



ROOTS OF SUCCESS

ENVIRONMENTAL LITERACY &
JOB TRAINING PROGRAM

Roots of Success is a federally registered Apprenticeship and Pre-Apprenticeship program that prepares graduates for 70+ jobs and 111 career pathways and to improve conditions in their communities. Over 13,000 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 is a 10-module multimedia, activity-based curriculum and federally registered **Apprenticeship** and **Pre-Apprenticeship** program customized for prisons, jails, juvenile facilities 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 are designed to immediately engage participants.

Roots of Success Engages, Prepares, & Inspires

99% of participants had a better understanding of environmental problems and solutions
98% feel better prepared for job interviews
92% strengthened their academic skills
98% would like to continue their education.

Supports Reentry and Reduces Recidivism

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 and mentorship. 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

- 99%** of program directors observed positive behavioral changes
- 98%** said ROS improved participants' academic skills
- 99%** of instructors would recommend ROS to other programs/facilities
- 97%** said participants' communication/professional skills improved



- 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"*



SCAN ME