in a Chuck
TPC 9	Turning Work Between Centers
TPC 10	Machine Shop Turning Operations
TPC 11	Custodial Maintenance & Repair
TPC 12	Hospital Housekeeping

Pennsylvania

Correctional Industries

VOCATIONAL TRAINING | MARKETABLE SKILLS | CAREER READINESS



SCI-Albion
Commissary Distribution Center
92 Inmates

SCI-Cambridge Springs
Optical, Braille, & Dental Labs
41 Inmates

SCI-Mercer
Garments
50 Inmates

SCI-Houtzdale
Commissary Distribution Center
105 Inmates

SCI-Smithfield
Laser Engraving, Chair Kit, Upholstery, Modular Furniture
20 Inmates

SCI-Fayette
License Plates, Metal Products
130 Inmates

SCI-Forest
Snow Plow & Vehicle Refurbishing, Wheel Inspection & Refinishing
50 Inmates

SCI-Benner Township
Laundry
100 Inmates

SCI-Muncy
Garments
45 Inmates

SCI-Dallas
Garments, Mattress, TV Assembly & Repair
85 Inmates

SCI-Waymart
Garments, Personal Care Kits
120 Inmates

SCI-Greene
Garments,
65 Inmates

SCI-Somerset
Laundry
100 Inmates

SCI-Huntingdon
Garments, Silk Screening, Diesel Shop, Wood Furniture, Signs, Print, Soap & Detergent
250 Inmates

SCI-Mahanoy
Commissary Distribution Center
105 Inmates

SCI-Frackville
Laundry
60 Inmates

SCI-Chester
Optical Lab
10 Inmates

SCI-Phoenix
Laundry, Garments, Hosiery, Shoes, Underwear
225 Inmates

Revised:
08/26/2026

Correctional Industries & Certifications

PA Department of Corrections

1. Braille
    a. National Library of Congress
        i. Literary Braille Transcribing
        ii. Literary Braille Proofreading
        iii. Mathematics Braille Transcribing
2. CADD
3. Chair Kits
4. Commissary Distribution Center
    a. Forklift Certification
5. Dental Lab
    a. National Board for Certification in Dental Laboratory Technology
        i. Certified Dental Technician
        ii. Certified Dental Laboratory
6. Diesel Shop
    a. Automotive Service Excellence
    b. PA State Inspection/License Prep
    c. Mobile Air Climate Systems Association Certification (MACS)
7. Embroidery
8. Forklift
9. Garments
10. Hosiery
11. Laser Engraving
    a. CNC Certification
12. Laundry
    a. Association of Linen Management Certifications
13. License Plates
14. Mattress
15. Metal Products
    a. American Welding Society (TIG/MIG)
16. Optical Lab
    a. American Board of Opticianry Certification
17. Personal Care Kits
18. Printing
19. Signs
    a. CNC Certification

20. Shoes
21. Silk Screening
22. Snow Plow & Vehicle Refurbishing
    a. American Welding Society (TIG/MIG)
23. Soap & Detergent
24. Textiles
25. TV Repair
26. Underwear
27. Upholstery
28. Welding
    a. American Welding Society (TIG/MIG)
29. Wheel Refinishing
30. Wood Furniture & Products

CRPA

Community Reentry Parole Agent

What is a CRPA? - CRPA is a specialized agent who conducts parole orientation workshops, provides information on resources, and conducts workshops or one –one meetings for parolees in and around the surrounding areas of district and sub offices for parole. The CRPA provides valuable information and help if you need it while on parole.

What type of workshops are available?
Many workshops are available to you to begin gaining the skills and the ability to change your way of life for success on parole and as a citizen in the community. We want to help you understand how your values, beliefs and thoughts are linked to behaviors. We want to provide you the support to gain the desire to change and remain crime free. Listed below are some of the workshops available:

	**Orientation:** This group informs you of parole expectations, resources in the community, and assesses primary needs and other areas that might be a challenge for you while on parole.
	**SMART Recovery:** This group focuses on the personal price you paid for drug use. It will help you gain self-control and make a commitment to not use drugs or alcohol.
	**Employment:** This will help you identify what skills and abilities you have that could be work-related. You will prepare a resume, learn to interview and how to search for a job. It also discusses job retention so you focus on a possible career path.
	**Carey Guide Interventions:** This is a program that you can work at your own pace using technology for on-line or face-to-face meetings with a CRPA. By using technology, it breaks down barriers you may experience when you are first released. These interventions are targeted on areas that you need to work on to be successful on parole. If you are determined to be a high risk reentrant, you will be notified by the CRPA.
	**Other programs and services**- if there is a need for other workshops in your area, the CRPA will advertise available workshops for example: budgeting, transportation restoration, benefits, parenting, violence prevention booster and many more.

How do I reach a CRPA?
Depending on your crime, you may be automatically referred to attend one of the workshops. If you are interested in attending a workshop or to talk about other services in the community- just ask. Your agent can put you in contact with the CRPA or you can call the office and ask to speak with the CRPA.



L&I makes it easy for business to take advantage of available tax credits and federal bonds

Employer Hiring Incentives

The Work Opportunity Tax Credit and Federal Bonding Programs

Work Opportunity Tax Credit

The Pennsylvania Department of Labor & Industry (L&I) manages the federal Work Opportunity Tax Credit (WOTC) program, which enables employers to benefit from hiring individuals from specific targeted groups who are facing significant barriers to gaining employment. This program financially rewards employers for offering employment opportunities to these individuals.

The WOTC program has been extended to December 31, 2025.

Receive Financial Credits for Hiring From These Qualified Target Groups:

- Temporary Assistance for Needy Families (TANF) Recipients
- Qualified veterans (There are five categories of veterans eligible)
- Ex-Felons
- Designated Community Residents
- Vocational Rehabilitation referrals
- Summer Youth Employees
- Supplemental Nutrition Assistance Program (SNAP) Recipients
- Supplemental Security Income (SSI) Recipients
- Long-term Family Assistance Recipients
- Qualified Long-term Unemployment Recipients

The US Internal Revenue Service (IRS) may change target groups at any time. For the most current list of eligible employees and specific criteria for each, visit **www.irs.gov**.

WOTC Program Highlights:

- Any size business can participate.
- Minimal paperwork is needed to claim the tax credit.
- Employer makes the final hiring decision on candidates presented.
- Employer can hire as many qualified employees as are needed.
- Hire from 14 qualifying groups, which include 5 veteran categories.
- For-profit employers can reduce their federal income tax liability.
- Non-profit employers can reduce their Social Security tax.

pennsylvania
DEPARTMENT OF LABOR & INDUSTRY

How does WOTC work?

Before a business may claim the credit, it must obtain certification that an individual is a member of a targeted group. The employer **must file Form 8850, Pre-Screening Notice and Certification Request for the Work Opportunity Credit through L&I within 28 days after the eligible worker begins work.**

Employers generally can earn a tax credit equal to 25% or 40% of a new employee's first-year wages, up to the maximum for the target group to which the employee belongs. Employers will earn 25% if the employee works at least 120 hours and 40% if the employee works at least 400 hours.

The tax credit is only available for a two-year period for employers who hire individuals from the long-term TANF target group and includes a higher maximum tax credit percentage:

- If the individual works at least 120 hours in the first year, the employer may claim a tax credit equal to 40% of first year wages, up to the maximum tax credit.
- If the individual works at least 400 hours in the second year, the employer may claim a tax credit equal to 50% of second year wages, up to the maximum tax credit.

Federal Bonding Program

The Federal Bonding Program created by the US Department of Labor (USDOL), is a unique hiring incentive tool, targeting individuals whose backgrounds can pose significant barriers to securing or retaining employment, including:

- Justice-involved citizens
- Individuals in recovery from substance use disorders
- Welfare recipients
- Individuals with poor credit records
- Economically disadvantaged youth and adults who lack work histories
- Individuals dishonorably discharged from the military

The federal bonds protect an employer or business against losses of property or money caused by the fraudulent or dishonest acts of a bonded employee. Employers receive the bonds free-of-charge as an incentive to hire these applicants. Each bond has a $5,000 limit with a $0 deductible and covers the first six months of a selected individual's employment. Information about the Federal Bonding Program can also be found at **bonds4jobs.com** or by calling us at 800.345.2555.

Are You Leaving Money on the Table? Start Saving Today with these Tax Credit Programs:

To apply for WOTC, an employer or employer's representative must submit the IRS 8850 and ETA 9061 (or 9062, where applicable) within 28 days of the new hires' start date to L&I. Forms can be downloaded by visiting **www.dli.pa.gov**, and search keyword, "WOTC." Proof of mailing may be required. You may also submit applications electronically at www.pacareerlink.pa.gov.

For assistance with the website or questions regarding the WOTC program, please call **800.345.2555** or email at **RA-BWPO-TAXCREDITS@pa.gov**.

Auxiliary aids and services are available upon request to individuals with disabilities.
Equal Opportunity Employer/Program