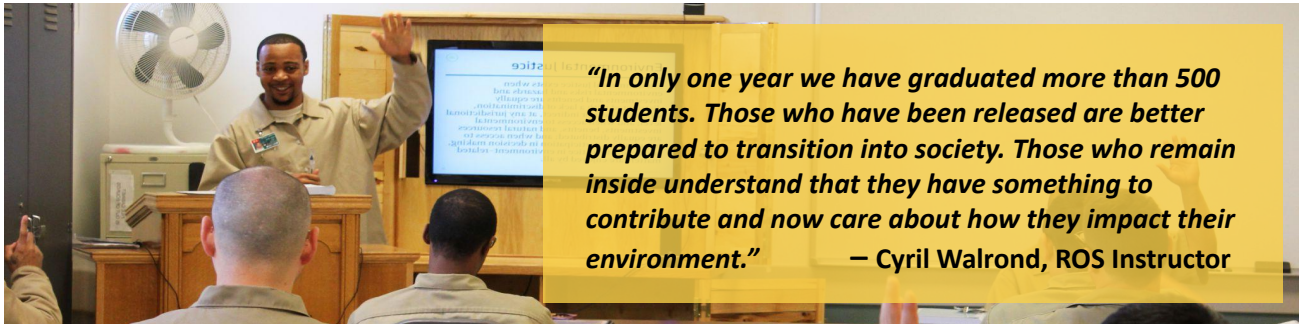




# ROOTS OF SUCCESS

## Environmental Literacy and Job Training Program

Prepares individuals for 100+ jobs and career pathways, reentry, and to improve conditions in their communities. Over 6,000 individuals have gone through the program while incarcerated.



***"In only one year we have graduated more than 500 students. Those who have been released are better prepared to transition into society. Those who remain inside understand that they have something to contribute and now care about how they impact their environment."*** — Cyril Walrond, ROS Instructor

**ROOTS OF SUCCESS** offers a multimedia, activity-based curriculum customized for prisons, jails, and reentry programs. Taught by incarcerated Instructors trained and certified to teach and mentor their peers, ROS is easy and affordable to implement. The teaching approach and content is designed to immediately engage participants. ROS prepares individuals for reentry and 100+ jobs and career pathways, and to improve conditions in their communities.

The ROS program consists of a 10-module course. We also offer a nationally recognized **Department of Labor Apprenticeship** and **Pre-Apprenticeship**.

- Increases professional knowledge and skills
- Promotes positive behavior, confidence, leadership
- Fosters teamwork and collaboration
- Reduces conflict and violence
- Roots of Success viewed positively by Board members in resentencing and clemency hearings
- Prepares individuals for jobs in environmental/infrastructure fields
- Increases financial literacy and social entrepreneurship skills
- Graduates receive a Certificate
- Promotes water, energy, waste conservation
- Reduces institutional costs, carbon footprints
  - \$90,000 reduction in annual trash bills in multiple facilities
  - 60% decrease in electrical usage over 3 years in 9 facilities
  - 12,000-pound reduction in food waste per week in facilities

\*Statistics collected from Ohio DOC & are "on average"

### Supports Reentry and Reduces Recidivism

- 98% of graduates feel better prepared for job interviews
- A study of programs that used ROS for 2+ years found among 1,200 graduates:
  - 75% found employment within 3 months
  - 70% remained employed 6 months later
- ROS recidivism rate is 12.6% average across all states we work in, compared to the national recidivism average of 66% in 2020

***"Oftentimes in prisons people go off into their little groups, but ROS brought people out of those groups and tied them together. I would see more connections. There was something in common, greater than being in prison. They bonded with people through ROS and that was really important. It broke down the hierarchy."*** — Grady Mitchell, ROS Instructor

**TO OFFER ROOTS OF SUCCESS** Programs schedule a Train-the-Instructor training for instructors who will teach the course. Instructors are provided with teaching materials, multimedia content, are enrolled in the Apprenticeship and receive ongoing technical assistance. A few weeks before the course begins, programs order Student Workbooks for participants and enroll them in the Pre-Apprenticeship. Upon completion, graduates receive Roots of Success and Pre-Apprenticeship Certificates that are highly valued by employers and educational institutions. In some settings, graduates also receive college credit.













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### INCLUDES 10 MODULES

-  Fundamentals of Environmental Literacy
-  Water
-  Waste
-  Transportation
-  Energy
-  Building
-  Food, Health, & Agriculture
-  Community Organizing & Leadership
-  Financial Literacy & Social Entrepreneurship
-  Application & Practice

*"A lot of programs you complete them and they drop you off a cliff. With ROS, it's the opening of a door, career pathways. People are able to get a green job now. They didn't know they were qualified for those things" – Lori Moseley, ROS Instructor*



### ROS Supports Institutional Goals

**100%** of program directors observed positive behavioral changes

**99%** said ROS improved participants' academic skills

**90%** of instructors would recommend ROS to other programs/facilities

**89%** said participants' communication/professional skills improved



*"Engaging inmates in meaningful activities and giving them opportunities to contribute reduces violence and makes prisons safer for both inmates and staff."*

– Dan Pacholke, Director; Washington State Prisons

### ROS Engages, Prepares, & Inspires

**98%** of participants had a better understanding of environmental problems and solutions

**98%** feel better prepared for job interviews

**86%** strengthened their academic skills

**85%** feel more motivated in educational settings

The federal government provides two incentives for employers to hire individuals with criminal records, long-term unemployed, and people with disabilities

- The Work Opportunity Tax Credit makes a portion of the wages paid to these employees tax-deductible.
- The Federal Bonding Program provides easily accessible insurance, including damage, theft, paid wages, and more up to \$5,000 for the first six months.