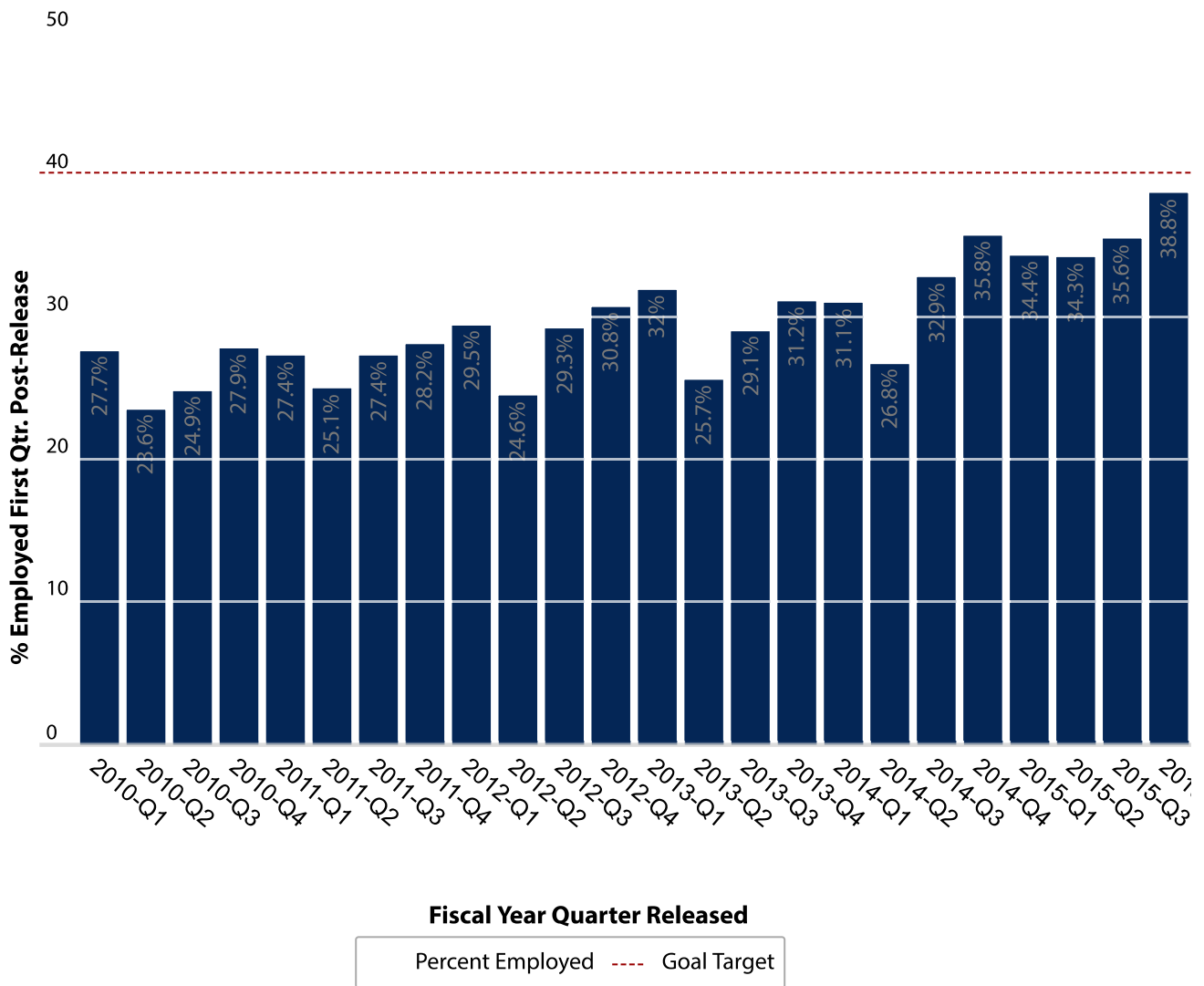




Reported on May 2015

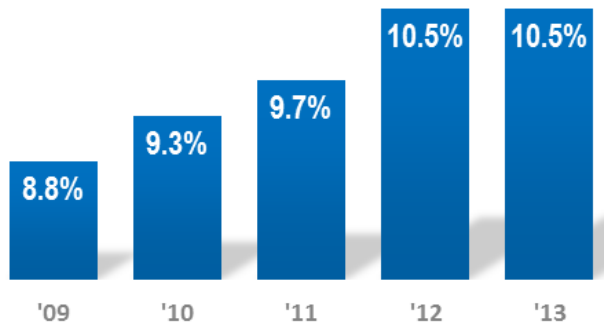
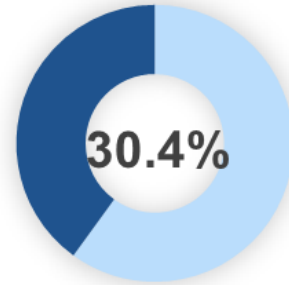
2.3.d: Increase percentage of adult offenders who are employed post-release from 30% to 40% by 2017



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

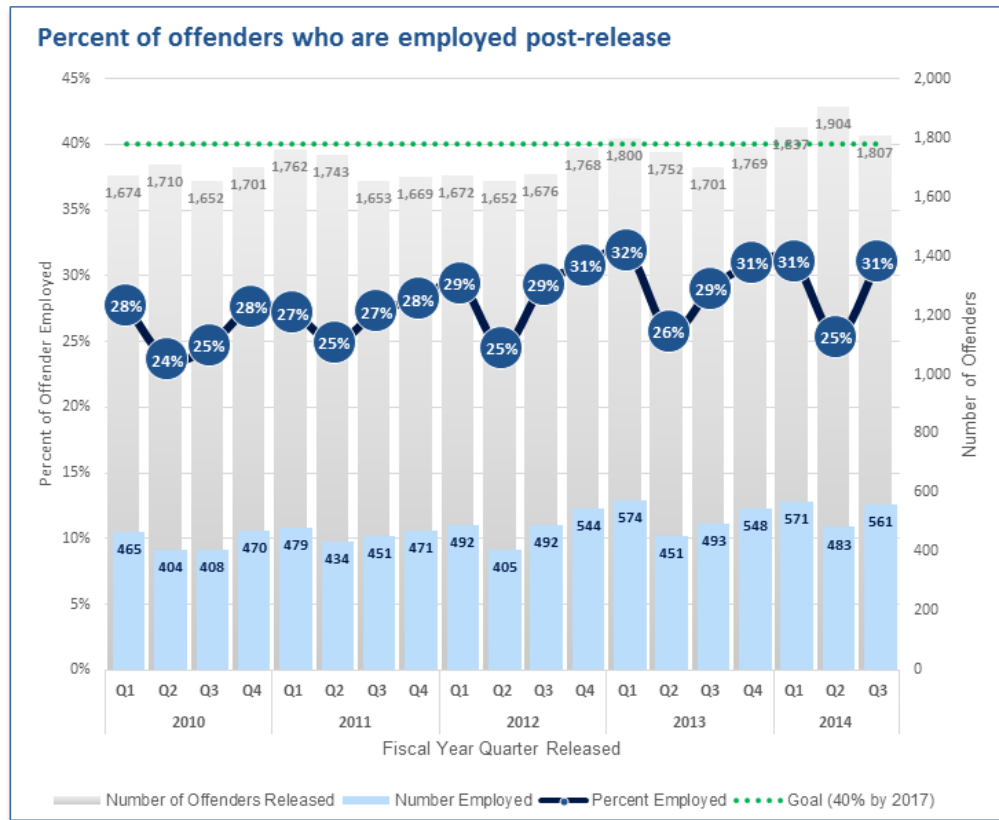
Background: *Post-release employment and its influence on the rate of offenders returning to institutions*

- Roughly 3 out of 10 offenders released in CY2011 readmitted to a Washington State prison within three years.



- The rate of readmission during the first year after release has been trending up over the past five years.

Current State: Are we on track to meet the target?

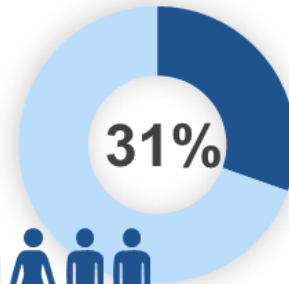


- Data reflects all regular (non-violator) releases from confinement. Releases due to Death are excluded.
- Employment post release reflects whether any employment was reported to ESD for the 1st full quarter after the release from prison.
- Due to a six month lag in employment data, the last quarter 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.

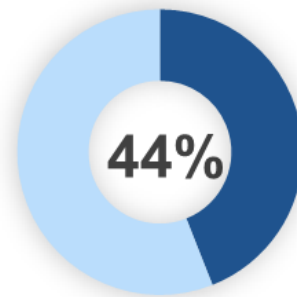


Current State: *Post-release employment*

- 3 out of 10 offenders were employed post-release in 2014 (Q3).



- 4.4 out of 10 offenders who earned a vocational certificate or Correctional Industries certificate of proficiency were employed post-release in the past 19 quarters.



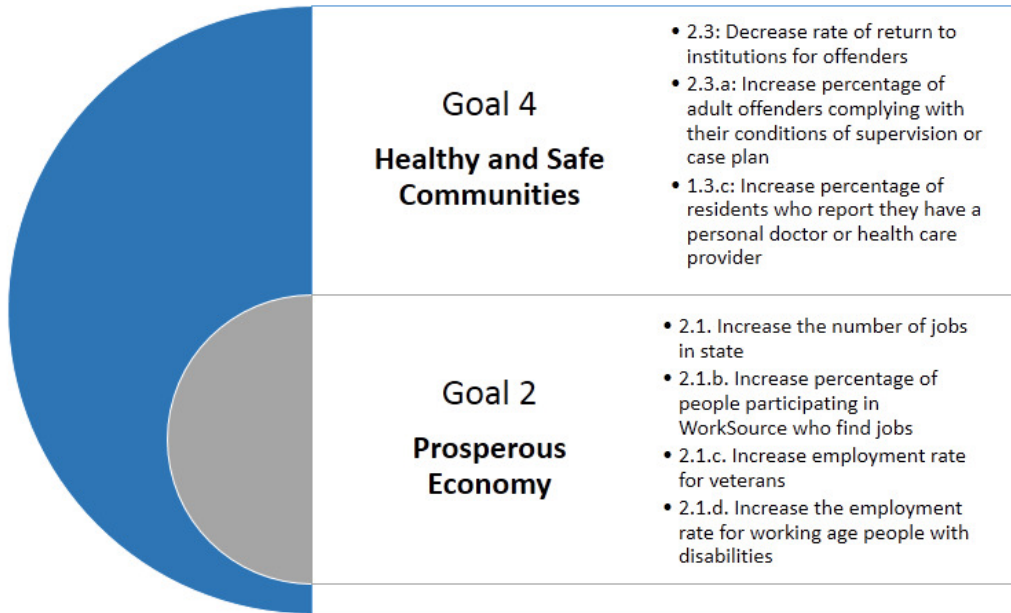
Current State: A closer look at the data

based on a 19-quarter average

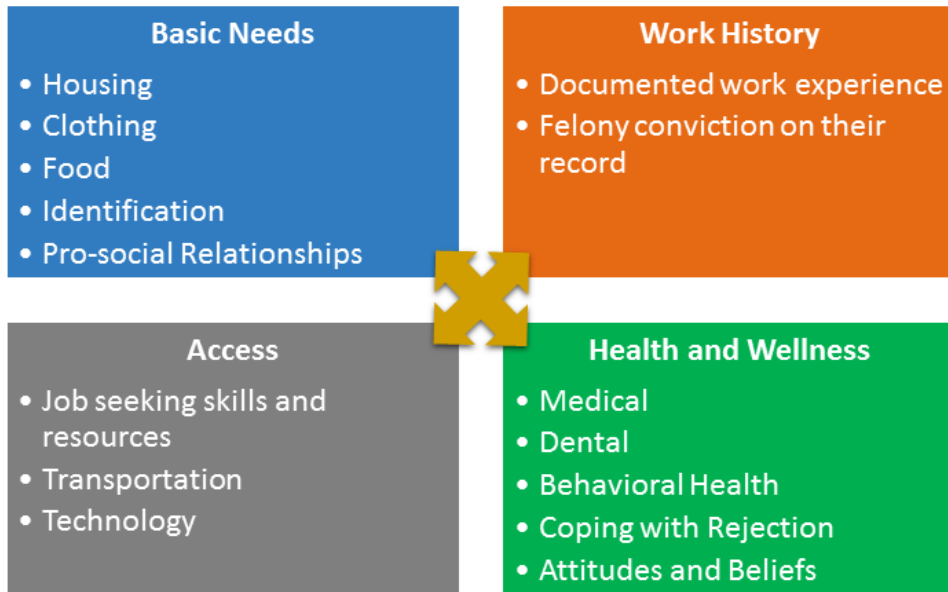


- 26% of identified veteran offenders are employed post-release.
- There is no noticeable difference between male and female offenders' post-release employment.
- 28% of offenders who identify themselves as Hispanic are employed post-release.
- Racial comparison show differences in post-release employment:
 - 19% of American Indian/Alaska Native offenders are employed post-release.
 - 23% of African American/Black offenders are employed post-release.

Connections to Other Measures



Problem: *Post-Release Employment Challenges*



Strategies: *Improvement Strategies*



Basic Needs	<ul style="list-style-type: none"> ▪ Provide enhanced case management for veteran offenders to help them transition to the community and to connect them to entitled federal/state services and benefits. ▪ Expand ID Pilot statewide to help offender obtain a state ID card. ▪ Expand transitional housing opportunities. ▪ Link offenders with available community resources. ▪ Expand ability to access pro-social relationships. 	WDVA SSA, DOL COM DSHS
Work History	<ul style="list-style-type: none"> ▪ Expand Class II job opportunities in prison (i.e., furniture manufacturing, food service, warehouse and shipping, and textiles). ▪ Expand post-release employment opportunities (e.g., FareStart). ▪ Provide consistency and documented job experience and certification for prison jobs to align and qualify work experience recognized in the labor market. ▪ Expand workforce development programs to include Work Release. ▪ Implement Veterans' pilot employment project with CI. ▪ Support the "Ban the Box" initiative statewide. 	ESD WADVA GOV/LEG
Access	<ul style="list-style-type: none"> ▪ Provide offenders with relevant training, tools and opportunities to obtain a job. ▪ Provide short-term offenders with job seeking skills. ▪ Continue efforts to identify and refer offenders to WDVA. ▪ Leverage King County Reentry grant to connect offenders to services and jobs. ▪ Work with state or private technology experts to develop safe access and use of computers and cell phones. 	SBCTC SBCTC WDVA King County DES, OCIO
Health and Wellness	<ul style="list-style-type: none"> ▪ Utilize a case management approach to support cross-agency continuity of care. ▪ Continue to enroll offenders in ACA health benefits prior to release. 	DSHS HCA

Assistance Needed:

- Support statewide legislation to “Ban the Box”.
- Expand the identification pilot statewide so the men and women releasing from prison leave with a current ID card.
- Create state employment opportunities for qualified justice involved individuals.

Effective Partnerships are critical to achieving our goal



Action Plan

<p>Problem / Opportunity</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>Lead Agency DOC</p> <p>Partner Agency Office of the Governor, Legislature, Criminal Justice Partners, WSIPP, and Council of State Governments</p>	<p>Strategy</p> <p>Increase public safety.</p>	<p>Task</p> <p>Continue efforts around sentencing reform</p> <p>Task Lead Bernard Warner, Secretary</p>	<p>Expected Outcome</p> <p>Cost-efficient criminal justice, increased public safety, and reduced recidivism.</p>	<p>Due Date On-going</p> <p>Status On Track</p>
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<p>Problem / Opportunity</p> <p>Opportunity to improve supervision practices.</p> <p>Lead Agency DOC</p> <p>Partner Agency Bureau of Justice Statistics, Justice Reinvestment, Council of State Government</p>	<p>Strategy</p> <p>Through the grant, we are enhancing our workforce.</p>	<p>Task</p> <p>Smart Supervision – Impacting Behavior Change</p> <p>Task Lead Tracy Grunenfelder</p>	<p>Expected Outcome</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>Due Date 10/31/17</p> <p>Status On Track</p>
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<p>Problem / Opportunity</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>Lead Agency DOC</p> <p>Partner Agency</p>	<p>Strategy</p> <p>Formalize A3 team charter/improvement plan. Work with Matt Cronk to develop charter.</p>	<p>Task</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>Task Lead Danielle Armbruster, Director of Correctional Industries</p>	<p>Expected Outcome</p> <p>An improvement plan is formalized and adopted.</p>	<p>Due Date 11/30/14</p> <p>Status Completed</p>
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<p>Problem / Opportunity</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>Lead Agency DOC</p> <p>Partner Agency OCIO</p>	<p>Strategy</p> <p>Update our assessment tools and systems that support case management across the correctional continuum.</p>	<p>Task</p> <p>Design and deploy a comprehensive fourth-generation risk, need, responsivity tool and case management system</p> <p>Task Lead Amy Seidlitz, Advance Corrections Project Director</p>	<p>Expected Outcome</p> <p>Enhanced system for case managers and data analytics.</p>	<p>Due Date Phase 1: October 2015</p> <p>Status On Track</p>
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<p>Problem / Opportunity</p> <p>Opportunity to improve</p>	<p>Strategy</p> <p>Review new measures which track compliance throughout the month</p>	<p>Task</p> <p>Review measure</p> <p>Task Lead</p>	<p>Expected Outcome</p> <p>Review this measure to determine if a new or</p>	<p>Due Date 6/30/16</p> <p>Status On Track</p>
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Data Notes

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