

**WINDHAM SCHOOL DISTRICT EVALUATION REPORT**



**LEGISLATIVE BUDGET BOARD  
JANUARY 2007**

## WINDHAM SCHOOL DISTRICT EVALUATION REPORT

January 2007

The Seventy-ninth Legislature, Regular Session, 2005, passed House Bill 2837, which mandated the evaluation of training services provided by the Windham School District (WSD) to offenders housed in Texas Department of Criminal Justice (TDCJ) facilities. Pursuant to House Bill 2837, Regular Session, WSD was to consult with the Legislative Budget Board (LBB) regarding the evaluation and analysis of the training services, and the LBB was to report the findings to the Legislature. This report contains a research summary along with the full report prepared by WSD.

LBB staff who contributed to this report are Michele Connolly, Val Shepperd, Lesli Cathey, Garron Guszak, Tammy Macy, Susan Dow, and Nora Velasco.

A handwritten signature in black ink, appearing to read "John O'Brien", with a long horizontal stroke extending to the right.

John O'Brien  
Director  
Legislative Budget Board

## **RESEARCH SUMMARY**

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### **INTRODUCTION**

During the Seventy-ninth Legislative Session, 2005, House Bill 2837 mandated the evaluation of training services provided by the Windham School District (WSD) to offenders housed in Texas Department of Criminal Justice (TDCJ) facilities. Specifically, House Bill 2837, Regular Session, was to address the type of training services provided, the type of employment obtained upon release, whether employment was related to training received, the difference between earnings on the date employment is obtained and on the first anniversary of that date, and employment retention factors.

Pursuant to House Bill 2837, Regular Session, WSD was to consult with the Legislative Budget Board (LBB) regarding the evaluation and analysis of the training services, and the LBB was to report the findings to the Legislature. Attachment A contains the full report prepared by WSD with findings for offenders released from prison or state jail between April 1, 2004 and March 31, 2005.

### **VOCATIONAL PROGRAM PARTICIPATION**

As part of their educational and vocational services, the Windham School District (WSD) provides vocational training in various trades (e.g., automotive, electrical, welding) to offenders housed in TDCJ facilities. At present, training is provided in 34 trades (see Attachment A for a complete list). These courses are offered through the WSD Career & Technology Education (CTE) Program.

Participation in the vocational programs is, to a certain extent, voluntary. Offenders must meet certain criteria before being placed in a vocational program: classification level of G1, G2, or G3 (i.e., a general population minimum custody level), assessed aptitude and interest in the vocational trade, recommended minimum educational achievement level of 7.0 (seventh grade level), and less than 30 hours of college. Once the criteria are met, placement into a program is then determined by each offender's Individual Treatment Plan (ITP)—recommended programs and services that take into account offender need, program availability, and anticipated discharge/parole date—and unit assignment. Some units are not equipped for vocational training and are unable to offer the courses.

According to the TDCJ, during the 2006–07 biennium, \$11.2 million was budgeted for vocational training programs and approximately 3,500 offenders participate in vocational training each day. As of December 6, 2006, 15,264 offenders were pending enrollment into vocational programs.

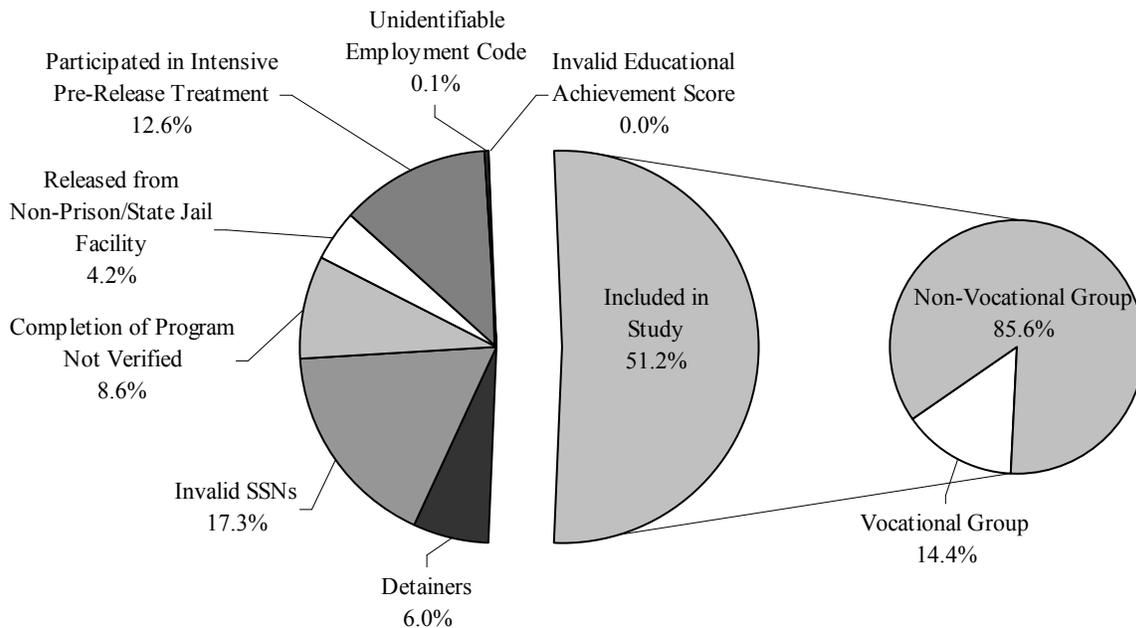
## RESEARCH SUMMARY

### METHODOLOGY AND FINDINGS

Between April 1, 2004 and March 31, 2005, 64,364 offenders were released from TDCJ facilities. Of those released, 31,429 (49 percent) were excluded from the study for various reasons: invalid social security numbers necessary to identify employment, participation in an intensive pre-release treatment program, participation in a vocational program with no known completion, release with detainers, release from facilities other than prisons or state jails, unidentifiable employment codes, and invalid educational achievement scores.

WSD tracked the remaining 32,935 offenders for employment upon release, occupation, and earnings. Figure 1 below shows the percentage distribution of offenders excluded from the study, offenders included in the study, and, of those included, the percentage that completed vocational training while in TDCJ (vocational group). Approximately 14 percent of offenders, or 4,747, included in the study were in the vocational group.

**Figure 1: Offenders Released From TDCJ Facilities between April 1, 2004 and March 31, 2005 by Participation Status**



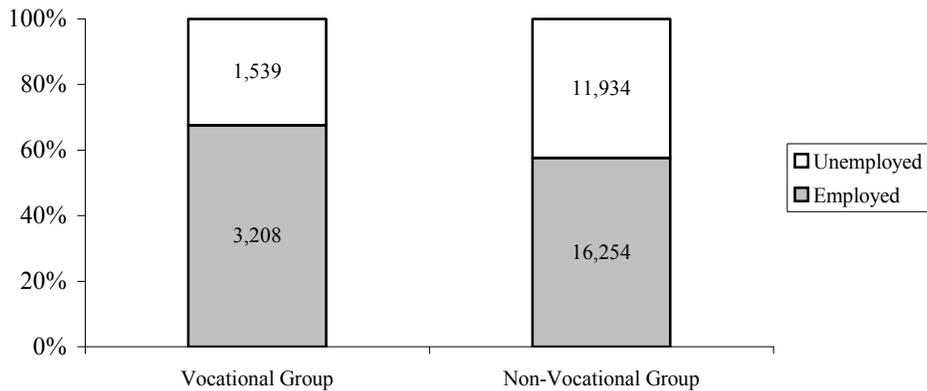
## RESEARCH SUMMARY

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### Employment Status after Release

Of the offenders included in the study, 4,747 were classified in the vocational group and 28,188 were in the non-vocational group. Approximately 68 percent of the vocational group was employed within one year of release, compared to 58 percent of the non-vocational group.

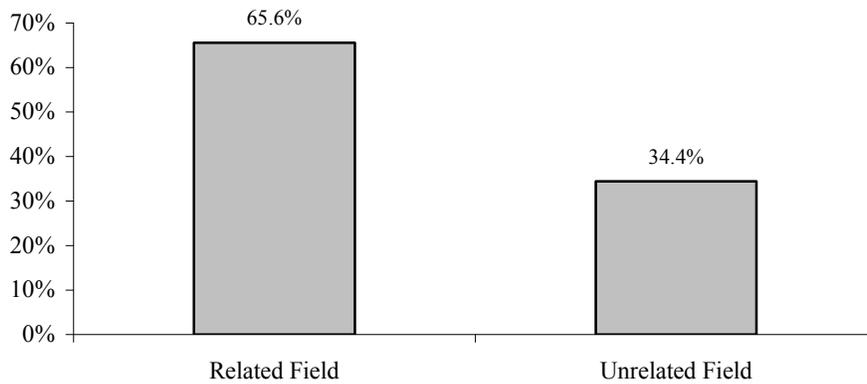
**Figure 2: Employment Status within One Year of Release by Vocational Group**



### Training Related to Future Occupation

Of vocationally-trained offenders who were employed within one year of release (3,208 offenders), 66 percent (2,103 offenders) were employed in an occupation related to their vocational training.

**Figure 3: Percentage of Employed Vocational Group Employed within One Year of Release in Related and Unrelated Fields**



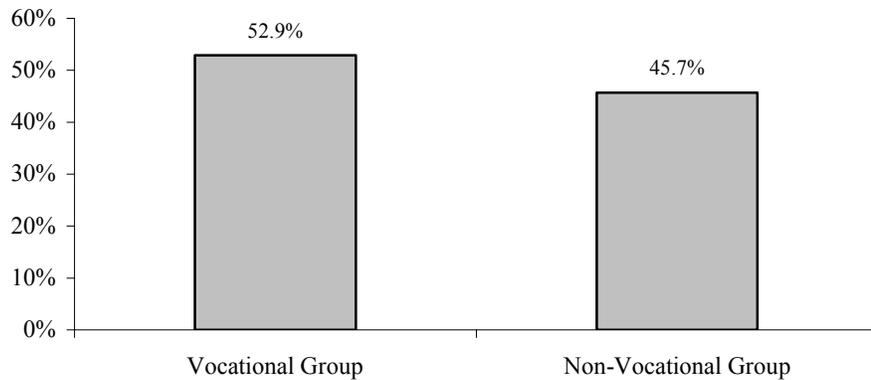
## RESEARCH SUMMARY

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### First Anniversary of Employment

WSD tracked the offenders through one year of employment, from the date of initial employment through the first anniversary of that date. Though 68 percent of the vocational group was employed within one year of release, only 53 percent was employed on the first anniversary of their initial employment. Approximately 46 percent of the non-vocational group was employed on the first anniversary of their initial employment.

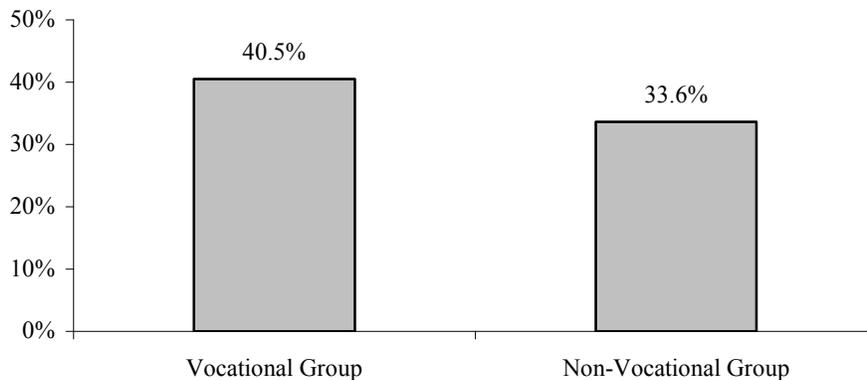
**Figure 4: Percentage of Vocational and Non-Vocational Groups Employed on First Anniversary of Initial Employment**



### Earnings

WSD compared the first and fourth quarter earnings of the employed vocational and non-vocational groups and calculated the average salary difference. Approximately 41 percent of the employed vocational group received an earnings increase during the year, compared to 34 percent of the employed non-vocational group that also received an earnings increase. The average salary difference from first to fourth quarter was \$3,031 for the vocational group and \$2,759 for the non-vocational group.

**Figure 5: Percentage of Offenders Whose Earnings Increased Over The Year**



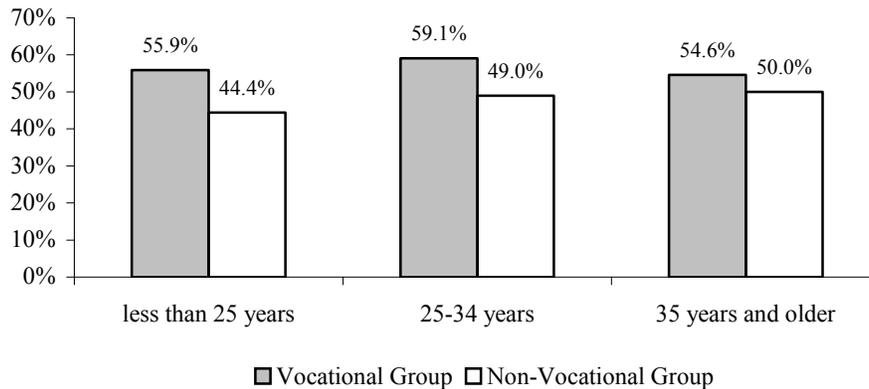
## RESEARCH SUMMARY

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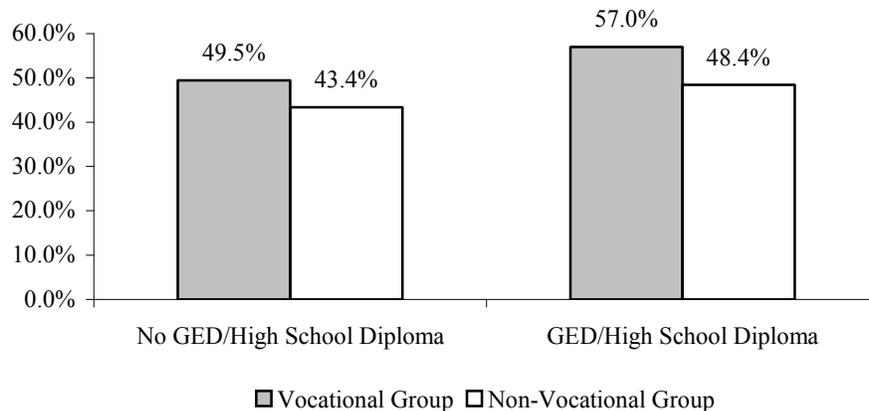
### Retention Factors

To evaluate factors related to maintaining employment for three consecutive quarters, WSD considered age (less than 25 years of age, 25 to 34 years of age, and 35 years of age and older), educational achievement scores (<6.0 grade level score, no GED/high school diploma;  $\geq 6.0$  grade level score, no GED/high school diploma; GED/high school diploma only; college degree), occupation related to vocational training, and industry certification. Figures 6 and 7 display the percentage of offenders in the vocational and non-vocational groups who retained employment by two retention factors: age group and educational level. Among all age and educational level categories, the vocational group had a higher employment retention rate.

**Figure 6: Percentage of Offenders Who Retained Employment for Three Consecutive Quarters by Age Group**



**Figure 7: Percentage of Offenders Who Retained Employment for Three Consecutive Quarters by Education Level**

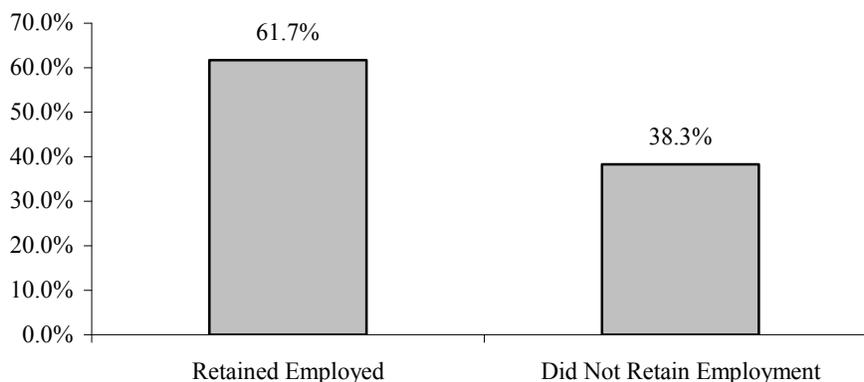


## RESEARCH SUMMARY

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Approximately 17 percent of the employed vocational group obtained industry certification. Of those who obtained certification, 62 percent retained employment for three consecutive quarters.

**Figure 8: Percentage of Employed Vocational Group with Industry Certification Who Retained Employment for Three Consecutive Quarters**



## FUTURE CONSIDERATIONS

Future analyses of vocational training should consider conducting an evaluation of the quality of the Career and Technology Education program courses. The evaluation should also include a review of the WSD processes for identifying the kinds of programs offenders need and the WSD processes to ensure that the programs offered reflect the current market conditions for jobs in those trades.

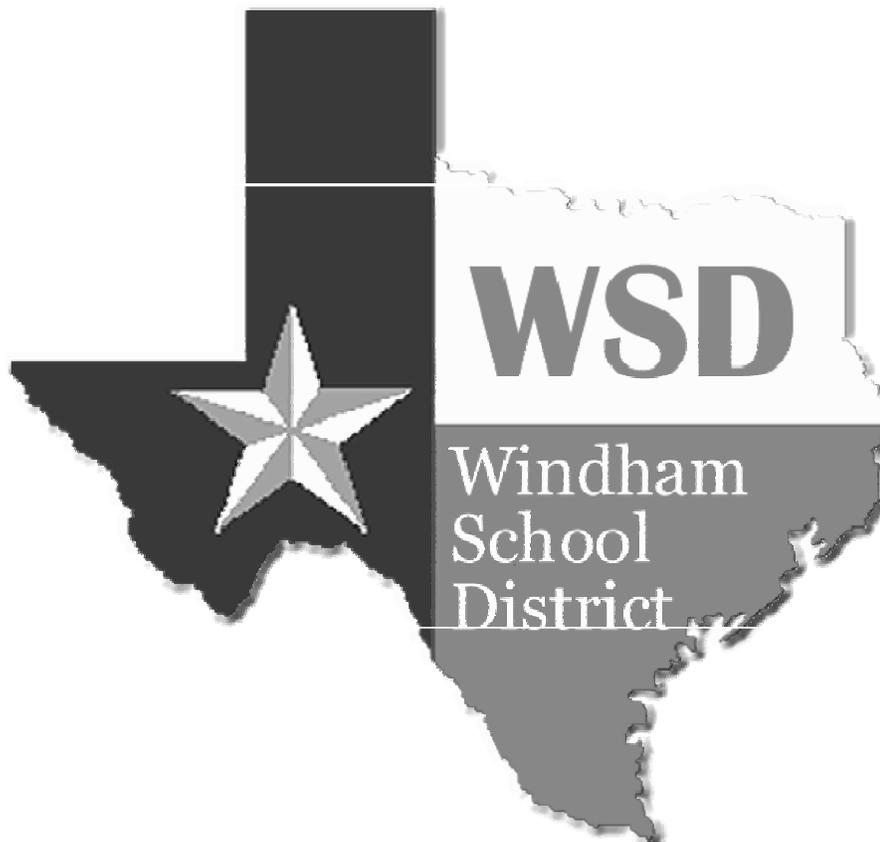
Future analyses of offender employment following release from TDCJ should also consider methods to reduce the number of offenders excluded from the study. Approximately 17 percent (11,140) of offenders released during the evaluation time frame were excluded because they had invalid Social Security Numbers (SSN), which are necessary to identify employment and earnings. Alternate methods of identifying SSNs or identifying employment and earnings could be explored.

Approximately 13 percent (8,093) of offenders were excluded because they participated in intensive pre-release treatment programs (e.g., In-Prison Therapeutic Community, IPTC; Serious and Violent Offender Re-Entry Initiative Program, SVORI; Sex Offender Treatment Program, SOTP; and Substance Abuse Felony Punishment Facility, SAFPF). These offenders could be included in the study as a separate comparison group: intensive pre-release treatment participation.

Nearly 9 percent (5,547) of offenders were excluded because of their participation in vocational training or industry certification with no known program completion. Alternate methods to identify program completion could be explored. Once completion status has been verified, these offenders could be included in the study as a separate comparison group: vocational program participation without completion.

**ATTACHMENT A: FULL REPORT  
EVALUATION OF TRAINING SERVICES  
CAREER & TECHNOLOGY EDUCATION  
BY  
WINDHAM SCHOOL DISTRICT**

**EVALUATION OF TRAINING SERVICES  
CAREER & TECHNOLOGY EDUCATION**



**DECEMBER 2006**

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## EXECUTIVE SUMMARY

The Windham School District (WSD) evaluated the post-release employment impact of Career and Technology Education (CTE) vocational training provided to ex-offenders during their incarceration. The study included those ex-offenders released from prison units and state jails from April 01, 2004 through March 31, 2005. This report examines the relationship between vocational training, employment and earnings for nearly 33,000 ex-offenders.

The study indicates:

- Ex-offenders who received vocational training while incarcerated were more likely to be employed than those who did not receive vocational training.
- For all age groups and levels of academic achievement studied, vocationally-trained ex-offenders exhibited higher employment rates than those who had not received vocational training.
- Vocationally-trained ex-offenders exhibited a higher average salary difference (from first quarter earnings to fourth quarter earnings) and higher average annual earnings than those who had not received vocational training.
- Two out of three vocationally-trained ex-offenders who were employed earned income working in one or more occupations related to their vocational training.
- Vocationally-trained ex-offenders who worked in occupations related to their vocational training had a higher average salary difference (from first quarter earnings to fourth quarter earnings) than those working in unrelated fields.
- Vocationally trained ex-offenders exhibited better job retention than ex-offenders with no vocational training. For all age groups studied, a higher percentage of vocationally-trained ex-offenders retained employment for three consecutive quarters compared to those who had not received vocational training.
- Ex-offenders who had attained a GED or high school diploma retained employment longer than those who had not.
- Ex-offenders with college degrees who completed vocational training retained employment better than those with college degrees who had not received vocational training.
- Industry certification and working in an occupation related to training appear to enhance job retention.

## BACKGROUND

### HB 2837: LEGISLATION/STATUTORY REQUIREMENTS

This report addresses the following section of the statutory requirement created by the HB 2837 legislation:

TEC. Chapter 19, Sec. 19.0041 Evaluation of Training Services.

(a) To evaluate the effectiveness of training services provided to persons confined or imprisoned in the department, the Windham School District shall consult with the Legislative Budget Board to compile and analyze information for each person who receives the training services. This information shall include an evaluation of:

- (1) the kind of training services provided;
- (2) the kind of employment the person obtains on release;
- (3) whether the employment was related to training;
- (4) the difference between the amount of the person's earnings on the date employment is obtained following release and the amount of those earnings on the first anniversary of that date; and
- (5) the retention factors associated with the employment.

To meet this requirement, the Windham School District (WSD) collaborated with the Texas Department of Criminal Justice (TDCJ), the TDCJ Parole Division (PD), Texas Workforce Commission (TWC) and other entities to establish a system to collect and report data pertaining to:

- the training provided while incarcerated (WSD);
- the employment an offender obtains on release (TWC, PD);
- whether the employment is related to the training (WSD);
- the person's earnings on the date of employment following release (TWC);
- and earnings on the first anniversary of employment (TWC).

This report evaluates offenders released from the Texas Department of Criminal Justice between April 1, 2004 and March 31, 2005. The release information was obtained from the TDCJ database. WSD provided information pertaining to completion of Career and Technology Education (CTE) vocational programs. Employment data was obtained from both the TDCJ Parole Division and the Texas Workforce Commission. Unemployment Insurance (UI) wage data, reported as quarterly earnings, was provided by the TWC.

## **TRAINING SERVICES PROVIDED**

### **CAREER AND TECHNOLOGY EDUCATION (CTE)**

The Windham School District Career and Technology Education program provides vocational training in 34 trades. CTE courses range from full-length courses (600 hours) to short courses (up to 200 hours). Short courses are offered periodically to prepare offenders for specific prison jobs (e.g., boiler operator, water/wastewater treatment).

CTE courses are designed to provide training to entry-level industry standards and are based upon:

- Labor market demand for high-skill, high-wage occupations;
- Ability of ex-offenders to secure certification, licensure and employment;
- An authentic technological work-related environment;
- A rigorous curriculum that meets industry standards (each industry establishes the performance specifications for the knowledge, skills and competencies necessary to be successful in the workplace);
- Certified teachers who are also industry-certified and knowledgeable of current industry practices; and
- An opportunity to earn a WSD certificate of completion with an option to earn an industry-recognized occupational certificate or license.

Through partnerships with certification and licensing agencies, WSD provides training and certification that meets recognized business/industry standards. By offering industry certification, WSD maintains communication and/or accreditation status with the various certifying entities. This also helps the district keep in touch with potential employment opportunities for ex-offenders.

## CTE COURSES

Full-length CTE courses include:

- Automotive Collision Repair & Refinishing
- Automotive Specializations:
  - Air-Conditioning & Heating
  - Brakes
  - Electronics
  - Engine Performance
  - Transmission Repair
- Bricklaying/Masonry
- Building Trades I
- Business Computer Information Systems I
- Business Computer Information Systems II
- Business Image Management and Multimedia
- Computer Maintenance Technician
- Construction Carpentry
- Culinary Arts
- Custodial Technician
- Diesel Mechanics
- Diversified Career Preparation
- Electrical Trades
- Heating, Ventilation, Air Conditioning & Refrigeration
- Horticulture
- Introduction to Construction Careers
- Landscape Design, Construction & Maintenance
- Machine Shop (CAD/CAM)
- Major Appliance Service Technology
- Mill and Cabinetmaking
- Painting and Decorating
- Personal and Family Development
- Piping Trades/Plumbing
- Plant Maintenance
- Sheet Metal
- Small Engine Repair
- Technical Introduction to Computer-Aided Drafting
- Truck Driving
- Welding

## INDUSTRY CERTIFYING ENTITIES

WSD has associated with the following certifying entities to provide CTE offenders the ability to gain entry-level industry certification and/or license:

- Automotive Service Excellence (ASE)
- Cleaning Management Institute (CMI)
- Computing Technology Industry Association (CompTIA)
- Environmental Protection Agency (EPA)
- Electronic Technicians Association (ETA)
- International Mobile Air Conditioning Association (IMACA)
- Microsoft Office Specialist (MOS)
- National Center for Construction Education and Research (NCCER)
- National Restaurant Association (ServeSafe)
- Occupational Safety & Health Administration (OSHA)
- Outdoor Power Equipment & Engine Service Association (OPEESA)
- Texas Commercial Drivers License (TxCDL)
- Texas Department of Agriculture (TDA)
- Texas Nursery & Landscape Association (TNLA)
- Video General Incorporated (VGI)

## METHODOLOGY

### OVERVIEW

A total of 64,364 offenders were identified by the TDCJ as being released between April 1, 2004 and March 31, 2005. Offenders released with detainers (3,874) were excluded from the study. The remaining 60,490 records were then screened for a valid Social Security Number (SSN). A total of 49,350 records (81.6%) were identified as having a valid SSN.

In an effort to focus the analysis on the effect that WSD vocational training may have had on employment, the records were further screened to mitigate the effect of other offender programs. A total of 16,415 ex-offenders were excluded from the study for the following reasons:

- 5,547 were excluded to eliminate those who participated in a vocational training program or industry certification but who did not show completion on the WSD CTE vocational training database;
- 2,716 were excluded because they were released from facilities other than State or private prison or state jail facilities;
- 8,093 were excluded to eliminate those who participated in intensive pre-release treatment programs. The following treatment programs were excluded:
  - Inner Change Freedom Initiative Pre-Release Program (IFI)
  - In-Prison Therapeutic Community (IPTC)
  - Pre-Release Therapeutic Community (PRTC)
  - Pre-Release Substance Abuse Program (PRSAP)
  - Substance Abuse Felony Punishment Facility (SAFPF)
  - Sex Offender Treatment Program (SOTP)
  - Serious and Violent Offender Re-Entry Initiative Program (SVORI)
- 49 were excluded to eliminate those who did not have an identifiable employment code for any of their employers as reported in the data from TWC or PD; and
- 10 were excluded to eliminate those not having a valid educational achievement (EA) score on record.

A total of 32,935 offenders were included in the study. Of those, 19,462 offenders were identified as having matching income data. The remaining offenders (13,473) were not matched to wage data by TWC and were considered unemployed.

The records were separated into the following comparison groups:

	Vocational Completion Group			Non-Vocational Group		
	Employed	Unemployed	Total	Employed	Unemployed	Total
<b>Prison Unit Releases</b>	2,873	1,237	4,110	8,576	5,527	14,103
<b>State Jail Facility Releases</b>	335	302	637	7,678	6,407	14,085
<b>Total</b>	3,208	1,539	4,747	16,254	11,934	28,188

## DATA ELEMENTS

### EMPLOYMENT RELATED TO VOCATIONAL TRAINING

#### PAROLE EMPLOYMENT TO WSD VOCATIONAL TRAINING

Parole employment data for the released ex-offenders were compared to the WSD vocational course completion data to match employment to training. Parole identifies ex-offender employment by use of the nine-digit Dictionary of Occupational Titles (DOT) codes. WSD uses DOT codes to designate vocational courses as well. The first three digits of the Parole employment DOT code were used for the search.

The first three digits of the DOT code represent a particular occupational group. The first digit depicts one of nine broad occupational categories. The first and second digits together break these broad categories down into 83 occupationally specific “divisions”. These divisions, represented by the first, second and third digits, are then divided into small, comparable groups. These occupation groups have similar skill sets that are transferable into occupations within the group.

Using the above standard, matches between the Parole and WSD databases were identified as the ex-offender having employment related to WSD vocational training.

#### TWC EMPLOYMENT TO WSD VOCATIONAL TRAINING

Ex-offenders whose WSD training data did not match-up with Parole employment data were identified and matched with the TWC employment data. The TWC employment data is recorded using the North American Industry Classification System (NAICS) code rather than the DOT code used by Parole and WSD. NAICS is a two through six-digit classification system that offers five levels of industry detail. Each digit in the code provides a hierarchy of progressively narrower categories providing greater classification detail. The first four digits of the NAICS code were used in the search.

The TWC NAICS employment data were cross-walked through a program to match with the corresponding Standard Occupational Code (SOC), a six-digit identification of skill sets developed to replace the DOT. The identified SOC codes were cross-walked to match with the corresponding WSD vocational class DOT code. Ex-offenders whose DOT-coded vocational training matched through this process with TWC NAICS employment information were identified as having employment related to WSD vocational training.

## **EMPLOYMENT UNRELATED TO VOCATIONAL TRAINING**

Ex-offenders whose employment and training data did not match through the above processes were considered not to have employment related to their WSD vocational training.

## **EMPLOYMENT/EARNINGS**

The UI wage information provided by TWC encompassed the 2<sup>nd</sup> quarter, 2004 through the 2<sup>nd</sup> quarter, 2006. The information was used to determine data elements for both the *Vocational* and *Non-Vocational* comparison groups following the standards below:

- **Employment**-considered to be any quarterly earnings after release.
- **Initial Employment**-considered to be the first quarter after release for which earnings are documented.
- **Employed on 1<sup>st</sup> Anniversary**-considered to be those meeting the above Employment standard and having earnings in the 4<sup>th</sup> quarter after initial employment.
- **Salary Increase**-considered to be those meeting the above employment standard and having higher earnings for the 4<sup>th</sup> quarter of earnings after initial employment.
- **Retained Employment**-considered to be those meeting the above employment standard and having earnings in the 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> quarters after initial employment.

## **EMPLOYMENT RETENTION FACTORS**

The *Vocational* and *Non-Vocational* groups were analyzed for the following retention factors.

- **AGE**

Age data were based on age at release as documented in the TDCJ database.

- **EDUCATIONAL ACHIEVEMENT (EA) SCORE**

EA scores were obtained from the WSD database.

- **GENERAL EDUCATIONAL DEVELOPMENT (GED)/HIGH SCHOOL DIPLOMA/COLLEGE DEGREE**

This data element was obtained from the WSD database.

- **WORKING IN OCCUPATION RELATED TO TRAINING**

Employment related to training data was determined through the methodology previously described (DOT or NAICS match).

- **INDUSTRY CERTIFICATION**

Data obtained from the WSD database.

- **EMPLOYMENT RETENTION FACTOR**

- **Retained Employment for Three Consecutive Quarters** - considered to be those meeting or exceeding the Retained Employment standard (defined as earnings in the 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> quarters after initial employment).
- **Did Not Retain Employment for Three Consecutive Quarters** - considered to be those who were employed but who did not meet the factor above.

[Note: The factors entitled “Industry Certification” and “Working in Occupation Related to Training” were only applicable to the vocational comparison group.]

## **EMPLOYMENT/UNEMPLOYMENT FACTORS**

The employment/unemployment percentages between the *Vocational* and *Non-Vocational* groups are compared.

## **NAICS INDUSTRY ANALYSIS**

Ex-offender employment related to training was matched to the particular NAICS code for the employment industry. An individual ex-offender is represented each time he/she worked in a different industry. An analysis spreadsheet (Appendix A) represents the third level of NAICS detail listing 100 Industry Groups, the ex-offender employment by group, and the employment related to training by group.

## DATA TABLES

Data Elements	Employed Vocational Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Difference*	Number	Percent	Avg. Salary Difference*
Total employed**	3208	67.6%	\$359.09	16254	57.7%	\$74.27
Total employed in an occupation related to their training	2103	65.6%	\$487.03			
Total employed only in an unrelated field	1105	34.4%	\$115.60			
Ex-offenders who retained employment for three consecutive quarters	1813	56.5%	\$1,331.00	7829	48.2%	\$1,053.71
Ex-offenders employed on first anniversary of initial employment	1696	52.9%	\$2,011.81	7425	45.7%	\$1,708.95
Ex-offenders whose earnings increased over the year	1299	40.5%	\$3,030.64	5461	33.6%	\$2,759.27

\*Average Salary Difference is the difference of the fourth quarter of earnings compared to the first quarter of earnings.

\*\*Percent employed is calculated based on the total employed and unemployed ex-offenders reported.

Retention Factors	Employed Vocational Group			Employed Non-Vocational Group		
	Retained Employment for Three Consecutive Quarters	Did Not Retain Employment for Three Consecutive Quarters	% of Total	Retained Employment for Three Consecutive Quarters	Did Not Retain Employment for Three Consecutive Quarters	% of Total
Ex-offenders who are less than 25 years of age	170 (55.9%)	134 (44.1%)	304 (9.5%)	1947 (44.4%)	2434 (55.6%)	4381 (27.0%)
Ex-offenders from 25 to less than 35 years of age	747 (59.1%)	516 (40.9%)	1263 (39.4%)	2749 (49.0%)	2858 (51.0%)	5607 (34.5%)
Ex-offenders 35 years of age and older	896 (54.6%)	745 (45.4%)	1641 (51.2%)	3133 (50.0%)	3133 (50.0%)	6266 (38.6%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	5 (83.3%)	1 (16.7%)	6 (0.2%)	90 (40.9%)	130 (59.1%)	220 (1.4%)
Ex-offenders with EA scores ≥ 6.0, no GED/High School Diploma	91 (48.4%)	97 (51.6%)	188 (5.9%)	287 (44.2%)	362 (55.8%)	649 (4.0%)
Ex-offenders GED/High School Diploma Only	1669 (56.6%)	1279 (43.4%)	2948 (91.9%)	7423 (48.4%)	7919 (51.6%)	15342 (94.4%)
Ex-offenders with College Degree	48 (72.7%)	18 (27.3%)	66 (2.1%)	29 (67.4%)	14 (32.6%)	43 (0.3%)
Ex-offenders working in occupation related to training	1260 (59.9%)	843 (40.1%)	2103 (65.6%)			
Ex-offenders with Industry Certification	336 (61.7%)	209 (38.3%)	545 (17.0%)			

## Employment/Unemployment Factors

Employment/Unemployment Factors						
Vocational Group			Non-Vocational Group			
Data Elements	Number Trained*	Employed	Unemployed**	Number Not Trained*	Employed	Unemployed**
Total number of ex-offenders in group	4747 (14.4%)	3208 (67.6%)	1539 (32.4%)	28188 (85.6%)	16254 (57.7%)	11934 (42.3%)
Ex-offenders who are less than 25 years of age	397 (1.2%)	304 (76.6%)	93 (23.4%)	6677 (20.3%)	4381 (65.6%)	2296 (34.4%)
Ex-offenders from 25 to less than 35 years of age	1699 (5.2%)	1263 (74.3%)	436 (25.7%)	8900 (27.0%)	5607 (63.0%)	3293 (37.0%)
Ex-offenders 35 years of age and older	2651 (8.0%)	1641 (61.9%)	1010 (38.1%)	12611 (38.3%)	6266 (49.7%)	6345 (50.3%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	8 (< 0.1%)	6 (75.0%)	2 (25.0%)	386 (1.2%)	220 (57.0%)	166 (43.0%)
Ex-offenders with EA scores >= 6.0, no GED/High School Diploma	263 (0.8%)	188 (71.5%)	75 (28.5%)	1020 (3.1%)	649 (63.6%)	371 (36.4%)
Ex-offenders with GED/High School Diploma Only	4391 (13.3%)	2948 (67.1%)	1443 (32.9%)	26712 (81.1%)	15342 (57.4%)	11370 (42.6%)
Ex-offenders with College Degree	85 (0.3%)	66 (77.6%)	19 (22.4%)	70 (0.2%)	43 (61.4%)	27 (38.6%)

\*Percent for Number Trained and Number Not Trained is based on total employed and unemployed ex-offenders in report.  
 \*\*Records with valid SSNs that were not matched to income on or after the quarter of release are considered "unemployed."

### Average Annual Earnings\*

Vocational Group	\$8,749.57
Non-Vocational Group	\$7,064.41
*Average of first through fourth quarter earnings	

## DATA ANALYSIS

- 67.6% of *Vocational* completers were employed compared to 57.7% of those in the *Non-Vocational* comparison group.
- 65.6% of employed *Vocational* completers were employed in occupations related to training.
- *Vocational* completers earned an average of \$284.82 more (from first quarter earnings to fourth quarter earnings) than the *Non-Vocational* ex-offenders.
- *Vocational* completers employed in an occupation related to training earned an average of \$412.76 more (from first quarter earnings to fourth quarter earnings) than the employed *Non-Vocational* ex-offenders.
- *Vocational* completers employed in an occupation related to training earned an average of \$371.43 more (from first quarter earnings to fourth quarter earnings) than *Vocational* completers employed in an unrelated field.
- *Vocational* completers who retained employment for three consecutive quarters earned an average of \$277.29 more than those who did not have vocational training.
- *Vocational* completers retained employment for three consecutive quarters at a higher rate than those who did not have vocational training.
- *Vocational* completers who were employed on the first anniversary of their employment earned an average of \$302.86 more than those who did not have vocational training.
- A higher percentage of *Vocational* completers were employed on the first anniversary of their employment than those who did not have vocational training.
- *Vocational* completers whose earnings increased over the first year of employment earned an average of \$271.37 more than employed *Non-Vocational* ex-offenders.
- A higher percentage of *Vocational* completers exhibited an earnings increase over the first year of employment than those in the *Non-Vocational* comparison group.
- Employed *Vocational* completers earned \$1,685.16 more in average annual salary than those in the *Non-Vocational* comparison group.
- *Vocational* completers in all age groups had higher retention rates than those in the *Non-Vocational* comparison groups.
- The completion of vocational training improved retention rates for all offenders, regardless of their academic achievement level.
- Offenders with industry certification retained employment longer than those without industry certification.

## **RESEARCH LIMITATIONS**

- Valid SSNs were not available for 11,140 ex-offenders, not counting those with detainees.
- Earnings data were not available for 18,165 ex-offenders for whom a valid SSN was available. This includes those who may have been unemployed or may have been working, but may have been paid on a cash or day-labor basis, and/or those who may have had federal, military or out-of-state employment.
- Specific hourly/weekly/monthly income information was not available. Income was only available as quarterly income.
- Information relative to specific job responsibilities was not available for a majority of offenders. While the TDCJ Parole Division has begun to gather that information, approximately 50% of the offenders who release from TDCJ do so without parole supervision. TWC data indicates employment by industry, but not by specific job assignment.

## **FUTURE RESEARCH STRATEGIES**

- Improve percentage of valid SSN data.
- Identify strategies to obtain job specific information from other entities.
- Explore options for determining employment and income for those employed offenders whose income may not be available through the TWC UI wage data.
- Evaluate separately two of the groups excluded from the study: 1) those released from facilities other than State or private prison or state jail facilities, and 2) those who participated in intensive pre-release treatment programs.

## **CONSIDERATIONS**

- Vocational programming at State jails is typically limited to “clean-shop” or classroom-based programs because the facilities were built without vocational shops.
- Recent changes in legislation have made employment in certain areas more difficult for ex-offenders to obtain.
- In addition to providing employment skills to offenders, CTE vocational courses provide trained workers for TDCJ operations, to include: industry, maintenance, food service, laundry and agriculture.

## **DATA AVAILABILITY**

WSD data was available to the WSD analysis team without hindrance as the team is comprised of WSD Computer Services staff.

TWC data was readily made available to the analysis team.

Parole data was available to the analysis team via TDCJ “mainframe”. Analysts had to become familiar with the data system to be able to query and withdraw information.

**APPENDIX A:  
NAICS VOCATIONAL EMPLOYMENT & TRAINING BY INDUSTRY**

<b>NAICS Industry Breakdown for Employed <i>Vocational</i> Ex-Offenders</b>					
<b>Code</b>	<b>Industry Title</b>	<b>Total Ex-Offenders Employed in Industry*</b>	<b>% Ex-Offenders Employed</b>	<b>Total Employed Ex-Offenders Trained in Related Courses*</b>	<b>% Employed Ex-Offenders Trained in Related Courses</b>
111	Crop Production	24	0.5%	12	50.0%
112	Animal Production	7	0.1%	2	28.6%
113	Forestry and Logging	2	< 0.1%	1	50.0%
114	Fishing, Hunting and Trapping	0	0.0%	0	0.0%
115	Support Activities for Agriculture and Forestry	25	0.5%	13	52.0%
211	Oil and Gas Extraction	18	0.4%	10	55.6%
212	Mining (except Oil and Gas)	7	0.1%	6	85.7%
213	Support Activities for Mining	120	2.5%	96	80.0%
221	Utilities	6	0.1%	6	100.0%
236	Construction of Buildings	153	3.2%	123	80.4%
237	Heavy and Civil Engineering Construction	148	3.1%	119	80.4%
238	Specialty Trade Contractors	460	9.7%	344	74.8%
311	Food Manufacturing	92	1.9%	49	53.3%
312	Beverage and Tobacco Product Manufacturing	7	0.1%	7	100.0%
313	Textile Mills	5	0.1%	3	60.0%
314	Textile Product Mills	5	0.1%	3	60.0%
315	Apparel Manufacturing	4	0.1%	2	50.0%
316	Leather and Allied Product Manufacturing	1	< 0.1%	1	100.0%
321	Wood Product Manufacturing	43	0.9%	36	83.7%
322	Paper Manufacturing	16	0.3%	7	43.8%
323	Printing and Related Support Activities	24	0.5%	20	83.3%
324	Petroleum and Coal Products Manufacturing	3	0.1%	2	66.7%
325	Chemical Manufacturing	9	0.2%	9	100.0%
326	Plastics and Rubber Products Manufacturing	46	1.0%	35	76.1%
327	Nonmetallic Mineral Product Manufacturing	49	1.0%	34	69.4%
331	Primary Metal Manufacturing	20	0.4%	12	60.0%
332	Fabricated Metal Product Manufacturing	148	3.1%	113	76.4%
333	Machinery Manufacturing	52	1.1%	37	71.2%
334	Computer and Electronic Product Manufacturing	2	< 0.1%	1	50.0%
335	Electrical Equipment, Appliance, and Component Manufacturing	4	0.1%	4	100.0%
336	Transportation Equipment Manufacturing	43	0.9%	34	79.1%
337	Furniture and Related Product Manufacturing	56	1.2%	36	64.3%
339	Miscellaneous Manufacturing	30	0.6%	25	83.3%
423	Merchant Wholesalers, Durable Goods	118	2.5%	96	81.4%
424	Merchant Wholesalers, Nondurable Goods	71	1.5%	56	78.9%
425	Wholesale Electronic Markets and Agents and Brokers	11	0.2%	9	81.8%

Code	Industry Title	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
441	Motor Vehicle and Parts Dealers	66	1.4%	41	62.1%
442	Furniture and Home Furnishings Stores	22	0.5%	12	54.5%
443	Electronics and Appliance Stores	9	0.2%	7	77.8%
444	Building Material and Garden Equipment and Supplies Dealers	41	0.9%	32	78.0%
445	Food and Beverage Stores	96	2.0%	46	47.9%
446	Health and Personal Care Stores	6	0.1%	2	33.3%
447	Gasoline Stations	38	0.8%	28	73.7%
448	Clothing and Clothing Accessories Stores	15	0.3%	10	66.7%
451	Sporting Goods, Hobby, Book, and Music Stores	9	0.2%	4	44.4%
452	General Merchandise Stores	23	0.5%	14	60.9%
453	Miscellaneous Store Retailers	33	0.7%	23	69.7%
454	Non-store Retailers	8	0.2%	7	87.5%
481	Air Transportation	0	0.0%	0	0.0%
482	Rail Transportation	0	0.0%	0	0.0%
483	Water Transportation	0	0.0%	0	0.0%
484	Truck Transportation	113	2.4%	74	65.5%
485	Transit and Ground Passenger Transportation	18	0.4%	13	72.2%
486	Pipeline Transportation	2	< 0.1%	2	100.0%
487	Scenic and Sightseeing Transportation	0	0.0%	0	0.0%
488	Support Activities for Transportation	74	1.6%	62	83.8%
491	Postal Service	0	0.0%	0	0.0%
492	Couriers and Messengers	7	0.1%	3	42.9%
493	Warehousing and Storage	39	0.8%	29	74.4%
511	Publishing Industries (except Internet)	13	0.3%	9	69.2%
512	Motion Picture and Sound Recording Industries	2	< 0.1%	1	50.0%
515	Broadcasting (except Internet)	0	0.0%	0	0.0%
516	Internet Publishing and Broadcasting	0	0.0%	0	0.0%
517	Telecommunications	7	0.1%	6	85.7%
518	Internet Service Providers, Web Search Portals, and Data Processing Services	7	0.1%	4	57.1%
519	Other Information Services	1	< 0.1%	1	100.0%
521	Monetary Authorities - Central Bank	0	0.0%	0	0.0%
522	Credit Intermediation and Related Activities	5	0.1%	2	40.0%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	2	< 0.1%	2	100.0%
524	Insurance Carriers and Related Activities	7	0.1%	5	71.4%
525	Funds, Trusts, and Other Financial Vehicles	2	< 0.1%	2	100.0%
531	Real Estate	31	0.7%	20	64.5%
532	Rental and Leasing Services	33	0.7%	24	72.7%
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0	0.0%	0	0.0%
541	Professional, Scientific, and Technical Services	144	3.0%	106	73.6%
551	Management of Companies and Enterprises	8	0.2%	8	100.0%

<b>Code</b>	<b>Industry Title</b>	<b>Total Ex-Offenders Employed in Industry*</b>	<b>% Ex-Offenders Employed</b>	<b>Total Employed Ex-Offenders Trained in Related Courses*</b>	<b>% Employed Ex-Offenders Trained in Related Courses</b>
561	Administrative and Support Services	1466	30.9%	1114	76.0%
562	Waste Management and Remediation Services	25	0.5%	17	68.0%
611	Educational Services	11	0.2%	6	54.5%
621	Ambulatory Health Care Services	37	0.8%	14	37.8%
622	Hospitals	6	0.1%	4	66.7%
623	Nursing and Residential Care Facilities	17	0.4%	7	41.2%
624	Social Assistance	48	1.0%	26	54.2%
711	Performing Arts, Spectator Sports, and Related Industries	8	0.2%	4	50.0%
712	Museums, Historical Sites, and Similar Institutions	2	< 0.1%	0	0.0%
713	Amusement, Gambling, and Recreation Industries	26	0.5%	15	57.7%
721	Accommodation	49	1.0%	28	57.1%
722	Food Services and Drinking Places	589	12.4%	321	54.5%
811	Repair and Maintenance	188	4.0%	137	72.9%
812	Personal and Laundry Services	46	1.0%	19	41.3%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	6	0.1%	3	50.0%
814	Private Households	4	0.1%	2	50.0%
921	Executive, Legislative, and Other General Government Support	24	0.5%	11	45.8%
922	Justice, Public Order, and Safety Activities	0	0.0%	0	0.0%
923	Administration of Human Resource Programs	1	< 0.1%	1	100.0%
924	Administration of Environmental Quality Programs	0	0.0%	0	0.0%
925	Administration of Housing Programs, Urban Planning, and Community Development	0	0.0%	0	0.0%
926	Administration of Economic Programs	0	0.0%	0	0.0%
927	Space Research and Technology	0	0.0%	0	0.0%
928	National Security and International Affairs	0	0.0%	0	0.0%

\* Total will exceed total number of ex-offenders in comparison as most were employed in multiple industries during the review period.