

# Corrections Facilities Planning Committee

Overview of Educational and Vocational Programs  
Wisconsin Department of Corrections

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May 17, 2018



# Scope of the Correctional Population



## Nationally:

- 70 million adults in US have a criminal record
- 2.3 million people incarcerated in Federal, State, County facilities
- 3.7 million on probation and 840,000 on parole

## Wisconsin (as of 04/28/18)

- 23,361 Inmate Population in DAI Facilities
- 66,062 Offenders on Probation & Parole Supervision
- DOC is releasing approximately 8000-9000 individuals annually

# Reentry in DOC

- The promotion of offender success from admission through discharge by applying evidence-based practices (EBP) designed to reduce recidivism.
- Using Current Research
- Goal: for the 8500+ leaving DOC annually with the skills needed to remain crime free and support themselves and their families.



# DOC Reentry Business Plan

## Our Road Map

- Assessment
- Case Management
- Evidence-Based Programs
- Continuous Quality Improvement

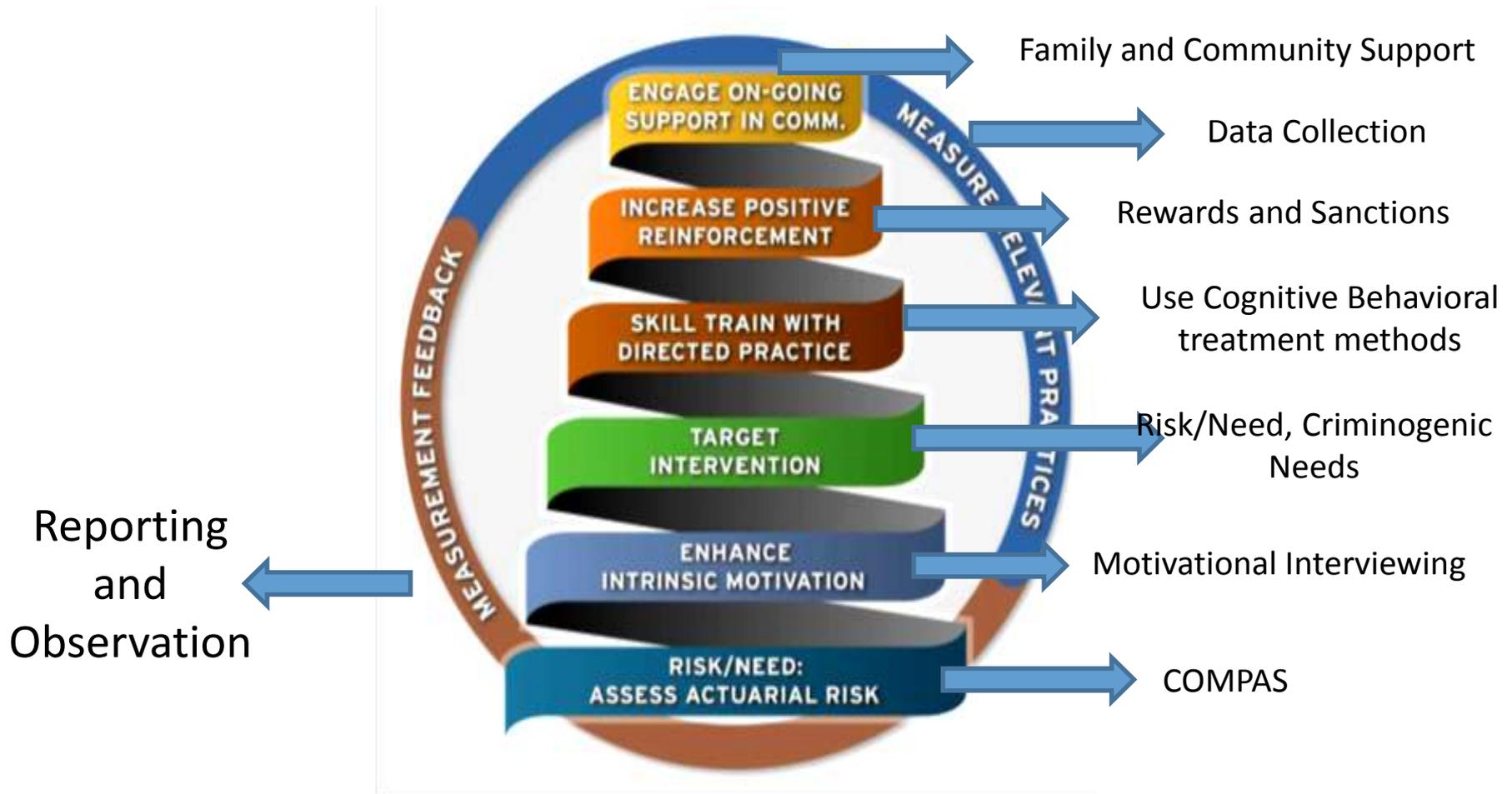


**DOC Reentry Executive Team**

Guides policy, program & funding decisions on Reentry

# NIC 8 Principles of Effective Intervention

Guides all decision making including risk/need assessment, type of service, dosage, behavior management system (rewards and sanctions), and ongoing evaluation for effectiveness



# What Works in Corrections

Interventions should be targeted to the criminogenic need areas found to reduce recidivism:

<b>Top Four Needs</b>	<b>Response to Need</b>
<b>Anti-Social Cognitions</b>	Reduce anti-social cognition, recognize risky thinking and feelings, adopt an alternative identity
<b>Anti-Social Companions</b>	Reduce association with offenders, enhance contact with pro-social peers
<b>Anti-Social Personality/Temperament</b>	Build problem solving, self management, anger management, and coping skills
<b>Family/Marital</b>	Reduce conflict, build positive relationships and communication, enhance monitoring/supervision
<b>Next Four Needs</b>	<b>Response to Need</b>
<b>Substance Abuse</b>	Reduce usage, reduce the supports for abuse behavior, enhance alternatives to abuse
<b>Employment</b>	Provide employment seeking and keeping skills
<b>Education</b>	Enhance performance rewards and satisfaction
<b>Leisure and Recreation</b>	Enhance involvement and satisfaction in pro-social activities

# Inmate Profile

	Males	Females
<b>Average Age</b>	38.15	36.39
<b>Highest Grade Completed</b>		
<b>&lt;9<sup>th</sup> Grade</b>	4%	3%
<b>9-12 Grade no HSED</b>	26%	22%
<b>HSED/GED</b>	46%	44%
<b>Some Vocational</b>	17%	24%
<b>Associates, Bachelors, Masters or Ph.D.</b>	5%	6%
<b>Unknown</b>	2%	1%

# Mental Health

37% of males have a mental health condition

8% serious mental health condition

82% of females have mental health condition

28% serious mental health condition

## Substance Use Disorder (SUD)

70% of Inmates have SUD Treatment Need



# Success...Begins at Intake

- Preparation for Release begins right away
- Identification of Treatment & Education needs
- Assessment Process During Intake
- Case Planning – Using COMPAS
- Target Resources to people High Risk for Reoffending



Case Management

# Delivery of Treatment Programs

- Cognitive Behavioral Treatment (Thinking for Change)
- Substance Abuse Treatment
- Sex Offender Treatment
- Anger Management Treatment
- Domestic Violence Treatment
- Earned Release Program

# Delivery of Education Programs

- GED/HSED
- 23 Career & Technical Vocational Training Programs
  - Auto Maintenance; Baking; Barbering/Cosmetology; Braille Transcription; Building Maintenance and Construction; Cabinet making/Cabinetry; Commercial Bakery; Computer Assisted Drafting; Computer Numerical Control (CNC); Custodial Service; Dairy Worker Training; Dental Lab Tech; Food Service Assistant; Food Service/Culinary Arts; Horticulture; Institution Food Production; Machine Tool Operations; Masonry; Motorcycle, Marine, Outdoor-Small Engine Repair; Office Assistant/Aide; Office Software Applications; Printing, Welding.
- Apprenticeships

# Primary Program Completion

## Primary Treatment Programs

Primary Program Name	FY2016	FY2017
Substance Use Treatment	3,107	3,118
Sex Offender Treatment	316	245
Anger Management Programming	692	795
Cognitive Behavioral Programming	2,387	3,129
Domestic Violence Programming	362	422
Earned Release Program	1,278	1,692
Challenge Incarceration Program	211	162

## Education Program FY2017

- GED Completions – 130
- HSED Completions – 363
- Career Technical Education Completions - 608

# Additional Opportunities to Prepare for Employment Upon Release

- **Inmate Jobs – Opportunity to Learn a Skill**
  - Food Service, Janitorial, Grounds Crew, Maintenance
  - Must participate in a job interview and an evaluation while on the job
- **Bureau of Correctional Enterprises (BCE)**
  - Provides Training for Inmates to develop marketable skills
  - Badger State Industries – 11 Correctional Facilities
    - Metal Fabrication, Upholstery, Traffic Signage, Textiles, Etc.
  - 4 Major Farm Operations and Dairy
- **Work Release**
  - For inmates who are at a minimum, community custody level can be approved for work release in community
  - Allows them to earn wages and demonstrate they are ready for release
  - 10 male work release centers and 2 female work release centers
  - Learn soft skills needed to be successful

# DOC Vocational Training Expansion Thru Collaboration with DWD and Technical Colleges

## Current/Past Initiatives

- Gateway Technical College – CNC Mobile Lab
- Milwaukee Area Technical College – CNC Training
- Madison College – Industrial Maintenance Training
- Moraine Park Technical College – Dairy Worker Training

## New/Continuing Initiatives

- Gateway Technical College – CNC Mobile Lab, REECC CNC Operator Training
- Madison College – Construction Academy, OCI Construction Essentials
- Nicolet Area Technical College – Industrial Mechanical
- Northeast Wisconsin Technical College – Electro-Mechanical Technology
- Wisconsin Indianhead Technical College – Welding
- Southwest Technical College Mobile Welding Lab
- Moraine Park Technical College – Dairy Worker Training
- Milwaukee Area Technical College – CNC Training (Pell Grant)
- DOC Welding Mobile Lab
- DOC Industrial Maintenance Mobile Lab
- Redgranite Correctional Institution – Industrial Mechanical
- Trinity International University – Bachelor of Arts

# DOC Computer Numerical Control (CNC) Mobile Lab

- Collaboration between DOC, Gateway Technical College and DWD to offer an accelerated 13-credit CNC certificate program for DOC inmates at Racine Correctional Institution
- DOC Purchased a 44 Gooseneck trailer and CNC equipment
- DWD Fast Forward Funding Supported Instructional costs
- Instruction is on-site at RCI Monday –Friday from Gateway
- As of Feb.2018 Gateway has graduated 68 men as CNC operators
- Starting wages: \$17-21 hour



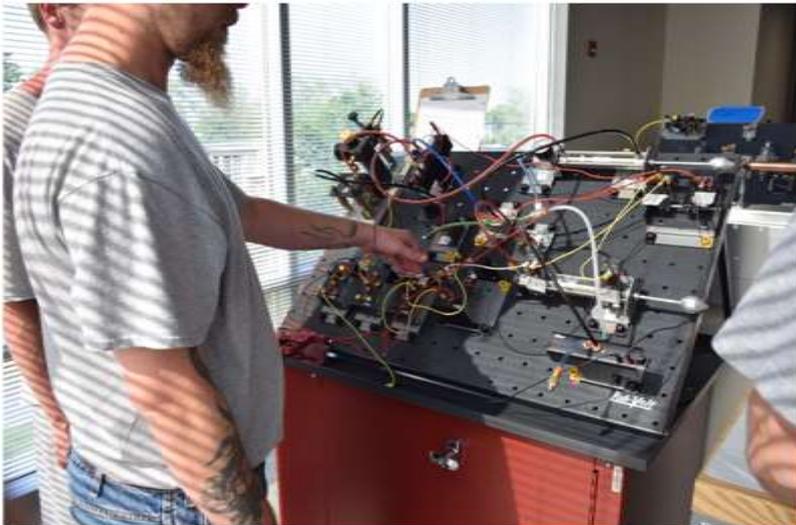
# Milwaukee Area Technical College (MATC) CNC Project

- Collaboration between DOC, MATC, and DWD to offer an accelerated 14-credit CNC technical education certificate program.
- Inmates from FCCC and MSCC attend classes on second shift.
- Initially DWD Fast Forward dollars covered instructional costs; today it is Pell grants and Reentry funds.
- To date, MATC has graduated 107 inmates over three years as CNC Operators. Inmates have jobs offers before graduation.



# Industrial Maintenance

- Industrial Maintenance Essentials: Fluid Power & Metal Processes Specialized Training Academy held on Second Shift at Truax Campus.
- Collaboration between DOC, Madison College, Workforce Development Board of South Central Wisconsin
- 11 college credits in 12 weeks for inmates at Thompson Correctional and Oregon Correctional Centers
- As of August 2017, Madison College has graduated two classes and 17 inmates. Starting wages are: \$19-21 hour



# Dairy Farm Worker Training

- Collaboration with Moraine Park Technical College and DOC to offer a two credit Certificate in Dairy Worker Training
- Inmates at John Burke Correctional Center who work at the Waupun and Oregon farms attend an 8 week, 48 hour training
- Topics include: Milking, Feeding and Handling of dairy cows followed by a course in Dairy Cow Reproduction and Calf Care.
- Moraine Park has graduated sixteen inmates across two classes as of April 2018.



# Wisconsin Correctional Center System (WCCS) Career & Technical Education Academies FY2018

- DOC was awarded funding in the biennial budget to offer academy-style Career and Technical Education (CTE) training to WCCS inmates.
- After a planning period with several sites and colleges, the following academies are underway for FY2018

# Reentry Career & Technical Education Academies



## Industrial Maintenance Technician

**WCCS Site:** McNaughton Correctional Center (MCC)

**WTCS College:** Nicolet Area Technical College

**Credits:** 13-credit Technical Diploma

**Program Dates:** March 12, 2018 – June 14, 2018

**Program Capacity:** 8 students

**TABE Requirements:** 10.0 Math/Reading

**Counties of Release for Priority Enrollment:**

Forest, Iron, Lincoln, Marathon, Oneida, Price, Vilas

# Reentry Career & Technical Education Academies Cont.

## Industrial Maintenance

**WCCS Site:** Sanger B. Powers Correctional Center (SPCC)

**WTCS College:** Northeast Wisconsin Technical College (NWTC)

**Credits:** 14-credit Certificate

**Program Dates:** March 19, 2018 – June 23, 2018

**Program Capacity:** 12 students

**TABE Requirements:** 8.0 Math/Reading

**Counties of Release for Priority Enrollment:** Brown, Calumet, Door, Marinette, Oconto, Outagamie, Shawano

# Reentry Career & Technical Education Academies Cont.

## Gas Metal Arc Welding (GMAW)

**WCCS Site:** Gordon Correctional Center (GCC)

**WTCS College:** Wisconsin Indianhead Technical College  
(WITC)

**Credits:** 8-credit Technical Diploma

**Program Dates:** May 21, 2018 – June 22, 2018

**Program Capacity:** 15 students

**TABE Requirements:** N/A

**Counties of Release for Priority Enrollment:** Ashland,  
Barron, Bayfield, Burnett, Douglas, Sawyer, Washburn



# Reentry Career & Technical Education Academies Cont.

## Construction Essentials

**WCCS Site:** Oregon Correctional Center (OCC) and  
Thompson Correctional Center (TCC)

**WTCS College:** Madison Area Technical College

**Credits:** 11-credit Certificate

**Program Dates:** April 16, 2018 – July 27, 2018

**Program Capacity:** 15 students

**TABE Requirements:** 7.0 Reading, 8.0 Math

**Counties of Release for Priority Enrollment:** Columbia,  
Dane, Dodge, Jefferson, Marquette, Rock, Sauk



# Reentry Career and Technical Education Academy Cont.

- Gateway Technical College is training Women from Robert E. Ellsworth Correctional Center in CNC Operation at Gateway's iMET Center.
- Women receive a 13 Credit Certificate after 6 months of training.
- 10 Women graduated from the first non-traditional CNC Academy at Gateway in March 2018.
- Reentry will continue to fund this Academy for REECC Women at Gateway Technical College

# Additional Educational and Vocational Training Opportunities

- **2 DWD Funded Mobile Labs in 2019**
- Welding lab to be shared by Kettle Moraine Correctional Institution and Taycheedah Correctional Institution
- Industrial Maintenance Lab to be shared by Jackson Correctional Institution and New Lisbon Correctional
- **Development of Redgranite Correctional Institution Industrial Maintenance program onsite funded by DWD**
- **Waupun Baccalaureate Program:** inmates earn 124 credits for a four year Bachelor of Arts Degree from Trinity International University during incarceration.
- **250 Pell Grants for inmates** in up to 14 facilities to take MATC classes toward 2 year Associate Degree

# Windows to Work

A pre- and post-release program designed to address criminogenic needs that can lead to recidivism; Targeting High Risk Offenders who are Not Job Ready

WI DOC contracts with each of the 11 Workforce Development Boards to operate out of 13 DAI Facilities and 5 County Jails

Enrollment occurs 3-9 months prior to release with classroom training in core curriculum content areas, and participants continue in the program for approximately 12 months after release from incarceration

Windows to Work Components: Cognitive Intervention; Soft Skills related to work; financial literacy; Community resources; and Job Seeking, Applications, resumes.

W2W participants had a reincarceration rate lower than non-participants after a one year follow-up period (13.7% vs 20%) in 2014-2016 release years

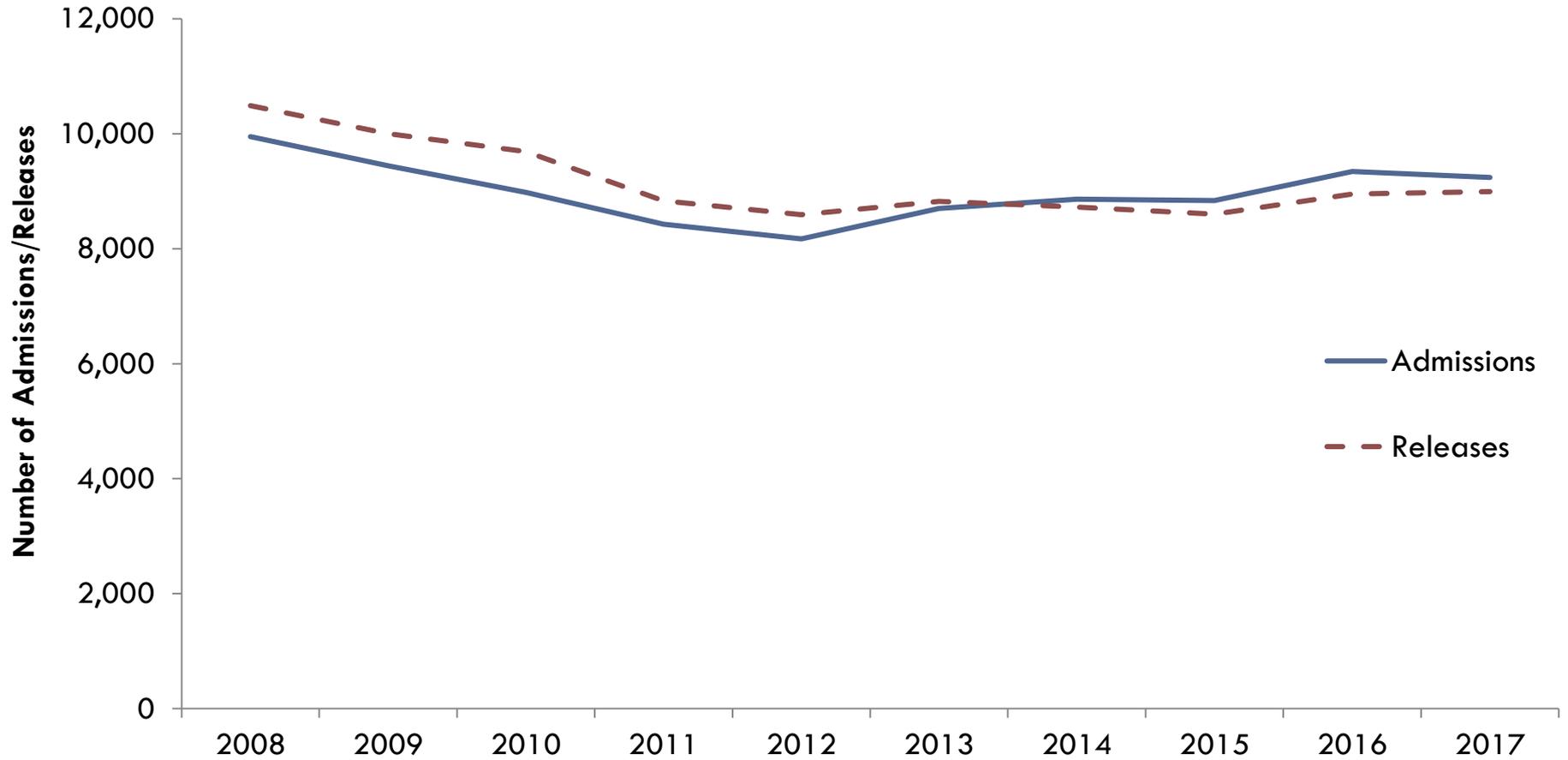
## **FY2017 Data:**

- 291 new enrollments
- 273 participants obtained 411 episodes of employment
- Average wage of \$11.30/hr

# Effectiveness of Correctional Education

- What does the research show?
- Meta-Analysis of 50 studies over 32 years concluded that individuals who received correctional education are less likely to recidivate and more likely to obtain employment in the community than those who did not (Davis, Bozick, Steele, Saunders and Miles; 2013)
- People who are employed and earning higher wages soon after release are less likely to recidivate the first year out. (Visher at al, 2008)
- Individuals who held a job in prison and participated in job training while incarcerated had better employment outcomes. (Visher at al, 2008)
- Putting 100 formerly incarcerated persons back to work would increase their lifetime earnings by \$55 million and increase their income tax contributions by \$1.9 million, while saving more than \$2 million annually in criminal justice costs (Economy League of Greater Philadelphia, 2011)

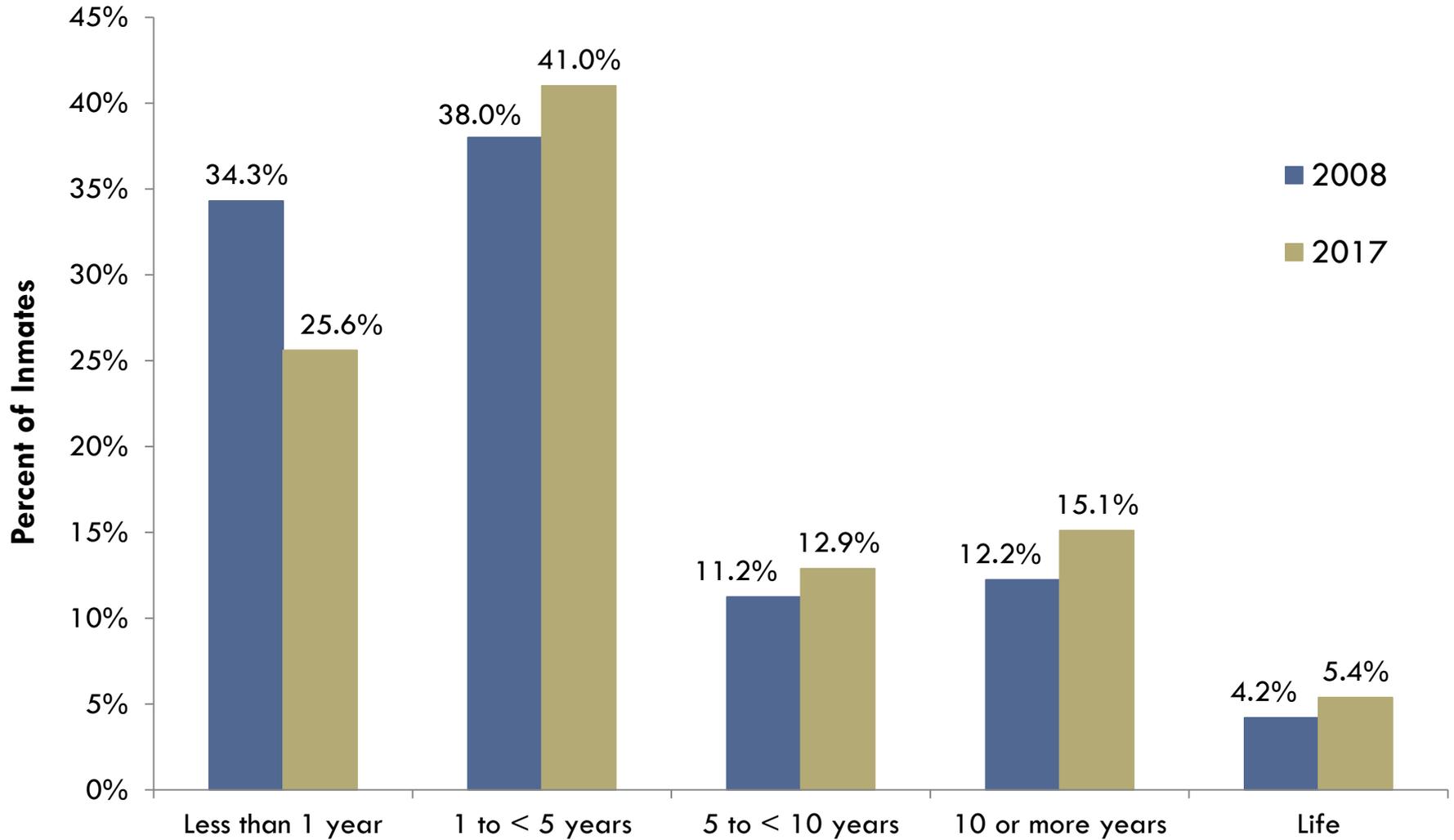
# Prison Admissions and Releases



Note: Admissions and releases numbers exclude temporary holds

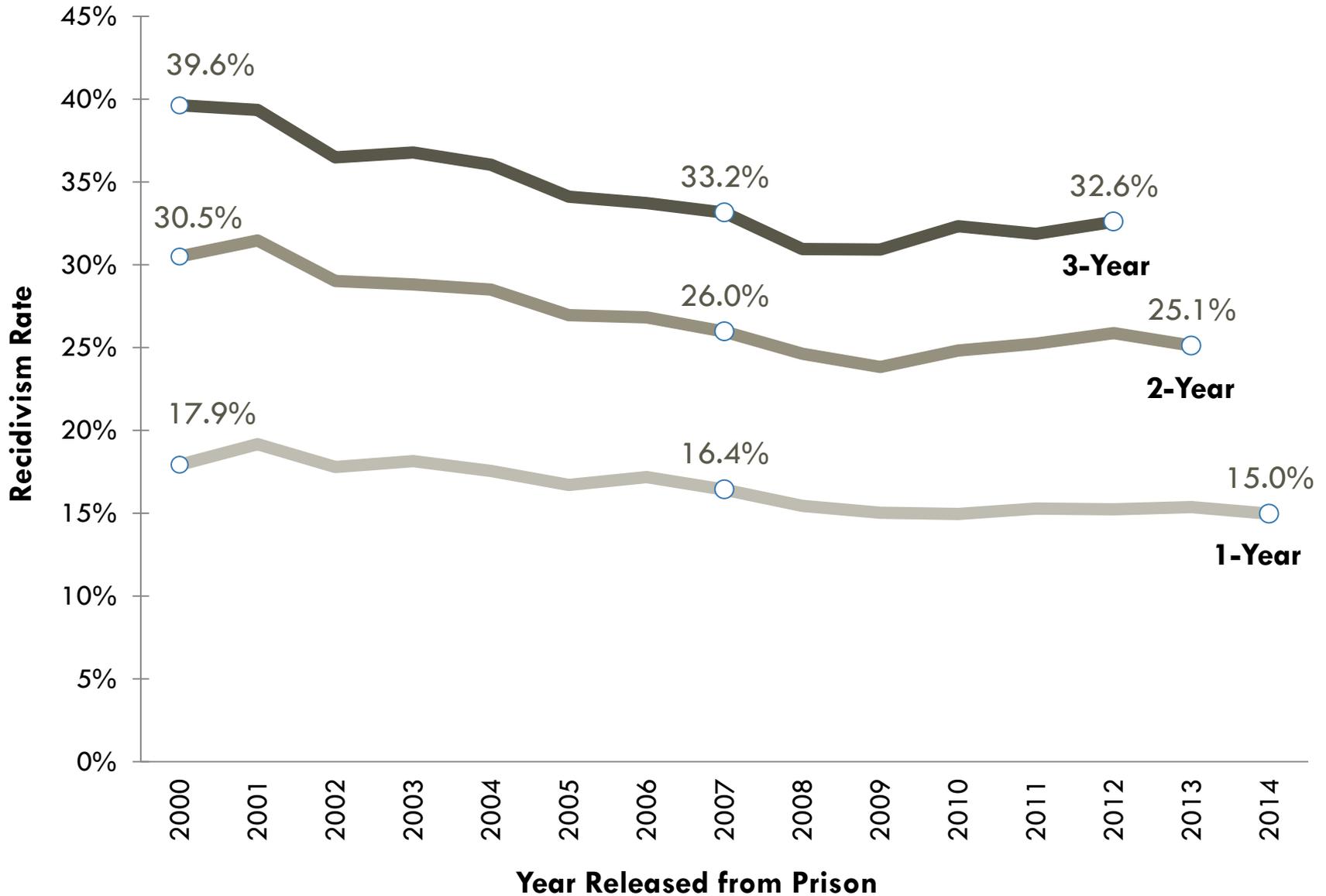
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Admissions	9,947	9,445	8,980	8,427	8,172	8,701	8,862	8,840	9,345	9,242
Releases	10,487	9,999	9,690	8,831	8,594	8,823	8,725	8,599	8,953	8,995

# Time Left to Serve

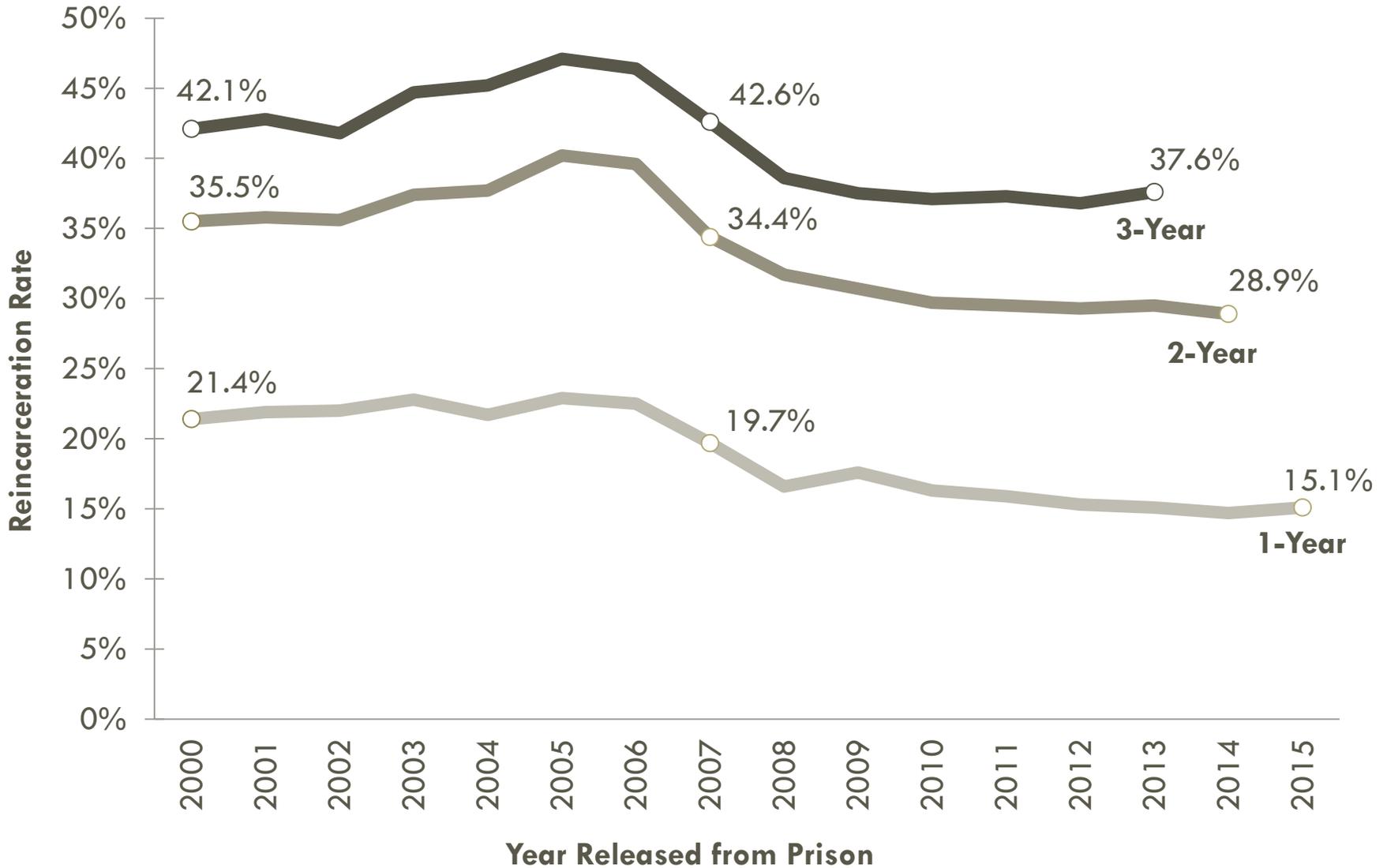


Note: Time left to serve numbers exclude offenders in DOC facilities for temporary holds.

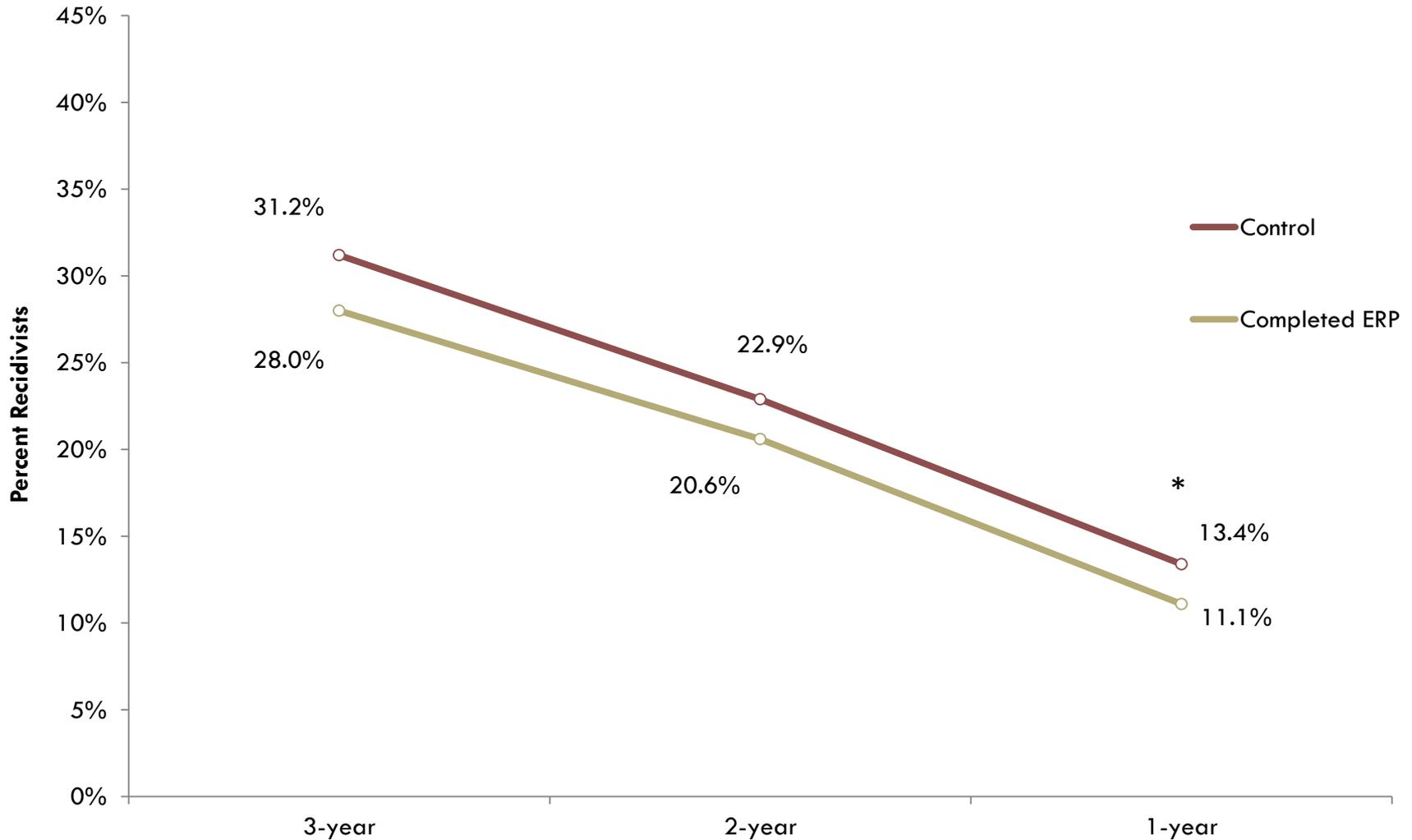
# Recidivism Rates (2000-2014)



# Reincarceration Rates (2000-2015)

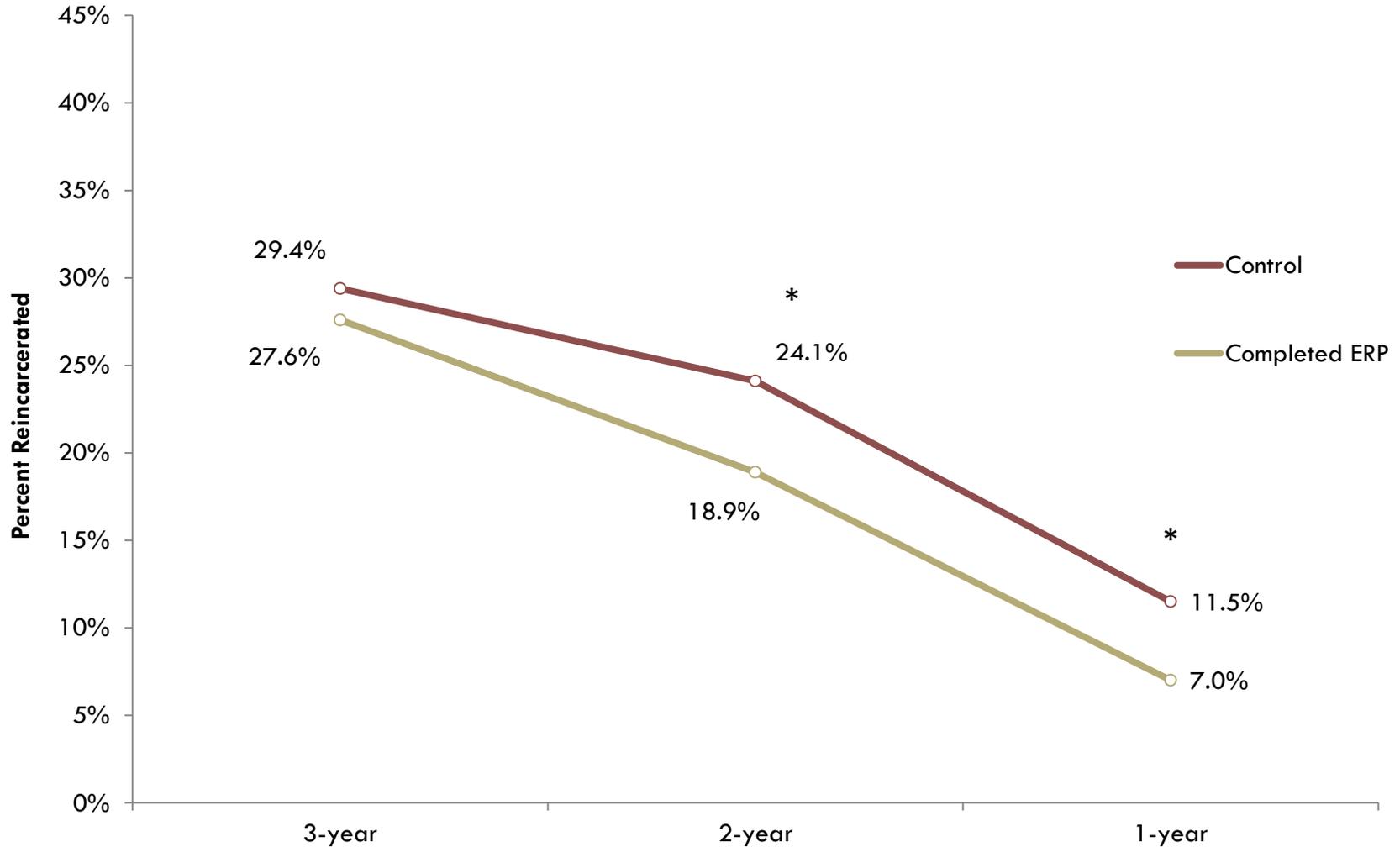


# Earned Release Program (ERP) Recidivism (2010-2013 Release Years)



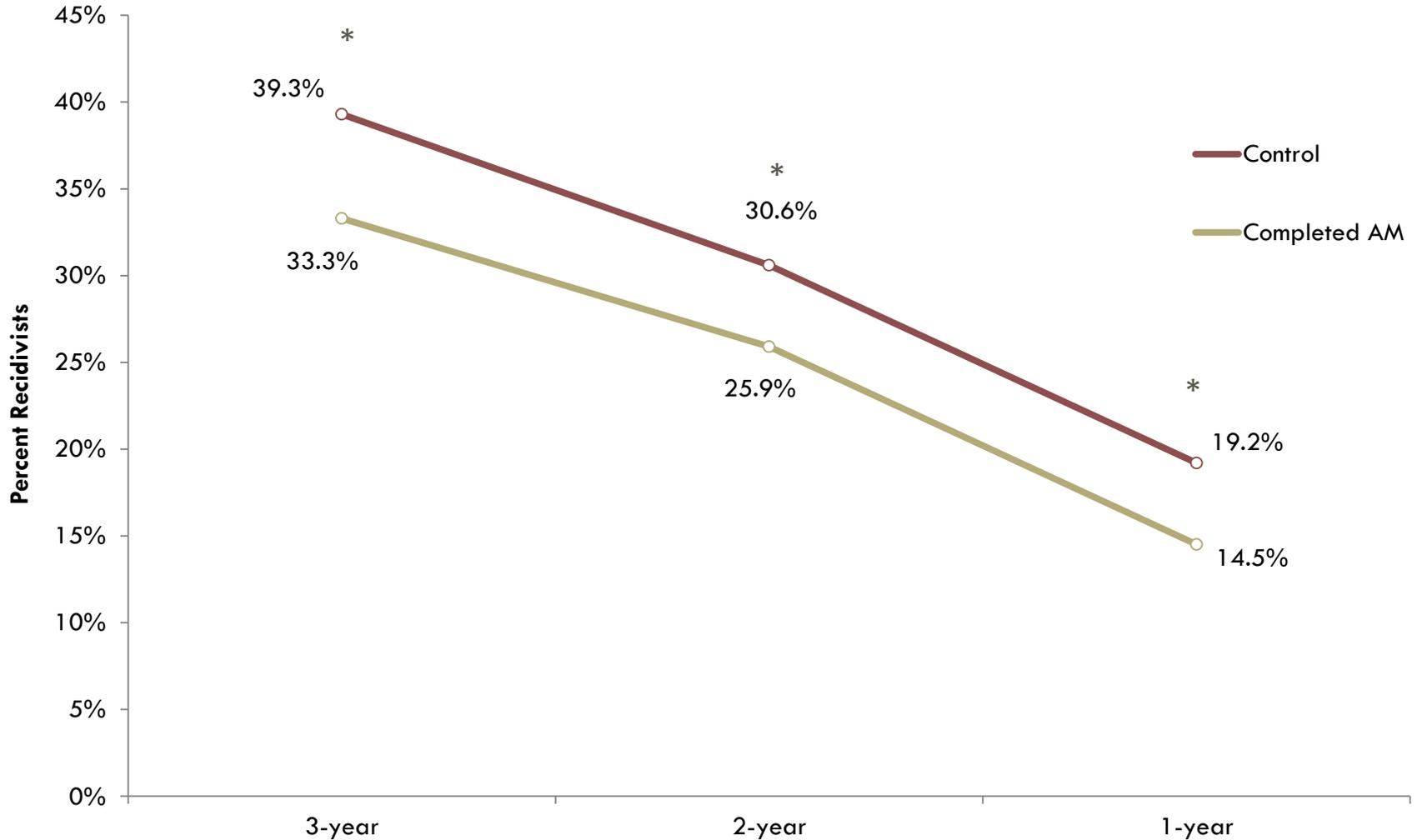
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# Earned Release Program (ERP) Reincarceration (2010-2013 Release Years)



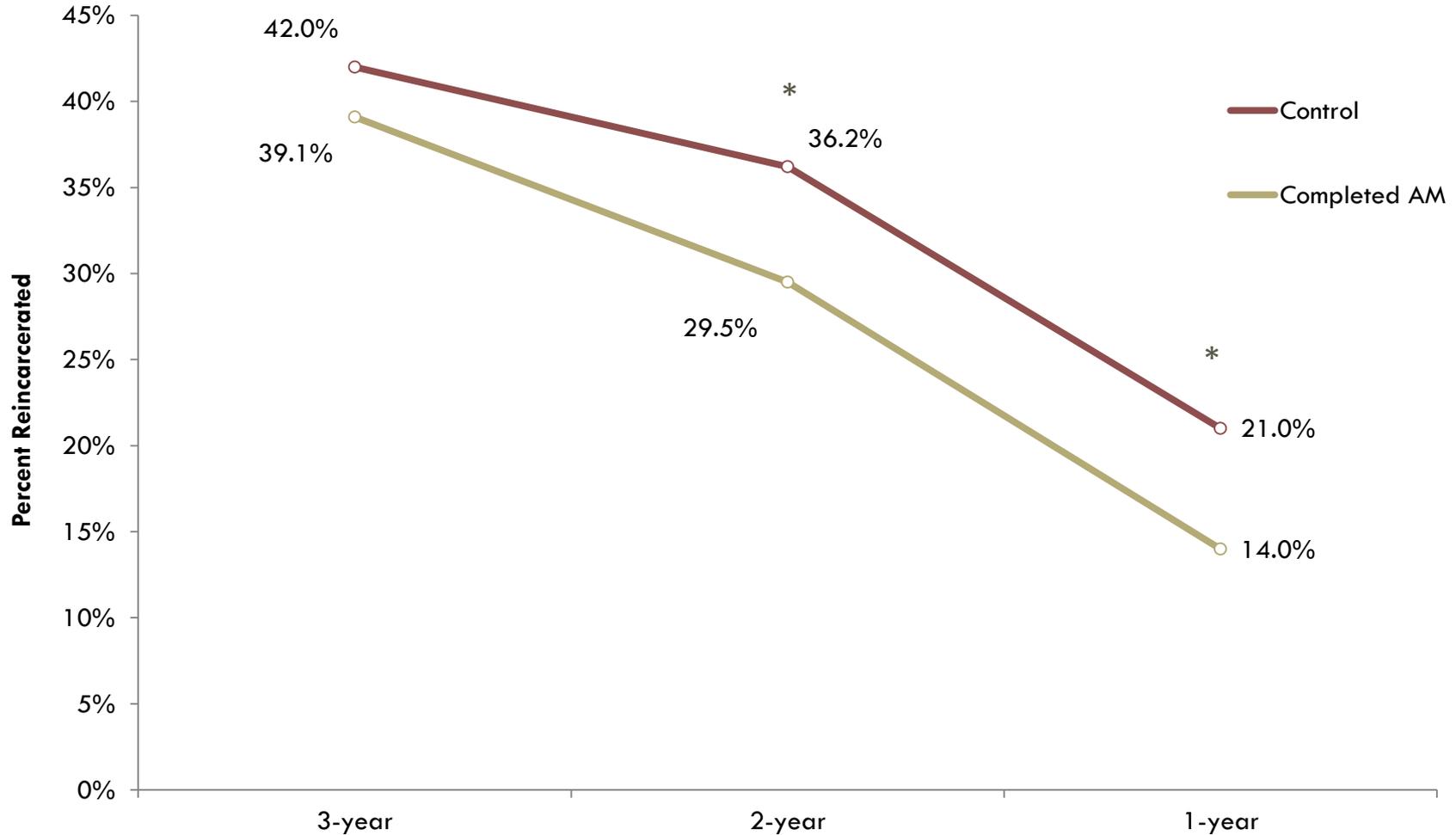
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# Anger Management (AM) Recidivism (2010-2013 Release Years)



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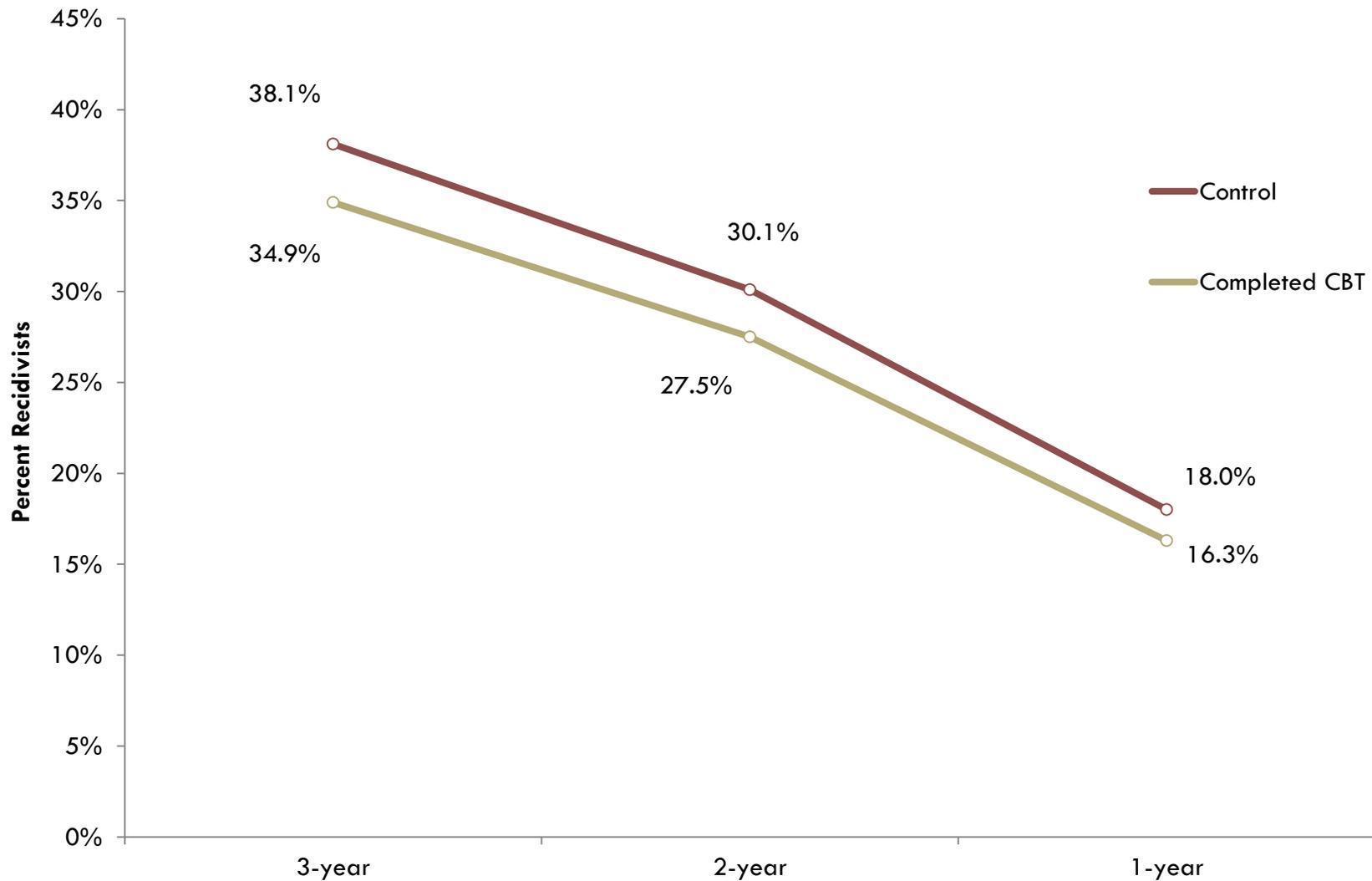
# Anger Management (AM) Reincarceration (2010-2013 Release Years)



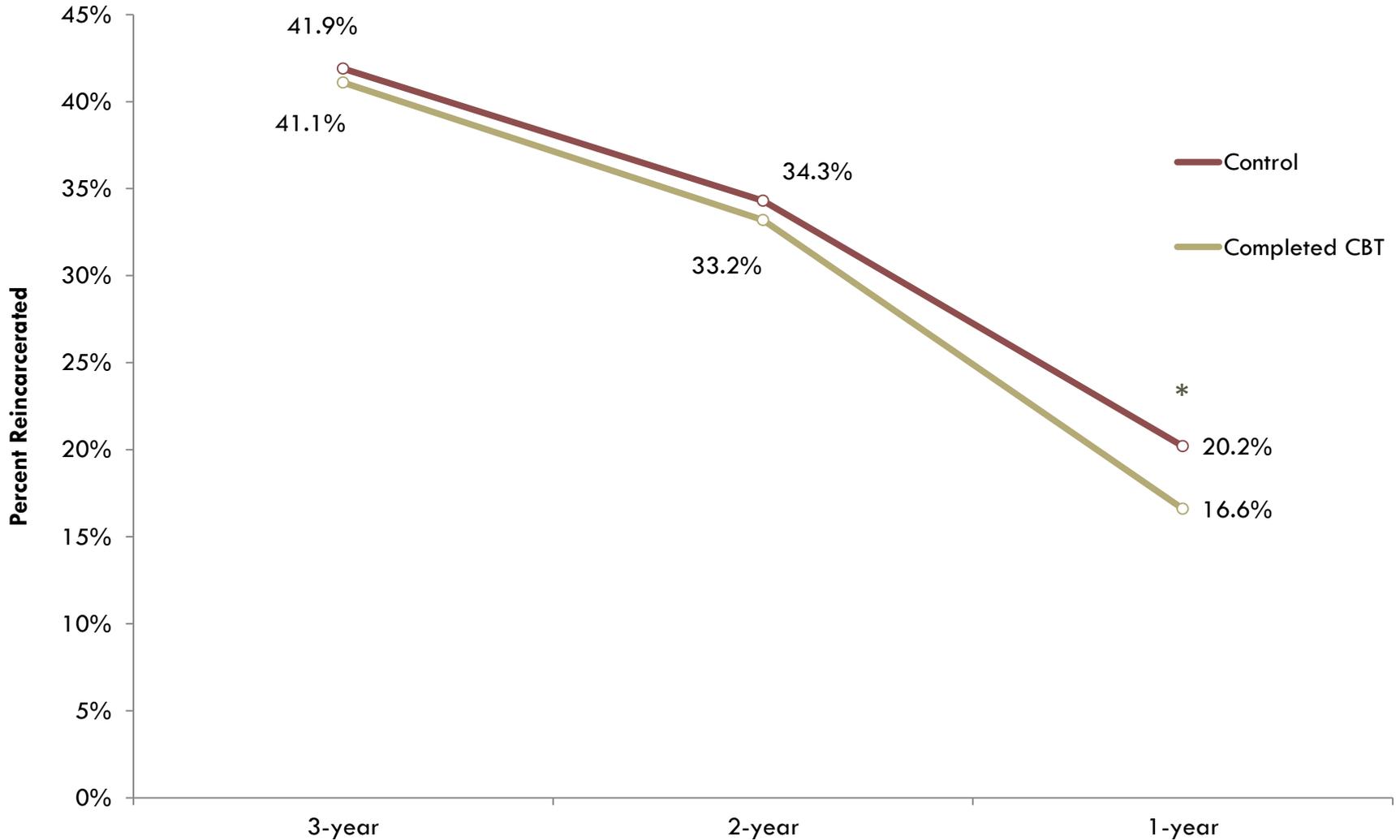
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# Cognitive Behavioral Treatment (CBT) Recidivism

(2010-2013 Release Years)

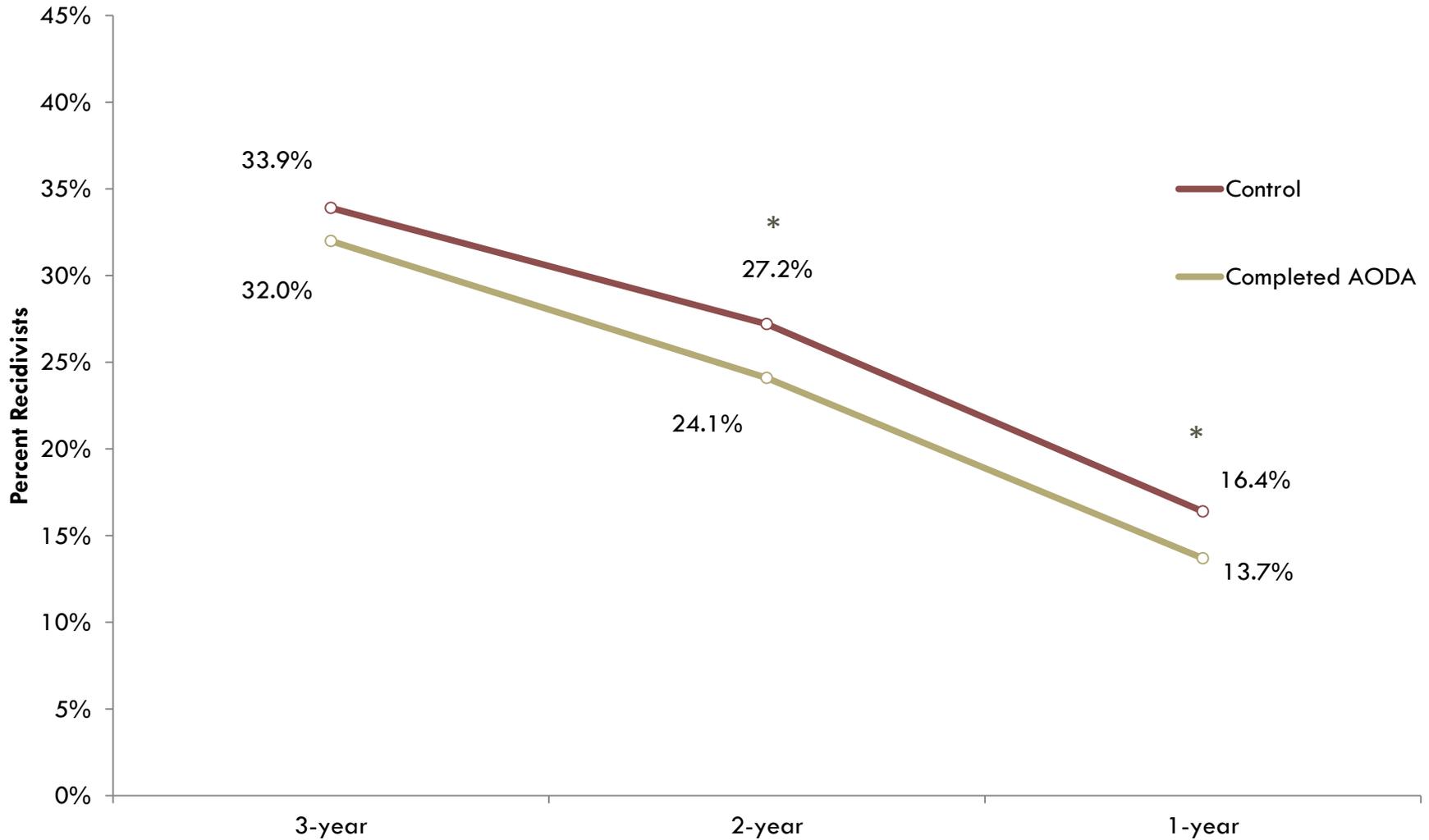


# Cognitive Behavioral Treatment (CBT) Reincarceration (2010-2013 Release Years)



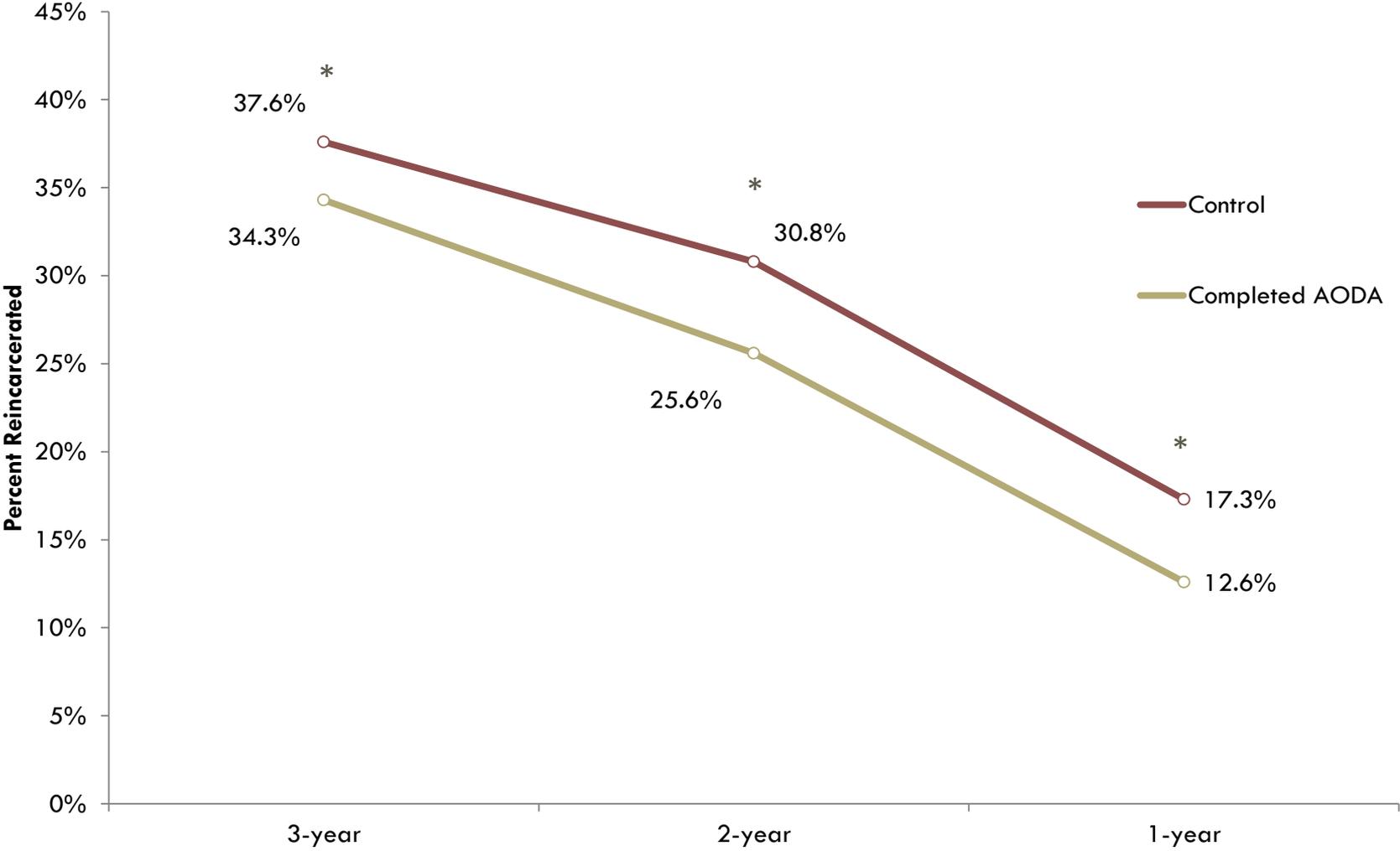
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# AODA Residential Recidivism (2010-2013 Release Years)



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# AODA Residential Reincarceration (2010-2013 Release Years)



\*  $p < .05$  - SIGNIFICANT

# ERP Cost-Benefit Analysis

Benefit / Cost Sources	Model Results
Benefits to Taxpayers	\$1,469
Benefits to Other Beneficiaries (Victims)	\$3,576
<b>Total Benefits</b>	<b>\$5,045</b>
<b>Cost of Program (Net)</b>	<b>(\$2,575)</b>
Benefits – Costs (Net Present Value)	\$2,470
<b>Benefits / Costs (Ratio)</b>	<b>\$1.96</b>

In other words, for every \$1 spent on Earned Release Programming, we can expect a return of \$1.96 in avoided system costs (e.g., taxpayer costs and victim impacts)