Overview of DOC Programs & Services Related to Employment

Presentation to the 2022 Legislative Study Committee on Increasing Offender Employment

08/30/2022

Today's Presentation

1. Melissa Roberts, Assistant Deputy Secretay

2. Dr. Silvia Jackson, Reentry Director

3. Lisa Reible, Deputy Warden, Wisconsin Women's Correctional System (WWCS), former Director of the Office of Program Services (OPS)

4. Quala Champagne, Warden, Wisconsin Correctional Center System (WCCS)

Reentry Unit

Office of the Secretary

Silvia Jackson, Ph.D.

DOC Reentry Director

Reentry Vocational Training & Employment Initiatives

1. DOC Mobile Training Labs
2. Career and Technical Education (CTE) Academies
3. Windows to Work Program
4. Institution Job Centers

DOC Mobile Training Labs

STATE OF WISCONSIN
DWD
Department of Workforce Development

- RCI: **CNC** Mobile lab, Gateway Technical College
- TCI: **Welding** Mobile lab, Moraine Park Technical College
- NLCI: **Electrical Mechanical** Mobile lab, Western Technical College
- KMCI: **CNC** Mobile lab, Moraine Park Technical College
- RYOCF: **Mechatronics,** Gateway Technical College
- 6th Mobile Lab currently under construction

Mobile Lab Program Completions FY15 – FY21

TABLE 1: PROGRAM COMPLETIONS BY FISCAL YEAR				
FISCAL YEAR	RCI CNC LAB*	NLCI ELECTRO-MECHANICAL LAB	JCI CNC LAB	TCI WELDING LAB
2015	8	-	-	-
2016	32	-	-	-
2017	19	-	-	-
2018	23	-	-	-
2019	27	-	-	-
2020	9	-	35	13
2021	-	21	12	15
TOTAL	110	21	47	28

*Services were postponed in FY21 due to the COVID-19 pandemic

Career & Technical Education Academies

- DOC coordinates with local technical colleges and utilizes labor market trends in determining field of study for PIOC.

- DOC contracts with local WTCS member colleges to provide these training academies.

- Academies often occur on campus and culminate in the individual earning a technical diploma or certificate in approximately 2-4 months.

Career & Technical Education Academies

Wisconsin Correctional Center System (WCCS)

- o Kenosha Correctional Center
    - o Gateway Technical College - CNC
- o Marshall E. Sherrer Correctional Center & Felmers O. Chaney Correctional Center
    - o Milwaukee Area Technical College-Welding
- o Oregon Correctional Center & Thompson Correctional Center
    - o Madison College- Carpentry Techniques & Electrical Mechanical Maintenance
- o John C. Burke Correctional Center
    - o Moraine Park Technical College-Welding
- o McNaughton Correctional Center
    - o Nicolet Area Technical College -Heavy Machine Operator
- o Sanger B. Powers Correctional Center
    - o Northeast Wisconsin Technical College- Industrial Maintenance

Wisconsin Women's Correctional System (WWCS)

- o Robert E. Ellsworth Correctional Center
    - o Gateway- CNC

CTE Program Outcomes FY15 - FY21

TABLE 1: PROGRAM SUCCESS BY FISCAL YEAR

FISCAL YEAR	PROGRAM PARTICIPANTS	PROGRAM COMPLETIONS	COMPLETION PERCENTAGE	CURRENTLY ENROLLED
2015	33	27	81.8%	
2016	84	82	97.6%	
2017	54	45	83.3%	
2018	144	141	97.9%	
2019	189	169	89.4%	
2020	155	131	84.7%	
2021	93	80	96.3%*	10
2022	43	-	-	43
TOTAL	795	675	90.9%**	53

*Does not include the 10 sudents currently enrolled for FY21

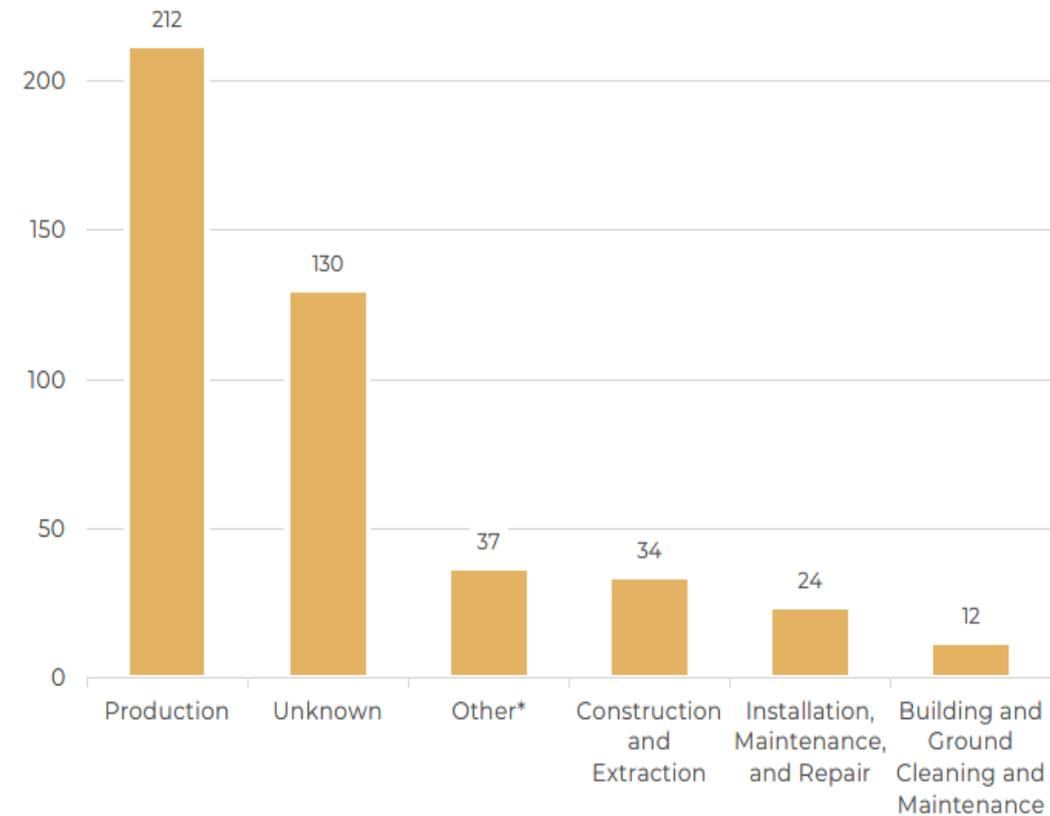** Does not count the 53 enrolled students

CTE Employment Outcomes FY15 - FY21

TABLE 2: PROGRAM OUTCOMES BY FISCAL YEAR

FISCAL YEAR	RELEASED AND ELIGIBLE FOR WORK	EMPLOYED AT SOME POINT FOLLOWING RELEASE	AVERAGE DAYS TO FIRST EMPLOYMENT	AVERAGE STARTING WAGE ($/HR.)
2015	27	25	88.9	$12.55
2016	81	74	75.7	$13.75
2017	45	41	26.9	$14.38
2018	137	123	50.7	$15.91
2019	134	112	64.6	$15.99
2020	104	72	61.9	$15.11
2021	15	2	125	$14.00
2022	-	-	-	-
TOTAL	543	449	60.74	$15.09

Graph 1: Post Release Occupation Category

Category	Value
Production	212
Unknown	130
Other*	37
Construction and Extraction	34
Installation, Maintenance, and Repair	24
Building and Ground Cleaning and Maintenance	12

*Includes: Food Preparation and Serving Related; Transportation and Material Moving; Architecture and Engineering

Windows to Work

- DOC contracts with each of Wisconsin's 11 Workforce Development Boards (WDB) to provide, or subcontract to provide, a Windows to Work Program at selected state correctional institutions or county jail facilities.
  - 18 DOC facilities and 5 county jail sites
- Windows to Work is a pre- and post-release program designed to address criminogenic needs that can lead to recidivism.
  - Enrollment occurs 3-12 months prior to release and continues in the community for up to 12 months following release.
- Following a participant's release from incarceration, the Coach will collaborate with the Division of Community Corrections (DCC) Agent to assist participants with job search and job retention activities.

Windows to Work Program Sites

Division of Adult Institution Sites

- Chippewa Valley Correctional Treatment Facility
- Columbia Correctional Institution
- Fox Lake Correctional Institution
- Green Bay Correctional Institution
- Jackson Correctional Institution
- Kettle Moraine Correctional Institution
- Milwaukee Secure Detention Facility
- New Lisbon Correctional Institution
- Oakhill Correctional Institution
- Oshkosh Correctional Institution
- Prairie du Chien Correctional Institution
- Racine Correctional Institution
- Redgranite Correctional Institution
- Racine Youthful Offender Correctional Facility
- Stanley Correctional Institution
- Taycheedah Correctional Institution
- Waupun Correctional Institution
- Wisconsin Secure Program Facility

County Jail Sites

- Adams
- Rock
- Washington
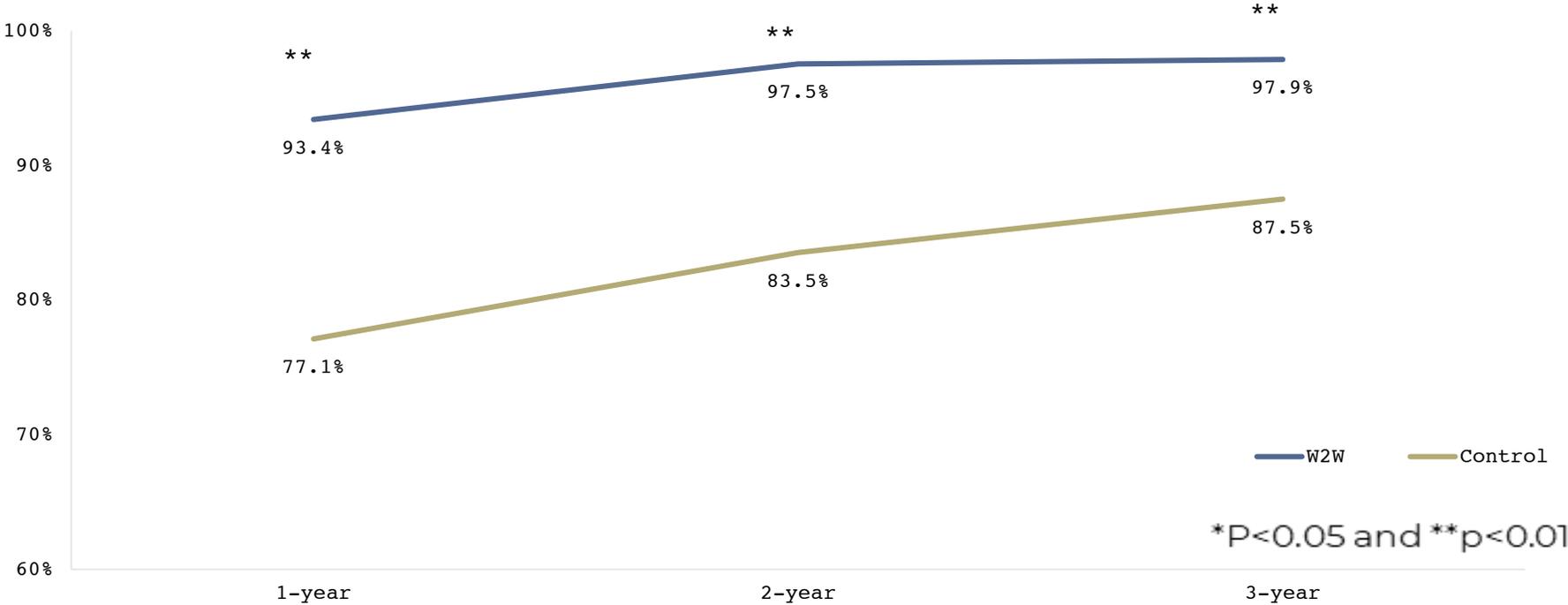- Waukesha
- Wood

W2W Data Snapshot for FY21

- 340 New Enrollments

- 123 Transfer Enrollments

- 219 Successful Completions

- Employment Episodes
  - 318 new employment episodes of all participants

- Average wage
  - $14.84/hour for all participants working a new job

W2W Employment Rates

EMPLOYMENT RATES

100%

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97.5% 97.9%

93.4%

90%

87.5%

83.5%

80%

77.1%

70%

W2W Control

*P<0.05 and **p<0.01

60%

1-year 2-year 3-year

Institution Job Centers

A partnership with DWD

Institution Job Centers

STATE OF WISCONSIN
DWD
Department of Workforce Development

DOC and DWD created the first institution based job center in 2018 at Oakhill Correctional Institution (OCI). Since then, the DOC and DWD have worked together to successfully open a total of 10 institution job centers and one mobile job center.

- Robert E. Ellsworth Correctional Center (REECC)
- Racine Youthful Offender Correctional Facility (RYOCF)
- Racine Correctional Institution (RCI)
- Milwaukee Women's Correctional Center (MWCC)
- Taycheedah Correctional Institution (TCI)
- Kettle Moraine Correctional Institution (KMCI)
- Chippewa Valley Correctional Treatment Facility (CVCTF)
- Jackson Correctional Institution (JCI),
- New Lisbon Correctional Institution (NLCI-Mobile)
- Oakhill Correctional Institution (OCI)
- Prairie du Chien Correctional Institution (PDCI)

A Sampling of Job Center Resources Available

Persons in our care can:

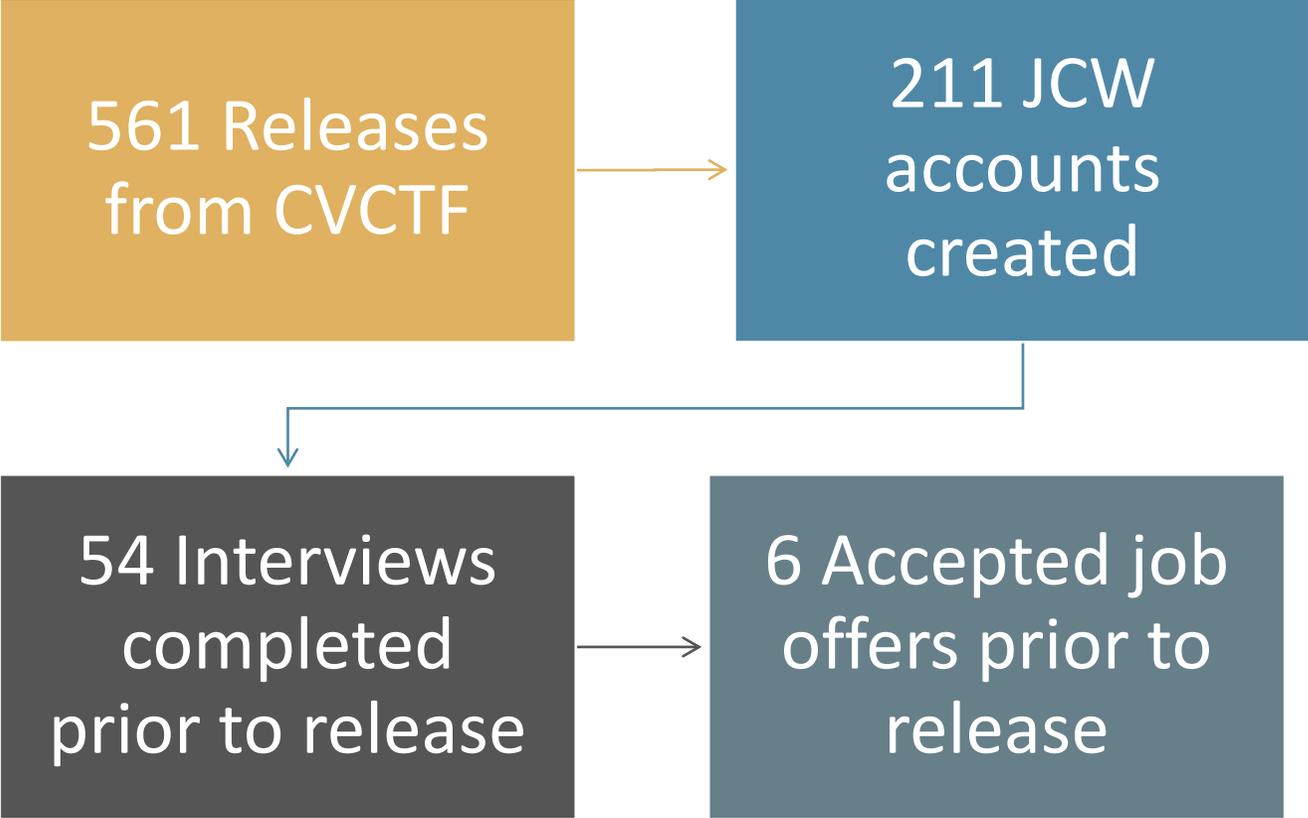- Establish an account on Job Center of Wisconsin (JCW).

- Watch recorded webinars on such topics as Resume Writing.

- Develop resume and post on JCW account.

- Search/apply for open positions within 1 month of release.

- Meet with staff, who monitor emails from employers, to assist in answering emails, and coordinating and preparing for phone or virtual interviews.

- Practice mock interviews.

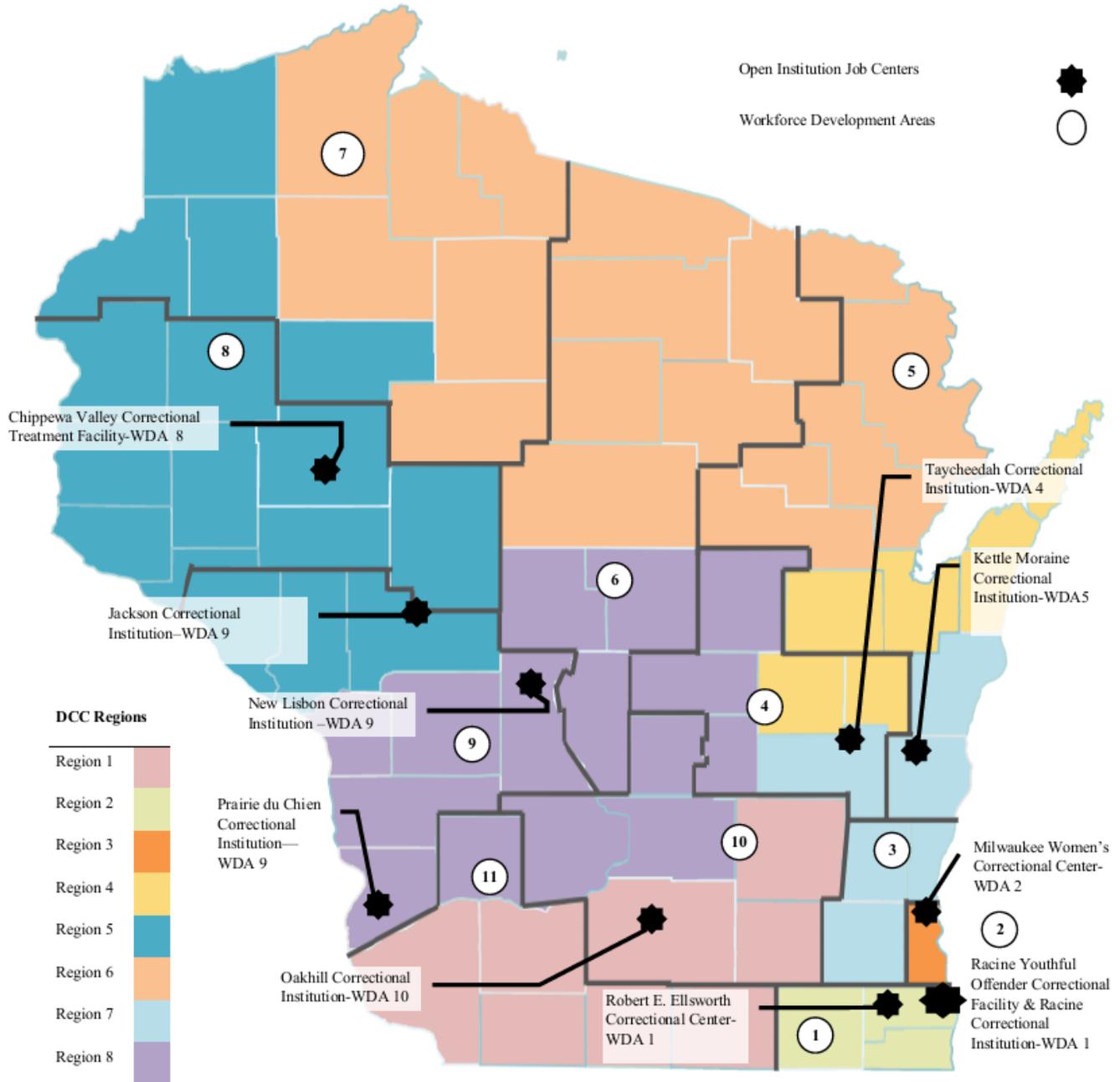# Institution Releases & Job Center Accounts Created in FY22

Institution Name	Total Releases	# JCW Accounts Created	% of Releases w/JCW Accounts
Chippewa Valley Correctional Treatment Facility	561	211	37.6%
Jackson Correctional Institution	264	42	15.9%
Kettle Moraine Correctional Institution	321	14	4.3%
Milwaukee Women's Correctional Center	99	45	45.4%
New Lisbon Correctional Institution	222	13	5.8%
Oakhill Correctional Institution	298	44	14.7%
Prairie du Chien Correctional Institution	191	25	13%
Racine Correctional Institution	557	20	3.6%
Racine Youthful Offender Correctional Facility	96	38	39.6%
Robert E Ellsworth Correctional Center	231	18	7.8%
Taycheedah Correctional Institution	318	54	16.9%

Sampling of Job Center Success at CVCTF

561 Releases from CVCTF	211 JCW accounts created
54 Interviews completed prior to release	6 Accepted job offers prior to release

DCC Regions, Workforce Development Areas (WDA) & DOC Institution Job Centers

Open Institution Job Centers

Workforce Development Areas

DCC Regions

Region 1
Region 2
Region 3
Region 4
Region 5
Region 6
Region 7
Region 8

Chippewa Valley Correctional Treatment Facility-WDA 8

Jackson Correctional Institution–WDA 9

New Lisbon Correctional Institution –WDA 9

Prairie du Chien Correctional Institution—WDA 9

Oakhill Correctional Institution-WDA 10

Robert E. Ellsworth Correctional Center-WDA 1

Taycheedah Correctional Institution-WDA 4

Kettle Moraine Correctional Institution-WDA5

Milwaukee Women's Correctional Center-WDA 2

Racine Youthful Offender Correctional Facility & Racine Correctional Institution-WDA 1

Office of Program Services

Lisa Reible, Deputy Warden (former OPS Director)

Wisconsin Women's Correctional System

Division of Adult Institutions

Office of Program Services Overview

- Allows the DOC the opportunity for centralized oversight of adult institution treatment programs and educational services.

- Responsible for taking a leadership role in Department-wide reentry initiatives and works to ensure that this philosophy is carried throughout all institution programs.

- Serves as a resource for DAI in researching trends in effective correctional programming.

- Coordinates program specific training, implements changes to program curriculum.

- Oversees implementation of policy changes relative to treatment and education.

- Provides oversight of program evaluations

DAI Programs

Primary Treatment Programs

- Anger Management
- Substance Use Disorder
  - Includes the Earned Release Program and Challenge Incarceration Program
- Cognitive Behavioral Programming
- Domestic Violence Programming
- Sex Offender Treatment
- Employment Programming

DAI Education Programs

- Adult Basic Education

- HSED/GED Preparation and Testing

- Career Technical Education Programs and Academies

- Associate/Bachelor Degree Programs

- English as a Second Language

- Special Education Services

DAI Career Technical Education Programs

Auto Detailing	Auto Maintenance	Barbering/Cosmetology	Braille Transcription	Building, Maintenance and Constructions	Cabinetry/Cabinet Making	Commercial Bakery
Computer Assisted Drafting	C-Tech (Cabling)	Culinary Arts/Food Service	Computer Numeric Control	Custodial Services	Dairy Farm Worker	Electrician
Heating, Venting, Air Conditioning	Horticulture	Industrial Maintenance	Machine Tool Operations	Masonry	Motorcycle, Marine, Outdoor Products	Multi-Operational Aide
Office Assistant/Aide	Office Software Applications	Printing	Welding			

Current Programs and Waitlists

Anger Management
- Waitlist: 4,783
- Enrolled: 134

Cognitive Behavioral
- Waitlist: 10,108
- Enrolled: 784

Domestic Violence
- Waitlist: 2,527
- Enrolled: 55

Earned Release Program
- Waitlist: 3,283
- Enrolled: 624

Employment
- Waitlist: 6,201
- Enrolled: 137

Sex Offender Treatment
- Waitlist: 3,520
- Enrolled: 171

Substance Use Disorder
- Waitlist: 9,851
- Enrolled: 914

Adult Basic Education
- Waitlist: 1,950
- Enrolled: 1,696

Career Technical Education
- Waitlist: 10,187
- Enrolled: 522

Work Release

Quala Champagne, Warden

Wisconsin Correctional Center System

Division of Adult Institutions

Work Release Program

- Follows guidelines found in Wisconsin State Statute Chapter 303.065 Work Release Plan for Prison Inmates.

- Program began 1965.

- DOC's Work Release Program is based out of minimum-security facilities throughout the State of Wisconsin.

Work Release Program Locations

- Oakhill Correctional Institution
- Sturtevant Transitional Facility
- Wisconsin Women's Correctional System
  - Milwaukee Women's Center
  - Robert E. Ellsworth Correctional Center

- Wisconsin Correctional Center System
  - Felmers O. Chaney Correctional Center
  - Gordon Correctional Center
  - John Burke Correctional Center
  - Kenosha Correctional Center
  - McNaughton Correctional Center
  - Marshall E. Sherrer Correctional Center
  - Oregon Correctional Center
  - Sanger B. Powers Correctional Center
  - Thompson Correctional Center
  - Winnebago Correctional Center

Work Release Program Objectives

- To prepare persons in our care for a safe and successful reintegration into the community.

- Provide opportunities to reduce assessed needs and risks.

- Provide work experience opportunities for eligible participants prior to their release.

- Provide individuals being release to the community with the skills and documents needed to succeed.

- Provides ability to pay toward fees and court ordered obligations, and victim restitution

Work Release Program Staff

- Permanent Employees
- Work Release Coordinator, Correctional Sergeant
- Treatment Specialist
- Employment Support Specialists (contracted employees)

Employer Site Selection Process

- Selection of work site
  - Community site assessment
    - determines if location suitable for work
  - Annual reviews of work sites
  - Orientation for work site
  - Work release site checks
  - Persons in our care eligibility
    - 30 day observation period before decision on work/study release placement

Participant Offsite Authorization

- Multi-disciplinary team review prior to consideration for placement in the community for off-site activities.

- Policy outlines criteria for persons in our care

- Application process use of DOC 2570 Inmate Offsite Review form

- Screening Process for final determination by Warden/Superintendent

Work Release Employment in FY19

- It is estimated that 1,916 people in our care were employed on work release.

- Approximately 579 people who release had a job on work release.

- *Due to COVID -9 the suspension of work release March 16, 2020 – July 6, 2021, thus FY19 data provided*

Work Release Participants & Employers

Facility	Participants	Employers	Facility	Participants	Employers
MWC	10	3	KCC	67	17
REECC	44	10	MSCC	27	7
OCI	12	2	MCC	34	8
STF	39	15	OCC	71	11
FCCC	46	14	SPCC	55	7
GCC	43	6	TCC	101	9
JBCC	33	6	WCC	109	8
	Participants	Employers			
Female	54	13			
Male	637	110		8/17/2022	
Total	**691**	**123**			

Work Release Employer Benefits

- Receive reliable employee, on time for shift
- Draw from large pool of possible employees
- Interview and/or select candidates
- Shift availability
- Participants provided transportation to/from work site
- Employers assisting with individuals' success in the community
- Fidelity bonding program, bond that guarantees honesty "at-risk", hard-to-place job seekers for the first six months of a new hires' employment, through DWD.
- Federal tax advantages — Work Opportunity Tax Credit (WOTC), for hiring targeted groups who have consistently faced significant barriers to employment

Legislative Proposals

Melissa Roberts, Assistant Deputy Secretary

Office of the Secretary

Expand Existing Programs

- Invest in established programs at DOC that focus on preparing people in our care for release back to the community and employment.
  - Windows 2 Work
  - Technical Mobile Labs
  - Substance Use Disorder Treatment
  - Vocational Programming
- DOC investment involves increasing the number FTE's who are trained teachers and treatment providers at our facilities.

Increasing Employability

- Align the State of Wisconsin with the rest of the Country and update expungement laws.

- Expand preventative programming
  - TAD funding

Vocational/Higher Education Earned Release

- Implement the same eligibility criteria as the Earned Release Program for Substance Use Disorder.

- Include language that provides at least one calendar year of planning and policy development by the DOC.
  - The DOC would convene a taskforce of subject matter experts to develop policies for:
    - Programmatic Requirements
    - Suitability Criteria

- Start small – target specific locations with programmatic availability during the first few years of implementation.

Thank You