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Department of Corrections and Rehabilitation

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CALPIA's Entry to Employment Network Available at All California Prisons

Program Helps Incarcerated Individuals Connect with Employers Before Returning Home

SACRAMENTO – The California Prison Industry Authority (CALPIA) successfully completed the rollout for the first-of-its-kind Entry to Employment (E2E) network inside all California Department of Corrections and Rehabilitation prisons.

"I am thrilled that the game-changing Entry to Employment network is helping incarcerated individuals gain employment before leaving prison," said CALPIA's General Manager Bill Davidson. "CALPIA's mission is all about providing incarcerated individuals with life-changing career development opportunities and E2E takes it to the next level."

CALPIA, in partnership with the California Employment Development Department (EDD) and contract provider Geographic Solutions held a kick-off event at California State Prison, Solano in June 2024. E2E's final implementation was completed at the Substance Abuse Treatment Facility and State Prison in May 2025

The E2E network opens the door for incarcerated individuals to access EDD's second-chance employer list and job offerings through CalJOBS, in addition to other popular employment websites. The E2E Network also allows the private business sector to access a more qualified and trained workforce in a market that frequently struggles to find qualified employees.

"E2E provides the opportunity for incarcerated individuals to learn how to navigate web-based recruitment sites and interview for jobs before returning home," said CALPIA's Assistant General Manager of Workforce Development Rusty Bechtold. "We want them to have careers when they leave so they can provide for themselves and their families."

CALPIA's Workforce Development Coordinators help incarcerated individuals with their resumes and pre-employment preparations. Once an individual is on the network, they can search for jobs that match their skills and qualifications. E2E displays positive employer matches and provides the functionality for incarcerated individuals to apply for available opportunities.

Individuals who have approximately 150 days left on their sentence and who are part of CALPIA's job training programs can participate in the secure job-seeking network.

As of June 2025, 347 incarcerated individuals are participating in the E2E program. Since the implementation of E2E there have been a number of success stories including Douglas Woodall who was the first applicant hired using the E2E network while incarcerated at California State Prison, Solano.

CALPIA provides real-world job training to incarcerated individuals so they can succeed when returning to their communities. The self-funded state entity provides job skills to approximately 5,800 individuals in CDCR prisons. CALPIA reduces recidivism and increases public safety. The organization's goal is to ensure incarcerated individuals have career opportunities when they leave prison in hopes they never return. CALPIA graduates earn industry accredited certifications and time off their sentences. Each individual applies to be in the program and CALPIA has countless success stories. A recent University of California, Irvine recidivism study found that CALPIA participants have a 15% return to custody rate after three years, which means 85% of all CALPIA participants do not return to prison. The lower recidivism rate saves the State millions of dollars of incarceration costs each year.