

Windham School District Evaluation



SUBMITTED TO THE 82ND TEXAS LEGISLATURE

JANUARY 2011

LEGISLATIVE BUDGET BOARD STAFF

WINDHAM SCHOOL DISTRICT EVALUATION



**LEGISLATIVE BUDGET BOARD
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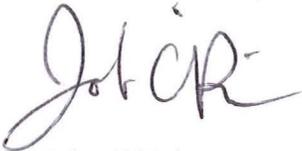
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WINDHAM SCHOOL DISTRICT EVALUATION REPORT

January 2011

The Seventy-ninth Legislature, Regular Session, 2005, enacted House Bill 2837, which added Education Code, §19.0041, and 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 Education Code, §19.0041, WSD is to consult with the Legislative Budget Board (LBB) regarding the evaluation and analysis of the training services, and the LBB is to report the findings to the Legislature.

This is the fifth report released pursuant to Education Code, §19.0041. This report contains a research summary along with the full report prepared by WSD.

A handwritten signature in black ink, appearing to read "John O'Brien". The signature is written in a cursive, flowing style.

John O'Brien
Director
Legislative Budget Board

RESEARCH SUMMARY

INTRODUCTION

During the Seventy–ninth Legislature, Regular Session, 2005, the enactment of House Bill 2837 added Education Code, §19.0041, and 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, this evaluation is to address the type of training services provided, the type of employment obtained upon release, whether employment is related to training received, the difference between earnings on the initial date of employment and on the first anniversary of that date, and employment retention factors.

Pursuant to Education Code, §19.0041, WSD is to consult with the Legislative Budget Board (LBB) regarding the evaluation and analysis of the training services, and the LBB is to report the findings to the Legislature. Attachment A contains the most recent full report prepared by WSD, dated November 2010, with findings for offenders released from prison or state jail between January 1, 2008, and December 31, 2008. This is the fifth annual report submitted to the Legislature under this directive. The offenders release dates in this report and the previous (January 2010 report) overlap by one quarter, which was part of a decision made to better capture employment/wage data. WSD collaborated with the Texas Department of Criminal Justice (TDCJ) and the Texas Workforce Commission (TWC) to collect and report data pertaining to this evaluation.

When appropriate, comparisons are established between this and previous reports. Methodological changes across the reports limit comparability in some instances.

VOCATIONAL PROGRAM PARTICIPATION

As part of their educational and vocational services, WSD provides secondary level vocational training in various trades to offenders housed in TDCJ facilities. At present, WSD provides vocational training in more than 30 trades (e.g., automotive, electrical, welding) under the Career and Technical Education (CTE) program. See attachment A for a complete list of trades. WSD also provides post-secondary academic and vocational training to offenders through contracts with two-year colleges. Currently, post-secondary vocational training is provided in 23 trades (e.g., electronics, advanced welding) under the college vocational program. During fiscal year 2010, college vocational services were available on 32 TDCJ facilities. Offenders typically complete both CTE training and college vocational training in a six month period from the date of enrollment.

Participation in the vocational programs is, to a certain extent, voluntary. To be placed in the CTE program, offenders must meet certain eligibility criteria including: classification level of G1, G2, or G3 for prison offenders and J1 or J2 for state jail offenders (i.e., a general population low custody level); assessed aptitude and interest in the vocational trade; recommended minimum educational achievement score of 7.0 (seventh grade level); and less than 30 hours of college. Once these criteria are met, placement into the program is determined by each offender's Individual Treatment Plan – ITP (recommended programs and services that take into account offender needs, program availability, and anticipated discharge/parole date) and current unit of

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assignment. Some units are not equipped for vocational training and are, thereby, unable to offer the courses. In such cases, offenders are placed on a waiting list for unit transfer purposes.

To participate in college vocational programs, offenders must meet college eligibility requirements including having a high school diploma or GED; however, an offender may participate in college vocational courses without having a verified high school diploma or GED if s/he has previous college credit. Offenders must, typically, meet the minimum educational achievement score required for enrollment, which ranges from 6.5 to 9.5 in accordance with the standards of the selected course. Further, offenders must meet any additional eligibility criteria from the contracted college, and they must be able to pay for the course (though youthful offenders may qualify for grant funding to cover these costs).

According to WSD, during the 2010–11 biennium, \$22.2 million was appropriated to Career and Technical Education (CTE) programs and \$2.1 million was appropriated to college vocational programs. The CTE vocational program has a maximum operational capacity of approximately 3,700 offenders and approximately 3,500 offenders participate in CTE courses each day. During the 2009–2010 school year, a total of 10,835 offenders participated in CTE courses. The college vocational program has a maximum operational capacity of approximately 1,050 to 1,350 offenders and approximately 1,090 offenders participate in college vocational courses each day, on average.¹ During the 2009–2010 school year, a total of 2,939 offenders participated in college vocational courses.

As of November 2010, approximately 28,642 applications were pending enrollment into CTE courses (22,896 offenders)² and approximately 8,385 applications were pending enrollment into college vocational courses (6,096 offenders).³ Offenders pending enrollment are those who meet all eligibility criteria and for whom a counselor has identified a particular trade or trades for their participation.⁴ Offenders are given higher priority for enrollment if they have not had previous vocational training, are under 35 years of age, and are within five years of their projected release date. Offenders pending enrollment are subsequently placed in vocational programs as course space becomes available.

¹ Capacity and participation counts for post-secondary programs fluctuate based on the number of college vocational program offerings each semester. Also, daily participation counts for college vocational training may be low due to snapshots of data taken between semesters for many college programs.

² Pending enrollment applications figures provide a duplicate count of offenders due to the inclusion of each application (in more than one trade) for which offenders were pending enrollment. Not including multiple applications, approximately 22,896 offenders (20.3 percent females and 79.7 percent males) were pending enrollment into CTE courses, and approximately 6,096 offenders (8.3 percent females and 91.7 percent males) were pending enrollment into college vocational courses. Note: Pending enrollment data for male and female offenders were generated as of different dates.

³ In previous reports, pending enrollment applications figures are low due to approximations generated through manual counts of a multiple step codes system. In this report, pending enrollment data were computer-generated.

⁴ In the January 2007, January 2008, and January 2009 reports, pending enrollment counts do not include female offenders. In the January 2010 report, females comprise approximately 15.1 percent of pending CTE applications and 4.6 percent of pending college vocational applications. In this report, females comprise approximately 24.2 percent of pending CTE applications and 7.4 percent of pending college vocational applications.

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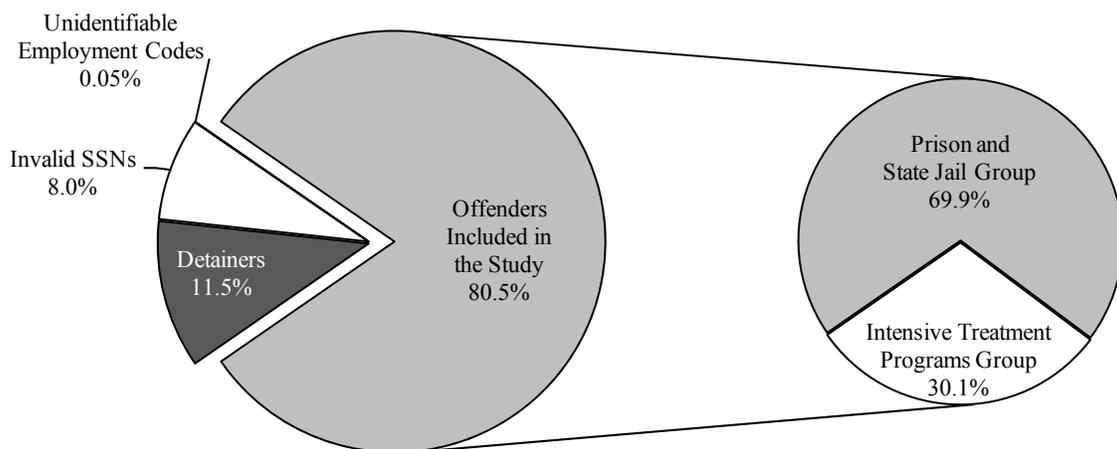
WSD does not preclude offenders from participating in vocational programming on the basis of a minimum sentence length or a minimum time served before participation. For the most part, eligible offenders are allowed to enroll in vocational services if they have enough time remaining until their projected release date in order to complete the training. For post-secondary services, the length of time remaining on a sentence may influence enrollment if federal grant monies or state reimbursable funds are used as methods of payment for the course. WSD observes this sentence length requirement in order to maximize the effectiveness of federal and state funds.

METHODOLOGY

Between January 1, 2008, and December 31, 2008, 71,819 offenders were released from TDCJ facilities. Of these offenders released, 14,035 (19.5 percent) were excluded from the WSD study for various reasons: invalid or no social security numbers necessary to identify employment, release with detainers (i.e., pending charges from another jurisdiction), and unidentifiable employment codes. WSD tracked the remaining 57,784 offenders for employment upon release, occupation, and earnings information. Figure 1 below shows the percentage distribution of offenders included in and excluded from the study. Compared to the last two reports, this report reflects a significant increase in the proportion of offenders included in the study: from 49.6 percent in the January 2009 report to 71.7 percent in the January 2010 report, and then to 80.5 percent in this report. Such an increase is primarily due to WSD's and TDCJ's efforts to better identify and obtain valid social security numbers.

Please note, percentages presented in this report do not always add to 100% due to rounding.

Figure 1: Offenders Released from TDCJ Facilities between January 1, 2008, and December 31, 2008 by Participation Status



Sources: Legislative Budget Board; Windham School District.

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The offenders included in the study were assigned to the study group corresponding to their vocational training participation: the WSD Career and Technical Education (CTE) study group, and the College Credit Vocational Program study group. Each of these study groups was further subdivided into two primary service groups: the Prison & State Jail Group, and the Intensive Treatment Programs Group.⁵ Within these two service groups, comparisons were made between and among offenders who: (1) completed vocational training while in TDCJ (vocational completion group), (2) participated in but did not complete vocational training (vocational non-completion group), and (3) did not participate in vocational training (non-vocational group).

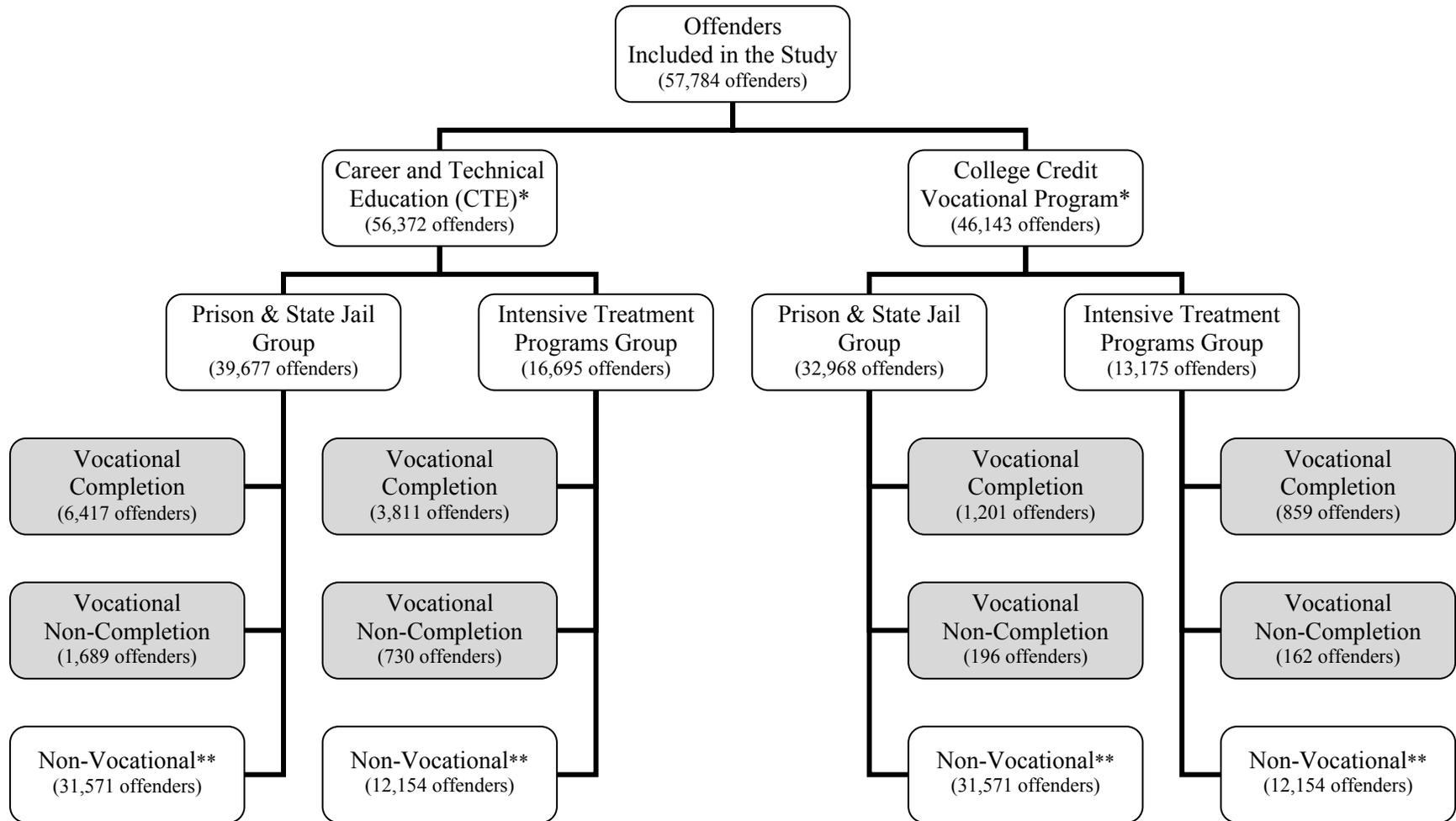
For the offenders who participated in both the CTE program and the college vocational program, their inclusion into the study groups was determined by their post-release employment in relation to their vocational training:

- Offenders who completed both a CTE program and a college vocational program, as well as those offenders who participated in both programs but did not complete either one, were included in the study group where employment was related to their training. If the employment was related to training in both vocational programs, or if it was not related to training in either program, the offenders were then included in both the CTE study group and the College Credit Vocational Program study group.
- Offenders who participated in both a CTE program and a college vocational program, but who only completed one of the two programs, were included in the study group where employment was related to their training (regardless of training completion). If the employment was related to training in both vocational programs, the offenders were only included in the study group corresponding to the completed program. If the employment was not related to training in either program, the offenders were then included in both the CTE study group and the College Credit Vocational Program study group.

The group inclusion criteria above represent a methodological improvement from previous reports. This was part of a decision made to optimize counting participation in CTE and college vocational programming. This approach may affect group outcomes and, thereby, limit comparability with previous reports. Also, historical statistics vary for CTE participants and college vocational participants because, unlike the CTE program, the college vocational program was first evaluated in the January 2010 report.

⁵ The Intensive Treatment Programs Group includes prison and state jail offenders who participated in the following intensive treatment programs: 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), and Serious and Violent Offender Re-Entry Initiative Program (SVORI).

Figure 2: CTE Study Group and College Credit Vocational Program Study Group Vocational Participation Classification



* Added together, the number of offenders in the Career and Technical Education (CTE) study group and the College Credit Vocational Program study group exceeds the total number of offenders included in the study because an offender may be included in both study groups, as previously noted. See attachment A for a complete description of the group inclusion criteria.

** The offenders included in the Non-Vocational comparison groups are the same for both the CTE study group and the College Credit Vocational Program study group.

Note: Highlighted groups capture the offenders who participated in CTE programs and/or in college vocational programs.

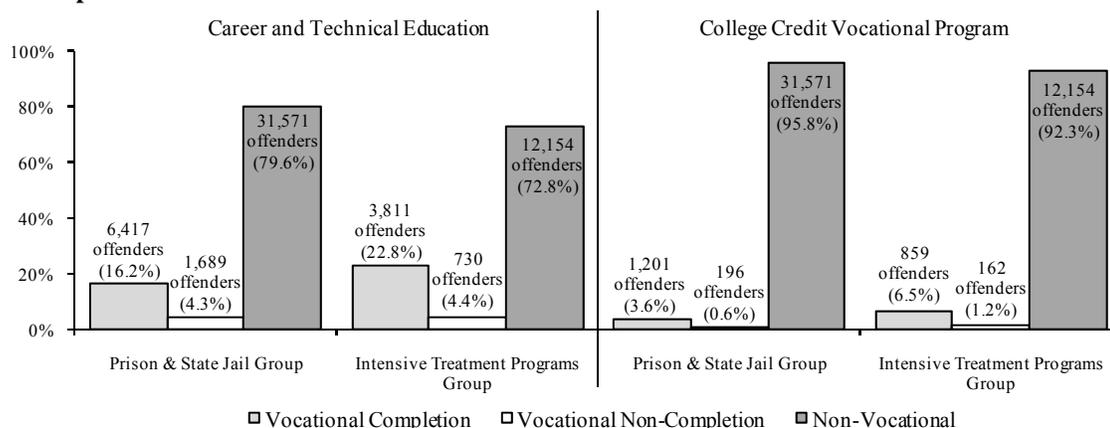
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VOCATIONAL PARTICIPATION AND COMPLETION

Of the Prison & State Jail offenders within the Career and Technical Education (CTE) study group (39,677 offenders), 16.2 percent completed vocational training while incarcerated (vocational completers), 4.3 percent participated without completing the training (vocational non-completers), and 79.6 percent did not receive vocational training (non-vocational). Among the Intensive Treatment Programs offenders (16,695 offenders), a higher proportion completed vocational training while incarcerated (22.8 percent), and a slightly lower proportion did not receive vocational training (72.8 percent).

Of the Prison & State Jail offenders within the College Credit Vocational Program study group (32,968 offenders), 3.6 percent completed vocational training while incarcerated (vocational completers), 0.6 percent participated without completing the training (vocational non-completers), and 95.8 percent did not receive vocational training (non-vocational). Among the Intensive Treatment Programs offenders (13,175 offenders), a higher proportion completed vocational training while incarcerated (6.5 percent), and a slightly lower proportion did not receive vocational training (92.3 percent).

Figure 3: Prison & State Jail Group and Intensive Treatment Programs Group Vocational Participation Classification



Sources: Legislative Budget Board; Windham School District.

- Compared to the January 2010 report, participation in the CTE program increased by 6.3 percent (from 11,896 offenders in 2010 to 12,647 offenders in 2011). The overall completion rate for the program (including both the Prison & State Jail Group and the Intensive Treatment Programs Group) increased from 79.5 percent in 2010 to 80.9 percent in 2011.
- For the college vocational program, participation decreased by 5.1 percent from the January 2010 report level (from 2,549 offenders in 2010 to 2,418 offenders in 2011). The overall completion rate for the program (including both the Prison & State Jail Group and the Intensive Treatment Programs Group) increased from 83.3 percent in 2010 to 85.2 percent in 2011.

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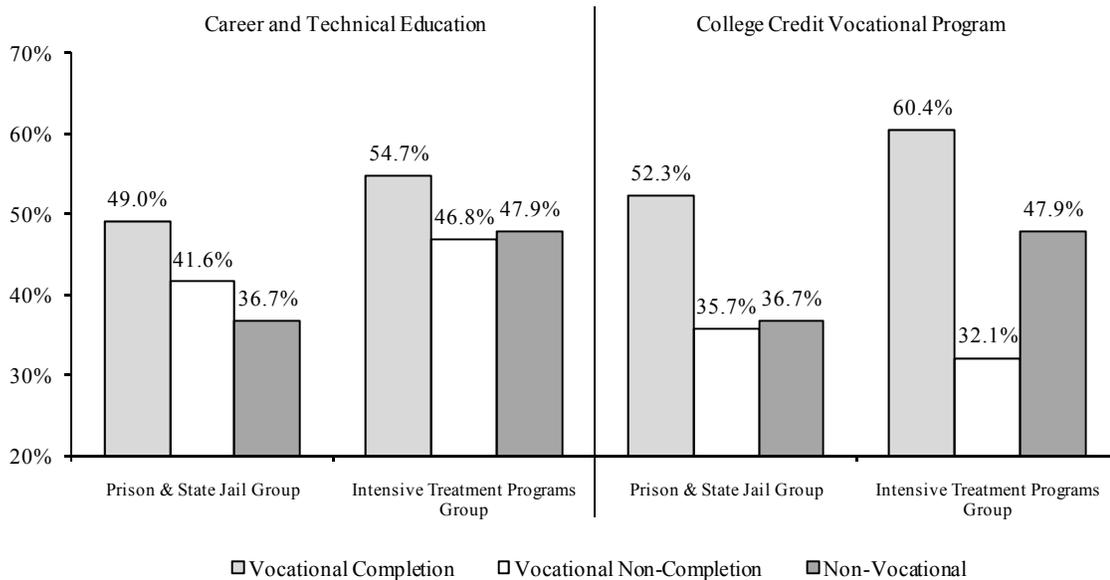
EMPLOYMENT STATUS AFTER RELEASE

In the CTE study group (including both the Prison & State Jail Group and the Intensive Treatment Programs Group), the vocational completers were 1.2 times more likely to be employed within one year of release (51.2 percent) than the vocational non-completers (43.2 percent), and they were 1.3 times more likely to be employed within one year than the non-vocational offenders (39.8 percent).

In the College Credit Vocational Program study group (including both the Prison & State Jail Group and the Intensive Treatment Programs Group), the vocational completers were 1.6 times more likely to be employed within one year of release (55.7 percent) than the vocational non-completers (34.1 percent), and they were 1.4 times more likely to be employed within one year than the non-vocational offenders (39.8 percent).

In both the CTE study group and the College Credit Vocational Program study group, the vocational completers within the Intensive Treatment Programs Group exhibited higher rates of employment within one year of release than the respective offenders within the Prison & State Jail Group.

Figure 4: Percentage Employed within One Year of Release by Vocational Group



Sources: Legislative Budget Board; Windham School District.

- Compared to the January 2010 report, employment rates decreased among all vocational program study groups (CTE and College Credit Vocational Program), service group categories (Prison & State Jail Group and Intensive Treatment Programs Group), and vocational participation categories (vocational completion, vocational non-completion, and non-vocational). This decrease in employment is believed to be a reflection of the country's current economic condition and widespread high unemployment rates.

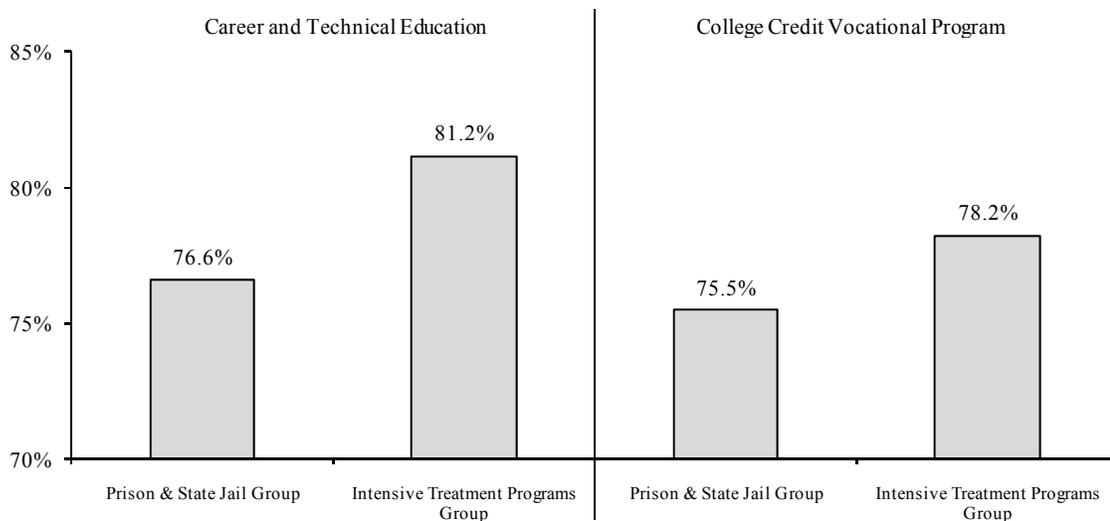
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EMPLOYMENT IN OCCUPATION RELATED TO TRAINING

Of all the offenders who completed CTE training and were employed within one year of release (3,146 offenders in the Prison & State Jail Group and 2,086 offenders in the Intensive Treatment Programs Group), approximately 78.4 percent were employed in occupations related to their training (76.6 percent in the Prison & State Jail Group and 81.2 percent in the Intensive Treatment Programs Group).

Of all the offenders who completed college vocational training and were employed within one year of release (628 offenders in the Prison & State Jail Group and 519 offenders in the Intensive Treatment Programs Group), approximately 76.7 percent were employed in occupations related to their training (75.5 percent in the Prison & State Jail Group and 78.2 percent in the Intensive Treatment Programs Group).

Figure 5: Percentage of Employed Vocational Completion Group Employed in Related Field within One Year of Release



Sources: Legislative Budget Board; Windham School District.

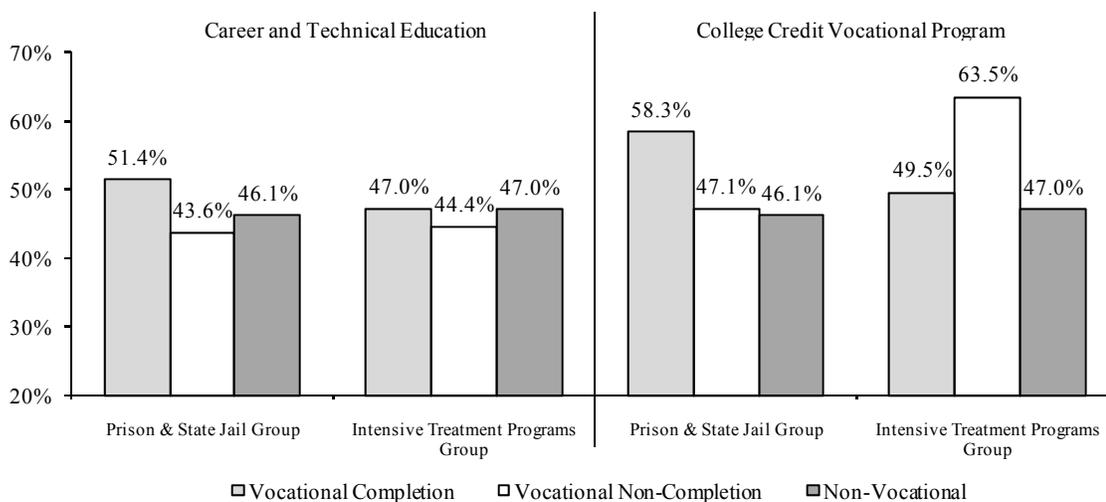
- In general, the offenders who completed CTE training were more frequently employed in occupations related to their training than the offenders who completed college vocational training. Also, the vocational completers within the Intensive Treatment Programs Group (in both the CTE study group and the College Credit Vocational Program study group) were more frequently employed in training-related occupations than their Prison & State Jail Group counterparts. These trends were also observed in the January 2010 report.

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EMPLOYMENT ON FIRST ANNIVERSARY

WSD tracked the released offenders through one year of employment, from the date of initial employment through the first anniversary of that date. In the CTE study group, approximately 49.6 percent of the vocational completers who were employed within one year of their release were employed on the first anniversary of their initial employment (51.4 percent in the Prison & State Jail Group and 47.0 percent in the Intensive Treatment Programs Group). In the College Credit Vocational Program study group, approximately 54.3 percent of the vocational completers who were employed within one year of their release were employed on the first anniversary of their initial employment (58.3 percent in the Prison & State Jail Group and 49.5 percent in the Intensive Treatment Programs Group).

Figure 6: Percentage Employed on First Anniversary of Initial Employment



Sources: Legislative Budget Board; Windham School District.

- The proportion of offenders who were employed on the first anniversary of initial employment decreased every year since the January 2009 report among all CTE program participants and non-participants in all service group categories, except for those in the Intensive Treatment Programs vocational non-completion group (whose rate increased from 47.9 percent in 2009 to 51.9 percent in 2010, and then decreased to 44.4 percent in 2011). In the College Credit Vocational Program study group, the proportion of offenders who were employed on the first anniversary of initial employment decreased from the January 2010 report level among all program participants and non-participants in all service group categories, except for those in the Intensive Treatment Programs vocational non-completion group (whose rate increased from 51.7 percent in 2010 to 63.5 percent in 2011). This decrease in employment is believed to be a reflection of the current economic climate by which the unemployment rate has been rising in general across the nation.
- In general, the offenders who participated in the college vocational program (regardless of training completion) were more frequently employed on the first anniversary of initial employment than the respective offenders who participated in the CTE program.

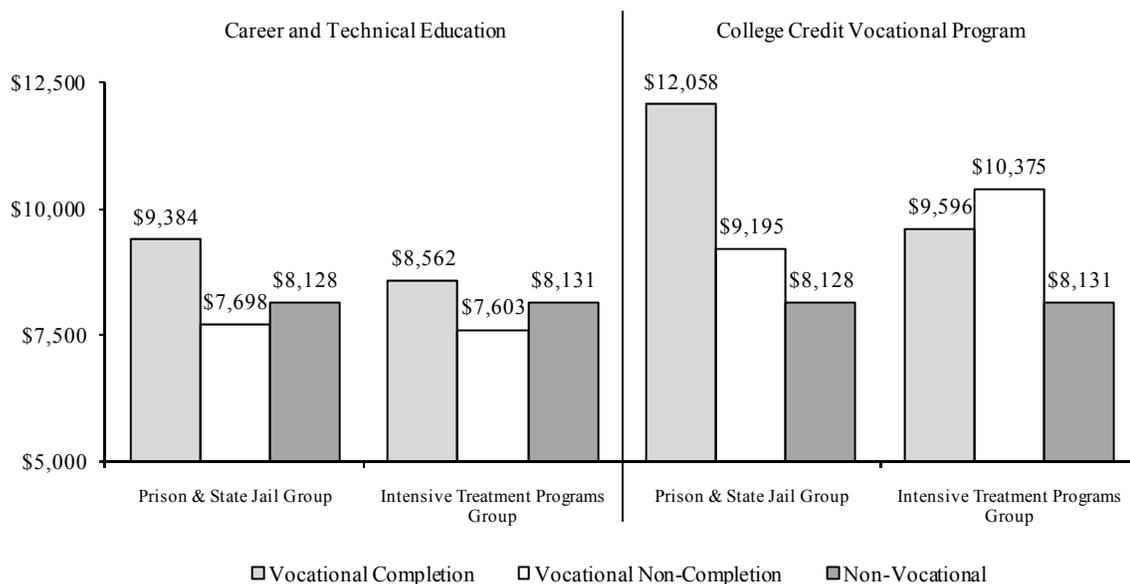
RESEARCH SUMMARY

ANNUAL EARNINGS

WSD tracked the first through fourth quarter earnings of employed offenders and calculated the average annual earnings for each group. The average annual earnings of the offenders who participated in the CTE program (regardless of training completion) was \$8,312. Including both the Prison & State Jail Group and the Intensive Treatment Programs Group, the average annual earnings of the CTE vocational completers (\$8,973 combined average) was 1.2 times higher than that of the vocational non-completers (\$7,651 combined average), and it was 1.1 times higher than that of the non-vocational offenders (\$8,129 combined average).

The average annual earnings of the offenders who participated in the college vocational program (regardless of training completion) was \$10,306. Including both the Prison & State Jail Group and the Intensive Treatment Programs Group, the average annual earnings of the college vocational completers (\$10,827 combined average) was 1.1 times higher than that of the vocational non-completers (\$9,785 combined average), and it was 1.3 times higher than that of the non-vocational offenders (\$8,129 combined average).

Figure 7: Average of First through Fourth Quarter Earnings



Sources: Legislative Budget Board; Windham School District.

- Compared to the January 2010 report, the average of first through fourth quarter earnings decreased among all vocational program study groups, service group categories, and vocational participation categories, except for the Intensive Treatment Programs college vocational non-completion group (which increased from \$9,483 in 2010 to \$10,375 in 2011). In general, this decrease in earnings may be a reflection of the current economic condition. According to WSD, data indicating that offenders are able to find employment at all despite the current economic climate are encouraging, because this segment of the population typically encounters significant difficulty obtaining employment.

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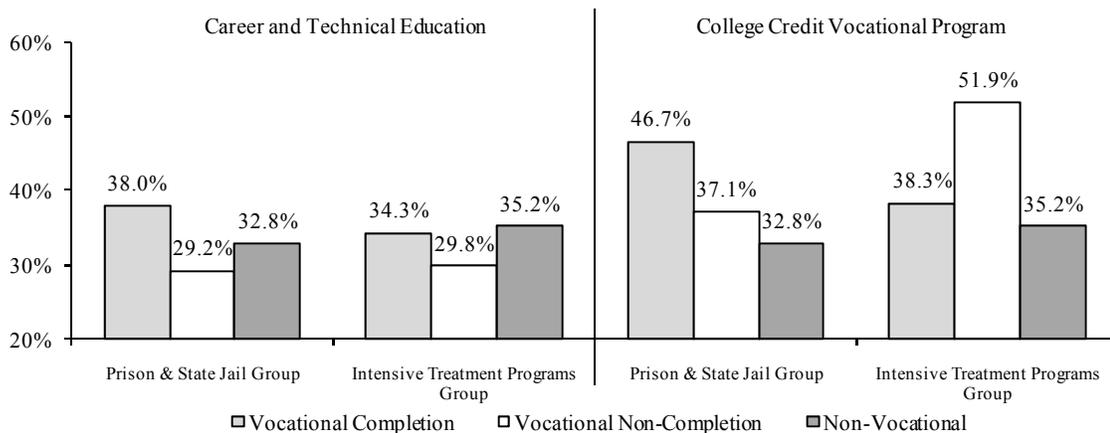
INCREASED EARNINGS

WSD compared the first and fourth quarter earnings of employed offenders and calculated the average salary difference by group. In general, within the Prison & State Jail Group (in both the CTE study group and the College Credit Vocational Program study group), the employed offenders who completed vocational training were more likely to exhibit an increase in earnings over the year of employment than the offenders who participated without completing the training and those who did not receive vocational training. This trend does not apply to the Intensive Treatment Programs Group.

Of the employed offenders who completed CTE training, approximately 36.5 percent (38.0 percent in the Prison & State Jail Group and 34.3 percent in the Intensive Treatment Programs Group) exhibited an increase in earnings over the year. Among these CTE vocational completers whose earnings increased, the average salary difference from first to fourth quarter was \$3,244 for the Prison & State Jail Group and \$2,963 for the Intensive Treatment Programs Group.⁶

Of the employed offenders who completed college vocational training, approximately 42.9 percent (46.7 percent in the Prison & State Jail Group and 38.3 percent in the Intensive Treatment Programs Group) exhibited an increase in earnings over the year. Among these college vocational completers whose earnings increased, the average salary difference from first to fourth quarter was \$3,916 for the Prison & State Jail Group and \$3,392 for the Intensive Treatment Programs Group.

Figure 8: Percentage of Employed Offenders Whose Earnings Increased Over the Year



Sources: Legislative Budget Board; Windham School District.

- Compared to the January 2010 report, the proportion of employed offenders who had an increase in earnings over the year of employment declined among all vocational program participants and non-participants, except for the Intensive Treatment Programs college vocational non-completers (whose proportion increased from 40.7 percent in 2010 to 51.9 percent in 2011).

⁶ Offenders' first quarter earnings may be disproportionately low for several reasons. For example, an offender may begin working in a part-time position during the first quarter, and then secure a full-time position with higher earnings in a subsequent quarter. Also, an offender may obtain employment after the first day of the standard quarter, in which case the offender's total first quarter earnings would reflect partial earnings (from the initial date of employment through the end of the quarter).

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EMPLOYMENT RETENTION FACTORS

To evaluate factors related to retaining employment for three consecutive quarters, WSD considered age at release (less than 25 years, 25–34 years, and 35 years and older), educational achievement scores (score < 6.0 grade level, no GED/high school diploma; score ≥ 6.0 grade level, no GED/high school diploma; GED/high school diploma only; and college degree), occupation related to vocational training, and industry certification. Figures 9 and 10 below display the percentage of employed offenders who retained employment by age group.

Of the offenders who completed CTE training, those between 25 and 34 years of age had higher employment retention rates than their younger and older counterparts (57.7 percent in the Prison & State Jail Group and 57.2 percent in the Intensive Treatment Programs Group). Of the offenders who completed college vocational training, employment retention was higher for the youngest age group within the Prison & State Jail Group (70.0 percent), and the 25–34 age group within the Intensive Treatment Programs Group (63.2 percent).

Figure 9: Percentage of Employed CTE Study Group Who Retained Employment for Three Consecutive Quarters by Age Group

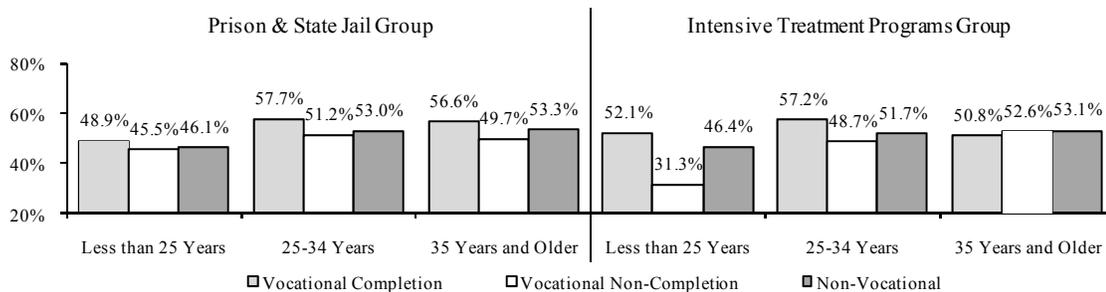
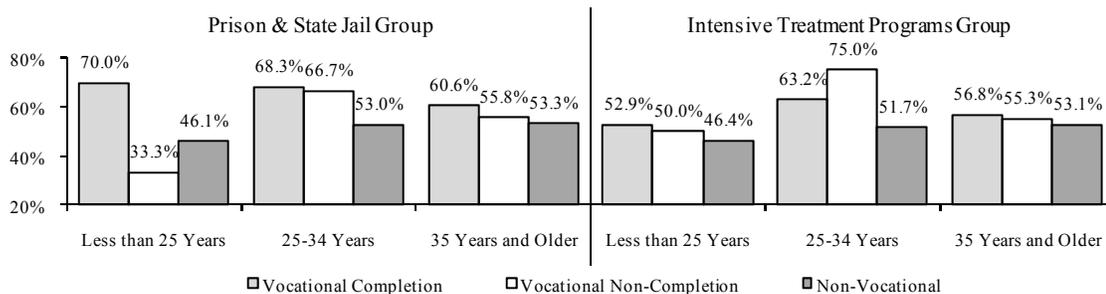


Figure 10: Percentage of Employed College Credit Vocational Program Study Group Who Retained Employment for Three Consecutive Quarters by Age Group



Sources: Legislative Budget Board; Windham School District.

- Within each of the age categories in the Prison & State Jail Group (for both the CTE study group and the College Credit Vocational Program study group), the vocational completers had higher employment retention rates than the vocational non-completers and the non-vocational offenders. This trend does not apply to the Intensive Treatment Programs Group.

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To assess the overall impact of education on employment retention, the educational achievement scores were collapsed into two education level categories: No GED/High School Diploma (score < 6.0 grade level, no GED/high school diploma; and score \geq 6.0 grade level, no GED/high school diploma) and GED/High School Diploma (GED/high school diploma only, and college degree). Figures 11 and 12 below display the percentage of employed offenders who retained employment by education level. In general, the offenders who had a GED or high school diploma exhibited higher employment retention rates than the respective offenders who did not have a GED or high school diploma.

Figure 11: Percentage of Employed CTE Study Group Who Retained Employment for Three Consecutive Quarters by Education Level

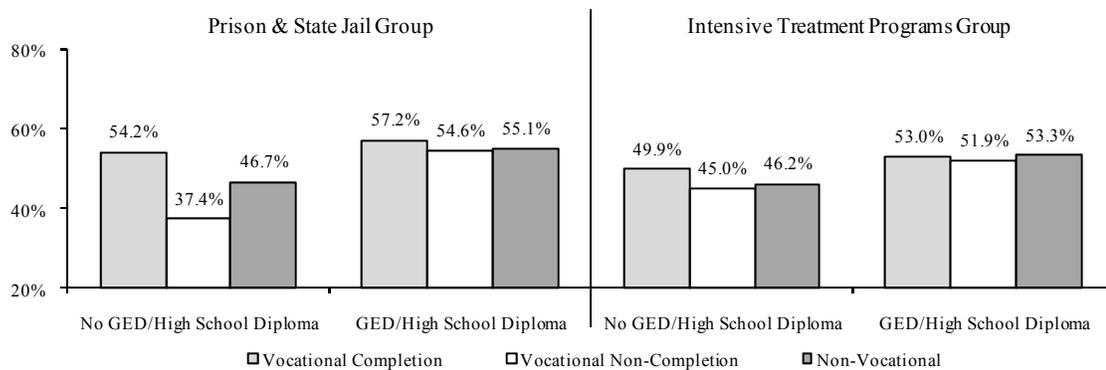
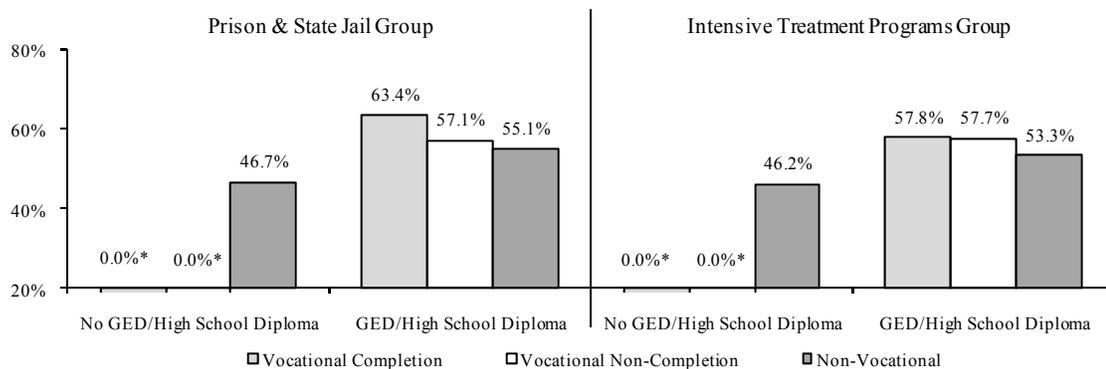


Figure 12: Percentage of Employed College Credit Vocational Program Study Group Who Retained Employment for Three Consecutive Quarters by Education Level



*Note: There are no offenders in this group.

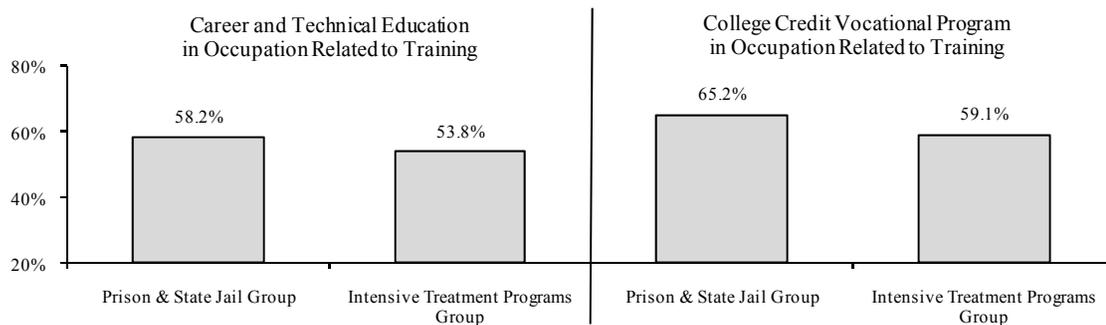
Sources: Legislative Budget Board; Windham School District.

- Within each of the education level categories in the Prison & State Jail Group (for both the CTE study group and the College Credit Vocational Program study group), the vocational completers had higher employment retention rates than the vocational non-completers and the non-vocational offenders (except for that which had no offenders).

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Of the offenders who completed CTE programming and were employed in occupations related to their vocational training, approximately 56.4 percent retained employment for three consecutive quarters (58.2 percent in the Prison & State Jail Group and 53.8 percent in the Intensive Treatment Programs Group). Of the offenders who completed college vocational programming and were employed in occupations related to their vocational training, approximately 62.4 percent retained employment for three consecutive quarters (65.2 percent in the Prison & State Jail Group and 59.1 percent in the Intensive Treatment Programs Group).

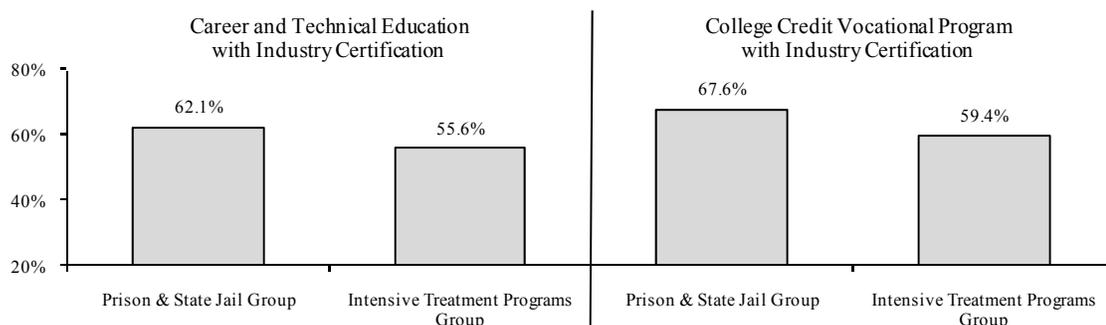
Figure 13: Percentage of Employed Vocational Completion Group Working in an Occupation Related to Their Training Who Retained Employment for Three Consecutive Quarters



Sources: Legislative Budget Board; Windham School District.

Among the employed offenders who completed CTE programming, approximately 25.9 percent obtained industry certification (27.7 percent in the Prison & State Jail Group and 23.2 percent in the Intensive Treatment Programs Group). Of these certified offenders, approximately 59.8 percent retained employment for three consecutive quarters (62.1 percent in the Prison & State Jail Group and 55.6 percent in the Intensive Treatment Programs Group). Among the employed offenders who completed college vocational programming, approximately 9.0 percent obtained industry certification (11.3 percent in the Prison & State Jail Group and 6.2 percent in the Intensive Treatment Programs Group). Of these certified offenders, approximately 65.0 percent retained employment for three consecutive quarters (67.6 percent in the Prison & State Jail Group and 59.4 percent in the Intensive Treatment Programs Group).

Figure 14: Percentage of Employed Vocational Completion Group with Industry Certification Who Retained Employment for Three Consecutive Quarters



Sources: Legislative Budget Board; Windham School District.

RESEARCH SUMMARY

FUTURE CONSIDERATIONS

In the previous reports issued by the LBB, suggestions were made in order to improve the breadth and quality of the Windham School District (WSD) evaluation of training services. Since the first annual report was submitted to the Legislature in January 2007, WSD has significantly strengthened the evaluation of training services by:

- including Intensive Treatment Programs Group participants;
- including vocational non-completion offenders;
- including female offenders;
- including college vocational program participants;
- partnering with the Texas Department of Criminal Justice (TDCJ) to better identify and obtain valid social security numbers and, thereby, increase sample size;
- revising the study group inclusion criteria to minimize duplicate participation counts across CTE and college vocational programs;
- developing a computer application to better capture pending enrollment data, and including both application-based counts and offender-based counts; and
- adjusting the range of offenders release dates included in the study to better capture employment/wage data released by the Texas Workforce Commission (TWC).

Additional considerations to further enhance the next evaluation of training services include:

- storing historical enrollment data in order to generate reports for past dates;
- assessing the relationship between participation in post-secondary academic and vocational programs by TDCJ inmates and length of stay (sentence); and
- developing a plan to compute recidivism rates of participants in and graduates of the agency's programs, as well as exploring strategies to compare these recidivism rates with those of the general TDCJ population and to assess the savings produced by any reduction in the recidivism rates related to these programs.

In this respect, WSD plans to complete a recidivism study for students who successfully complete the District's programs during the 2010–11 biennium. TDCJ will conduct that evaluation and discussions have been held between WSD and TDCJ relative to an evaluation design. It is anticipated that the offenders included in the study will be identified and tracked during 2010 and 2011; however, because a recidivism study typically requires at least two years of release data, meaningful recidivism data would not be available until 2013.

RESEARCH SUMMARY

The system-wide (including both college academic and vocational programs) maximum operational capacity of post-secondary programs is approximately 9,000 offenders annually. These programs generally operate at current capacity as determined by funding availability. Expanding post-secondary programs would require additional funds to cover tuition costs. Other factors that could limit the size of the expansion include:

- plant size and characteristics;
- number of eligible offenders;
- course offerings deemed necessary by provider college/university;
- cost of course offerings;
- ability of colleges/universities to deliver services; and
- correctional officer resources.

Page 68 in the agency's report provides a comprehensive response to the recommendations made by the LBB on the previous evaluation of training services.

ATTACHMENT A:

**FULL REPORT
EVALUATION OF TRAINING SERVICES
CAREER & TECHNICAL EDUCATION**

BY

**WINDHAM SCHOOL DISTRICT
(NOVEMBER 2010)**

EVALUATION OF TRAINING SERVICES
CAREER & TECHNICAL EDUCATION



NOVEMBER 2010

Windham School District (WSD)

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EXECUTIVE SUMMARY

Windham School District (WSD) evaluated the post-release employment of offenders who received vocational training while incarcerated. The study examined more than 57,000 offenders, released between January 1, 2008 and December 31, 2008, to ascertain the relationship between vocational training and initial employment, including job retention and earnings over the first full year of employment. This necessitated a review of employment and wage data encompassing the first quarter of 2008 through the end of the first quarter of 2010.

The study reviewed offenders who participated in secondary level vocational programs provided by Windham School District as well as college credit vocational programs provided by contracting colleges. The following explanation is provided to clarify the difference between the Windham and college vocational programs.

Windham's literacy, life skills and vocational programs are designed to provide offenders with the skills they need to obtain and maintain employment. The Windham adult education program is comparable to the kindergarten through 12th grade education provided by public schools. Windham vocational programs are considered secondary level education. Offenders may participate in Windham vocational programs even if they do not have a high school diploma or have not yet attained a GED. Windham programs are developed and administered by WSD employees and the teachers are certified by the State Board for Educator Certification, just as in public school districts.

College (post-secondary) programs are provided to offenders through contracts with various colleges throughout the state. WSD oversees the contracts; however, the curriculum is provided by the contracting college, and college instructors are employees of the college. Offenders must meet specific eligibility criteria to participate in college programs. The eligibility criteria include high school diploma or GED and a higher level of educational achievement. In addition, unless an offender is young enough to qualify for grant-funding, there are costs associated with college programs.

Data was collected for two separate study groups: 1) those who participated in the secondary level vocational training provided by Windham School District; and 2) those who participated in post-secondary programs provided by colleges. For comparison purposes, each group is subdivided into two primary services groups: the Prison and State Jail Group and the Intensive Treatment Programs Group. Within these groups, comparisons are made between offenders who:

1. completed vocational training while incarcerated (vocational completion group);
 2. participated in but did not complete vocational training (vocational non-completion); and
 3. did not participate in vocational training (non-vocational).
- In general, offenders who completed vocational training while incarcerated were more likely to:
 - ✓ be employed;
 - ✓ retain employment;
 - ✓ be employed on the first anniversary of initial employment;

- ✓ exhibit an increase in earnings over the 1st year of employment;
 - ✓ exhibit a higher average salary difference (4th quarter earnings compared to 1st quarter earnings); and
 - ✓ have higher average annual earnings than those who participated without completing training or those who did not receive vocational training.
- Offenders who received vocational training through a college credit program exhibited similar characteristics to those who received vocational training through a Windham program.
 - Since higher educational achievement scores are associated with better employment outcomes, it is to be expected that results are generally better for college vocational participants.
 - In the Prison and State Jail Group, 49% of the Windham vocational completers and 52.3% of the college vocational completers were employed within one year of release compared to 36.7% of the offenders who did not receive vocational training.
 - In comparison to the 2009 study, some slippage is indicated with respect to the percentage employed. For example, for the Prison and State Jail Group, the percentage of employed offenders in the Windham vocational completion group decreased from 59% in 2009 to 49% in 2010. The percentage of employed offenders in the College vocational completion group decreased from 67.8% in 2009 to 52.3% in 2010. However, since the percentage of employed offenders in the non-vocational group also decreased (from 46.8% to 36.7%), it is believed that the slippage may be a reflection of the current economic conditions and record high unemployment rates throughout the country.
 - In the Prison and State Jail Group, 76.6% of the Windham vocational completers and 75.5% of the college vocational completers who were employed earned income working in an occupation related to their vocational training.
 - In the Prison and State Jail group, Windham and college vocational completers in all three age groups (< 25 years of age; 25 – 34 years of age; ≥ 35 years of age) exhibited higher employment and job retention rates than those of the same age groups who participated without completing training or those who did not receive vocational training.
 - In the Prison and State Jail group, offenders in both the Windham and college vocational completion groups had higher average annual earnings than the respective vocational non-completion and non-vocational groups.
 - In the Prison and State Jail group, a higher percentage of offenders in both the Windham and college vocational completion groups retained employment for three consecutive quarters, were employed on their first anniversary of initial employment, and experienced an earnings increase over the year of employment compared to those in the vocational non-completion and non-vocational groups.

BACKGROUND

LEGISLATION/STATUTORY REQUIREMENTS

This report addresses the following section of the statutory requirement 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) collaborates with the Texas Department of Criminal Justice (TDCJ), the Texas Workforce Commission (TWC) and other entities as needed 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);
- 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).

2010 WSD EVALUATION REPORT

This report evaluates offenders released from the Texas Department of Criminal Justice between January 1, 2008 and December 31, 2008. These dates overlap one quarter with the 2009 evaluation report which evaluated offenders released between April 1, 2007 and March 31, 2008. A decision was made to push the dates back to the first quarter of the year to better coincide with the TWC schedule for release of wage data.

Release information was obtained from the TDCJ Executive Services Division. Employment data and Unemployment Insurance (UI) wage data, reported as quarterly earnings, was provided by the Texas Workforce Commission. The WSD Information Technology Division developed the software applications to process the data. The WSD Division of Operational Support provided technical support and data refinement. The WSD Division of Instruction provided data analysis and report preparation.

METHODOLOGY

A total of 71,819 offenders were identified by the TDCJ as being released between January 1, 2008 and December 31, 2008. Of those releasees, 14,002 were excluded from the study for the following reasons: 1) 8,256 offenders were released with detainers; and 2) 5,746 offenders had invalid or no Social Security Numbers (SSNs). The remaining 57,817 offender records were sent to the Texas Workforce Commission (TWC) to match with existing wage/employment data.

Of the 57,817 records sent to TWC, 33 offender records were subsequently excluded from the study because the records did not have an identifiable employment/NAICS code reported in the data. A total of 57,784 offender records were included in this study.

Offenders who participated in Windham School District (WSD) vocational programs are included in the WSD Career and Technical Education (Secondary Level) study group. Offenders who participated in college vocational programs are included in the College Credit Vocational Program study group. Within each study group, Windham School District and College, the records were evaluated and reported by population: 1) Prison and State Jail Group; and 2) Intensive Treatment Programs Group. The Intensive Treatment Programs Group includes offenders who participated in at least one of the following treatment programs:

- 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)

Records of offenders who participated in both WSD and college vocational programs were treated as follows:

- Offenders who completed both a WSD and college vocational program were included in the group where employment was related to training. If the employment was related to training in both programs, then the offender was included in both study groups. If the employment was not related to either program, the offender was included in both study groups.
- Offenders who participated in but did not complete both a WSD and college vocational program were included in the study group where employment was related to training. If employment was related to training in both programs, then the offender was included in both study groups. If the employment was not related to either program, the offender was included in both study groups.
- Offenders who participated in one group (WSD or college) but who also had a completion in a different group were included in the group where employment was related to training. If the employment was related to both vocational programs, the offender was only included in the study group where the vocational completion occurred (WSD or college). If the employment was not related to either training, the offender was included in both groups.

Record Information	
Number of Total Releases (01/01/2008 – 12/31/2008)	71,819
Number of Exclusions Due to Detainers	8,256
Number of Exclusions Due to No SSN or Invalid SSN	5,746
Total Records Sent to TWC	57,817
Number of Subsequent Exclusions Due to No NAICS Codes in Employment Data	33
Number of Records Included in the Study	57,784

Windham School District (WSD)									
Career and Technical Education (Secondary Level) Study Group									
	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
Prison/State Jail	3,146	3,271	6,417	702	987	1,689	11,586	19,985	31,571
Intensive Treatment Programs	2,086	1,725	3,811	342	388	730	5,816	6,338	12,154
Total	5,232	4,996	10,228	1,044	1,375	2,419	17,402	26,323	43,725

Windham School District (WSD)				
Career and Technical Education (Secondary Level) Study Group				
	Vocational Completion Group	Vocational Non-Completion Group	Non-Vocational Group	Total in Study Group*
Prison/State Jail	6,417	1,689	31,571	39,677
Intensive Treatment Programs	3,811	730	12,154	16,695
Total	10,228	2,419	43,725	56,372

College									
College Credit Vocational Program Study Group									
	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
Prison/State Jail	628	573	1,201	70	126	196	11,586	19,985	31,571
Intensive Treatment Programs	519	340	859	52	110	162	5,816	6,338	12,154
Total	1,147	913	2,060	122	236	358	17,402	26,323	43,725

College				
College Credit Vocational Program Study Group				
	Vocational Completion Group	Vocational Non-Completion Group	Non-Vocational Group	Total in Study Group*
Prison/State Jail	1,201	196	31,571	32,968
Intensive Treatment Programs	859	162	12,154	13,175
Total	2,060	358	43,725	46,143

* Numbers are affected by the business rules outlined on page 24 of this report with respect to records of offenders who participated in both WSD and college vocational programs.

DEFINITION OF DATA ELEMENTS

EMPLOYMENT RELATED TO VOCATIONAL TRAINING

Offenders with WSD vocational training 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 TDCJ 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 codes 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. 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

Offenders whose employment and training data did not match through the above process were considered not to have employment related to their WSD vocational training.

EMPLOYMENT/EARNINGS

The UI wage information provided by TWC encompassed the 1st quarter, 2008 through the 1st quarter, 2010. The UI wage information was used to determine data elements for the *Vocational Completion*, *Vocational Non-Completion*, and *Non-Vocational* comparison groups following the standards below:

- **Employment** – defined as any quarterly earnings after release.
- **Initial Employment** – defined as the first quarter after release for which earnings are documented.
- **Retained Employment** – defined as those meeting the above employment standard and having earnings in the 1st, 2nd, and 3rd quarters after initial employment.
- **Employed on 1st Anniversary** – defined as those meeting the above employment standard and having earnings in the 4th quarter after initial employment.
- **Salary Increase** – defined as those meeting the above employment standard and having higher earnings for the 4th quarter of earnings after initial employment.
- **Employed with Industry Certification** – defined as those meeting the above employment standard and having earned a certificate of training achievement from an external, industry-recognized agency.

EMPLOYMENT RETENTION FACTORS

The *Vocational Completion*, *Vocational Non-Completion*, 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** – defined as those meeting or exceeding the Retained Employment standard (defined as earnings in the 1st, 2nd, and 3rd quarters after initial employment).
- **Did Not Retain Employment for Three Consecutive Quarters** – defined as 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 Completion*, *Vocational Non-Completion*, and *Non-Vocational* groups are compared.

NAICS INDUSTRY ANALYSIS

Offender employment related to training was matched to the particular NAICS code for the employment industry. An individual offender is represented each time he/she worked in a different industry. An analysis spreadsheet (Appendix C & Appendix D) represents the third level of NAICS detail listing 100 industry groups, the offender employment by group, and the employment related to training by group. Separate analyses are provided for the Prison/State Jail and Intensive Treatment Programs groups.

Windham School District

Career and Technical
Education
(Secondary Level)

Study

TRAINING SERVICES PROVIDED DIRECTLY BY WINDHAM SCHOOL DISTRICT

Many of the offenders in the Texas Department of Criminal Justice (TDCJ) lack the educational background and basic skills necessary for attaining employment upon release. Windham's literacy, life skills and vocational programs are designed to provide offenders with the skills they need to obtain and maintain employment.

Windham offers adult basic education and adult secondary level education programs. This is comparable to the kindergarten through 12th grade education provided by public schools.

Offenders may participate in Windham vocational programs even if they do not have a high school diploma or have not yet attained a GED.

CAREER AND TECHNICAL EDUCATION (CTE)

The Windham School District Career and Technical Education program provides vocational training in more than 30 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.

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

- Labor market demand;
- Targeted occupations;
- Ability of offenders to secure certification, licensure and employment;
- An authentic technological work-related environment;
- A rigorous curriculum that meets industry training 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 for offenders to earn a WSD certificate of completion with an option to earn industry certification (an industry-recognized occupational training certificate or license).

Through partnerships with certification and licensing agencies, WSD provides training that meets recognized business/industry training certification standards. In order to offer industry certification, WSD is required to maintain communication and/or accreditation status with the various certifying entities. This communication assists the district with awareness of current employment opportunities and projected labor market conditions for offenders.

CTE COURSES

Full-length CTE courses include:

Automotive Collision Repair & Refinishing	DCP: Food Production, Management & Services
Automotive Specialization: <ul style="list-style-type: none"> • Air-Conditioning & Heating • Brakes • Electronics • Engine Performance • Transmission Repair 	Electrical Trades
	Heating, Ventilation, Air Conditioning & Refrigeration
	Horticulture
	Introduction to Construction Careers
	Landscape Design, Construction & Maintenance
Bricklaying/Masonry	Major Appliance Service Technology
Building Trades I	Mill and Cabinetmaking
Business Computer Information Systems I	Painting and Decorating
Business Computer Information Systems II	Personal and Family Development
Business Image Management and Multimedia	Piping Trades/Plumbing
Computer Maintenance Technician	Plant Maintenance
Construction Carpentry	Sheet Metal
Culinary Arts	Small Engine Repair
Custodial Technician	Technical Introduction to Computer-Aided Drafting
Diesel Mechanics	Truck Driving
Diversified Career Preparation (DCP)	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)
- Certiport (Microsoft Office Specialist)
- Cleaning Management Institute (CMI)
- Environmental Protection Agency (EPA)
- Electronic Technicians Association (ETA)
- National Center for Construction Education and Research (NCCER)
- National Restaurant Association (ServSafe)
- Occupational Safety & Health Administration (OSHA)
- Equipment & Engine Training Council (EETC)
- Texas Commercial Drivers License
- Texas Department of Agriculture (TDA)
- Texas Nursery & Landscape Association (TNLA)

CAPACITY

WSD currently has 194 vocational teaching positions; however, 25 of those positions are vacant at this time. The maximum enrollment in a vocational class is 22. With 169 vocational teachers, that yields a maximum capacity of 3,718. On a snapshot date of September 30, 2010, 3,588 offenders were enrolled in the district's CTE program. The CTE program is operated on an open-entry, open-exit basis, so offenders complete classes every day. There is often a delay before a seat is filled, especially if a unit is waiting for an offender to be transferred there to take the class. Enrollment is affected by teacher vacancies and factors like the transfer process.

DATA TABLES 2010
WINDHAM SCHOOL DISTRICT – PRISON AND STATE JAIL GROUP

DATA ANALYSIS FOR EMPLOYED PRISON AND STATE JAIL GROUP -- WINDHAM

Data Elements	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	3146	49.0%	\$279.05	702	41.6%	-\$325.63	11586	36.7%	-\$44.82
Total employed in an occupation related to their training	2410	76.6%	\$332.09	516	73.5%	-\$348.91			
Total employed only in an unrelated field	736	23.4%	\$105.39	186	26.5%	-\$261.05			
Offenders who retained employment for three consecutive quarters	1779	56.5%	\$1,210.79	350	49.9%	\$329.00	6014	51.9%	\$831.57
Offenders employed on first anniversary of initial employment	1616	51.4%	\$1,969.33	306	43.6%	\$1,080.02	5344	46.1%	\$1,560.60
Offenders whose earnings increased over the year	1196	38.0%	\$3,243.66	205	29.2%	\$2,609.37	3805	32.8%	\$2,849.00
Total employed with industry certification	871	27.7%	\$502.21	46	6.6%	-\$207.91	11	0.1%	\$768.90

*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 offenders reported.

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Windham Prison & State Jail Group	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Retention Factors									
Offenders who are less than 25 years of age	93 (48.9%)	97 (51.1%)	190 (6.0%)	35 (45.5%)	42 (54.5%)	77 (11.0%)	922 (46.1%)	1080 (53.9%)	2002 (17.3%)
Offenders from 25 to less than 35 years of age	684 (57.7%)	502 (42.3%)	1186 (37.7%)	147 (51.2%)	140 (48.8%)	287 (40.9%)	2473 (53.0%)	2196 (47.0%)	4669 (40.3%)
Offenders 35 years of age and older	1002 (56.6%)	768 (43.4%)	1770 (56.3%)	168 (49.7%)	170 (50.3%)	338 (48.1%)	2619 (53.3%)	2296 (46.7%)	4915 (42.4%)
Offenders with EA scores < 6.0, no GED/High School Diploma	116 (51.3%)	110 (48.7%)	226 (7.2%)	29 (33.7%)	57 (66.3%)	86 (12.3%)	644 (44.0%)	821 (56.0%)	1465 (12.6%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma	209 (55.9%)	165 (44.1%)	374 (11.9%)	44 (40.4%)	65 (59.6%)	109 (15.5%)	745 (49.3%)	765 (50.7%)	1510 (13.0%)

Windham Prison & State Jail Group	Employed Vocational Completion Group			Employed Vocational Non- Completion Group			Employed Non-Vocational Group		
Retention Factors	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Offenders with GED/High School Diploma Only	1402 (56.9%)	1062 (43.1%)	2464 (78.3%)	272 (54.5%)	227 (45.5%)	499 (71.1%)	3136 (55.0%)	2564 (45.0%)	5700 (49.2%)
Offenders with College Degree	46 (67.6%)	22 (32.4%)	68 (2.2%)	3 (60.0%)	2 (40.0%)	5 (0.7%)	32 (62.7%)	19 (37.3%)	51 (0.4%)
Offenders working in occupation related to training	1403 (58.2%)	1007 (41.8%)	2410 (76.6%)	268 (51.9%)	248 (48.1%)	516 (73.5%)			
Offenders with Industry Certification	541 (62.1%)	330 (37.9%)	871 (27.7%)	23 (50.0%)	23 (50.0%)	46 (6.6%)			

Employment/Unemployment Factors for Prison and State Jail Group -- Windham

	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
Data Elements	Number Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**
Total number of offenders in group	6417 (16.2%)	3146 (49.0%)	3271 (51.0%)	1689 (4.3%)	702 (41.6%)	987 (58.4%)	31571 (79.6%)	11586 (36.7%)	19985 (63.3%)
Offenders who are less than 25 years of age	453 (1.1%)	190 (41.9%)	263 (58.1%)	184 (0.5%)	77 (41.8%)	107 (58.2%)	6561 (16.5%)	2002 (30.5%)	4559 (69.5%)
Offenders from 25 to less than 35 years of age	2145 (5.4%)	1186 (55.3%)	959 (44.7%)	616 (1.6%)	287 (46.6%)	329 (53.4%)	11054 (27.9%)	4669 (42.2%)	6385 (57.8%)
Offenders 35 years of age and older	3819 (9.6%)	1770 (46.3%)	2049 (53.7%)	889 (2.2%)	338 (38.0%)	551 (62.0%)	13956 (35.2%)	4915 (35.2%)	9041 (64.8%)
Offenders with EA scores < 6.0, no GED/High School Diploma	557 (1.4%)	226 (40.6%)	331 (59.4%)	235 (0.6%)	86 (36.6%)	149 (63.4%)	4627 (11.7%)	1465 (31.7%)	3162 (68.3%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma	760 (1.9%)	374 (49.2%)	386 (50.8%)	252 (0.6%)	109 (43.3%)	143 (56.7%)	4095 (10.3%)	1510 (36.9%)	2585 (63.1%)
Offenders with GED/High School Diploma Only	4934 (12.4%)	2464 (49.9%)	2470 (50.1%)	1168 (2.9%)	499 (42.7%)	669 (57.3%)	13823 (34.8%)	5700 (41.2%)	8123 (58.8%)
Offenders with College Degree	117 (0.3%)	68 (58.1%)	49 (41.9%)	13 (0.0%)	5 (38.5%)	8 (61.5%)	121 (0.3%)	51 (42.1%)	70 (57.9%)
Offenders with Industry Certification	1624 (4.1%)	871 (53.6%)	753 (46.4%)	111 (0.3%)	46 (41.4%)	65 (58.6%)	18 (0.0%)	11 (61.1%)	7 (38.9%)

*Percent for Number Trained and Number Not Trained is based on total employed and unemployed offenders in report.

**Records with valid SSNs that were not matched to income on or after the quarter of release are considered "Not Employed."

AVERAGE ANNUAL EARNINGS*	
WINDHAM SCHOOL DISTRICT -- PRISON & STATE JAIL GROUP	
Vocational Completion Group	
Vocational Non-Completion Group	\$7697.89
Non-Vocational Group	\$8127.70

*Average of first through fourth quarter earnings

\$9384.22

DATA TABLES 2010

WINDHAM SCHOOL DISTRICT--INTENSIVE TREATMENT PROGRAMS GROUP

DATA ANALYSIS FOR EMPLOYED INTENSIVE TREATMENT PROGRAMS GROUP -- WINDHAM

Data Elements	Employed WSD Vocational Completion Group			Employed WSD Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	2086	54.7%	\$2.52	342	46.8%	-\$34.04	5816	47.9%	\$135.75
Total employed in an occupation related to their training	1693	81.2%	\$43.60	244	71.3%	\$31.43			
Total employed only in an unrelated field	393	18.8%	-\$174.43	98	28.7%	-\$197.06			
Offenders who retained employment for three consecutive quarters	1094	52.4%	\$918.46	172	50.3%	\$993.41	3005	51.7%	\$1,145.42
Offenders employed on first anniversary of initial employment	981	47.0%	\$1,713.66	152	44.4%	\$1,615.35	2732	47.0%	\$1,879.99
Offenders whose earnings increased over the year	716	34.3%	\$2,963.05	102	29.8%	\$3,150.52	2047	35.2%	\$3,045.44
Total employed with industry certification	484	23.2%	\$179.89	24	7.0%	-\$45.25	6	0.1%	-\$812.82

*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 offenders reported.

Retention Factors	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Offenders who are less than 25 years of age	38 (52.1%)	35 (47.9%)	73 (3.5%)	5 (31.2%)	11 (68.8%)	16 (4.7%)	368 (46.4%)	425 (53.6%)	793 (13.6%)
Offenders from 25 to less than 35 years of age	301 (57.2%)	225 (42.8%)	526 (25.2%)	55 (48.7%)	58 (51.3%)	113 (33.0%)	1104 (51.7%)	1030 (48.3%)	2134 (36.7%)
Offenders 35 years of age and older	755 (50.8%)	732 (49.2%)	1487 (71.3%)	112 (52.6%)	101 (47.4%)	213 (62.3%)	1533 (53.1%)	1356 (46.9%)	2889 (49.7%)
Offenders with EA scores < 6.0, no GED/High School Diploma	74 (45.7%)	88 (54.3%)	162 (7.8%)	19 (54.3%)	16 (45.7%)	35 (10.2%)	304 (44.0%)	387 (56.0%)	691 (11.9%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma	125 (52.7%)	112 (47.3%)	237 (11.4%)	17 (37.8%)	28 (62.2%)	45 (13.2%)	418 (48.0%)	453 (52.0%)	871 (15.0%)

Windham Intensive Treatment Programs Group	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
Retention Factors	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Offenders with GED/High School Diploma Only	876 (52.9%)	780 (47.1%)	1656 (79.4%)	132 (51.8%)	123 (48.2%)	255 (74.6%)	2009 (53.2%)	1766 (46.8%)	3775 (64.9%)
Offenders with College Degree	16 (61.5%)	10 (38.5%)	26 (1.2%)	3 (60.0%)	2 (40.0%)	5 (1.5%)	21 (65.6%)	11 (34.4%)	32 (0.6%)
Offenders working in occupation related to training	910 (53.8%)	783 (46.2%)	1693 (81.2%)	128 (52.5%)	116 (47.5%)	244 (71.3%)			
Offenders with Industry Certification	269 (55.6%)	215 (44.4%)	484 (23.2%)	14 (58.3%)	10 (41.7%)	24 (7.0%)			

Employment/Unemployment Factors for Intensive Treatment Programs Group -- Windham

Data Elements	WSD Vocational Completion Group			WSD Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**
Total number of offenders in group	3811 (22.8%)	2086 (54.7%)	1725 (45.3%)	730 (4.4%)	342 (46.8%)	388 (53.2%)	12154 (72.8%)	5816 (47.9%)	6338 (52.1%)
Offenders who are less than 25 years of age	152 (0.9%)	73 (48.0%)	79 (52.0%)	36 (0.2%)	16 (44.4%)	20 (55.6%)	1947 (11.7%)	793 (40.7%)	1154 (59.3%)
Offenders from 25 to less than 35 years of age	928 (5.6%)	526 (56.7%)	402 (43.3%)	212 (1.3%)	113 (53.3%)	99 (46.7%)	3944 (23.6%)	2134 (54.1%)	1810 (45.9%)
Offenders 35 years of age and older	2731 (16.4%)	1487 (54.4%)	1244 (45.6%)	482 (2.9%)	213 (44.2%)	269 (55.8%)	6263 (37.5%)	2889 (46.1%)	3374 (53.9%)
Offenders with EA scores < 6.0, no GED/High School Diploma	345 (2.1%)	162 (47.0%)	183 (53.0%)	91 (0.5%)	35 (38.5%)	56 (61.5%)	1783 (10.7%)	691 (38.8%)	1092 (61.2%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma	413 (2.5%)	237 (57.4%)	176 (42.6%)	90 (0.5%)	45 (50.0%)	45 (50.0%)	1791 (10.7%)	871 (48.6%)	920 (51.4%)
Offenders with GED/High School Diploma Only	2991 (17.9%)	1656 (55.4%)	1335 (44.6%)	530 (3.2%)	255 (48.1%)	275 (51.9%)	7416 (44.4%)	3775 (50.9%)	3641 (49.1%)
Offenders with College Degree	48 (0.3%)	26 (54.2%)	22 (45.8%)	14 (0.1%)	5 (35.7%)	9 (64.3%)	61 (0.4%)	32 (52.5%)	29 (47.5%)
Offenders with industry certification	871 (5.2%)	484 (55.6%)	387 (44.4%)	46 (0.3%)	24 (52.2%)	22 (47.8%)	11 (0.1%)	6 (54.5%)	5 (45.5%)

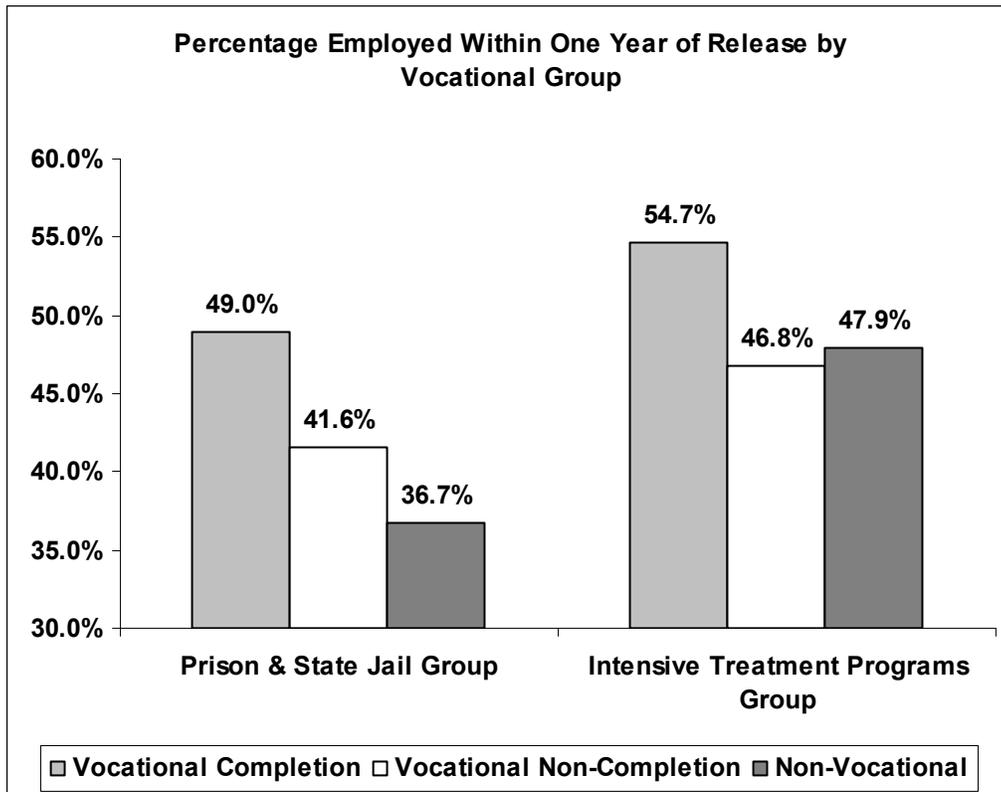
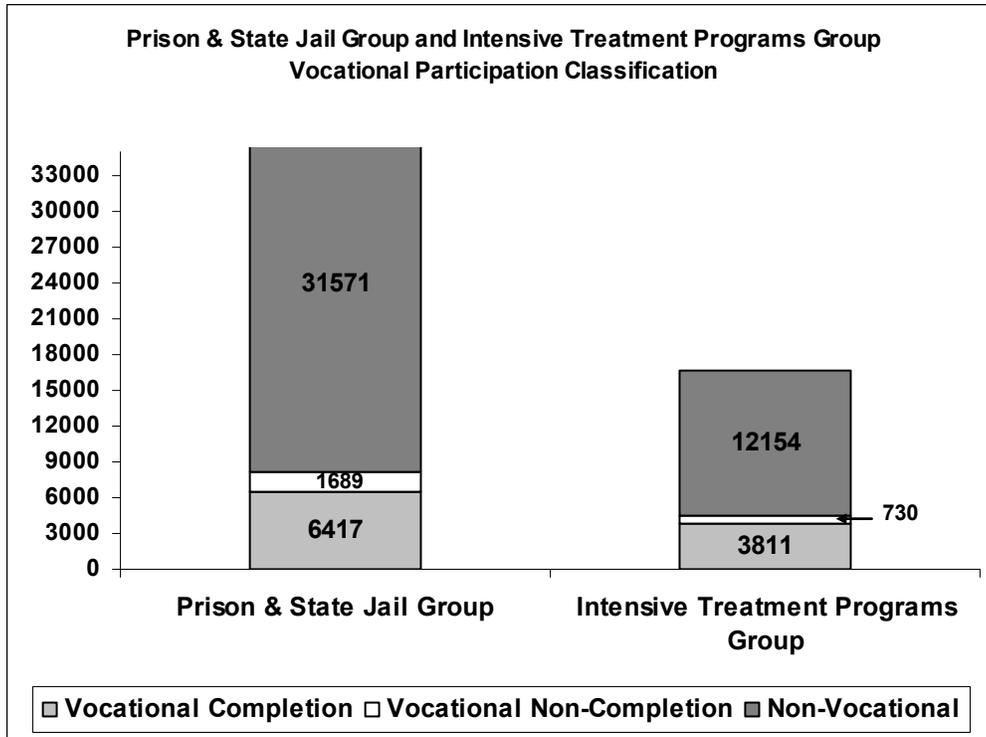
*Percent for Number Trained and Number Not Trained is based on total employed and unemployed offenders in report.

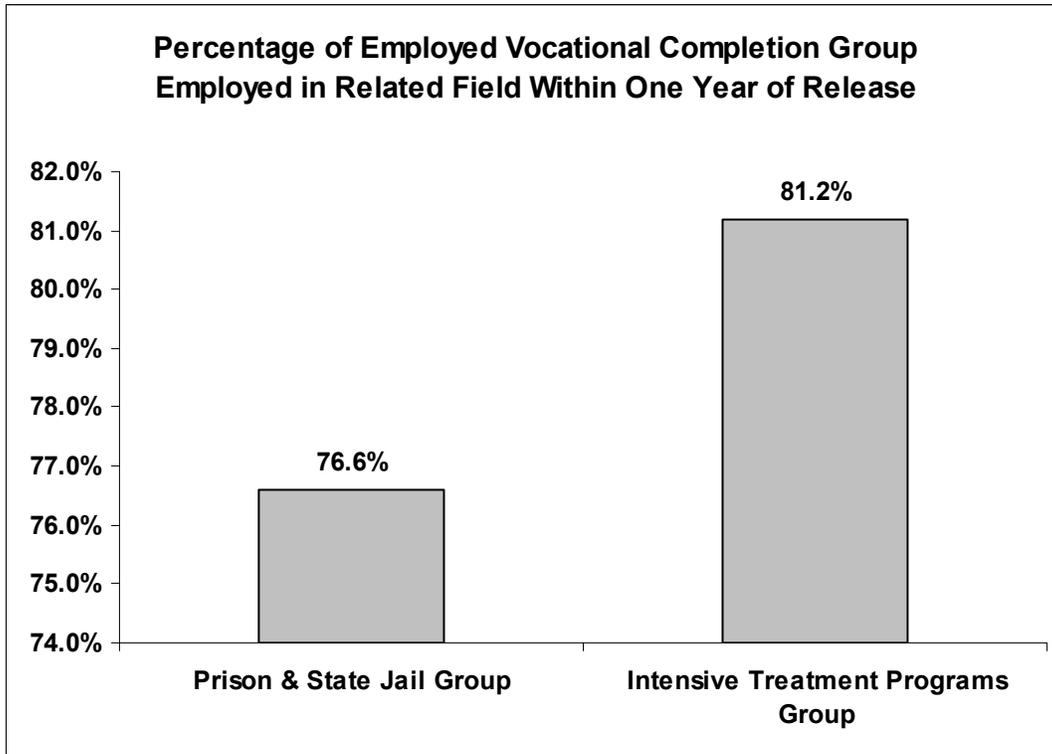
**Records with valid SSNs that were not matched to income on or after the quarter of release are considered "Not Employed."

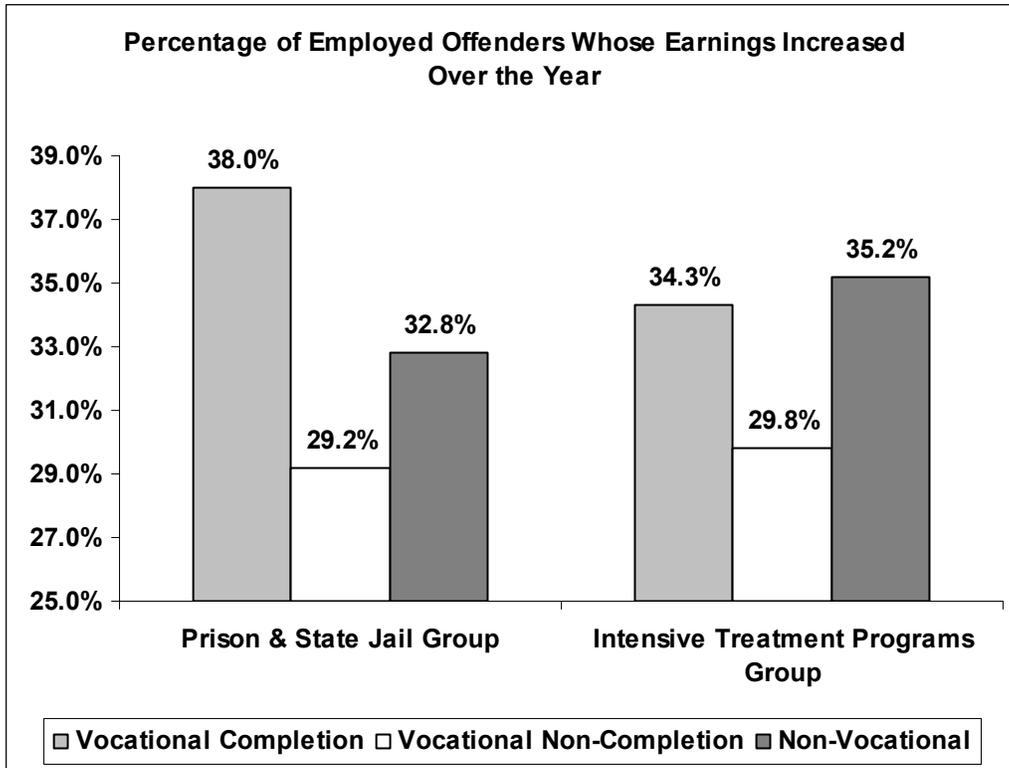
AVERAGE ANNUAL EARNINGS*	
WINDHAM SCOOOL DISTRICT -- INTENSIVE TREATMENT PROGRAMS GROUP --	
Vocational Completion Group	\$8561.52
Vocational Non-Completion Group	\$7603.38
Non-Vocational Group	\$8130.65

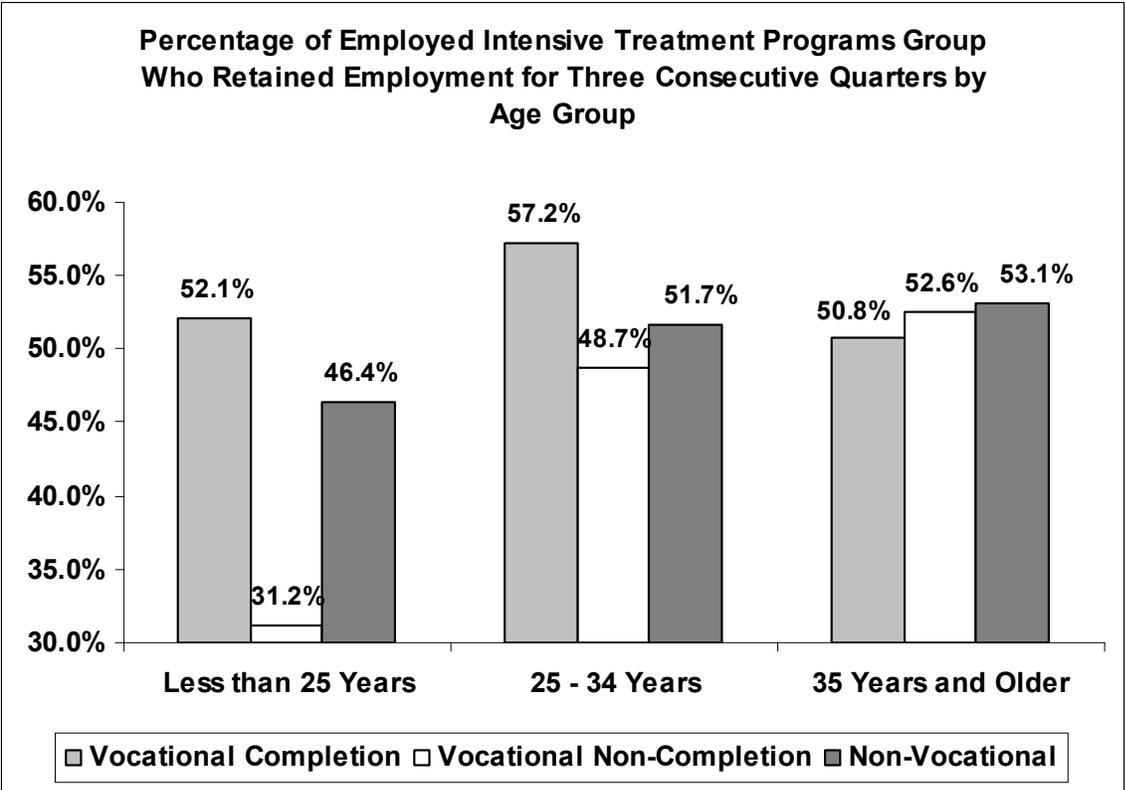
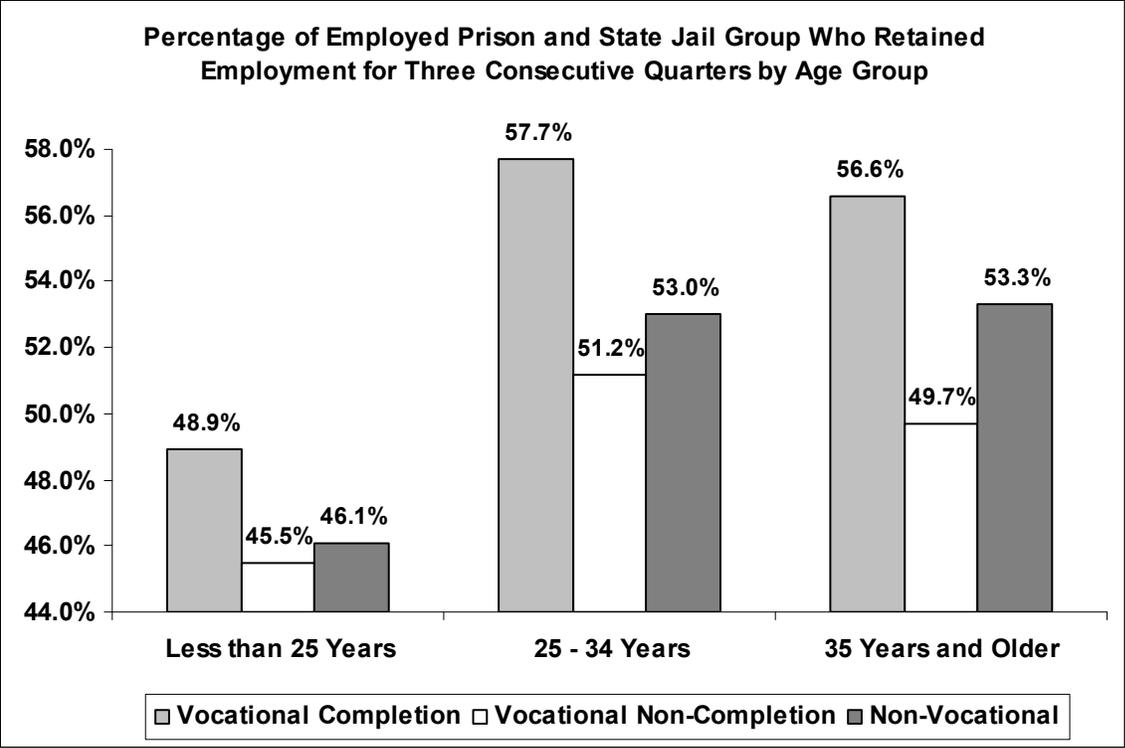
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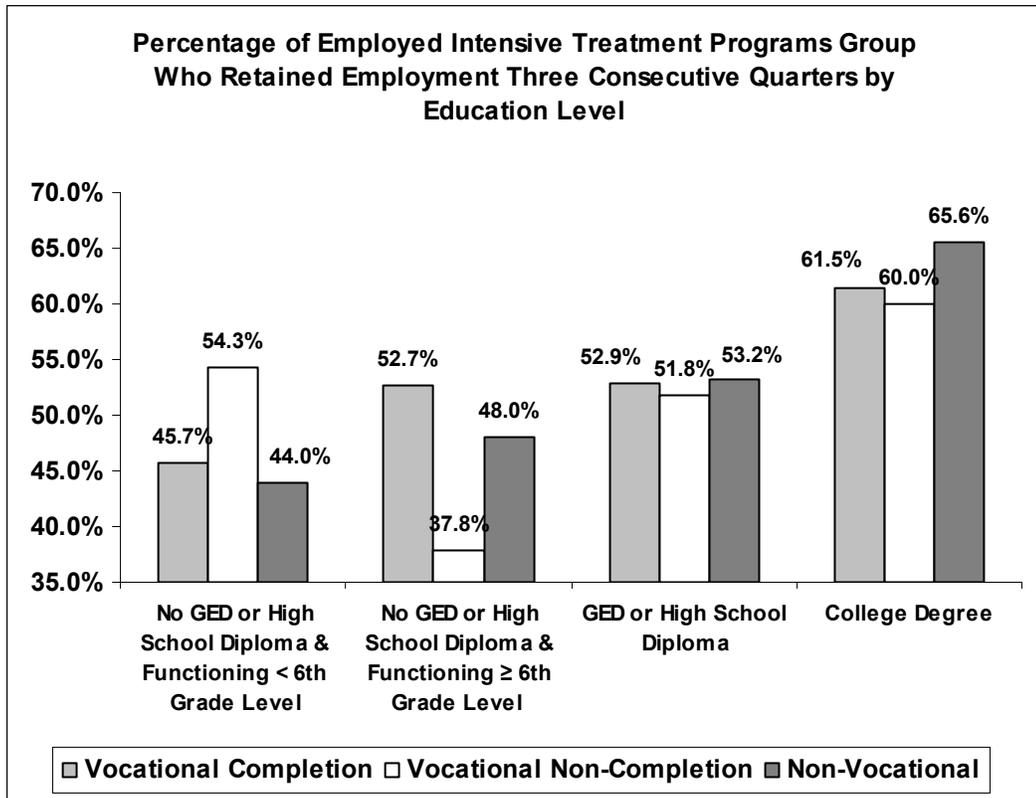
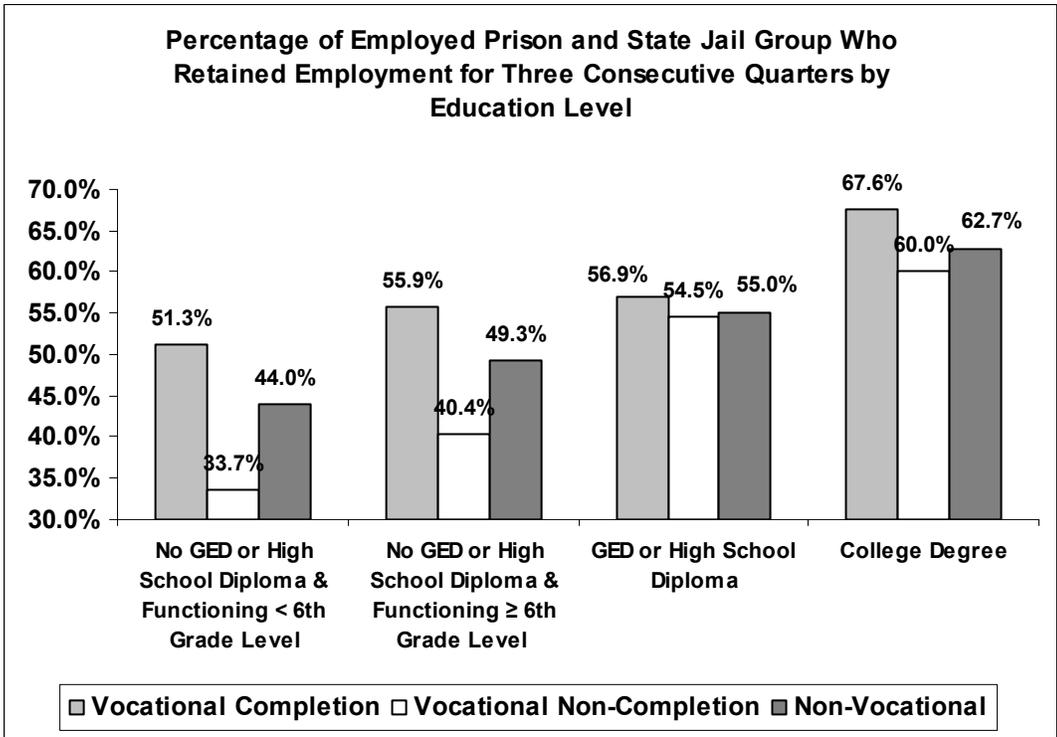
GRAPHIC ILLUSTRATIONS OF WINDHAM 2010 DATA

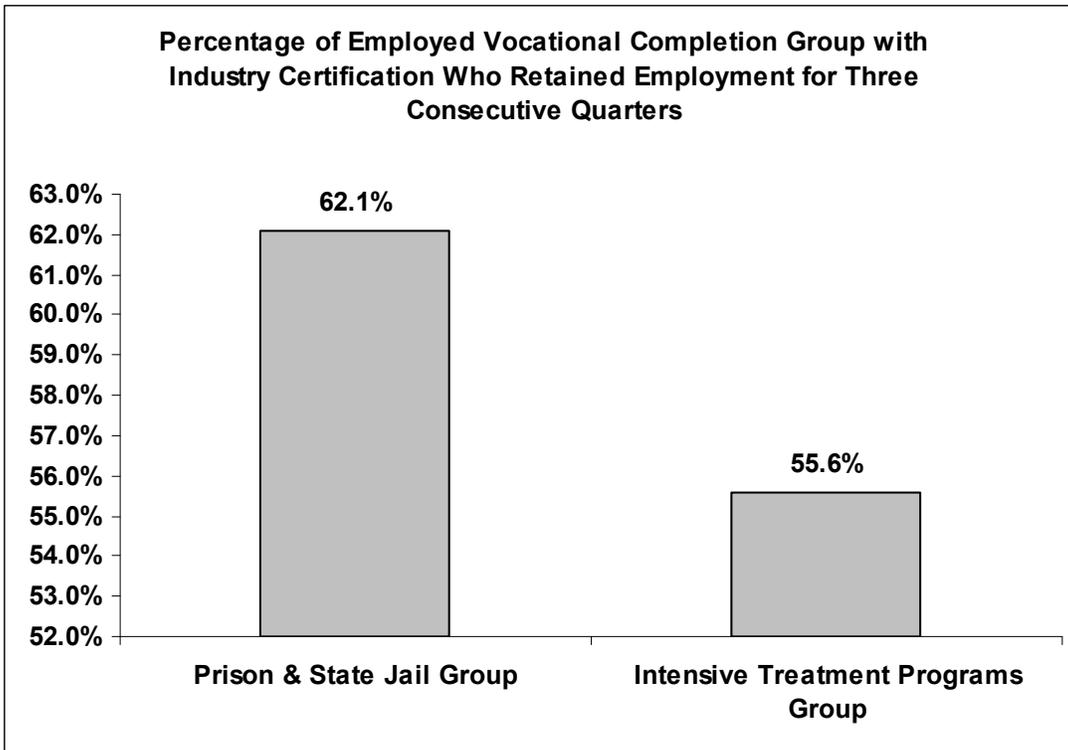
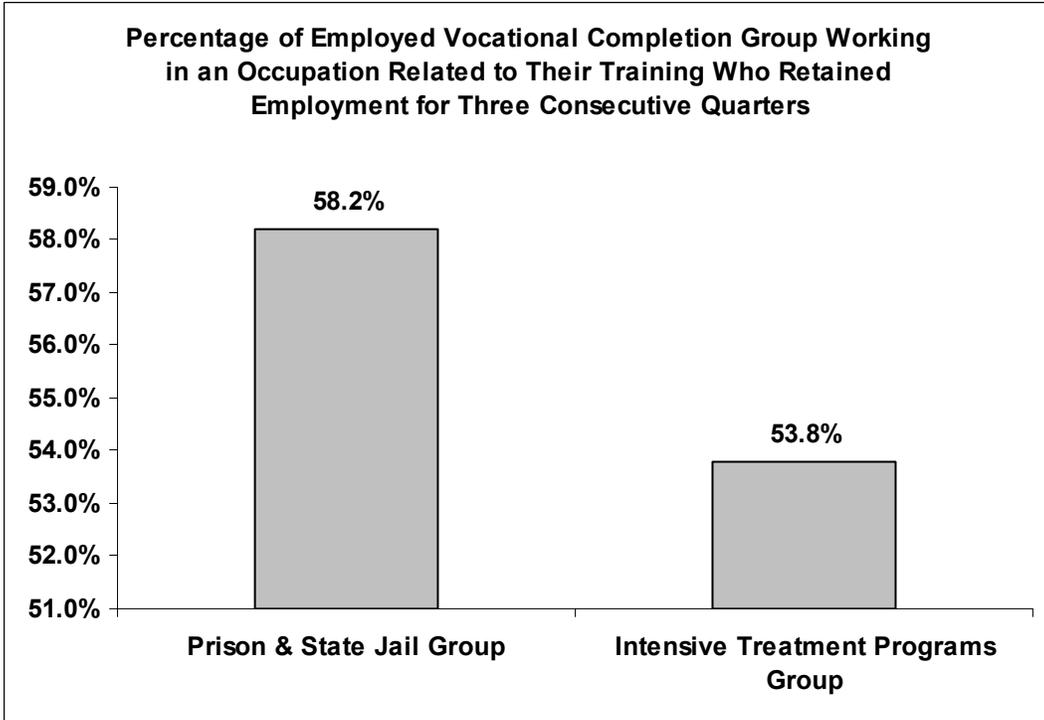








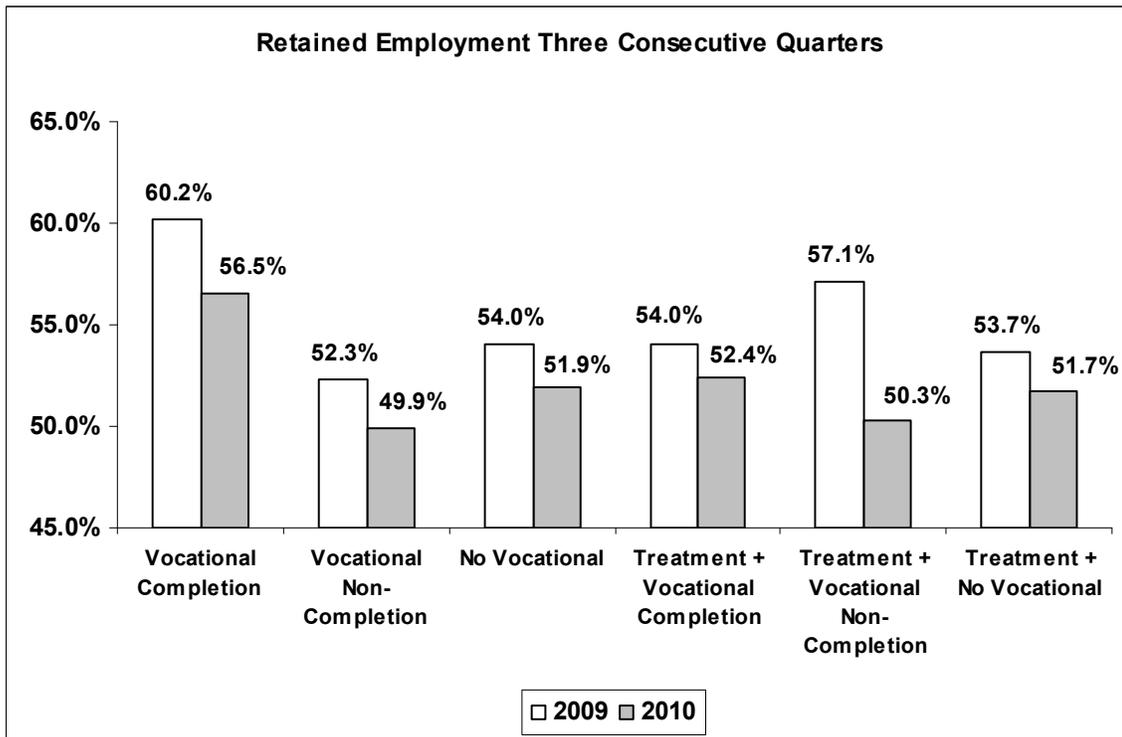
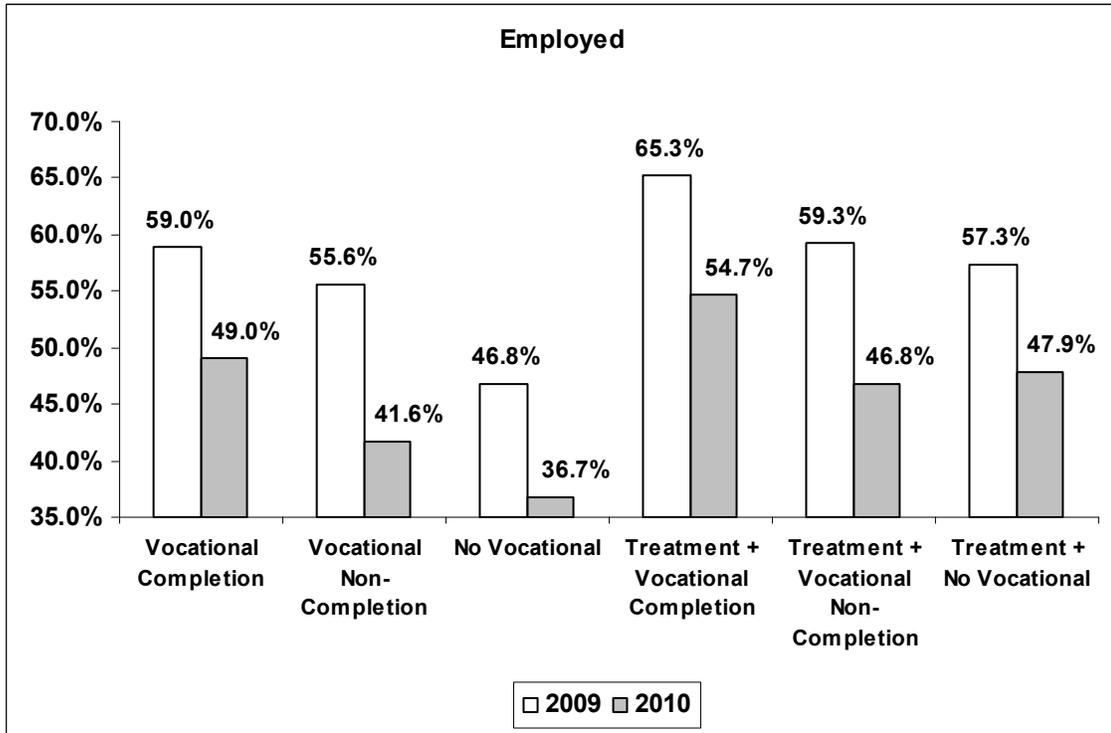


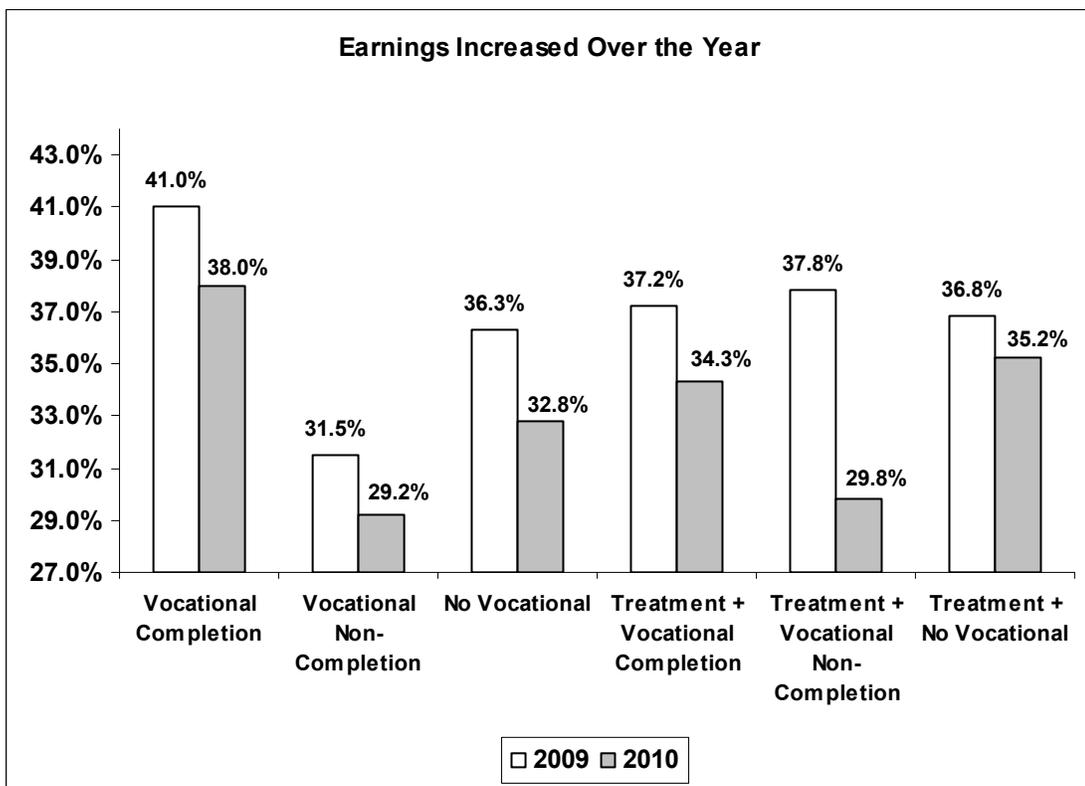
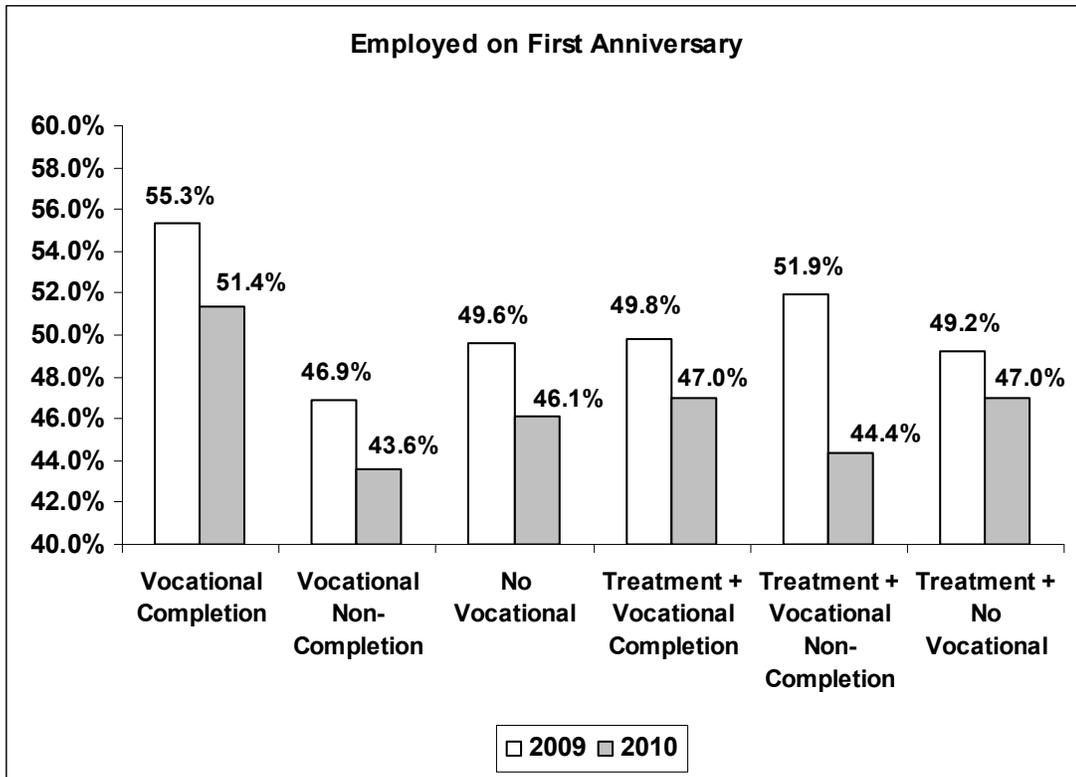


DATA ANALYSIS—WSD

- 49.0% of the Prison and State Jail vocational completion group were employed compared to 36.7% of those in the non-vocational comparison group; 54.7% of the Intensive Treatment Programs vocational completion group were employed compared to 47.9% of those in the non-vocational comparison group.
- For nearly all age groups and all levels of academic achievement, vocationally-trained offenders exhibited higher employment rates than those who participated without completing training or those who did not receive vocational training.
- In the Prison and State Jail study group, offenders who had attained a GED or high school diploma were employed and retained employment at a higher rate than those who had not.
- In the WSD Prison and State Jail group, vocationally-trained offenders less than 25 years of age exhibited higher employment and job retention rates than those of the same age group who participated without completing training or those who did not receive vocational training.
- 76.6% of the Prison and State Jail vocational completion group and 81.2% of the Intensive Treatment Programs vocational completion group were employed in occupations related to training.
- Offenders in the vocational completion group had higher average annual earnings than offenders in the vocational non-completion and non-vocational groups.
- Offenders in the vocational completion group who were employed in an occupation related to training had higher average salary differences (1st quarter to 4th quarter) than those in the vocational completion group who were employed in fields unrelated to their training.
- A higher percentage of offenders in the Prison and State Jail vocational completion group retained employment for three consecutive quarters and were employed on their first anniversary of initial employment compared to those in the vocational non-completion and non-vocational comparison groups.
- A higher percentage of offenders in the Prison and State Jail vocational completion group exhibited an earnings increase over the first year of employment compared to those in the vocational non-completion and non-vocational comparison groups.
- For all age groups and educational levels, offenders in the Prison and State Jail vocational completion group had higher employment retention rates than those in the vocational non-completion and non-vocational comparison groups.
- For offenders in the Prison and State Jail vocational completion group, the best employment retention factors appeared to be: 1) a college degree; 2) industry certification; 3) working in occupations related to training; 4) age 25 to 34; and 5) GED or high school diploma.
- For offenders in the Intensive Treatment Programs vocational completion group, the best employment retention factors appeared to be: 1) a college degree; 2) age 25 to 34; 3) industry certification; 4) working in occupations related to training; and 5) GED or high school diploma.

COMPARISON OF WSD 2009 AND 2010 DATA





ANALYSIS OF COMPARATIVE DATA

- Slippage of the data from 2009 to 2010 is believed to be a reflection of the current economic conditions. The unemployment rate has been rising in general across the nation. Given the current economic climate, data indicating that offenders are able to find employment at all is encouraging since this segment of the population typically encounters significant difficulty obtaining employment.

STUDY LIMITATIONS

- Wage/employment data for this study was based on available TWC information. Employment and earnings were not available for offenders who may have been working, but may have been paid on a cash or day-labor basis, and/or for those who may have had federal, military or out-of-state employment.
- Income was available as quarterly earnings. Specific hourly/weekly/monthly income information was not available.
- TWC data indicates employment by industry, not by specific occupation or job. Information relative to specific job responsibilities was not available for offenders in the study.

CONSIDERATIONS

- Vocational programming at State Jails, transfer facilities and intensive treatment program facilities is often limited to “clean-shop” or classroom-based programs because the facilities were built without vocational shops.
- Intensive treatment programs typically serve offenders who have a high risk of recidivating.
- Efforts to increase public safety have made employment and/or licensure in certain occupations more difficult for offenders to obtain.
- In addition to providing employment skills to offenders, CTE vocational courses provide trained workers for TDCJ operations, including industry, maintenance, food service, laundry and agriculture.

Employment Data by Career & Technical Education Course

The study data encompassed vocational courses that offenders may have completed throughout the district's 41 year history. Vocational course offerings have evolved and changed since the district's inception in 1969. As a result, some of the courses depicted in the study are no longer offered by the district. The following table reflects employment information for offenders in the study group who completed Career & Technical Education courses that are *currently* offered by Windham School District.

Career & Technical Education Course Title	Prison and State Jail Group					Intensive Treatment Programs Group							
	Number Trained	Number Employed	Percent Employed	Number of Those Employed Who Are Still Employed on First Anniversary	Percent of Those Employed Who Are Still Employed on First Anniversary	Number Trained	Number Employed	Percent Employed	Number of Those Employed Who Are Still Employed on First Anniversary	Percent of Those Employed Who Are Still Employed on First Anniversary	Number of Local Workforce Development Boards Currently Identifying This Trade as a Target Occupation	Percent of Local Workforce Development Boards Currently Identifying This Trade as a Target Occupation	2006 - 2016 Projections Course Related to Occupations in Texas Projected to Have the Most Job Openings (All Education Levels) *
Automotive Collision Repair & Refinishing	39	19	48.72%	12	63.16%	36	18	50.00%	12	66.67%	5	18%	
Automotive Specialization (Air Conditioning/Heating)	113	62	54.87%	41	66.13%	55	28	50.91%	14	50.00%	21	75%	✓
Automotive Specialization (Brakes)	146	74	50.68%	46	62.16%	91	42	46.15%	24	57.14%	21	75%	✓
Automotive Specialization (Electronics)	48	31	64.58%	15	48.39%	28	20	71.43%	9	45.00%	21	75%	✓
Automotive Specialization (Engine Performance)	93	60	64.52%	34	56.67%	57	38	66.67%	18	47.37%	21	75%	✓
Automotive Specialization (Transmission)	86	34	39.53%	16	47.06%	31	15	48.39%	8	53.33%	21	75%	✓
Bricklaying/Stone Masonry	116	67	57.76%	36	53.73%	86	47	54.65%	25	53.19%	9	33%	
Building Trades I	12	2	16.67%	2	100.00%	66	32	48.48%	16	50.00%	18	65%	✓
Business Computer Information Systems I	652	288	44.17%	120	41.67%	382	223	58.38%	97	43.50%	24	86%	✓
Business Computer Information Systems II	598	276	46.15%	119	43.12%	309	152	49.19%	71	46.71%	24	86%	✓
Business Image Management & Multimedia	40	19	47.50%	10	52.63%	17	10	58.82%	5	50.00%	21	75%	✓
Computer Maintenance Technician	161	88	54.66%	44	50.00 %	94	55	58.51%	25	45.45%	19	68%	✓
Construction Carpentry	634	321	50.63%	180	56.07%	327	202	61.77%	91	45.05%	18	65%	✓
Culinary Arts	28	11	39.29%	8	72.73%	8	4	50.00%	3	75.00%	1	4%	✓
Custodial Technician	335	184	54.93%	97	52.72%	142	87	61.27%	43	49.43%	1	4%	✓
Diesel Mechanics	73	40	54.79%	21	52.50%	36	17	47.22%	10	58.82%	17	61%	✓
Diversified Career Preparation (DCP): Food Production, Management & Services	21	12	57.14%	6	50.00%	9	8	88.89%	7	87.50%	5	18%	✓
Electrical Trades	619	328	52.99%	178	54.27%	305	180	59.02%	94	52.22%	26	93%	✓

Career & Technical Education Course Title	Prison and State Jail Group					Intensive Treatment Programs Group							
	Number Trained	Number Employed	Percent Employed	Number of Those Employed Who Are Still Employed on First Anniversary	Percent of Those Employed Who Are Still Employed on First Anniversary	Number Trained	Number Employed	Percent Employed	Number of Those Employed Who Are Still Employed on First Anniversary	Percent of Those Employed Who Are Still Employed on First Anniversary	Number of Local Workforce Development Boards Currently Identifying This Trade as a Target Occupation	Percent of Local Workforce Development Boards Currently Identifying This Trade as a Target Occupation	2006 - 2016 Projections Course Related to Occupations in Texas Projected to Have the Most Job Openings (All Education Levels)*
Heating, Ventilation, Air Conditioning & Refrigeration	313	162	51.76%	101	62.35%	163	98	60.12%	42	42.86%	24	86%	✓
Horticulture	138	67	48.55%	33	49.25%	80	39	48.75%	24	61.54%	1	4%	✓
Introduction to Construction Careers	147	69	46.94%	38	55.07%	298	147	49.33%	76	51.70%	19	68%	✓
Landscape Design, Construction & Maintenance	307	157	51.14%	82	52.23%	164	105	64.02%	41	39.05%	7	25%	✓
Major Appliance Service Technology	116	63	54.31%	26	41.27%	84	48	57.14%	24	50.00%	21	75%	
Mill & Cabinetmaking	207	100	48.31%	55	55.00%	146	79	54.11%	40	50.63%	14	50%	
Painting & Decorating	120	58	48.33%	31	53.45%	48	25	52.08%	6	24.00%	15	54%	✓
Personal & Family Development	84	34	40.48%	14	41.18%	26	17	65.38%	8	47.06%	15	54%	✓
Piping Trades/Plumbing	377	192	50.93%	112	58.33%	271	150	55.35%	70	46.67%	25	90%	✓
Plant Maintenance	72	33	45.83%	18	54.55%	38	25	65.79%	14	56.00%	23	83%	✓
Sheet Metal	25	11	44.00%	3	27.27%	25	14	56.00%	7	50.00%	3	11%	
Small Engine Repair	211	108	51.18%	47	43.52%	117	55	47.01%	27	49.09%	3	11%	
Technical Introduction to Computer-Aided Drafting	277	135	48.74%	63	46.67%	145	78	53.79%	41	52.56%	5	18%	
Trucking Driving	76	42	55.26%	27	64.29%	64	42	65.63%	18	42.86%	26	93%	✓
Welding	309	159	51.46%	75	47.17%	211	119	56.40%	58	48.74%	25	90%	✓

* Check mark (✓) indicates that the occupation falls within the top 25% of occupations in Texas projected to have the most job openings (considering all levels of education). The top 25% is based on a list of 630 occupations. The projection time period is 2006 - 2016.

College
Credit
Vocational
Program
Study

VOCATIONAL TRAINING SERVICES PROVIDED THROUGH CONTRACTS WITH COLLEGES

Offenders must meet college eligibility requirements to enroll in college credit vocational courses.

Two-year colleges offer vocational training in 23 different occupational trades. The training is provided through shop training and classroom instruction. A certificate of completion and semester hours of college credit are awarded upon satisfactory completion. Two-year college credit vocational programs were available on 32 TDCJ facilities in Fiscal Year 2010. During the 2009-2010 school year, 2,939 offenders participated in the program.

COLLEGE VOCATIONAL CREDIT COURSES

Advanced Baking	Electrical Technology
Advanced Welding	Electronics
Air Conditioning/Refrigeration	Food Service Preparation
Auto Body Repair	Graphic Arts
Auto Mechanics	Horticulture
Cabinet Making	Masonry
Computer Networking	Office Administration
Computer Repair	Retail Sales & Marketing
Construction Carpentry	Truck Driving
Culinary Arts	Web Authoring
Data Processing	Welding
Drafting	

INDUSTRY CERTIFYING ENTITIES

Various colleges have associated with the following certifying entities to provide offenders the ability to gain entry-level industry certification and/or license:

American Welding Society (AWS)	National Restaurant Association (ServSafe)
Automotive Service Excellence (ASE)	Raybestos ABS Antilock Brakes
Environmental Protection Agency (EPA) (Section 608)	Texas A & M (Department of Horticulture)
Hunter Engineering Company	Texas Commercial Drivers License
Mitsubishi Caterpillar Forklift America (MCFA)	Texas Department of Agriculture (TDA)

DATA TABLES 2010

COLLEGE -- PRISON AND STATE JAIL GROUP

DATA ANALYSIS FOR EMPLOYED PRISON AND STATE JAIL GROUP -- COLLEGE

Data Elements	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	628	52.3%	\$851.02	70	35.7%	-\$149.91	11586	36.7%	-\$44.82
Total employed in an occupation related to their training	474	75.5%	\$938.25	40	57.1%	-\$106.33			
Total employed only in an unrelated field	154	24.5%	\$582.55	30	42.9%	-\$208.01			
Offenders who retained employment for three consecutive quarters	398	63.4%	\$2,041.88	40	57.1%	\$1,013.15	6014	51.9%	\$831.57
Offenders employed on first anniversary of initial employment	366	58.3%	\$2,777.07	33	47.1%	\$1,973.15	5344	46.1%	\$1,560.60
Offenders whose earnings increased over the year	293	46.7%	\$3,916.26	26	37.1%	\$2,688.68	3805	32.8%	\$2,849.00
Total employed with industry certification	71	11.3%	\$1,474.14	2	2.9%	-\$3,949.30	11	0.1%	\$768.90

*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 offenders reported.

College Prison & State Jail Group	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Retention Factors									
Offenders who are less than 25 years of age	21 (70.0%)	9 (30.0%)	30 (4.8%)	2 (33.3%)	4 (66.7%)	6 (8.6%)	922 (46.1%)	1080 (53.9%)	2002 (17.3%)
Offenders from 25 to less than 35 years of age	129 (68.3%)	60 (31.7%)	189 (30.1%)	14 (66.7%)	7 (33.3%)	21 (30.0%)	2473 (53.0%)	2196 (47.0%)	4669 (40.3%)
Offenders 35 years of age and older	248 (60.6%)	161 (39.4%)	409 (65.1%)	24 (55.8%)	19 (44.2%)	43 (61.4%)	2619 (53.3%)	2296 (46.7%)	4915 (42.4%)
Offenders with EA scores < 6.0, no GED/High School Diploma	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	644 (44.0%)	821 (56.0%)	1465 (12.6%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	745 (49.3%)	765 (50.7%)	1510 (13.0%)

College Prison & State Jail Group	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Retention Factors									
Offenders with GED/High School Diploma Only	328 (63.0%)	193 (37.0%)	521 (83.0%)	37 (56.1%)	29 (43.9%)	66 (94.3%)	3136 (55.0%)	2564 (45.0%)	5700 (49.2%)
Offenders with College Degree	70 (65.4%)	37 (34.6%)	107 (17.0%)	3 (75.0%)	1 (25.0%)	4 (5.7%)	32 (62.7%)	19 (37.3%)	51 (0.4%)
Offenders working in occupation related to training	309 (65.2%)	165 (34.8%)	474 (75.5%)	22 (55.0%)	18 (45.0%)	40 (57.1%)			
Offenders with Industry Certification	48 (67.6%)	23 (32.4%)	71 (11.3%)	0 (0.0%)	2 (100.0%)	2 (2.9%)			

Employment/Unemployment Factors for Prison and State Jail Group -- College

Data Elements	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained	Employed	Not Employed**	Number Not Trained	Employed	Not Employed*	Number Not Trained	Employed	Not Employed**
Total number of offenders in group	1201 (3.6%)	628 (52.3%)	573 (47.7%)	196 (0.6%)	70 (35.7%)	126 (64.3%)	31571 (95.8%)	11586 (36.7%)	19985 (63.3%)
Offenders who are less than 25 years of age	69 (0.2%)	30 (43.5%)	39 (56.5%)	21 (0.1%)	6 (28.6%)	15 (71.4%)	6561 (19.9%)	2002 (30.5%)	4559 (69.5%)
Offenders from 25 to less than 35 years of age	321 (1.0%)	189 (58.9%)	132 (41.1%)	54 (0.2%)	21 (38.9%)	33 (61.1%)	11054 (33.5%)	4669 (42.2%)	6385 (57.8%)
Offenders 35 years of age and older	811 (2.5%)	409 (50.4%)	402 (49.6%)	121 (0.4%)	43 (35.5%)	78 (64.5%)	13956 (42.3%)	4915 (35.2%)	9041 (64.8%)
Offenders with EA scores < 6.0, no GED/High School Diploma	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	4627 (14.0%)	1465 (31.7%)	3162 (68.3%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	4095 (12.4%)	1510 (36.9%)	2585 (63.1%)
Offenders with GED/High School Diploma Only	1002 (3.0%)	521 (52.0%)	481 (48.0%)	187 (0.6%)	66 (35.3%)	121 (64.7%)	13823 (41.9%)	5700 (41.2%)	8123 (58.8%)
Offenders with College Degree	199 (0.6%)	107 (53.8%)	92 (46.2%)	9 (0.0%)	4 (44.4%)	5 (55.6%)	121 (0.4%)	51 (42.1%)	70 (57.9%)
Offenders with Industry Certification	118 (0.4%)	71 (60.2%)	47 (39.8%)	7 (0.0%)	2 (28.6%)	5 (71.4%)	18 (0.1%)	11 (61.1%)	7 (38.9%)

*Records with valid SSNs that were not matched to income on or after the quarter of release are considered "Not Employed."

AVERAGE ANNUAL EARNINGS*	
COLLEGE -- PRISON & STATE JAIL GROUP	
College Vocational Completion Group	
College Vocational Non-Completion Group	\$9,194.83
Non-Vocational Group	\$8,127.70

*Average of first through fourth quarter earnings

\$12,057.87

DATA TABLES 2010

COLLEGE -- INTENSIVE TREATMENT PROGRAMS GROUP

DATA ANALYSIS FOR EMPLOYED INTENSIVE TREATMENT PROGRAMS GROUP -- COLLEGE

Data Elements	Employed College Vocational Completion Group			Employed College Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	519	60.4%	\$350.70	52	32.1%	\$979.36	5816	47.9%	\$135.75
Total employed in an occupation related to their training	406	78.2%	\$432.88	42	80.8%	\$1,269.92			
Total employed only in an unrelated field	113	21.8%	\$55.43	10	19.2%	-\$240.97			
Offenders who retained employment for three consecutive quarters	300	57.8%	\$1,418.67	30	57.7%	\$2,328.17	3005	51.7%	\$1,145.42
Offenders employed on first anniversary of initial employment	257	49.5%	\$2,272.22	33	63.5%	\$2,597.45	2732	47.0%	\$1,879.99
Offenders whose earnings increased over the year	199	38.3%	\$3,391.97	27	51.9%	\$3,558.62	2047	35.2%	\$3,045.44
Total employed with industry certification	32	6.2%	\$1,838.90	2	3.8%	\$1,094.23	6	0.1%	-\$812.82

*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 offenders reported.

College Intensive Treatment Programs Group	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Retention Factors									
Offenders who are less than 25 years of age	9 (52.9%)	8 (47.1%)	17 (3.3%)	3 (50.0%)	3 (50.0%)	6 (11.5%)	368 (46.4%)	425 (53.6%)	793 (13.6%)
Offenders from 25 to less than 35 years of age	60 (63.2%)	35 (36.8%)	95 (18.3%)	6 (75.0%)	2 (25.0%)	8 (15.4%)	1104 (51.7%)	1030 (48.3%)	2134 (36.7%)
Offenders 35 years of age and older	231 (56.8%)	176 (43.2%)	407 (78.4%)	21 (55.3%)	17 (44.7%)	38 (73.1%)	1533 (53.1%)	1356 (46.9%)	2889 (49.7%)
Offenders with EA scores < 6.0, no GED/High School Diploma	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	304 (44.0%)	387 (56.0%)	691 (11.9%)
Offenders with EA scores ≥ 6.0, no	0	0	0	0	0	0	418	453	871

College Intensive Treatment Programs Group	Employed Vocational Completion Group			Employed Vocational Non- Completion Group			Employed Non-Vocational Group		
Retention Factors	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
GED/High School Diploma	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(48.0%)	(52.0%)	(15.0%)
Offenders with GED/High School Diploma Only	258 (57.2%)	193 (42.8%)	451 (86.9%)	30 (58.8%)	21 (41.2%)	51 (98.1%)	2009 (53.2%)	1766 (46.8%)	3775 (64.9%)
Offenders with College Degree	42 (61.8%)	26 (38.2%)	68 (13.1%)	0 (0.0%)	1 (100.0%)	1 (1.9%)	21 (65.6%)	11 (34.4%)	32 (0.6%)
Offenders working in occupation related to training	240 (59.1%)	166 (40.9%)	406 (78.2%)	26 (61.9%)	16 (38.1%)	42 (80.8%)			
Offenders with Industry Certification	19 (59.4%)	13 (40.6%)	32 (6.2%)	2 (100.0%)	0 (0.0%)	2 (3.8%)			

Employment/Unemployment Factors for Intensive Treatment Programs Group -- College

	College Vocational Completion Group			College Vocational Non-Completion Group			Non-Vocational Group		
Data Elements	Number Trained	Employed	Not Employed **	Number Not Trained	Employed	Not Employed**	Number Not Trained	Employed	Not Employed**
Total number of offenders in group	859 (6.5%)	519 (60.4%)	340 (39.6%)	162 (1.2%)	52 (32.1%)	110 (67.9%)	12154 (92.3%)	5816 (47.9%)	6338 (52.1%)
Offenders who are less than 25 years of age	36 (0.3%)	17 (47.2%)	19 (52.8%)	20 (0.2%)	6 (30.0%)	14 (70.0%)	1947 (14.8%)	793 (40.7%)	1154 (59.3%)
Offenders from 25 to less than 35 years of age	154 (1.2%)	95 (61.7%)	59 (38.3%)	25 (0.2%)	8 (32.0%)	17 (68.0%)	3944 (29.9%)	2134 (54.1%)	1810 (45.9%)
Offenders 35 years of age and older	669 (5.1%)	407 (60.8%)	262 (39.2%)	117 (0.9%)	38 (32.5%)	79 (67.5%)	6263 (47.5%)	2889 (46.1%)	3374 (53.9%)
Offenders with EA scores < 6.0, no GED/High School Diploma	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1783 (13.5%)	691 (38.8%)	1092 (61.2%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1791 (13.6%)	871 (48.6%)	920 (51.4%)
Offenders with GED/High School Diploma Only	756 (5.7%)	451 (59.7%)	305 (40.3%)	158 (1.2%)	51 (32.3%)	107 (67.7%)	7416 (56.3%)	3775 (50.9%)	3641 (49.1%)
Offenders with College Degree	103 (0.8%)	68 (66.0%)	35 (34.0%)	4 (0.0%)	1 (25.0%)	3 (75.0%)	61 (0.5%)	32 (52.5%)	29 (47.5%)
Offenders with industry certification	62 (0.5%)	32 (51.6%)	30 (48.4%)	10 (0.1%)	2 (20.0%)	8 (80.0%)	11 (0.1%)	6 (54.5%)	5 (45.5%)

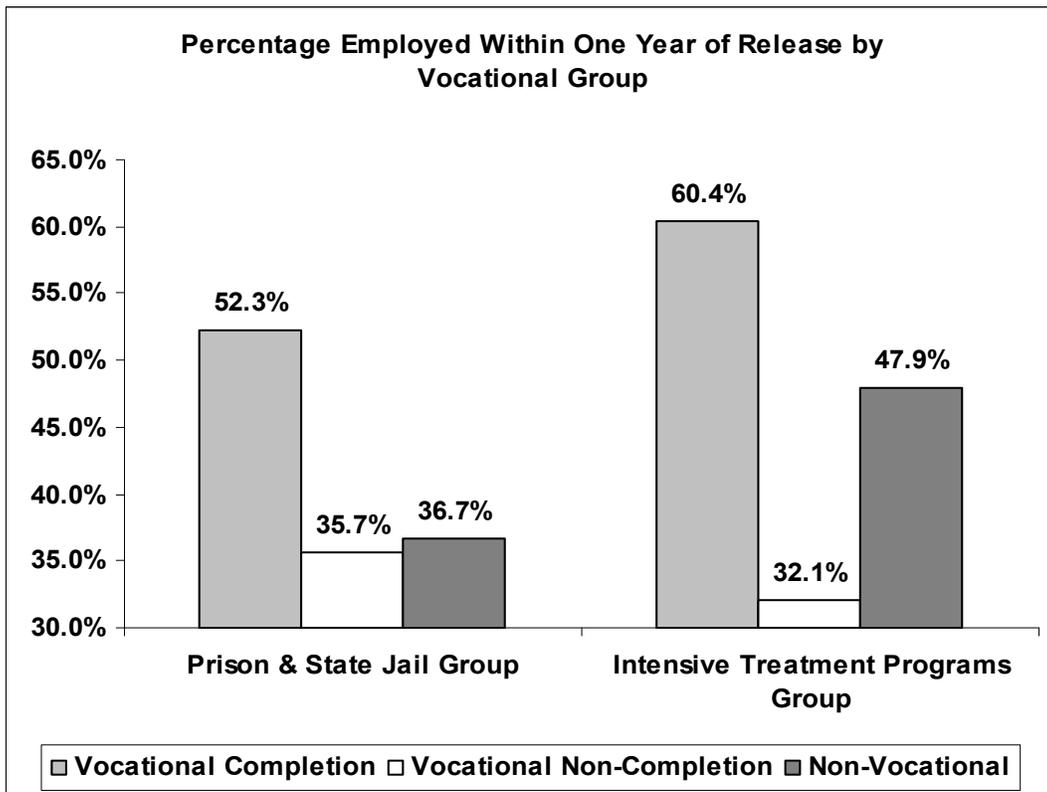
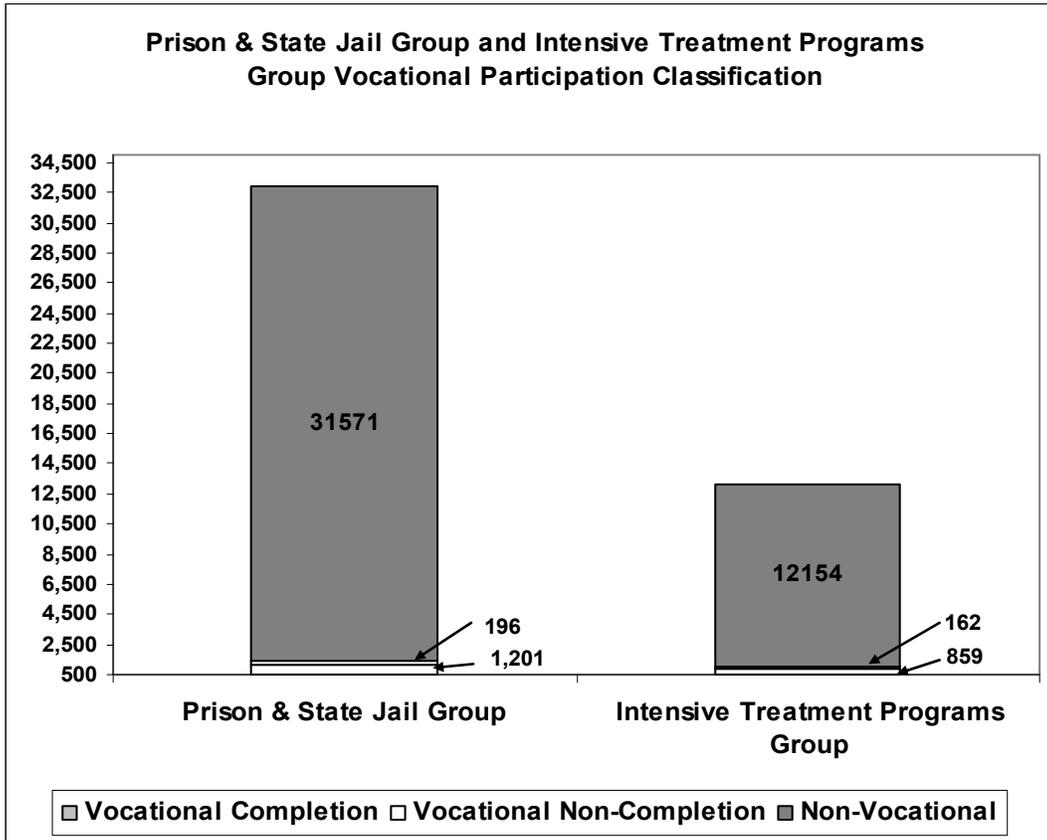
**Records with valid SSNs that were not matched to income on or after the quarter of release are considered "Not Employed."

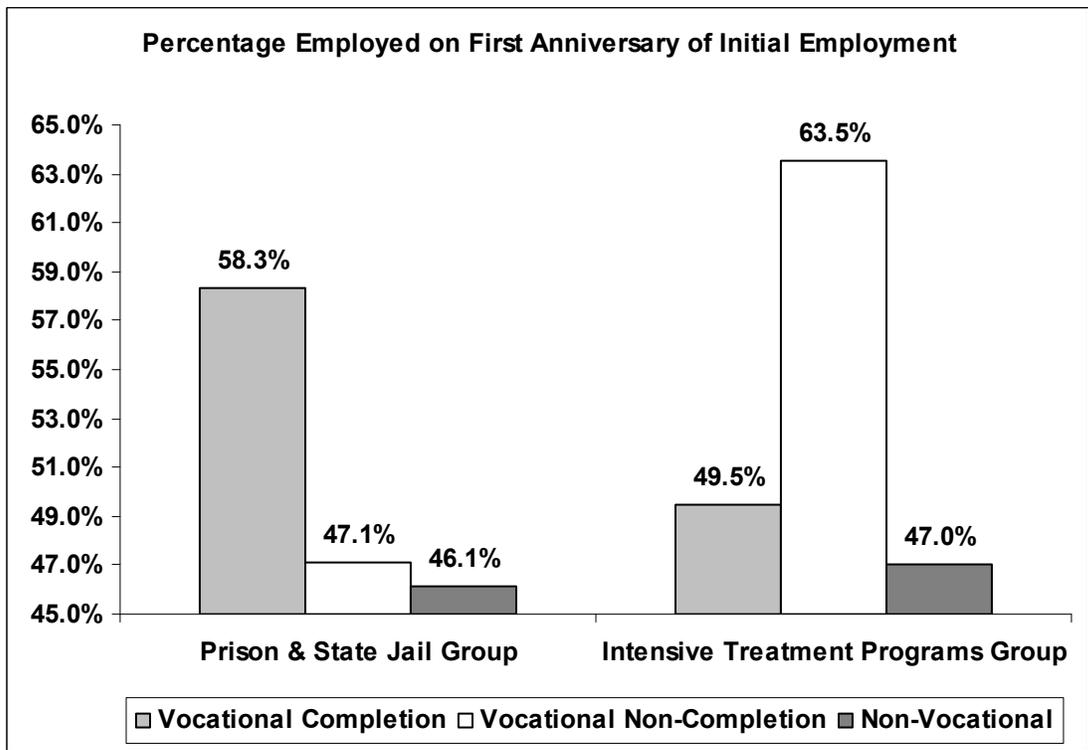
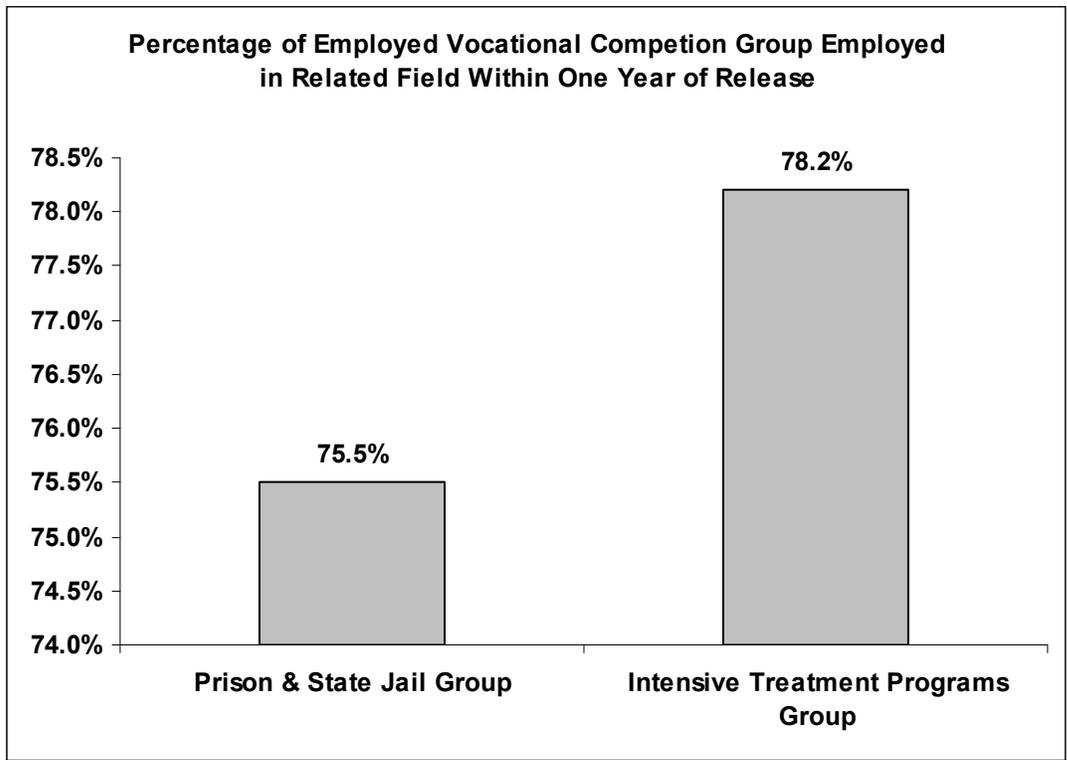
AVERAGE ANNUAL EARNINGS*	
INTENSIVE TREATMENT PROGRAMS GROUP -- COLLEGE	
College Vocational Completion Group	
College Vocational Non-Completion Group	\$10,375.00
Non-Vocational Group	\$8,130.65

*Average of first through fourth quarter earnings

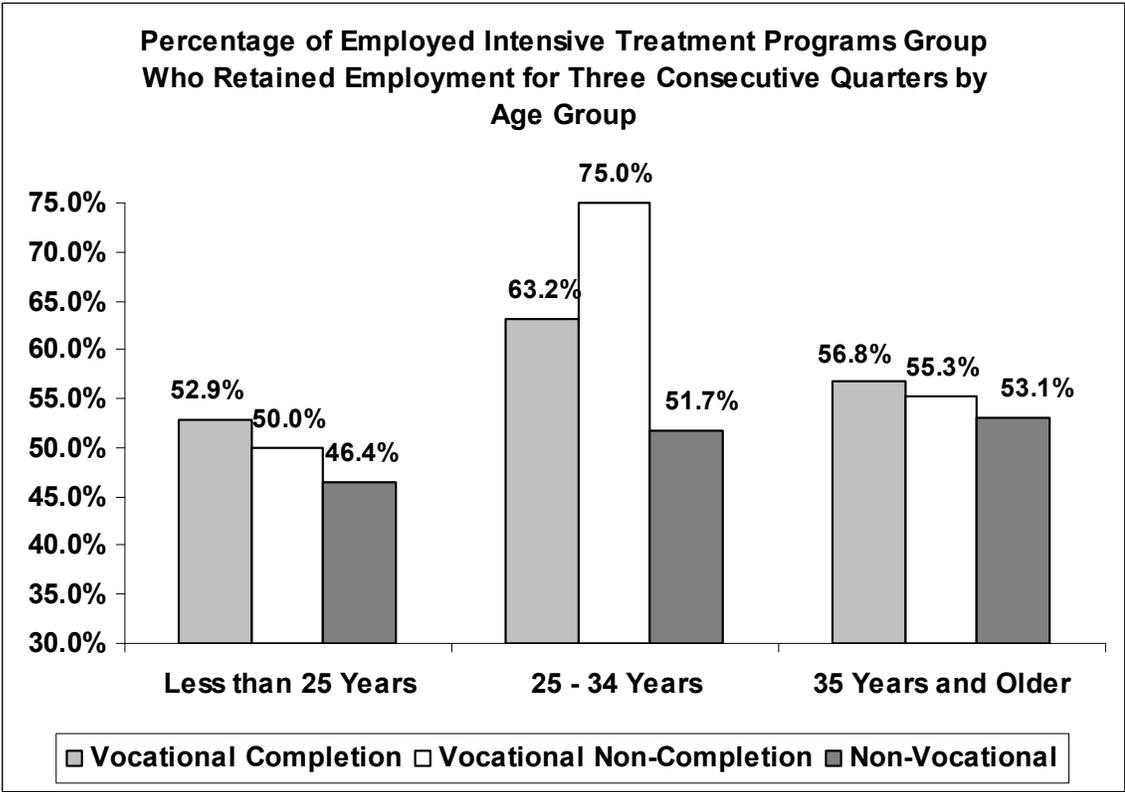
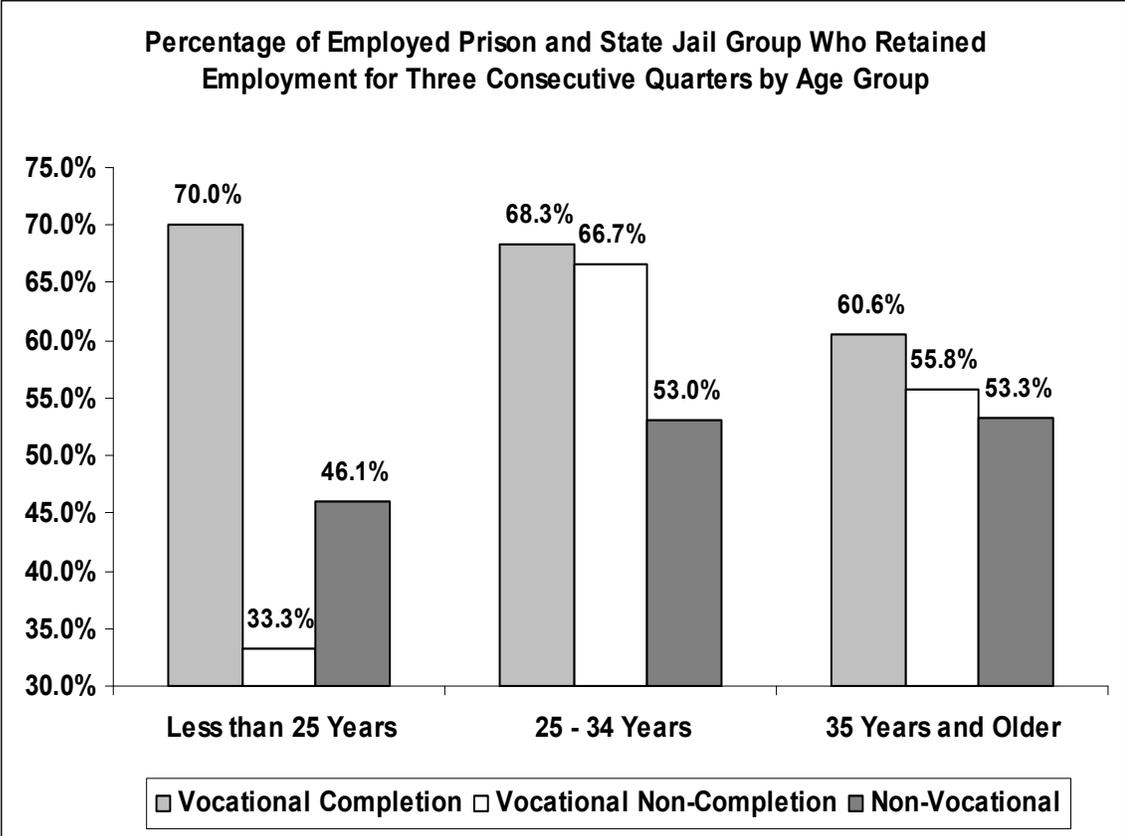
\$9,596.31

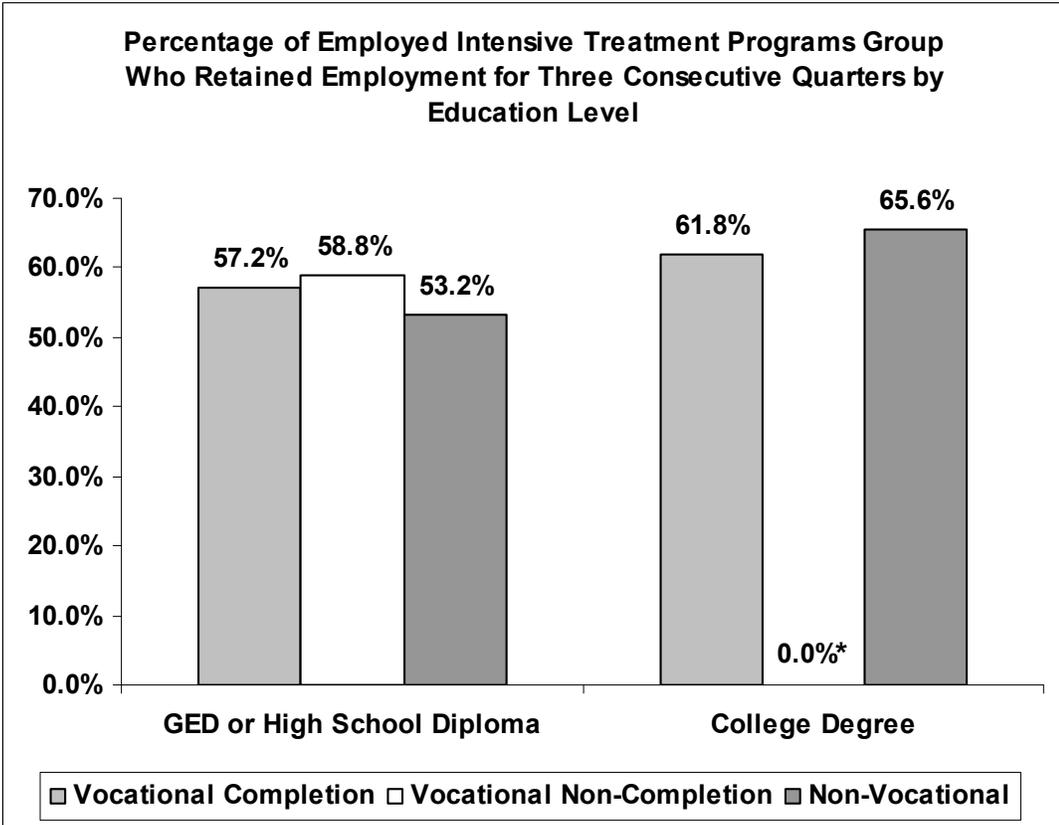
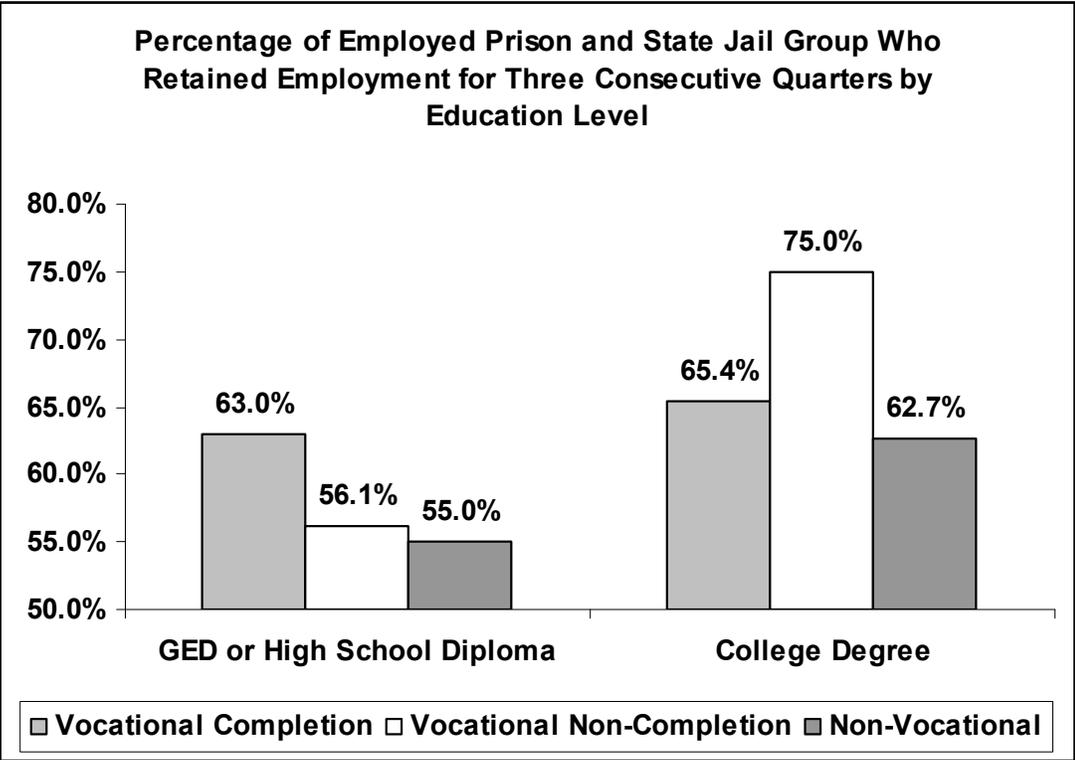
GRAPHIC ILLUSTRATIONS OF COLLEGE 2010 DATA





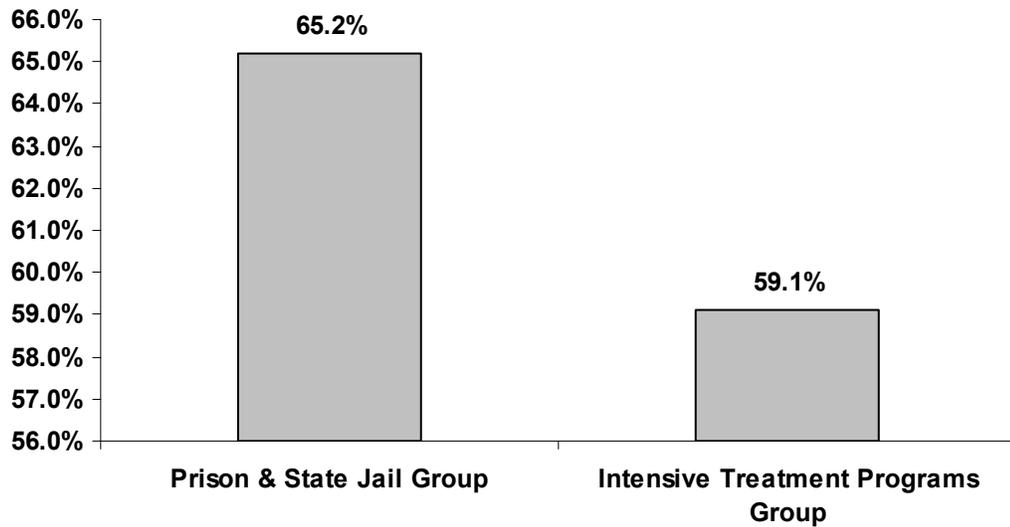




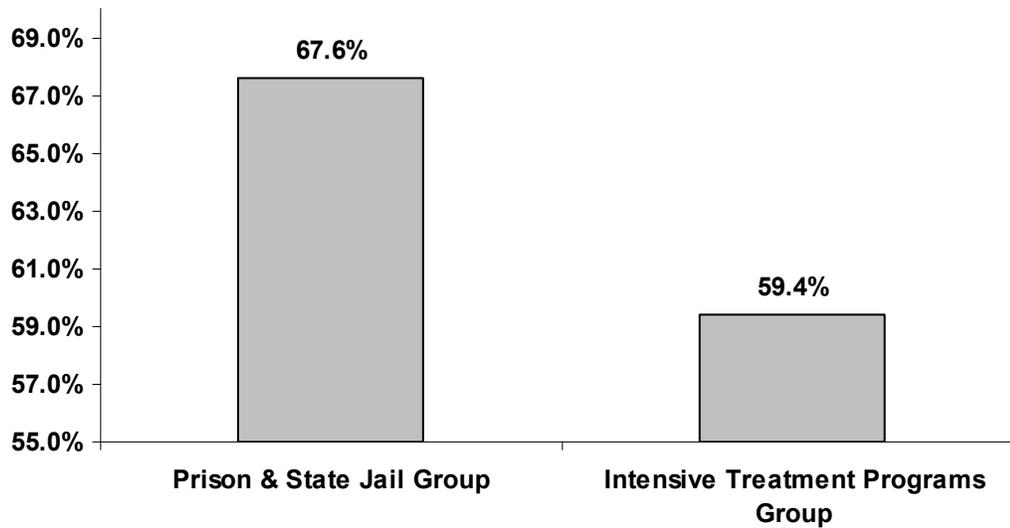


*Note: The universe only included one offender.

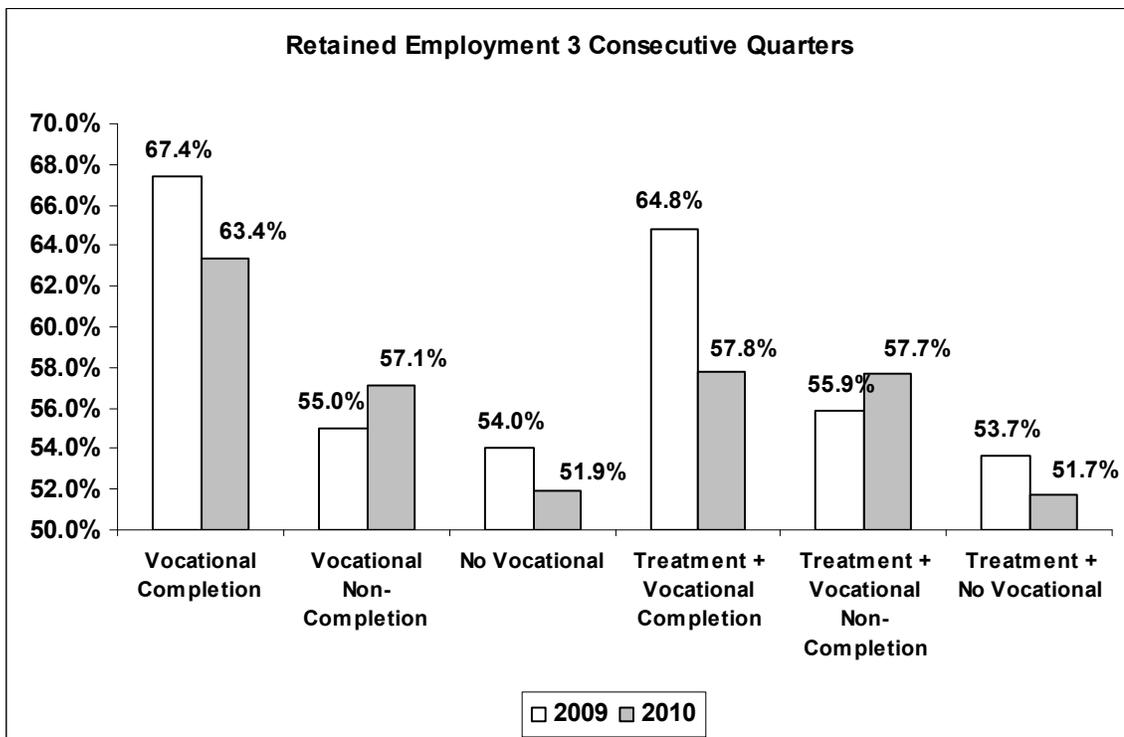
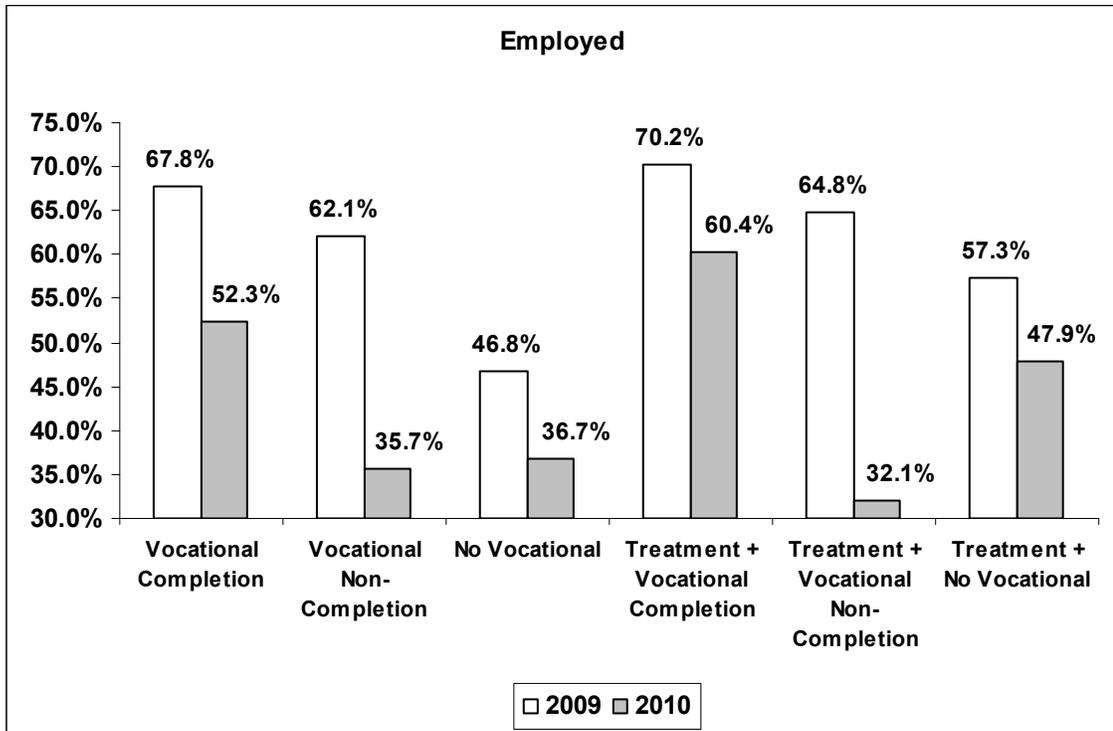
Percentage of Employed Vocational Completion Group Working in an Occupation Related to Their Training Who Retained Employment for Three Consecutive Quarters

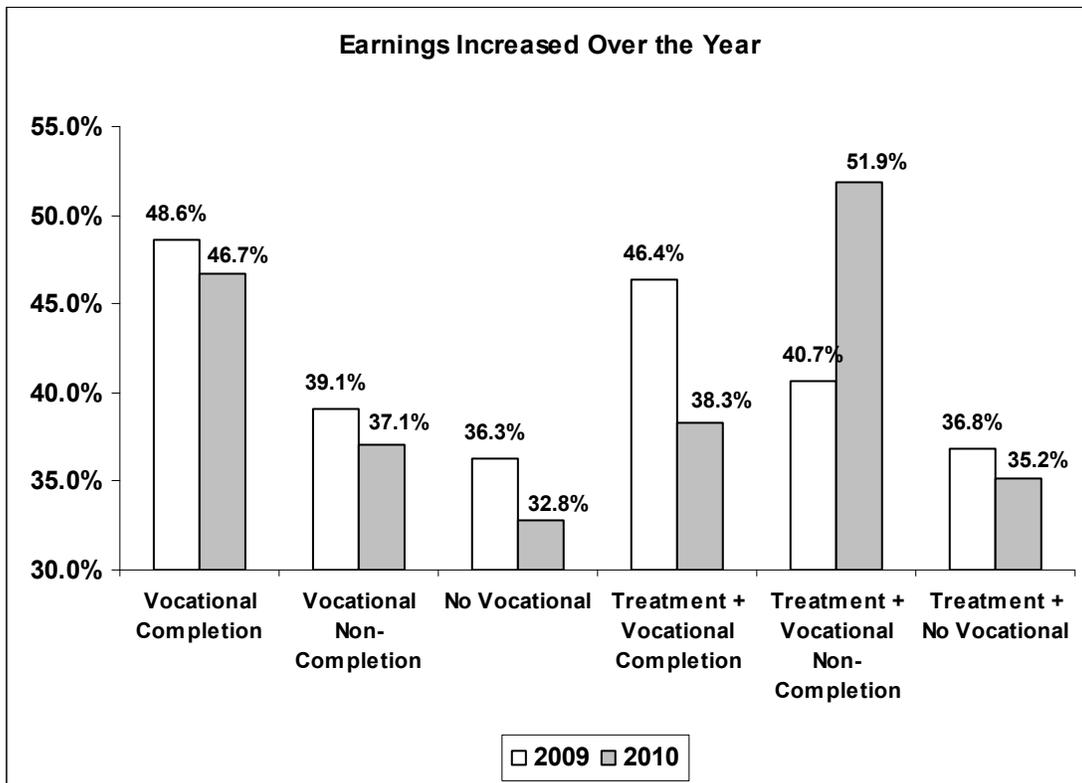
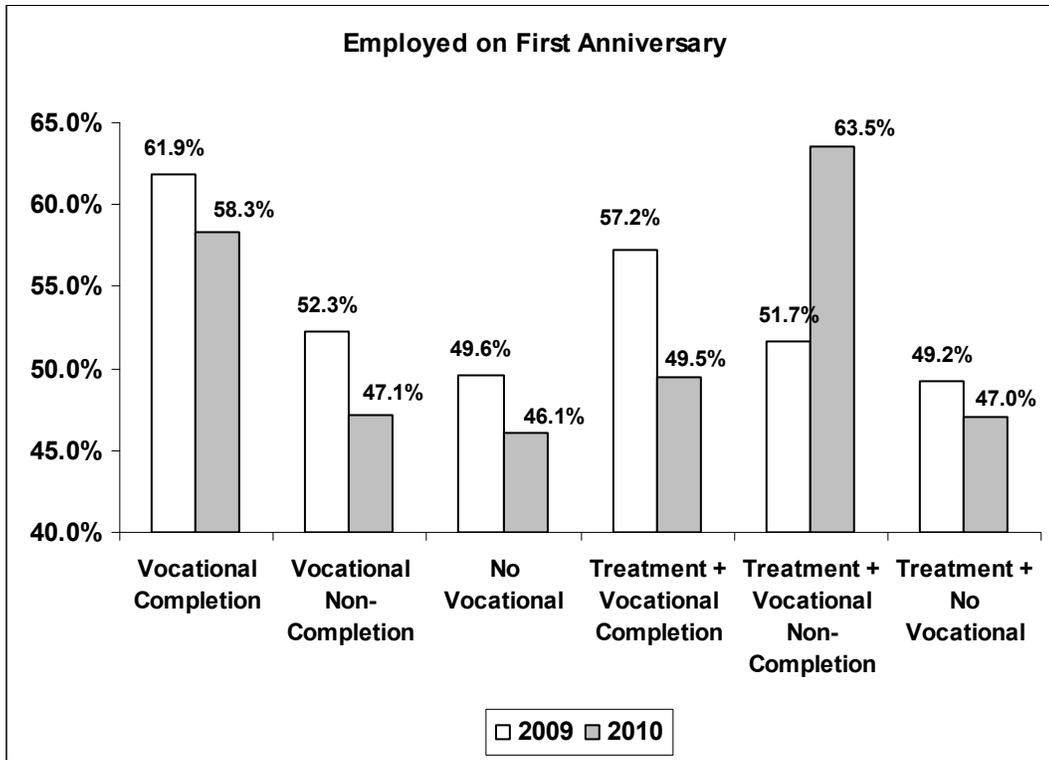


Percentage of Employed Vocational Completion Group with Industry Certification Who Retained Employment for Three Consecutive Quarters



COMPARISON OF COLLEGE 2009 AND 2010 DATA





HB 1, RIDER 73,
PROJECT RIO
REFERRALS
AND
EDUCATIONAL AND
WORKFORCE SERVICES

HB 1, RIDER 73, PROJECT RIO REFERRALS AND EDUCATIONAL AND WORKFORCE SERVICES

HB 1, RIDER 73, Project RIO Referrals and Educational and Workforce Services, states:

The TDCJ shall implement methods to 1) ensure that offenders under parole supervision who are unemployed or underemployed are identified and referred to local workforce centers to participate in post-release Project RIO services, and 2) align Project RIO pre-release educational and workforce services to correspond with the types of employment available and location of such opportunities based on information provided by the TWC. The Department shall provide a report to the Legislative Budget Board and the Governor’s Office no later than December 1st of each year summarizing the progress and implementation of the requirements listed above.

The second requirement of Rider 73, pertaining to alignment of Project RIO pre-release educational and workforce services to employment opportunities based on Texas Workforce Commission (TWC) information, is addressed in this report.

The Reentry and Integration Division of the Texas Department of Criminal Justice (TDCJ) coordinates the Project Reintegration of Offenders (RIO) program. The program provides offenders in-prison counseling regarding educational, vocational and work opportunities while incarcerated. Project RIO staff assist offenders to identify a career path by accessing information regarding employer needs, employment information based on the latest labor market trends, and industry-driven occupations in the area where the offender plans to reside after release. An Individual Employment Plan (IEP) is developed for each Project RIO participant that lists the services and activities conducted during incarceration. The IEP is transmitted electronically to TWC’s automated reporting system, The Workforce Information System of Texas (TWIST), 14 days prior to the offender’s release, to assist in the advancement of the releasee’s employment goals. Among other documents necessary to gain employment (i.e., Social Security card, birth certificate, military records, and proof of education or training), a TWC *Work-In-Texas* job application is completed and placed in the offenders’ release/reentry (IEP) packet.

The following activities help to ensure that Project RIO pre-release educational and workforce services are aligned to correspond with the types of employment available and location of such opportunities based on information provided by the TWC.

- WSD uses the following TWC Labor Market and Career Information (LMCI) data reports:

Target and Demand Occupations & Clusters (for each of the 28 Workforce Development Boards)	Occupations with the Most Openings
Occupations Adding the Most Jobs	50 Top Hot Jobs in Texas
Occupations with the Fastest Growth	Governor’s State Targeted Occupations

- Job recruiters are encouraged to interview offenders at their units of assignment prior to release.
- Contact is made with Local Workforce Development Boards to assess Project RIO Services and employment opportunities for offenders.
- Windham School District uses the TWC labor market reports listed above when determining vocational course offerings. Vocational course offerings are adjusted when necessary based on current and projected labor market demands and legal considerations for jobs (the impact felony convictions have on offender employment in those trades).
- The table on pages 47 and 48 of this report depicts the alignment of WSD vocational courses with TWC employment information.

Appendix

Appendix A

WSD RESPONSE TO LEGISLATIVE BUDGET BOARD SUGGESTIONS FROM 2009 STUDY

Following the submission of data in November 2009, the LBB made the following suggestion:

- **WSD plans to further enhance the next evaluation by continuing to pursue strategies to increase the sample size and by eliminating duplicates across college and CTE programs. One possible strategy for removing these duplicates follows:**
 - **If an offender completed both the CTE and college program, only count the offender in the college vocational completion group;**
 - **If an offender participated in both the CTE and college program but completed neither program, only count the offender in the college vocational non-completion group; and**
 - **If an offender participated in both the CTE and college program but only completed one program, only count the offender in the vocational completion group of the completed program.**

The first two scenarios describe instances where the offender's participation results are identical for both programs: the offender either completed both programs or did not complete either program. In these instances, the strategy prioritizes counting participation in the college program over the CTE program because post-secondary education programs are expected to have a more significant impact on offenders' outcomes than secondary education programs.

The third scenario addresses the case where the offender completes one program but not the other. In this instance, the strategy prioritizes counting participation in the completed program since program completion is expected to have a more significant impact on offenders' outcomes than non-completion.

WSD Response

To be fair to both the WSD and college vocational programs, records of offenders who participated in both WSD and college vocational programs were treated as follows:

- Offenders who completed both a WSD and college vocational program were included in the group where employment was related to training. If the employment was related to training in both programs, then the offender was included in both study groups. If the employment was not related to either program, the offender was included in both study groups.
- Offenders who participated in but did not complete both a WSD and college vocational program were included in the study group where employment was related to training. If employment was related to training in both programs, then the offender was included in both study groups. If the employment was not related to either program, the offender was included in both study groups.
- Offenders who participated in one group (WSD or college) but who also had a completion in a different group were included in the group where employment was related to training. If the employment was related to both vocational programs, the offender was only included in the study group where the vocational completion occurred (WSD or college). If the employment was not related to either training, the offender was included in both groups.

Appendix B

VOCATIONAL PROGRAM WAITING LIST INFORMATION

Summary of Offenders Pending WSD and College Vocational Courses, Females and Males (Duplicated Count)	
6,921	Total Pending WSD Vocational Courses – Female Only
623	Total Pending College Vocational Courses – Female Only
21,721	Total Pending WSD Vocational Courses – Male Only
7,762	Total Pending College Vocational Courses – Male Only
37,027	Total

Distinct Number of Offenders by SID# WSD Courses	
# of Offenders	Gender
4,649	Female
18,247	Male
22,896	Total

Distinct Number of Offenders by SID# College Courses	
# of Offenders	Gender
509	Female
5,587	Male
6,096	Total

Distinct Number of Offenders by SID# and Gender, Regardless of Course Type (WSD or College)	
# of Offenders	Gender
4,899	Female
21,701	Male
26,600	Total

Appendix C

NAICS VOCATIONAL EMPLOYMENT & TRAINING BY INDUSTRY -- **WINDHAM**

NAICS Industry Breakdown for Vocational Completion Group -- **Windham**

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Programs Group			
		Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
111	Crop Production	13	0.2%	8	61.5%	11	0.3%	8	72.7%
112	Animal Production	11	0.2%	9	81.8%	9	0.2%	6	66.7%
113	Forestry and Logging	1	0.0%	1	100.0%	0	0.0%	0	0.0%
114	Fishing, Hunting and Trapping	1	0.0%	0	0.0%	0	0.0%	0	0.0%
115	Support Activities for Agriculture and Forestry	16	0.2%	14	87.5%	10	0.3%	8	80.0%
211	Oil and Gas Extraction	6	0.1%	6	100.0%	4	0.1%	3	75.0%
212	Mining (except Oil and Gas)	4	0.1%	3	75.0%	4	0.1%	3	75.0%
213	Support Activities for Mining	93	1.4%	82	88.2%	72	1.9%	57	79.2%
221	Utilities	4	0.1%	3	75.0%	7	0.2%	6	85.7%
236	Construction of Buildings	112	1.7%	94	83.9%	86	2.3%	73	84.9%
237	Heavy and Civil Engineering Construction	105	1.6%	94	89.5%	68	1.8%	61	89.7%
238	Specialty Trade Contractors	351	5.5%	316	90.0%	289	7.6%	263	91.0%
311	Food Manufacturing	192	3.0%	141	73.4%	157	4.1%	131	83.4%
312	Beverage and Tobacco Product Manufacturing	2	0.0%	1	50.0%	2	0.1%	1	50.0%
313	Textile Mills	8	0.1%	6	75.0%	9	0.2%	7	77.8%
314	Textile Product Mills	7	0.1%	4	57.1%	3	0.1%	2	66.7%
315	Apparel Manufacturing	0	0.0%	0	0.0%	1	0.0%	1	100.0%
316	Leather and Allied Product Manufacturing	0	0.0%	0	0.0%	0	0.0%	0	0.0%
321	Wood Product Manufacturing	48	0.7%	39	81.2%	26	0.7%	21	80.8%
322	Paper Manufacturing	4	0.1%	4	100.0%	3	0.1%	3	100.0%
323	Printing and Related Support Activities	11	0.2%	7	63.6%	5	0.1%	5	100.0%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Programs Group			
		Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
324	Petroleum and Coal Products Manufacturing	2	0.0%	2	100.0%	3	0.1%	2	66.7%
325	Chemical Manufacturing	14	0.2%	11	78.6%	8	0.2%	8	100.0%
326	Plastics and Rubber Products Manufacturing	30	0.5%	23	76.7%	25	0.7%	23	92.0%
327	Nonmetallic Mineral Product Manufacturing	19	0.3%	16	84.2%	17	0.4%	11	64.7%
331	Primary Metal Manufacturing	8	0.1%	7	87.5%	8	0.2%	5	62.5%
332	Fabricated Metal Product Manufacturing	99	1.5%	81	81.8%	67	1.8%	62	92.5%
333	Machinery Manufacturing	31	0.5%	24	77.4%	18	0.5%	15	83.3%
334	Computer and Electronic Product Manufacturing	6	0.1%	4	66.7%	0	0.0%	0	0.0%
335	Electrical Equipment, Appliance, and Component Manufacturing	6	0.1%	5	83.3%	2	0.1%	2	100.0%
336	Transportation Equipment Manufacturing	44	0.7%	34	77.3%	29	0.8%	26	89.7%
337	Furniture and Related Product Manufacturing	40	0.6%	32	80.0%	23	0.6%	18	78.3%
339	Miscellaneous Manufacturing	13	0.2%	12	92.3%	6	0.2%	6	100.0%
423	Merchant Wholesalers, Durable Goods	92	1.4%	83	90.2%	50	1.3%	45	90.0%
424	Merchant Wholesalers, Nondurable Goods	60	0.9%	43	71.7%	41	1.1%	35	85.4%
425	Wholesale Electronic Markets and Agents and Brokers	12	0.2%	8	66.7%	4	0.1%	4	100.0%
441	Motor Vehicle and Parts Dealers	49	0.8%	36	73.5%	23	0.6%	19	82.6%
442	Furniture and Home Furnishings Stores	9	0.1%	7	77.8%	12	0.3%	8	66.7%
443	Electronics and Appliance Stores	4	0.1%	3	75.0%	3	0.1%	3	100.0%
444	Building Material and Garden Equipment and Supplies Dealers	30	0.5%	28	93.3%	22	0.6%	19	86.4%
445	Food and Beverage Stores	69	1.1%	52	75.4%	33	0.9%	19	57.6%
446	Health and Personal Care Stores	2	0.0%	2	100.0%	0	0.0%	0	0.0%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Programs Group			
		Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
447	Gasoline Stations	39	0.6%	27	69.2%	24	0.6%	20	83.3%
448	Clothing and Clothing Accessories Stores	19	0.3%	11	57.9%	11	0.3%	9	81.8%
451	Sporting Goods, Hobby, Book, and Music Stores	8	0.1%	4	50.0%	5	0.1%	5	100.0%
452	General Merchandise Stores	22	0.3%	17	77.3%	15	0.4%	12	80.0%
453	Miscellaneous Store Retailers	26	0.4%	18	69.2%	16	0.4%	11	68.8%
454	Nonstore Retailers	9	0.1%	8	88.9%	8	0.2%	5	62.5%
481	Air Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
482	Rail Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
483	Water Transportation	3	0.0%	2	66.7%	1	0.0%	0	0.0%
484	Truck Transportation	96	1.5%	80	83.3%	66	1.7%	59	89.4%
485	Transit and Ground Passenger Transportation	2	0.0%	1	50.0%	3	0.1%	2	66.7%
486	Pipeline Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
487	Scenic and Sightseeing Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
488	Support Activities for Transportation	50	0.8%	34	68.0%	24	0.6%	18	75.0%
491	Postal Service	0	0.0%	0	0.0%	0	0.0%	0	0.0%
492	Couriers and Messengers	4	0.1%	4	100.0%	3	0.1%	2	66.7%
493	Warehousing and Storage	39	0.6%	30	76.9%	29	0.8%	25	86.2%
511	Publishing Industries (except Internet)	12	0.2%	10	83.3%	10	0.3%	8	80.0%
512	Motion Picture and Sound Recording Industries	2	0.0%	2	100.0%	2	0.1%	2	100.0%
515	Broadcasting (except Internet)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
516	Internet Publishing and Broadcasting	0	0.0%	0	0.0%	0	0.0%	0	0.0%
517	Telecommunications	4	0.1%	3	75.0%	4	0.1%	4	100.0%
518	Internet Service Providers, Web Search Portals, and Data Processing Services	1	0.0%	0	0.0%	2	0.1%	2	100.0%
519	Other Information Services	2	0.0%	2	100.0%	1	0.0%	1	100.0%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Programs Group			
		Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
521	Monetary Authorities - Central Bank	0	0.0%	0	0.0%	0	0.0%	0	0.0%
522	Credit Intermediation and Related Activities	3	0.0%	3	100.0%	5	0.1%	3	60.0%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	0	0.0%	0	0.0%	1	0.0%	0	0.0%
524	Insurance Carriers and Related Activities	6	0.1%	5	83.3%	1	0.0%	1	100.0%
525	Funds, Trusts, and Other Financial Vehicles	2	0.0%	0	0.0%	0	0.0%	0	0.0%
531	Real Estate	31	0.5%	29	93.5%	14	0.4%	11	78.6%
532	Rental and Leasing Services	22	0.3%	19	86.4%	9	0.2%	6	66.7%
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
541	Professional, Scientific, and Technical Services	103	1.6%	88	85.4%	71	1.9%	62	87.3%
551	Management of Companies and Enterprises	2	0.0%	2	100.0%	4	0.1%	4	100.0%
561	Administrative and Support Services	1393	21.7%	1302	93.5%	954	25.0%	896	93.9%
562	Waste Management and Remediation Services	35	0.5%	23	65.7%	22	0.6%	17	77.3%
611	Educational Services	11	0.2%	10	90.9%	1	0.0%	1	100.0%
621	Ambulatory Health Care Services	48	0.7%	26	54.2%	18	0.5%	9	50.0%
622	Hospitals	8	0.1%	7	87.5%	1	0.0%	1	100.0%
623	Nursing and Residential Care Facilities	17	0.3%	12	70.6%	10	0.3%	4	40.0%
624	Social Assistance	41	0.6%	19	46.3%	56	1.5%	42	75.0%
711	Performing Arts, Spectator Sports, and Related Industries	8	0.1%	4	50.0%	5	0.1%	3	60.0%
712	Museums, Historical Sites, and Similar Institutions	4	0.1%	2	50.0%	0	0.0%	0	0.0%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Programs Group			
		Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
713	Amusement, Gambling, and Recreation Industries	30	0.5%	23	76.7%	15	0.4%	15	100.0%
721	Accommodation	66	1.0%	61	92.4%	40	1.0%	34	85.0%
722	Food Services and Drinking Places	738	11.5%	449	60.8%	425	11.2%	286	67.3%
811	Repair and Maintenance	152	2.4%	129	84.9%	110	2.9%	92	83.6%
812	Personal and Laundry Services	41	0.6%	18	43.9%	29	0.8%	18	62.1%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	12	0.2%	11	91.7%	6	0.2%	5	83.3%
814	Private Households	5	0.1%	4	80.0%	1	0.0%	0	0.0%
921	Executive, Legislative, and Other General Government Support	26	0.4%	26	100.0%	11	0.3%	11	100.0%
922	Justice, Public Order, and Safety Activities	0	0.0%	0	0.0%	0	0.0%	0	0.0%
923	Administration of Human Resource Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
924	Administration of Environmental Quality Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
925	Administration of Housing Programs, Urban Planning, and Community Development	0	0.0%	0	0.0%	0	0.0%	0	0.0%
926	Administration of Economic Programs	1	0.0%	1	100.0%	0	0.0%	0	0.0%
927	Space Research and Technology	0	0.0%	0	0.0%	0	0.0%	0	0.0%
928	National Security and International Affairs	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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

NAICS VOCATIONAL EMPLOYMENT & TRAINING BY INDUSTRY -- COLLEGE

Appendix D

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Programs Group			
		Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
111	Crop Production	2	0.2%	2	100.0%	1	0.1%	1	100.0%
112	Animal Production	0	0.0%	0	0.0%	1	0.1%	0	0.0%
113	Forestry and Logging	0	0.0%	0	0.0%	0	0.0%	0	0.0%
114	Fishing, Hunting and Trapping	0	0.0%	0	0.0%	0	0.0%	0	0.0%
115	Support Activities for Agriculture and Forestry	1	0.1%	1	100.0%	0	0.0%	0	0.0%
211	Oil and Gas Extraction	1	0.1%	1	100.0%	1	0.1%	0	0.0%
212	Mining (except Oil and Gas)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
213	Support Activities for Mining	19	1.6%	14	73.7%	26	3.0%	21	80.8%
221	Utilities	2	0.2%	2	100.0%	0	0.0%	0	0.0%
236	Construction of Buildings	20	1.7%	17	85.0%	29	3.4%	27	93.1%
237	Heavy and Civil Engineering Construction	27	2.2%	19	70.4%	19	2.2%	18	94.7%
238	Specialty Trade Contractors	90	7.5%	73	81.1%	68	7.9%	63	92.6%
311	Food Manufacturing	38	3.2%	31	81.6%	34	4.0%	26	76.5%
312	Beverage and Tobacco Product Manufacturing	1	0.1%	1	100.0%	0	0.0%	0	0.0%
313	Textile Mills	6	0.5%	4	66.7%	4	0.5%	4	100.0%
314	Textile Product Mills	2	0.2%	1	50.0%	2	0.2%	0	0.0%
315	Apparel Manufacturing	0	0.0%	0	0.0%	0	0.0%	0	0.0%
316	Leather and Allied Product Manufacturing	0	0.0%	0	0.0%	0	0.0%	0	0.0%
321	Wood Product Manufacturing	14	1.2%	9	64.3%	9	1.0%	7	77.8%
322	Paper Manufacturing	3	0.2%	3	100.0%	0	0.0%	0	0.0%
323	Printing and Related Support Activities	3	0.2%	3	100.0%	4	0.5%	4	100.0%

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Programs Group			
		Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
324	Petroleum and Coal Products Manufacturing	0	0.0%	0	0.0%	0	0.0%	0	0.0%
325	Chemical Manufacturing	4	0.3%	2	50.0%	1	0.1%	1	100.0%
326	Plastics and Rubber Products Manufacturing	6	0.5%	3	50.0%	5	0.6%	4	80.0%
327	Nonmetallic Mineral Product Manufacturing	10	0.8%	8	80.0%	3	0.3%	1	33.3%
331	Primary Metal Manufacturing	3	0.2%	3	100.0%	2	0.2%	2	100.0%
332	Fabricated Metal Product Manufacturing	30	2.5%	22	73.3%	21	2.4%	20	95.2%
333	Machinery Manufacturing	12	1.0%	10	83.3%	8	0.9%	7	87.5%
334	Computer and Electronic Product Manufacturing	2	0.2%	2	100.0%	0	0.0%	0	0.0%
335	Electrical Equipment, Appliance, and Component Manufacturing	1	0.1%	1	100.0%	3	0.3%	3	100.0%
336	Transportation Equipment Manufacturing	8	0.7%	2	25.0%	6	0.7%	4	66.7%
337	Furniture and Related Product Manufacturing	13	1.1%	10	76.9%	6	0.7%	6	100.0%
339	Miscellaneous Manufacturing	5	0.4%	4	80.0%	2	0.2%	2	100.0%
423	Merchant Wholesalers, Durable Goods	19	1.6%	17	89.5%	23	2.7%	19	82.6%
424	Merchant Wholesalers, Nondurable Goods	11	0.9%	10	90.9%	13	1.5%	12	92.3%
425	Wholesale Electronic Markets and Agents and Brokers	2	0.2%	2	100.0%	3	0.3%	3	100.0%
441	Motor Vehicle and Parts Dealers	18	1.5%	16	88.9%	14	1.6%	12	85.7%
442	Furniture and Home Furnishings Stores	2	0.2%	0	0.0%	1	0.1%	1	100.0%
443	Electronics and Appliance Stores	0	0.0%	0	0.0%	1	0.1%	1	100.0%
444	Building Material and Garden Equipment and Supplies Dealers	8	0.7%	8	100.0%	7	0.8%	6	85.7%
445	Food and Beverage Stores	15	1.2%	10	66.7%	11	1.3%	7	63.6%

NAICS Industry Breakdown for Vocational Completion Group -- College

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		Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
446	Health and Personal Care Stores	0	0.0%	0	0.0%	0	0.0%	0	0.0%
447	Gasoline Stations	5	0.4%	5	100.0%	5	0.6%	3	60.0%
448	Clothing and Clothing Accessories Stores	2	0.2%	1	50.0%	2	0.2%	0	0.0%
451	Sporting Goods, Hobby, Book, and Music Stores	1	0.1%	0	0.0%	1	0.1%	1	100.0%
452	General Merchandise Stores	6	0.5%	5	83.3%	4	0.5%	3	75.0%
453	Miscellaneous Store Retailers	3	0.2%	2	66.7%	6	0.7%	4	66.7%
454	Nonstore Retailers	3	0.2%	2	66.7%	2	0.2%	1	50.0%
481	Air Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
482	Rail Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
483	Water Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
484	Truck Transportation	28	2.3%	25	89.3%	24	2.8%	23	95.8%
485	Transit and Ground Passenger Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
486	Pipeline Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
487	Scenic and Sightseeing Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
488	Support Activities for Transportation	12	1.0%	10	83.3%	7	0.8%	5	71.4%
491	Postal Service	0	0.0%	0	0.0%	0	0.0%	0	0.0%
492	Couriers and Messengers	1	0.1%	1	100.0%	3	0.3%	2	66.7%
493	Warehousing and Storage	10	0.8%	10	100.0%	4	0.5%	4	100.0%
511	Publishing Industries (except Internet)	1	0.1%	0	0.0%	1	0.1%	1	100.0%
512	Motion Picture and Sound Recording Industries	0	0.0%	0	0.0%	1	0.1%	1	100.0%
515	Broadcasting (except Internet)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
516	Internet Publishing and Broadcasting	0	0.0%	0	0.0%	0	0.0%	0	0.0%
517	Telecommunications	1	0.1%	0	0.0%	1	0.1%	1	100.0%
518	Internet Service Providers, Web Search Portals, and Data Processing Services	1	0.1%	0	0.0%	0	0.0%	0	0.0%
519	Other Information Services	0	0.0%	0	0.0%	0	0.0%	0	0.0%

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Programs Group			
		Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
521	Monetary Authorities - Central Bank	0	0.0%	0	0.0%	0	0.0%	0	0.0%
522	Credit Intermediation and Related Activities	1	0.1%	1	100.0%	0	0.0%	0	0.0%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1	0.1%	0	0.0%	0	0.0%	0	0.0%
524	Insurance Carriers and Related Activities	3	0.2%	3	100.0%	0	0.0%	0	0.0%
525	Funds, Trusts, and Other Financial Vehicles	0	0.0%	0	0.0%	0	0.0%	0	0.0%
531	Real Estate	5	0.4%	1	20.0%	3	0.3%	3	100.0%
532	Rental and Leasing Services	6	0.5%	6	100.0%	3	0.3%	3	100.0%
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
541	Professional, Scientific, and Technical Services	27	2.2%	19	70.4%	22	2.6%	17	77.3%
551	Management of Companies and Enterprises	1	0.1%	1	100.0%	0	0.0%	0	0.0%
561	Administrative and Support Services	302	25.1%	267	88.4%	260	30.3%	232	89.2%
562	Waste Management and Remediation Services	5	0.4%	3	60.0%	10	1.2%	8	80.0%
611	Educational Services	3	0.2%	3	100.0%	0	0.0%	0	0.0%
621	Ambulatory Health Care Services	7	0.6%	5	71.4%	6	0.7%	3	50.0%
622	Hospitals	0	0.0%	0	0.0%	0	0.0%	0	0.0%
623	Nursing and Residential Care Facilities	1	0.1%	0	0.0%	1	0.1%	1	100.0%
624	Social Assistance	9	0.7%	6	66.7%	15	1.7%	10	66.7%
711	Performing Arts, Spectator Sports, and Related Industries	4	0.3%	2	50.0%	0	0.0%	0	0.0%
712	Museums, Historical Sites, and Similar Institutions	0	0.0%	0	0.0%	0	0.0%	0	0.0%

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Programs Group			
		Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
713	Amusement, Gambling, and Recreation Industries	4	0.3%	2	50.0%	2	0.2%	2	100.0%
721	Accommodation	9	0.7%	6	66.7%	6	0.7%	5	83.3%
722	Food Services and Drinking Places	116	9.7%	72	62.1%	82	9.5%	48	58.5%
811	Repair and Maintenance	35	2.9%	26	74.3%	33	3.8%	29	87.9%
812	Personal and Laundry Services	8	0.7%	5	62.5%	3	0.3%	2	66.7%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	3	0.2%	2	66.7%	2	0.2%	2	100.0%
814	Private Households	2	0.2%	2	100.0%	1	0.1%	0	0.0%
921	Executive, Legislative, and Other General Government Support	6	0.5%	4	66.7%	8	0.9%	6	75.0%
922	Justice, Public Order, and Safety Activities	0	0.0%	0	0.0%	0	0.0%	0	0.0%
923	Administration of Human Resource Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
924	Administration of Environmental Quality Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
925	Administration of Housing Programs, Urban Planning, and Community Development	0	0.0%	0	0.0%	0	0.0%	0	0.0%
926	Administration of Economic Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
927	Space Research and Technology	0	0.0%	0	0.0%	0	0.0%	0	0.0%
928	National Security and International Affairs	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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