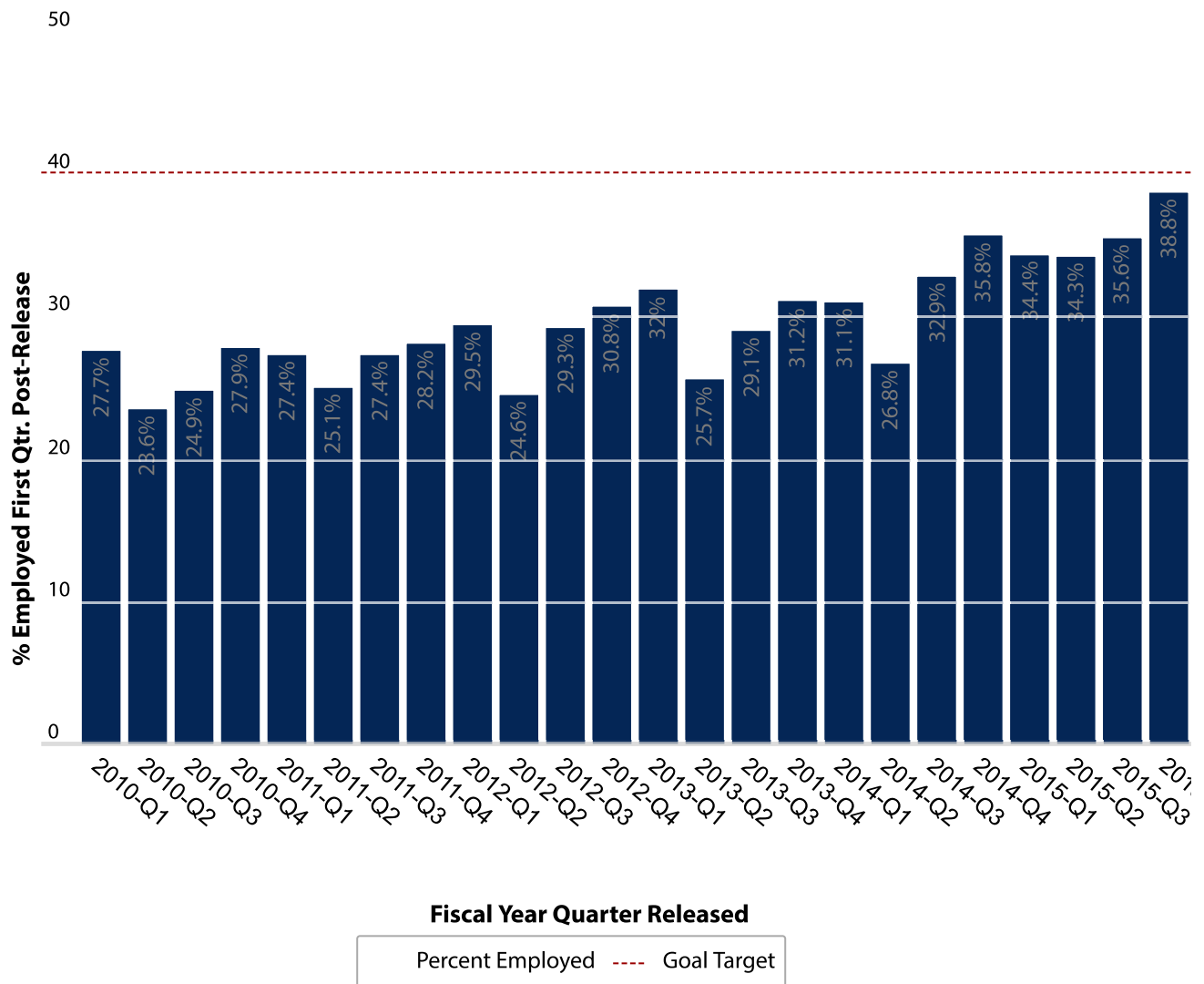




## 2.3.d: Increase percentage of adult offenders who are employed post-release from 30% to 40% by 2017 (Supplemental)



Data Source: Department of Corrections (see Data Notes below)

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## Education & Vocational Training Impact Employment: Research Perspective



- Researchers found that inmates who participate in correctional education programs have a **43 percent lower odds of returning to prison** than those who do not.
- **Employment after release was 13 percent higher** among prisoners who participated in either academic or vocational education programs than those who did not.
- **Those who participated in vocational training were 28 percent more likely to be employed** after release from prison than who did not receive such training.

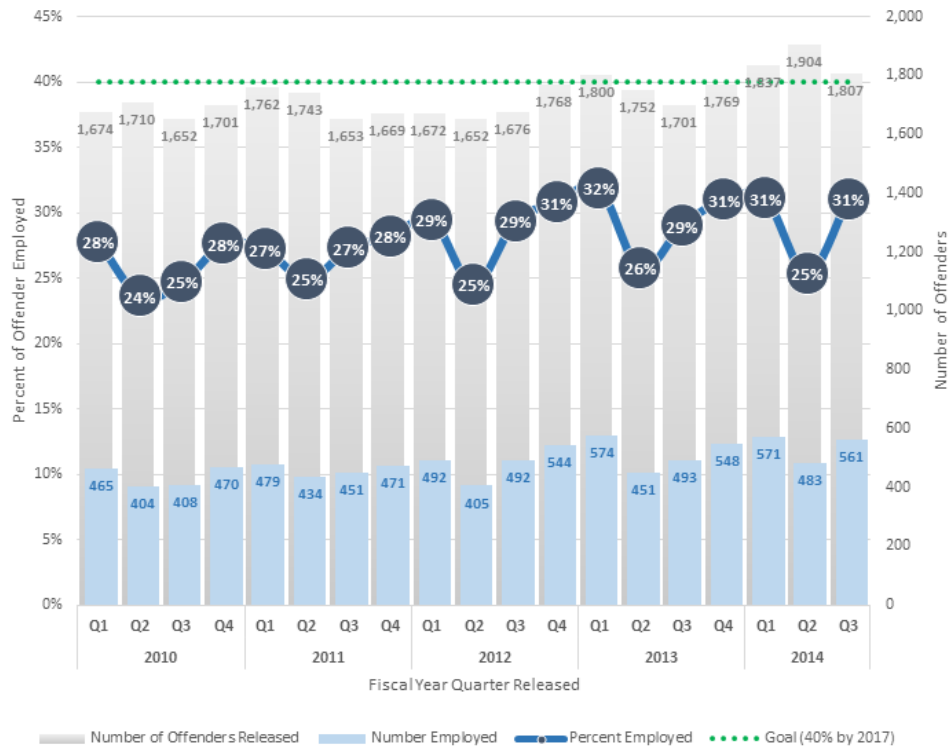
Source: Davis, L.M., Bozick, R., Steele, J.L., Saunders, J., & Miles, J.N.V. (2013). Evaluation the effectiveness of correctional education: A meta-analysis of programs that provide education to incarcerated adults. Washington, DC: Rand Corporation.



# Are we on track to meet the target?



## Percent of offenders who are employed post-release



- Data reflects all regular (non-violator) releases from confinement. Releases due to Death are excluded.
- Employment post release reflects whether any employment was reported to ESD for the 1st full quarter after the release from prison.
- Due to a six month lag in employment data, the last quarter of releases reported is based on the first full quarter of employment data available from ESD.
- Employment data includes legal, nonfarm employment where unemployment insurance is reported to ESD.
- Certain offenders were excluded from this calculation, due to severe mental or physical disability, a release age beyond 65 years, and a release out of state.



## A closer look at the data

*based on a 19-quarter average*



- 28% of offenders are employed post-release.
- 44% of offenders, who receive either a vocational certificate or certificate of proficiency in Correctional Industries' Offender Workforce Development Programs, are employed post-release.
- 26% of identified veteran offenders are employed post-release.
- There is no noticeable difference between male and female offenders' post-release employment.
- Racial comparison show differences in post-release employment:
  - 19% of American Indian/Alaska Native offenders are employed post-release.
  - 23% of African American/Black offenders are employed post-release.
- 28% of offenders who identify themselves as Hispanic are employed post-release.



# Education & Vocational Training Impact Employment: Return on Investment



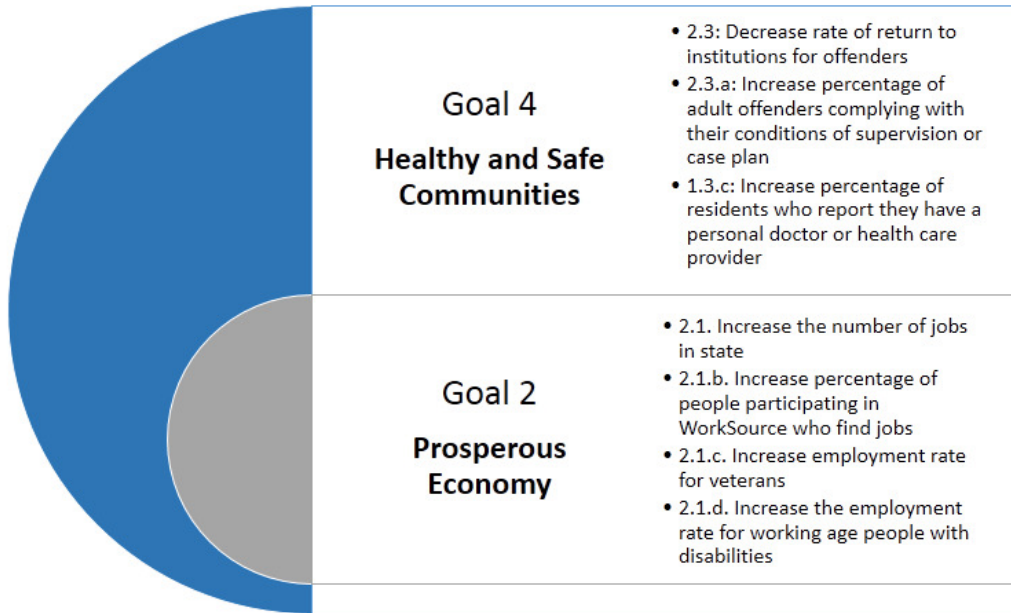
- The Washington State Institute for Public Policy found that many of the offender programs currently offered have a greater benefit (return on investment) than their cost to the taxpayer.<sup>1</sup>

Program	Benefit to Cost Ratio
Correctional education (basic or post-secondary) in prison	\$19.62
Vocational education in prison	\$13.21
Correctional industries in prison	\$4.74
Work Release Programs	\$11.19
Employment training/job assistance in the community	\$43.26

<sup>1</sup>Drake, E. (2013). Inventory of evidence-based and research-based programs for adult corrections (Document No. 13-12-1901). Olympia: Washington State Institute for Public Policy.



# Connections to Other Measures



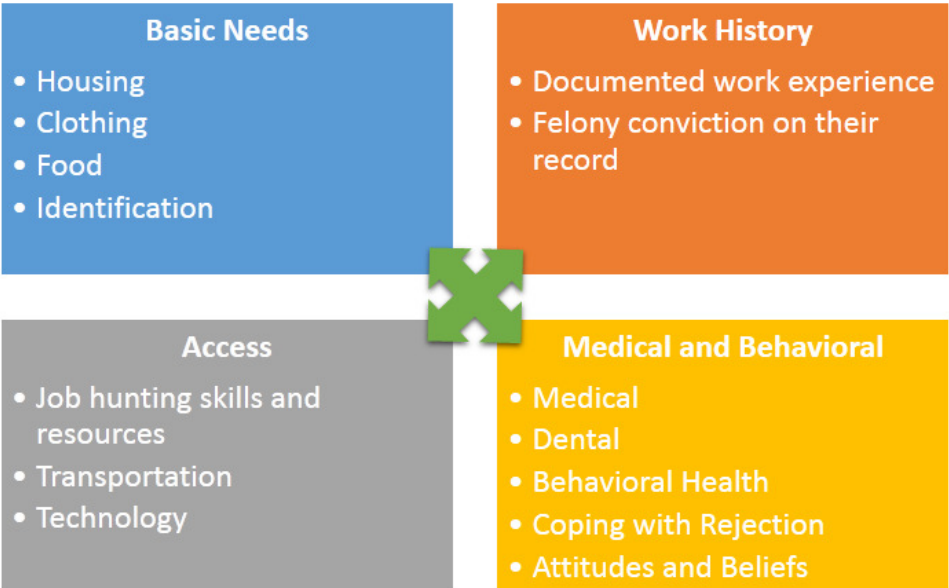
## What are we currently doing to prepare offenders for post-release employment?



- **Adult Basic Education** leading to an GED
  - According to research conducted by the Ohio Correctional Institutional Inspection Committee, Washington State had the highest rate of GEDs® achieved per 1,000 inmates in United States in 2012.
  - The National average is 31.8 GEDs® per 1,000 inmates, compared to Washington's rate of 74.7.
- **Vocational Training** leading to a vocational certificate
- **Correctional Industries' Workforce Development Programs** leading to a certificate of proficiency
- **Work Release Program** which provides an opportunity to gain work experience and receive transitional services
- **Reentry and Transitional Services**
  - Participating in *Thinking for a Change* (cognitive behavioral change program)
  - Obtaining a State Identification (a pilot with the Department of Licensing)
  - Receiving transitional housing vouchers for hard to place offenders
  - Assistance with applying for Affordable Care Act (ACA) health benefits
    - In the past six months, 1,972 offenders or 47.7% released with Medicaid benefits.



# Post-Release Employment Challenges





## Improvement Strategies



<b>Basic Needs</b>	<ul style="list-style-type: none"> <li>■ Expand ID Pilot statewide to help offender obtain a state ID card.</li> <li>■ Expand transitional housing opportunities.</li> <li>■ Link offenders with available community resources.</li> </ul>	SSA, DOL COM
<b>Work History</b>	<ul style="list-style-type: none"> <li>■ Expand Class II job opportunities in prison (i.e., furniture manufacturing, food service, warehouse and shipping, and textiles).</li> <li>■ Expand pre-release work experience opportunities (e.g., FareStart).</li> <li>■ Provide consistency and documented job experience and certification for Class III jobs (i.e., maintenance and trades, custodial services, and groundskeeping) to align and qualify work experience recognized in the labor market.</li> <li>■ Expand workforce development programs.</li> <li>■ Integrate Work Release Program into workforce development efforts.</li> <li>■ Report and review accurate and timely offender employment data.</li> <li>■ Implement Veterans' pilot employment project with CI.</li> <li>■ Support the "Ban the Box" initiative statewide.</li> </ul>	ESD WADVA GOV/LEG
<b>Access</b>	<ul style="list-style-type: none"> <li>■ Provide offenders with relevant training, tools and opportunities to obtain a job.</li> <li>■ Provide limited employment skill building within existing budget.</li> <li>■ Continue efforts to identify and refer offenders to WADVA.</li> <li>■ Leverage King County Re-Entry grant to connect offenders to services and jobs.</li> <li>■ Collaborate with Seattle Indian Center on Second Chance Act Grant.</li> <li>■ Explore employer incentives for hiring offenders post-release.</li> <li>■ Work with regional/local transit providers for free and reduced fares.</li> <li>■ Work with state or private technology experts to develop safe access and use of computers and cell phones.</li> </ul>	SBCTC SBCTC WADVA King County SIC  DES, OCIO
<b>Medical and Behavioral</b>	<ul style="list-style-type: none"> <li>■ Leverage and integrate offender programming, case management and behavioral health services to better equip offenders to obtain and maintain post-release employment.</li> <li>■ Continue to enroll offenders in ACA health benefits prior to release.</li> </ul>	HCA

Effective Partnerships are critical to achieving our goal



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## Action Plan

<p><b>Problem / Opportunity</b></p> <p>Lower return rates contribute to increased public safety and reduced cost to the taxpayer for the state's criminal justice system.</p> <p><b>Lead Agency</b> DOC</p> <p><b>Partner Agency</b> Office of the Governor, Legislature, Criminal Justice Partners, WSIPP, and Council of State Governments</p>	<p><b>Strategy</b></p> <p>Increase public safety.</p>	<p><b>Task</b></p> <p>Continue efforts around sentencing reform</p> <p><b>Task Lead</b> Bernard Warner, Secretary</p>	<p><b>Expected Outcome</b></p> <p>Cost-efficient criminal justice, increased public safety, and reduced recidivism.</p>	<p><b>Due Date</b> On-going</p> <p><b>Status</b> On Track</p>
<p><b>Problem / Opportunity</b></p> <p>Opportunity to improve supervision practices.</p> <p><b>Lead Agency</b> DOC</p> <p><b>Partner Agency</b> Bureau of Justice Statistics, Justice Reinvestment, Council of State Government</p>	<p><b>Strategy</b></p> <p>Through the grant, we are enhancing our workforce.</p>	<p><b>Task</b></p> <p>Smart Supervision – Impacting Behavior Change</p> <p><b>Task Lead</b> Tracy Grunenfelder</p>	<p><b>Expected Outcome</b></p> <p>Model to enhance the knowledge and skill base of Community Corrections staff in order to improve supervision techniques and target recidivism reduction. This is a three year grant ending October 2017.</p>	<p><b>Due Date</b> 10/31/17</p> <p><b>Status</b> On Track</p>
<p><b>Problem / Opportunity</b></p> <p>Unemployed offenders in the community pose a greater threat to public safety and are more likely to reoffend and return to prison causing greater financial burden to Washington State.</p> <p><b>Lead Agency</b> DOC</p> <p><b>Partner Agency</b></p>	<p><b>Strategy</b></p> <p>Formalize A3 team charter/improvement plan. Work with Matt Cronk to develop charter.</p>	<p><b>Task</b></p> <p>DOC will formalize an improvement plan by developing a team to identifying our current situation, reviewing the data, developing strategies and assigning owners, and drafting work plans for each strategy.</p> <p><b>Task Lead</b> Danielle Armbruster, Director of Correctional Industries</p>	<p><b>Expected Outcome</b></p> <p>An improvement plan is formalized and adopted.</p>	<p><b>Due Date</b> 11/30/14</p> <p><b>Status</b> Completed</p>
<p><b>Problem / Opportunity</b></p> <p>Lower return rates contribute to increased public safety and reduced cost to the taxpayer for the state's criminal justice system.</p> <p><b>Lead Agency</b> DOC</p> <p><b>Partner Agency</b> OCIO</p>	<p><b>Strategy</b></p> <p>Update our assessment tools and systems that support case management across the correctional continuum.</p>	<p><b>Task</b></p> <p>Design and deploy a comprehensive fourth-generation risk, need, responsivity tool and case management system</p> <p><b>Task Lead</b> Amy Seidlitz, Advance Corrections Project Director</p>	<p><b>Expected Outcome</b></p> <p>Enhanced system for case managers and data analytics.</p>	<p><b>Due Date</b> Phase 1: October 2015</p> <p><b>Status</b> On Track</p>
<p><b>Problem / Opportunity</b></p> <p>Opportunity to improve</p>	<p><b>Strategy</b></p> <p>Review new measures which track compliance throughout the month</p>	<p><b>Task</b></p> <p>Review measure</p> <p><b>Task Lead</b></p>	<p><b>Expected Outcome</b></p> <p>Review this measure to determine if a new or</p>	<p><b>Due Date</b> 6/30/16</p> <p><b>Status</b> On Track</p>

## Data Notes

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