

Identifying and Scaling Higher Education in Prison Programmatic Resources: Grantee Profile



Hudson Link



Hudson Link
for Higher Education in Prison

Location | Ossining, New York

Facilities served:

- Green Haven Correctional Facility
- Shawangunk Correctional Facility
- Sing Sing Correctional Facility
- Greene Correctional Facility
- Taconic Correctional Facility

[Additional Program Information](#)



Resource Overview: HEP Employer Toolkit

The HEP Employer Toolkit supports employers, reentry organizations, colleges, universities, and higher education in prison (HEP) programs to build stronger, more sustainable partnerships with employers by addressing hiring barriers, dispelling misconceptions, and preparing workplaces to integrate formerly incarcerated college graduates successfully. As part of the toolkit, Hudson Link is developing a site visit model and training guide for engaging employers through structured, relationship-based experiences. These site visits give employers the opportunity to meet students and alumni, learn about fair chance hiring practices, and explore concrete ways to expand equitable employment opportunities. The toolkit and accompanying guide equip organizations across the HEP field with the strategies, materials, and lessons to strengthen employer relationships and build more direct pathways to meaningful employment for justice-impacted students.



What the Resource Includes

The toolkit offers a comprehensive suite of materials and learning resources:

- Outreach templates to support initial communication with potential employer partners
- Pitch deck examples to help programs present their mission, outcomes, and value to employers
- A toolkit for employers on fair chance hiring
- A training module to facilitate employer sessions on fair chance hiring
- A site visit agenda and run-of-show to support programs hosting site visits or employer events
- Evaluation forms to collect feedback from participating employers and students
- A case study of Hudson Link's pilot that highlights lessons learned and best practices for replication



Resource Refinement and Scaling Journey

Through this grant, the Hudson Link team will engage in an evidence-informed cycle of continuous improvement to enhance the applicability and transferability of these resources to the broader HEP field.

The Hudson Link team will improve and finalize the resources through a series of hands-on refinement activities. This work will include gathering direct feedback from employers participating in site visits, collecting insights from Hudson Link alumni and early pilot partners, and refining the toolkit to address employers' real needs and motivations. These steps will help ensure the materials are useful and practical and provide actionable strategies for building inclusive hiring practices. The team will explore these key topics during the refinement and scaling process:

- Inventorying existing second chance hiring resources to identify gaps and opportunities for collaboration
- The number of second chance hiring programs leading to full-time employment that provide sustainable career advancement for formerly incarcerated individuals
- Workforce sectors and roles in which college-educated, formerly incarcerated people can fill critical employment needs
- Systemic workforce discrimination and the gap between legal protections and discriminatory practices that persist in hiring and advancement
- Best practices for building successful partnerships between higher education institutions, reentry organizations, and employers
- Best practices for advancing formerly incarcerated employees in the workplace, including pathway programs and promotion strategies
- Effective employer training approaches, including optimal structure, duration, and delivery methods

Learn More About the Grantee

Since 1998, Hudson Link has provided college education, life skills development, and reentry support to more than 2,200 incarcerated and formerly incarcerated students across New York. With more than 600 currently enrolled students and a recidivism rate of less than 2% among graduates, Hudson Link has become a national leader in expanding educational access and building sustainable reentry pathways. The organization partners with eight colleges and universities, including Columbia University, Marymount Manhattan College, Mount Saint Mary College, Vassar College, Mercy University, Columbia-Greene Community College, SUNY Sullivan community college, and SUNY Ulster community college, to deliver accredited degree programs inside correctional facilities. Hudson Link's continuing education program, Finish Line, provides funding for college tuition post release, and the New Beginnings transitional housing program offers safe housing and case management to alumni returning home after incarceration. The HEP Employer Toolkit builds on this foundation, addressing one of the most persistent challenges students face after release: connecting with employers ready to hire and support them.

To learn more about the project's evidence-informed continuous improvement cycle, read the [Identifying and Scaling Higher Education in Prison Programmatic Resources one-pager](#). The insights and materials developed through this project will be shared with the broader HEP field to support ongoing improvement in prison education programs.



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