

Journey Home Mobilization Plan

A RESET For Returning Citizens

United Way
of Dane County



The power of many. Working for all.

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Executive Summary

The Journey Home Initiative is adding a new strategy to its work of helping returning citizens reintegrate successfully back into the community. Returning citizens from our prison systems who are working with Madison-area Urban Ministry staff will have an opportunity to RESET their lives.

Since 2006, the Journey Home Initiative has been helping returning citizens re-integrate successfully back into the community. The result of strategies developed by the original Safe Communities, Strong Neighborhood Community Solutions Team. United Way's strategies of Residency, Employment, Support and Treatment, have cut the re-incarceration rate annually to 10% or less of our participants returning to prison. In 2018, the United Way Board of Directors approved the formation of a new delegation to review these strategies and results.

The Delegation's charge was to take an in depth look at the Journey Home Initiative and determine whether any changes to our strategies are necessary to continue to reduce the re-incarceration rates and increase the capacity to assist more returning citizens to be successful. District Attorney Ismael Ozanne, Tony Koblinski President of Madison-Kipp and Bishop Godfrey Stubbs of End Time Church co-chaired the yearlong effort.

This Mobilization Plan outlines the following:

- What our Journey Home Initiative is and how it works.
- Our research on best practices.
- Our goals and the results of Journey Home over the past twelve years.
- New research and new strategies and goals.
- Timeline for implementation.

Why this work matters

Studies with returning citizens have found that those with close ties to family members, including spouses or intimate partners, report higher levels of optimism, confidence, financial and emotional support, and intent to desist from future criminal activity (Burnett, 2004; Nelson, Dees, & Allen, 2011; Naser & Visher, 2006). This is what we want for each returning citizen to Dane County. To achieve these goals for each returning citizen in Dane County, United Way has invested in the Madison-area Urban Ministry (MUM) to help returning citizens through the Journey Home Initiative, reintegrate successfully back into our community. United Way of Dane County chose this agency to run this initiative based on all of the other holistic services they were already providing to returning citizens and their families.

Since the beginning of the program, Journey Home has assisted 7,900 returning citizens with services, with an average re-incarceration rate of less than 10%. In 2018, the re-incarceration rate for Journey Home participants was 10%.

The Journey Home (JH) Initiative has two main components: 1) Resource Specialists who provide intensive one-on-one assistance, and 2) one-stop monthly “Service Fairs” offering returning citizens and their family members access to needed services, all in one location.

Our Strategies

1. Provide one-on-one case management through our Resource Specialists.
2. Offer monthly Service Fairs to allow returning citizens to access needed resources for a successful re-entry into the community.
3. Offer orientation for all new clients to determine the level of services that are needed.
4. Link returning citizens with Residency, Employment, Support, **Education** and Treatment (RESET) as needed to aid in their reentry into the community. **(New)**
5. Monitor progress of each client that is working with our Resource Specialist.

How we do our work

Journey Home targets returning citizens who need assistance navigating the complex and sometimes inaccessible network of services in Dane County. MUM provides a monthly Service Fair that allows returning citizens one-point access to services that are critical in their successful re-integration. Our Resource Specialists ensure returning citizens have access to needed services. MUM staff use the orientation sessions as an opportunity to learn from each returning citizen about their needs as well as their education and skill level. This information is then used to help determine an individual plan of service based on the goals of each returning citizen.

MUM staff have the expertise to understand the challenges individuals face when returning to the community *and* are uniquely qualified to discuss issues or concerns and assist their clients with the linkage to services that are available throughout Dane County.

We know that Employment is key to a successful reintegration. Therefore, we are working with employers to educate and remove barriers to businesses hiring encourage them to hire returning citizens. We also know that without adequate Education, successful reentry and reconnection can be difficult. Through the Reentry Simulations, we are able to provide awareness and education about returning citizens and their challenges to the general public. Reentry Simulations also provide returning citizens with a glimpse of the services that are available to assist them upon returning to Dane County.

The Journey Home is part of the community network designed to help individuals prepare for reentry, navigate resources, and find stability. All of these elements support retention and advancement in education and employment which contributes to a stronger, more vibrant local economy and community.

— Seth Lenz, Associate Director
Workforce Development Board of South
Central Wisconsin

NEW FOR 2019 we are Providing Returning Citizens an Opportunity to RESET Their Lives

After reviewing the current strategies of Journey Home and looking at new research that is available, we are adding an education component to our strategies of Residency, Employment, Support and Treatment. We will now be Residency, Employment, Support, **Education** and Treatment (**RESET**).

Our Goal: Currently the re-incarceration rate for Dane County is 39% (three years after release). Our goal is to maintain a 10% or less yearly re-incarceration rate for JH participants, and a 20% re-incarceration rate three years after release.

New Activities Within the Education Strategy

Community Awareness and Education

For years MUM has been providing re-entry simulations for the community and individuals in prison to learn about life in prison and re-entry back to the community. In previous years the re-entry simulations have been separate from Journey Home but benefiting the potential clients for Journey Home. In 2019, the re-entry simulations will become part of the awareness and education provided to the community and inmates.

High School Diploma or General Education Diploma

Returning citizens often face significant barriers in accessing education and employment. Many of the Journey Home program participants lack the skills and educational background needed to obtain and retain employment. Educational credentials are increasingly important in order to obtain employment in a more competitive global economy.

To help prepare returning citizens for the workforce after they leave prison, many correctional facilities offer educational programs, including adult basic education (ABE), high school or GED programs, college or post-secondary programs, and vocational training.¹ Research included in the Clearinghouse show that post-secondary education had a strong effect on reducing recidivism, while there was a more modest effect for ABE programs. To address educational needs for Journey Home participants who have not obtained their HSED or GED, MUM staff will assist each of their clients in determining their educational goal and refer individuals to the appropriate agencies to assist with high school equivalency education.

¹ The Council of State Governments, Justice Center, National Reentry Resource Center, What Works in Reentry Clearinghouse: Education, http://whatworks.csgjusticecenter.org/focus_areas/education

Parenting Education

In addition to ensuring that JH clients have the educational foundation needed to find and maintain employment, parenting education is also important. Research demonstrates that connection to their families and children provide a level of stability increasing the likelihood that returning citizens do not re-offend.

Children of incarcerated parents experience higher infant mortality, childhood health problems, cognitive & academic problems, externalizing behavior problems, especially aggression, internalizing behavior problems, additional adverse childhood experiences (ACEs), and poor mental and physical health in adulthood.²

Recidivism of incarcerated individuals can cause a pattern of going in and out of jail or prison. When these individuals are parents, this “parental churning in the criminal justice system” causes instability and chaos for children.³ Parents in the home provide stability and play a protective factor in preventing their children from going to jail or prison in the future. The *Parenting Inside Out* (PIO) Curriculum is an evidence-informed, cognitive behavioral parent management training (PMT) program designed specifically for parents who are incarcerated. Its outcomes are focused on improving parenting roles, skills and behaviors. It is learner-centered and improves participation, lowers resistance, increases motivation and transfer of learning. PIO is strength-based, putting parents in the role of being the expert of their own child while offering new parenting tools to improve and increase parenting skills which will aid in reconnecting the parent to their child during and after release.

On average, mothers and fathers also spend different lengths of time away from their children. Fathers serve 80 months in state prison and 103 months in federal prison, on average, whereas mothers serve 49 months and 66 months in state and federal prison respectively.

– ASPE FROM PRISON TO HOME: THE EFFECT OF INCARCERATION AND REENTRY ON CHILDREN, FAMILIES, AND COMMUNITIES – December 2001

² Julie Poehlmann

³ Children of Incarcerated Parents A Handbook For Researchers and Practitioners Edited by J. Mark Eddy and Julie Poehlmann

Most mothers and fathers, including those with criminal justice involvement, are eager to find ways to parent in the best way possible for their children. *Parenting Inside Out* offers parents a set of skills to help them do just that. Promoting a pathway for parents after prison is central to their success and paramount to the future of their children.

– Parajita Charles PHD
Assistant Professor
School of Social Work
Institute for Research on Poverty
University of Wisconsin-Madison

We are excited about adding this new curriculum to the activities of Journey Home. PIO will bring together multiple systems to work together to help better the lives of children who have incarcerated parents. The partners on this new curriculum are: The Dane County Jail, Wisconsin Department of Corrections, Madison area Urban Ministry, University of Wisconsin-Madison, Dr. Mark Eddy, and United Way of Dane County.

We are encouraged by the success we have seen with the Journey Home Initiative in the lives of returning citizens over the last 13 years and plan to

continue using evidence-based, impactful strategies. We are even more eager to deepen and broaden the results of Journey Home by adding additional resources to returning citizens to help them RESET their lives through Residency, Employment, Support, Education, and Treatment.

For more details on Journey Home, please see the full Journey Home Mobilization Plan and Appendix.

For more information, please contact:

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Definitions

“For ease in reading this Mobilization Plan, we include the following definitions for reference.

Admissions - The admissions data presented includes all physical admissions to WI Department of Corrections (DOC) adult prisons. Each admission in a calendar year is counted; therefore, an inmate may be counted more than once in a year if he/she is admitted multiple times. It does not include offenders under Division of Community Corrections supervision in prison on a temporary hold.

Admission Types

- **New Sentence Only:** Admission occurs when an offender is admitted because he or she received a new prison sentence.
- **Revocation Only (with or without pending charges):** Admission occurs when an offender’s supervision is revoked for violating a rule or condition of supervision. The offender may or may not have engaged in criminal behavior that may or may not result in a new conviction and sentence from the court. It is unknown at the time of the admission if there is a new charge pending. The violation may be solely a result of engaging in criminal behavior.
- **Revocation New Sentence:** Admission occurs when an offender’s supervision is revoked for violating a rule or condition of supervision, and the offender engaged in criminal behavior that resulted in a new conviction and sentence from the court. The violation may be solely the result of engaging in criminal behavior.
- **Other:** Includes admissions for Alternatives to Revocation (when an offender is admitted to a WI prison to complete a designated treatment program as an alternative to revocation), inmates admitted after completing a sentence from another state, admissions pending revocation hearings, and returns to prison from supervision without violations (e.g., when the court issues a corrected judgment of conviction).

COMPAS Assessment - DOC uses the Correctional Offender Management Profiling for Alternative Sanctions tool, commonly known as COMPAS, for criminogenic risk and needs assessments and unified case planning. This actuarial risk assessment system contains offender information specifically designed to determine their risk and needs and inform dynamic case plans that will guide the offender throughout his or her lifecycle in the criminal justice system.

The lifecycle is a framework for how an offender moves through the Wisconsin criminal justice system and the decision points informed by COMPAS along the way. From the time of arrest through eventual discharge, DOC will use the lifecycle as a framework for establishing meaningful practices and interventions across jurisdictions.

Evidence Based Practices clearly state that having a sound assessment that accurately identifies an offender’s risk to reoffend is the cornerstone of effective supervision. Without a proper assessment, appropriate interventions and services cannot be delivered. Services are targeted for moderate to higher-risk offenders who are likely to reoffend if appropriate interventions are not available.

Research shows low risk offenders are less likely to commit new crimes and should be given minimal services and be excluded from intensive treatment and supervision.

Department of Corrections (DOC) - The Wisconsin Department of Corrections is focused on public safety through the custody and community supervision of offenders. It offers education, programming, and treatment to offenders to enable them to be successful upon their return to the community.

Parenting Inside Out (PIO) – Evidence-based parenting curriculum specifically for the returning citizen population. Evidence-based practices are becoming the requirement in corrections. But, what does that really mean? According to the University of Wisconsin (*Evidence-based Programs: An overview, What Works Wisconsin Research to Practice Series, Issue #6, October 2007*), to be designated evidence-based a program must:

- Have rigorous evaluation research
- Demonstrate that results can be attributed to the program
- Conduct a research study with results subjected to critical peer review
- Undergo review by a federal agency or respected research organization and is included on its list of effective programs

The Kaufman Best Practices Project (2004) further outlined the criteria a program must meet to be considered a best practice:

- Have a sound theoretical base in generally accepted psychological principles indicating that it would be effective in treating at least some problems of the population
- Be generally accepted in practice as appropriate for the population
- Have at least one randomized controlled study indicating its efficacy
- Offer a book, manual or other writings available to professionals that specifies the components of the program and how to conduct it
- Able to be delivered in common settings with a reasonable degree of fidelity to the program principles and elements
- Can be delivered by typical professionals who have received a reasonable level of training and supervision in its use

Parenting Inside Out meets all the criteria for an evidence-based program and several of the criteria for a best practice.

Recidivism - The WI DOC defines recidivism as a new offense resulting in a conviction and sentence to the WI DOC

- Wisconsin recidivism rate calculations do not include:
 - persons convicted/sentenced in another state
 - persons convicted/sentenced in Federal court
 - persons convicted/sentenced in another country
 - persons arrested with no conviction
 - persons charged with no conviction
 - persons with municipal ordinance violations
 - persons convicted of a crime that results in a court disposition that does not lead to custody or supervision under the WI DOC
 - persons admitted to jail or prison without a new conviction
 - persons who have not been apprehended or convicted of a new crime

Recidivism vs. Re-incarceration – Re-incarceration rates are also commonly reported by corrections agencies and are sometimes confused with recidivism rates. A re-incarceration rate represents the percentage of offenders released from prison who then return to prison for a revocation, a revocation with a new sentence, or a new sentence within a specified follow-up period. The WI DOC tracks re-incarceration rates as a means to report on prison bed utilization

and population projections, and as an additional outcome measure, but not as a means to calculate recidivism rates.

- *Recidivism Calculation/Percentage Change in Recidivism Rate* - The percentage change in the recidivism rate reported in the executive summary and on page six is calculated by dividing the percentage-point change by the initial recidivism rate and multiplying the resulting number by 100. This yields the percentage by which the recidivism rate changed. For example, in 1990 the recidivism rate was 43.0%, and it decreased 11.7 percentage points to 31.3% in 2011. Therefore, the resulting change in the recidivism rate was 27.2%.
- *Return to Prison Rate* (now known as re-incarceration rate)– A return to prison regardless of how an offender ended up there or a follow-up period. The returning citizen is no longer living their life in the community.
- *Returning Citizen* – An individual that has spent time in prison and is now living back in the community.
- *Risk Level* - Offender risk level was calculated using the WI DOC version of a proxy risk screening instrument (see Bogue, Woodward and Joplin, 2006) in order to capture a complete historical analysis of risk level. Though WI DOC currently uses the COMPAS Risk Assessment to capture a more detailed picture of offender criminogenic risk and needs; the measure has only been in use since mid-2012 and would provide incomplete recidivism-by-risk trends. The WI DOC proxy risk instrument incorporates three items to broadly estimate general risk for recidivism: 1) age at release from prison, 2) age at first sentence to WI DOC custody, and 3) number of prior felony convictions in Wisconsin. Scores from the proxy risk screening instrument are used to define three overall risk categories: low, moderate, and high.

Introduction:

In 2004, the Safe Communities, Strong Neighborhoods Community Solutions Team (now Income) began looking at data on the number of individuals who were returning to Dane County from prison. The team also evaluated the crime data for Dane County. This research showed that that 66% of returning citizen returned to prison within two years of their release. During this same time period, the Wisconsin State Journal ran a series of articles on returning citizens, reporting that without assistance, most of the returning citizens would return to prison for probation, parole or new crimes. To help address this issue for our community, the team researched other community models on reentry/reintegration to determine what strategies could work in Dane County.

From the work of the original delegation we implemented four research-based strategies to assist men and women at risk of re-incarceration. These strategies reduced return to prison rates to 10%. An extraordinary achievement. In 2018, the United Way of Dane County board reconvened the delegation to evaluate our results and recommend how we can do more.

The Journey Home Delegation was comprised of # Dane County community leaders representing business, non-profit, government, higher education, and corrections. They looked at new research related to youth involvement in criminal justice system, parenting support as a protective factor to recidivism and access to education and job training.

As a result of the our 9 month process, the United way Board of Directors has approved the continuation of the original four strategies of as Residency, Employment, Support and Treatment and added a new delegation recommended strategy – Education. The result will allow returning citizens to RESET their lives.

Why this matters:

In Dane County, between 300 to 700 individuals return from prison to Dane County every year. Often, they are released after years of incarceration in a highly structured environment back into the community to fend for themselves. Without the ability to get a job, find a safe and affordable home, seek support (in a variety of formats) and (potentially) therapy for issues that placed them in prison, a formerly incarcerated person is highly likely to return to what s/he knows--the life they had prior to prison. This often leads to a new cycle of crime, which threatens the safety of our community, and the returning citizen doesn't get a chance to lead a productive life, successfully parent their children and contribute to their communities.

We are seeking to break this cycle for the following reasons:

- Research shows that if a child has a parent in prison there is a 50% chance that they too will end up in prison. The cycle of crime must be broken.
- Without help, over 50% of returning offenders re-offend within 2 -3 years of being released from prison.
- Re-arrest rates for returning citizen are most commonly due to motor vehicle thefts (78.8%), possessing or selling stolen property (77.4%), larceny (74.6%), burglary (74.0%), robbery (70.2%) and possessing, using, or selling illegal weapons (70.2%). There needs to be a reduction in these high re-arrest rates.

Returning citizens who fail to successfully reintegrate with the community and commit new crimes threaten the peace and safety of all of us. We know that criminal activity for many adult offenders actually began in their youth. They will have had several contacts or interactions with the police and the court system prior to their adult offenses. Based on the number of interactions with the police and court systems, we can predict who will wind up in prison.

Within two years of release, 19% of those individuals return to prison. This rate is greatly reduced from the 66% return to prison rate we saw in 2003 when we began looking at this data.

Recidivism Rates and Trends - Wisconsin

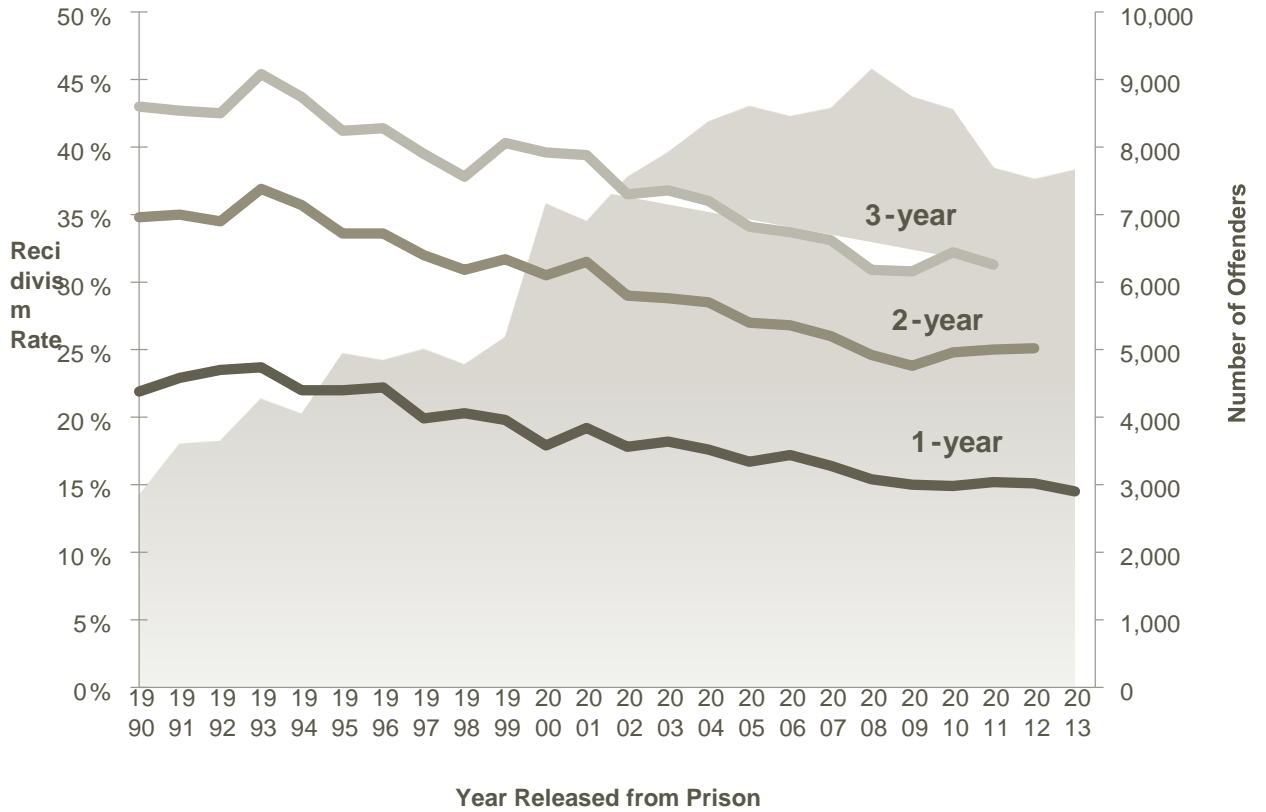
A report by the Wisconsin Department of Corrections *Recidivism after Release from Prison* (August 2016), provides updated recidivism trends for more than 156,000 offenders who were released from the Wisconsin correctional system between 1990 and 2013. Following a steady decrease beginning in 1993, recidivism rates have remained relatively stable in recent years.

In addition to updating overall trends in recidivism, the report adds new measures of recidivism. These new measures include rates by offenders' original incarceration offenses, and an analysis of the degree to which recidivists specialize in certain offense types. The report also includes recidivism rates by risk to reoffend. These measures will assist the Department in its continued efforts to match offenders with appropriate services to ensure their successful reentry into the community. ⁴

The figure below shows recidivism rates (return for new crimes) for releases from prison beginning in 1990, by release year and follow-up period. Overall, recidivism rates have significantly decreased since 1990, with the three-year rate decreasing by 27.2% (11.7 percentage points) from 1990 to 2011. In the last several years, recidivism rates have remained relatively stable, with a slight increase in the two- and three-year rates, and a slight decrease in the one-year rate since 2009. Recidivism rates are calculated at one, two, and three years' post-release and are cumulative (meaning that the longer follow-up periods include all instances of recidivism from the shorter follow-up periods).⁵

⁴ Wisconsin Department of Corrections Recidivism After Release from Prison – August 2016

⁵ Offenders who died within the timeframe of each specified follow-up period were removed from each cohort prior to recidivism rate calculations. This resulted in slightly different numbers of offenders released and recidivists for each follow-up period for each given release year.



For the Journey Home, we are tracking the return to prison rate (a return to prison for any reason) for our participants for two years upon their release.

Understanding the Offenses that Land People in Prison

A variety of offenses can result in re-incarceration for a period of time. The chart below illustrates the top four types of crimes as they align with the categories of offenses for 2011 in our state.

*Most Common Offenses in Each Offense Type Category**

Violent Offense		Property Offense		Drug Offense		Public Order Offense	
Statute Description	N	Statute Description	N	Statute Description	N	Statute Description	N
2nd Degree Sexual Assault of Child	378	Burglary-Building or Dwelling	728	Manufacture/Deliver Cocaine (≤1g)	168	Operating while under Influence (5th or 6th)	547
Armed Robbery	289	Forgery-Uttering	163	Possess. with Intent. Cocaine (>1-5g)	126	Possession of Firearm by Felon	176
Substantial Battery-Intend Bodily Harm	213	Drive or Operate Vehicle w/o Consent	117	Manufacture/Deliver Cocaine (>1-5g)	91	Failure to Support Child (120 Days+)	88
1st Degree Sexual Assault of Child	176	Misappropriate ID Info - Obtain Money	76	Possess w/Intent-Cocaine (>5-15g)	86	Bail Jumping-Felony	83
Battery	167	Theft-Movable Property (≤\$2500)	58	Possess w/Intent-THC (≤200 grams)	72	Vehicle Operator Flee/Elude Officer	57

*Data from 2011 release cohort, 3-year follow-up period. Only the top five most common offenses are listed as an example of the offenses in each offender type category.

Understanding who is in the State of Wisconsin Prison System

To provide you with a bit more information about the individuals in the Wisconsin Prison System, we look at the data provided by the State of Wisconsin Department of Corrections as of December 31, 2017. According to this profile:

- 23,519 inmates in the Wisconsin Prison System
- 93% of inmates are males
- 52% of males and 70% of females identify themselves as White
- 43% of males and 21% of females identify themselves as Black
- 9% of males and 3% of females identify themselves as Hispanic
- 37% of males and 84% of females have a mental health condition
- 71% of males and 64% of females report they have never been married
- 92% of males and 97% of females report they have had no prior military experience
- 56% of males and 51% of females report having no dependent children
- 68% of males and 74% of females report that they have completed high school, have a High School Equivalency Diploma or have a GED (General Educational Development), or have completed some post-secondary education
- 67% have committed a violent offense

Many individuals who have committed crimes in Wisconsin are housed in prisons outside of our state. We have used Wisconsin data to help gauge the scope and dimension of the prison system in our state. This also helped us understand the number of individuals potentially returning to Dane County from prison.

National Research

According to recent research, rates of re-offense after imprisonment are very high. The largest have been completed by The Bureau of Justice Statistics (BJS), which has carried out two of the most comprehensive recidivism studies to date. The first study tracked a cohort of prisoners released from prisons in 11 states in 1983 (Beck and Shipley 1989)⁶. The most recent study tracked another cohort of prisoners released from prisons in 15 states in 1994 (Langan and Levin 2002)⁷. The 1994 sample represented two-thirds of all prisoners released in that year. Both studies tracked the released prisoners for a period of three years.

Urban Institute reports “not only are more prisoners returning home than ever before, but they are also returning less prepared for life outside the walls. Many will have difficulty managing the most basic ingredients for successful reintegration—reconnecting with jobs, housing, and their families, and accessing needed substance abuse and health care treatment. Most will be rearrested within three years, and many will be returned to prison for new crimes or parole violations. The cycle of incarceration and reentry into society carries the potential for profound adverse consequences for prisoners, their families, and communities. Just as the potential costs are great, so too are the opportunities for interventions that could enhance the public safety, health, and cohesion of the communities at the center of this cycle.”⁸

According to Joan Petersilia, author of “When Prisoners Come Home,” in reality, often times, those in prison are uneducated, unskilled, without family support and the stigma of having been in prison will live with them for what seems like an eternity.⁹ Community-based re-entry programs are a relatively new concept. For years the theory was “if someone was sent to prison, when they returned to the community, they would be fixed”¹⁰. This of course is not true.

The returning citizens need assistance navigating their way back into the community, and community-based program have stepped up to the plate to help reduce the recidivism rate for returning citizens and increase community safety.

National research shows that there are five components that make for successful re-entry of returning citizens. These components are: Residency/Housing, Education, Employment, Support, AODA/Mental Health treatment and Family. We have chosen to focus our efforts on Residency/Housing, Employment, Support and AODA/Mental Health treatment or REST. Having three or more of these components in a returning citizen’s life upon release provides a greater chance for not re-offending and returning to prison.

Strategy	Need	Issue
Residency	<ul style="list-style-type: none"> ▪ Safe and adequate ▪ Transitional and Permanent Housing ▪ Affordable 	<ul style="list-style-type: none"> ▪ Offenders given vouchers for limited number of days ▪ Need employment and sufficient savings to get an apartment

⁶ Beck, A., and B. Shipley. 1989. “Recidivism of Prisoners Released in 1983.” *Bureau of Justice Statistics, Special Report*. Washington, DC: U.S. Department of Justice, Bureau of Justice Statistics.

⁷ Langan, P., and D. Levin. 2002. “Recidivism of Prisoners Released in 1994.” *Bureau of Justice Statistics Special Report*. Washington, DC: U.S. Department of Justice, Bureau of Justice Statistics.

⁸ Urban Institute; *Outside the Walls- A National Snapshot of Community-Based Prisoner Re-entry Programs*

⁹ Oxford University Press, *Criminal Justice “When Prisoners Come Home”* Joan Petersilia March 2003

¹⁰ Oxford University Press, *Criminal Justice “When Prisoners Come Home”* Joan Petersilia March 2003

		<ul style="list-style-type: none"> ▪ Landlords not always willing to rent to offenders
Employment	<ul style="list-style-type: none"> ▪ More businesses to hire offenders and pay a living wage ▪ Benefits to pay for medications ▪ Transportation 	<ul style="list-style-type: none"> ▪ Employers fearful or have had previous bad experience ▪ Jobs for low skills and limited education
Support	<ul style="list-style-type: none"> ▪ Support programs that are accessible ▪ Service providers to work together 	<ul style="list-style-type: none"> ▪ No coordination of services ▪ Limited capacity
Treatment	<ul style="list-style-type: none"> ▪ 80% of offenders need help dealing with AODA, Mental Health, Anger Management or Domestic Violence issues 	<ul style="list-style-type: none"> ▪ Lack ability to pay for services and medications ▪ Easier to choose to self-medicate with illegal drugs
<p>For the full listing of programs reviewed and research that was done, please see the appendix.</p>		

Additional research information can be found in the appendix.

What's Working in Other Communities

East Harlem, New York

Exodus Transitional Community (ETC) Reentry program, established in 2000 by a group of returning citizens, has a primary objective of providing housing and social services in one central facility for incarcerated individuals being released without housing options. In addition to providing housing, ETC also provides education, support, AODA/mental health and employment opportunities. In 2003, they worked with 290 returning citizens with only three of the program participants returning to prison (U.S. Department of Labor – Center for Faith Based and Community Initiatives 2005 report).

Springfield, Illinois

Sheridan Model Prison, launched in early, 2004, targets drug usage as a leading factor in rising recidivism rates over the past decade. This program is held within a medium security adult male facility and focuses on treatment, community integration, job readiness and job placement. In 2007 this program reported that recidivism among the participants of this program was 40% better than the comparison group (Sheridan Program 2007 annual report).

Chicago Metropolitan Area, Rock Island, Illinois and Davenport, Iowa

Safer Foundation provides housing, education, support, AODA/mental health and employment to returning citizens. In 2000, Safer received 4,300 requests for assistance, and in 2004 they received 8,300 requests for assistance. The program found that in 2004, 1,700 returning citizens were placed in jobs, 277 received GEDs (56%) with 67% were found to be less likely to reoffend or less than 2% recidivism rate.

For additional examples of what is working in other communities, please see the addendum.

We looked to these successful programs in other communities as examples of effective strategies that we now replicate in Dane County. We hope to one day serve as a model that other communities can learn from.

Our Current Strategies to Help Returning Citizens of Dane County

Madison-area Urban Ministry provides holistic approach to those returning to our community – Their program, called Journey Home, has two main components: 1) Resource Specialists who provide intensive one-on-one assistance and 2) one-stop monthly “Service Fairs” offering returning citizens and their family members access to needed services, all in one location.

In 2005, after many months of research, meetings and study of reintegration programs in other communities, UWDC created a model using promising practices we believed would work in our county. Four areas that research shows are most important for returning citizens are: Residency, Employment, Support and Treatment (REST). Evidence confirms that returning citizens who access three of these four strategies are more successful in creating safe and productive lives.

Today, Journey Home is implemented in partnership with the Madison-area Urban Ministry (MUM), to effectively connect returning citizens with community resources to reduce the re-incarceration rate for our community. The program has two main components: 1) Resource Specialists who provide intensive one-on-one assistance and 2) one-stop monthly “Service Fairs” offering returning citizens and their family members access to needed services, all in one location.

Our Plan

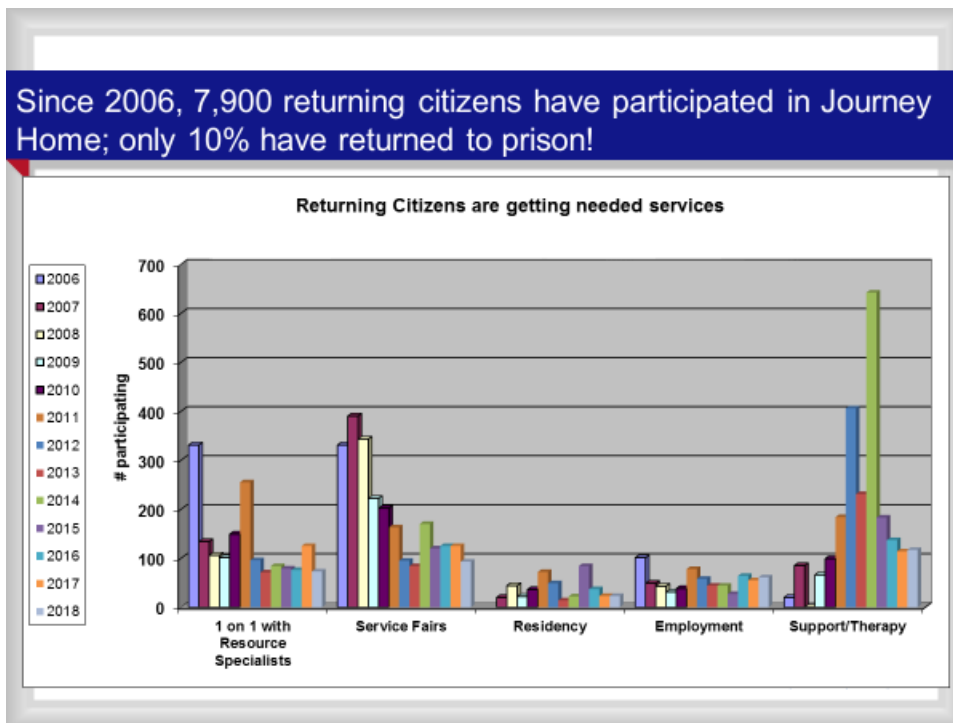
- *Target* returning citizens who need assistance navigating the complex and sometimes inaccessible network of services in Dane County.
- *Provide a monthly Service Fair* that allows returning citizens one-point access to services that are critical in their successful re-integration.
- *Offer Resource Specialists who can* ensure returning citizens have access to needed services.
- *Provide* returning citizens with another person to discuss issues or concerns and assist with the linkage to services that are available throughout Dane County.
- *Educate and encourage employers* to hire returning citizens because employment is proven to be key to a successful reintegration.

Resource Specialists ensure that the service providers who participate in the Service Fairs have available capacity to accommodate new returning citizens. We expect the Resource Specialists to maintain close relationships with all service providers to avoid referring the returning citizens to services where there are long waiting lists.

These Resource Specialists also follow-up with returning citizens to ensure that they have accessed the services that are needed. They collaborate with probation and parole officers to ensure that there is no duplication of services. It is not the intent of this initiative to replace DOC or any other social service agency in the community, but to align resources and guide the returning citizens to services that they need. Additional returning citizens’ needs will be determined on a case-by-case basis.

Employment is an essential part of an offender’s successful re-integration. The Resource Specialists work with employers to educate and encourage them to hire returning citizens and assemble a directory of employers willing to hire returning citizens.

Our original goal through Journey Home was to reduce the return to prison rate to 45% by 2011 and keep it under 10%. We have been successful in achieving this goal since 2009. Journey Home is one of the efforts in Dane County that has helped to reduce our community’s recidivism rate to 39% (as of 2015), one of the United Way of Dane County’s Signature Initiatives in the “Moving more people on pathways of poverty” Agenda for Change area under the oversight of the Income Community Solutions Team.



Service Fairs provide participants an opportunity to link up with needed services around REST (Residency, Employment, Support and Treatment).

To date, the Journey Home Initiative has served 7,900 formerly incarcerated individuals; only 10% have returned to prison (based on one year upon release) with the intervention of REST (Residency, Employment, Support and Treatment).

United Way of Dane County launched the Journey Home Initiative in 2006 to help individuals who are returning to Dane County reintegrate back into the community; in 2009, the Board approved a revised Mobilization Plan and goal for this initiative. Most recently, in March of 2018 the Board approved the formation of a Delegation to evaluate the work of Journey Home and make recommendations going forward. It is time to review our work and results as we make update this critical initiative.

Progress on our strategies to date

(R)esidency

Everyone needs a safe place to live. However, most returning citizens struggle to locate affordable housing. They find themselves in a “Catch-22” situation: they need employment to pay for a place to live but they can’t find employment without an address to put on the job application, or a safe place to sleep and live. Housing is not only difficult to find in Dane County, landlords can be especially selective choosing tenants. Families that live in Section 8 housing cannot have a former offender living with them, this makes it very difficult to keep family together.

Since 2006 we have been successful at finding housing for 467 individuals.

MUM links apartment associations and landlords with returning citizens to place them in housing. They ensure both returning citizens and landlords know and work within their rights and responsibilities for housing. Since Journey Home began, we have been able to find housing for 42% (467 of 1,102) of those who needed housing

Reducing re-incarceration rates will continue to require the active, thoughtful cooperation of many organizations and agencies. Private businesses need to be part of the solution by providing for second chances for those who have served their time and are diligent about a new start.

– Tony Koblinski, President/CEO
Madison-Kipp Corporation

(E)mployment

Finding employment can be challenging for many given the economic changes that have occurred since the Great Recession. Those who are hiring are very selective in their choices of employees, making it even more difficult for a former offender. Many employers still sift out returning citizens with a check box on their applications for employment. However, a “ban the box” movement is helping employers understand that returning citizens are not all the same. Most returning citizens have low skills and often no work history, which makes positioning them for jobs difficult.

With a greater emphasis on providing employment training, returning citizens with skills will have a greater chance to find employment. They represent an untapped market for employment.

As an example, MUM’s Just Bakery Program, which provides 16 weeks of commercial baking vocational training in culinary skills. Since 2014, 52 Just Bakery participants were able to find employment.

Since 2006, Madison-area Urban Ministry (MUM) has found employment for 847 people, or 65% of the 847 who were looking for employment.

United Way's Journey Home program has been very effective in helping the hundreds of ex-offenders that are released back into Dane County each year make a fresh start to their lives. These returning citizens are faced with multiple challenges and obstacles such as finding a job, a place to live and dealing with ongoing health and behavioral issues. Returning Citizens are at risk of returning to prison if they are unable to address these challenges. Journey Home seeks to help by focusing its efforts on residency, employment, support, education and treatment.

While it is important to address basic needs such as employment and housing, it is also critical to address health and behavioral issues. Studies show that approximately 80% of returning citizens who are in prison experience mental health issues and/or alcohol and drug addiction. While in prison, they receive the treatment and support that they need. However, upon release, not all returning citizens have access to the resources to continue with their treatment. Community partners such as Family Service Madison assist Journey Home by providing programs such as Alternatives to Aggression and Parenting Pathways to help returning citizens address mental health and behavioral issues and break the cycle of despair that can cause a return to incarceration. Our delegation was formed to review the effectiveness of Journey Home and recommend any modifications. We found that the program is very effective and has a significantly positive impact on putting returning citizens on the right track and keeping them from returning to prison.

*Dan Larson
President of the Board of Directors
Family Service Madison*

(S)upport

Some returning citizens are able to pick up where they left off and rejoin their families that provide them with a network of support. However, for others this is not the case.

MUM provides a unique approach with a continuum of services to returning citizens without supportive families. In addition to working one-on-one with the Resource Specialists and the agencies that participate in the monthly Service Fairs, returning citizens can also join the Madison-area Urban Ministry Circle of Support program or the Phoenix Initiative. Eleven Journey Home clients are in Circles of Support with four people on a waiting list. Ten Journey Home participants are in the Phoenix Initiative this year.

The Circle of Support program links a team of five to seven volunteers with one former offender to provide assistance in areas they identify, upon release. These volunteers come from a variety of church congregations throughout Dane County. The Phoenix Initiative is a support program with a curriculum designed to help men & women reconnect with their children and make good choices while providing for their family.

The Resource Specialists aid returning citizens as they work on necessary life and job skills to ensure they met their personal goals.

(T)treatment

We know that about 80% of returning citizens who are released have mental health challenges – including (alcohol and other drug abuse) AODA. While in prison, they receive the treatment and support that they need. However, upon release, not all are able to continue with their treatment for a variety of reasons. Mental health and AODA resources are in short supply – most have waiting lists – particularly for those who don't qualify for health insurance.

Policies related to the War on Drugs have caused the number of people arrested, convicted, and incarcerated for drug-related crime to increase drastically. In 1980 there were 40,900 people incarcerated for drug offenses; by 2013, this number increased to 489,000. Considering that the vast majority of drug arrests are for possession, the criminal justice system is left to address high levels of substance abuse and addiction. Most people with substance abuse issues who are released from prison/jail relapse in the community. The period of incarceration provides an opportunity to connect an often hard-to-reach and under-served population to treatment while in a relatively stable setting. However, substance abuse and addiction treatment are not widely available for incarcerated individuals. The National Center on Addiction and Substance Abuse at Columbia University estimates that only 11% of incarcerated individuals in need of substance abuse treatment receive it in jail or prison. So, ensuring that Journey Home provides assistance with substance abuse is critical in helping to keep returning citizens in the community.

Since we began this initiative, we have linked 2,442 returning citizens to support and/or treatment services.

The Resource Specialists work closely with the community agencies to provide mental health services. They have a listing of agencies with the earliest available openings. Our goal is to refer returning citizens to programs that have the shortest waiting lists without cost.

Everyone needs a place to live – A Success Story

RG, 71 years old, was released from prison in September of 2018 after serving over 40 years. RG has significant medical challenges including cancer. Journey Home staff spent nearly a week helping RG line up appointments, accompanying him to those appointments to sign up for benefits. Housing was a significant barrier for RG given his limited income, lack of rental history or credit, and his medical issues.

All of the senior housing programs that he might otherwise have been eligible for denied him housing because of his conviction history. Journey Home staff assisted RG in getting his Medicare in place, Social Security, appointments to the ADRC, checking out assisted living and home chore services, home delivered meals, and other services. RG, with the help of Journey Home staff, found an efficiency apartment that he could afford, was accessible, and located on public transportation routes.

RG enjoys having his own apartment, and he was matched with a Circle of Support to provide a support network as he has no surviving relatives in the area. Journey Home staff continue to assist him with follow-up medical care at University of Wisconsin and offering supportive services to him as he continues to adjust after forty years of incarceration.

Moving Forward

In May, the Delegation completed its work of evaluating JH and made its recommendations. The purpose of the Delegation was to take an in-depth look at the Journey Home Initiative and determine if we need to make any changes to its core strategies. The goal is to continue to work towards taking this initiative to scale by increasing the capacity of the initiative to serve more people who return to Dane County from prison on a yearly basis. The Co-Chairs for the Delegation are District Attorney Ismael Ozanne, Tony Koblinski, President of Madison-Kipp Corporation, and Bishop Godfrey Stubbs of End Time Church. This complements the work we do on family stability and prevention, and several of the Journey Home participants are parents.

For this present review of the Journey Home Strategies, the Delegation members and the Building Economic Stability Community Solution Team members wanted to ensure that we were proactive with the children of incarcerated parents. When the Delegation members visited Oakhill Correctional Institution, the men that they spoke with all indicated that their crimes started when they were young. All of them indicated that when they got out, they wanted to go into the schools and talk with the kids about not going down a path that they had taken. However, most importantly, they wanted to be able to reconnect with their own children when they returned home..

To better understand and support the issues facing incarcerated parents as they think about reconnecting with their families upon returning home, we looked to research conducted by the U.S. Department of Health and Human Services.

Why This Work Is Still Important

According to one study, a parent's gender is a major factor in incarceration patterns, and fathers account for 90 percent of parents in prison. However, between the years 1991-2000, the numbers of mothers in prison grew at a faster rate than the number of fathers in prison. The ethnicity of incarcerated parents also makes a difference – in both state and federal prisons there are more African American parents (47% in state and 49% in federal) than either Hispanic parents (19% and 30%) or white non-Hispanic parents (29% and 22%). When viewing this racial disparity from the perspective of minor-age children, nearly 7% of African American children, 3% of Hispanic children, and 1% of white children of all children in the United States had an incarcerated parent (Mumola, 2000)¹¹

A related research brief reported on who looks after children when their parents are in prison, and again it found that the answer varies according to parent gender. For incarcerated fathers, the child's mother is the usual caregiver before the father is arrested, and in the case for both federal and state prisoners, 90% of the time, mothers assume the caregiving responsibility after the father is incarcerated. However, when mothers go to prison, fathers assume responsibility only 28% - 31% of the time. Most often, the grandparent then becomes the

¹¹ ASPE FROM PRISON TO HOME: THE EFFECT OF INCARCERATION AND REENTRY ON CHILDREN, FAMILIES, AND COMMUNITIES – DECEMBER 2001

caregiver (53% of the time for state incarcerations and 45% of federal). Other relatives in the family's support network assume the parenting role for between 26% and 34% of the cases, and friends do so about 10% - 12% of the time. The research concludes that "these disparities in parenting responsibilities mirror the larger picture in our society whereby mothers assume the largest share of parenting in intact families (Coltrane, 1996; Parke, 1996; 2002) and post-divorce families (Hetherington & Kelley, 2001)"¹².

Additional research has found that mothers and fathers, on average, spend different lengths of time away from their children. Whereas fathers serve 80 months in state prison and 103 months in federal prison, on average, mothers serve 49 months and 66 months in state and federal prison respectively. The incarceration periods reflect the nature of the different offenses committed by men and women – fathers are more likely than mothers to be in prison for violent crimes (45% vs. 26% in state prison; 12% vs. 6% in federal prison). Mothers, on the other hand, are more likely to be in prison for drug-related offenses (35% vs. 23%) and fraud (11% vs. 2%).¹³

In a more recent research brief, we learn that "Intimate or co-parenting relationship quality and providing financial support for children are two important components of post-release family functioning. Interviews with incarcerated individuals before and after release confirm that family (including intimate partners) often serves as a source of housing, emotional support, financial resources, and overall stability during the reentry period. "Studies with returning citizens have found that those with close ties to family members, report higher levels of optimism, confidence, financial and emotional support. These close ties also help returning citizens to resist future criminal activity). One element of reentry associated with success is a parent's ability to provide financial support. This indicates a sense of parental responsibility and positive family engagement and can also help motivate the parent to find employment after incarceration.

In this same study these five elements of behavior (all self-reported) were reported:

- No re-arrest or re-incarceration (no self-reported arrests, time spent in county jail, or incarcerations in prison during the reference period)
- No illicit drug use (no self-reported use of illicit drugs other than marijuana during the reference period)
- Employment (self-report of any employment at the time of the interview)
- Intimate or co-parenting relationship quality (composite indicator of quality of relationship with "survey partner" using four survey items¹⁴ that measure the frequency with which the couple avoids conflicts and resolves issues constructively)

¹² ASPE FROM PRISON TO HOME: THE EFFECT OF INCARCERATION AND REENTRY ON CHILDREN, FAMILIES, AND COMMUNITIES – DECEMBER 2001

¹³ ASPE FROM PRISON TO HOME: THE EFFECT OF INCARCERATION AND REENTRY ON CHILDREN, FAMILIES, AND COMMUNITIES – DECEMBER 2001

¹⁴ Men were classified as successful who answered "never," "rarely," or "sometimes" to two statements about the escalation of arguments ("Your arguments get very heated"; and "Small issues suddenly become big arguments") and "often," "sometimes," or

- Financial support for children (limited to men who are fathers of a minor child; a self-reported indicator of whether fathers provided at least some financial support to the “focal child” during the reference period)

New Goals

Returning citizens who fail to successfully reintegrate back into the community and commit new crimes threaten the peace and safety of all of us. Once released, returning citizens often struggle to find employment, housing, transportation, treatment services and reconnection with their families, especially their children. Our updated goal is to provide assistance to these returning citizens to help them find housing, jobs, treatment, support, **education**, and reconnection to their family to ensure a successful re-integration back into the community, and to reduce crime from this population.

Currently the re-incarceration rate for Dane County is 39% (three years after release). Our goal is to maintain a 10% reintegration rate for JH participants and work towards a 20% re-integration rate after three years of release to align with the work at Department of Corrections.

A RESET for Returning Citizens

After reviewing the current strategies and success of Journey Home and looking at new research that is available, we have added an education strategy to our current strategies of Residency, Employment, Support and Treatment. We will now be Residency, Employment, Support, Education and Treatment (RESET).

R(esidency)

Housing is a key element to successful reentry, individuals experiencing homelessness have a more difficult time obtaining and retaining employment and are challenged by limits on the number of days per year they are able to access overnight shelter. The Journey Home Resource Specialists work to develop relationships with both transitional housing providers that offer safe, affordable transitional housing, including sober living, as well as working with landlords in the community to open doors to rental housing.

“rarely” to two statements about resolving issues constructively (“You are good at working out your differences with each other”; and “You and your survey partner calmly discuss something”).

There is a significant lack of affordable rental property in Madison. A healthy vacancy rate in the rental market is considered 5%.

JB was released from prison in May 2018 to start his extended supervision. Although he gets a joint SS/SSI monthly payment of \$890 per month, he has been unable to secure permanent housing because of his poor credit history and criminal history. He spent a week in the Tellurian Dane County Mental health unit after expressing suicidal ideations when asked to leave a residence where he was renting a room for \$400 a month. Although he is on several subsidized housing waiting lists, it could be another 6-12 months before his name comes up. Journey Home staff referred JB for follow-up mental health services and have been able to help JB find transitional housing and are still working with him to find permanent housing.

– 2018 Journey Home Participant

However, Madison's rate is just below 3%, meaning there remains a significant lack of rental housing stock. For housing to be considered affordable it needs to be no more than 30% of the individual's income. The mean hourly wage for a renter in Madison is \$14.87 per hour, significantly above the starting wage of many Journey Home participants. The average rent for a one-bedroom apartment in Madison is over \$900 per month, which means for a one-bedroom apartment to be affordable for someone working full-time at \$14.87 the rent would be \$773 per month.

Aggravating the lack of available rental units is the reality that since 2011 the WI State Legislature has made more than 100 changes to landlord-tenant

law. The laws have sped up the eviction process, made it easier to evict tenants, and allowed landlords greater power to look into tenant's histories, including protections related to arrest and conviction records for individuals looking for housing. The loss of any legal protection from housing discrimination based on arrest and/or conviction record, combined with the very low rental vacancy rate in Dane County and lack of truly affordable housing, means that individuals returning to Dane County from prison face enormous barriers in the area of housing. Among some of the barriers faced by people applying for housing: landlords can charge applicants \$25 for a credit check which can be a financial burden for applicants, landlords can ask for an application fee and while the fee is supposed to be refundable, it can still result in a financial hardship as people apply for multiple apartments hoping to be approved for one of them. Landlords can serve a 5 day no-cure eviction notice to a tenant if the tenant or a member of the tenant's household or any of their guests engage in certain criminal activity on or near the premises, and the person accused of the conduct does not have to have been arrested or charged with anything for the landlord to pursue eviction. These are just some of the examples of how changes to tenant rights have negatively impacted many of the individuals who are returning from prison and seeking housing.

In 2018, 94 Journey Home participants needed housing; 23 (24%) were successful in finding stable housing.

E(mployment)

Returning Citizens face significant barriers to employment upon their return, among them: stigma, a lack of employment history or significant gaps in their employment history, and lack of the requisite skills to retain a job once employed.

As a population, people with criminal conviction histories statistically tend to have less education and less previous employment in their backgrounds, which can lead some employers to see them as less favorable than applicants without a conviction history. Many applications will automatically disqualify those who have felony convictions. Applicants who make it through the initial application process may be removed from consideration as the result of a background check that disqualifies them as well.

It is commonly known by experts in the field that employment is an incredibly important factor in stabilizing someone's life after release from prison. People need to have the steady activity and responsibility in order to avoid falling back into the same behaviors that landed them in the system. More importantly, they need a steady paycheck to get themselves housing, food and basic necessities in order to survive on their own.

To avoid re-incarceration, people need the opportunity for a good job. At Madison-Kipp we continue to enjoy our relationship with MUM and the Journey Home program as a source of candidates that have a positive attitude about a fresh start. Everyone deserves a second chance.

*— Tony Koblinski, President/CEO
Madison-Kipp Corporation*

The increased risk for re-offending caused by unemployment has a negative effect on overall return to prison rates; that impact has been tracked by several recent studies. A 5-year study conducted by Indiana's Department of Corrections found that an offender's post-release employment was "significantly and statistically correlated with recidivism, regardless of the offender's classification."

A partnership between a national employment agency, America Works, and the Manhattan Institute tracked the success rates of their employment-

assistance programs for returning citizens. They found that returnees who participated in their programs had almost 20 percent less of a chance of re-offending and returning to prison.

In 2018, 89 Journey Home participants needed to find employment;61 (69%) found employment earning between \$9 and \$17 an hour.

S(upport)

Circles of Support is based on the Circles of Support and Accountability model developed in Canada. The model is an evidence-based approach that encircles individuals newly released from prison with a positive support network of volunteers who work with the participant focusing

on personal accountability while offering assistance with employment, resource development, life skills, and mentoring. the program utilizes the foundations of evidence based practice: risk assessment, targeting individuals at medium to high risk of re-offending; enhancing intrinsic motivation, targeting intervention to need, skill development and practice, use of positive reinforcement and engagement of ongoing support in the community and connecting with individuals prior to their release. Consistent with best practices in reentry mentoring intensive volunteer training is provided focusing on healthy boundaries, the criminal justice system, barriers to reentry and community resources, communication skills and cultural humility.

In 2018, 30 unduplicated individuals participated in a Circle of Support. An additional 10 were on a waiting list for a Circle and working with the Coordinator and/or Journey Home staff for support as they waited. 200 individuals participated in prison in-reach activities to learn more about reentry, reentry planning and about resources (including Journey Home) and how to enroll in the program.

The Phoenix Initiative is a peer-led support group for individuals returning to the community after incarceration. A cognitively based curriculum, the group focuses on the day-to-day challenges facing people returning from prison, celebrates their successes, and serves as a safe place to process challenges.

Individuals in the Journey Home who have lived experience with either substance abuse and/or mental illness can also be referred to work with a state Certified Peer Support Specialist from MUM. Peer Specialists themselves have lived experience with substance use and/or mental illness and offer a support extended support network for the person. Peer Specialists walk side by side with the individual, encouraging them, listening to them, and working as part of the Journey Home reentry team to provide holistic reentry support.

In 2018, 67 Journey Home participants were referred for support services that included: AA/NA, MUM's Phoenix Initiative, peer support through MUM's Peer Support Initiative, Recovery Dane, Cambodian Temple, MUM Breaking Barriers AODA group, book club, AL anon, DAIS and others. Additionally, 54 were referred for treatment services AODA and/or mental health challenges.

E(ducation)

Returning Citizens often face significant barriers in accessing education and employment. Many of the Journey Home program participants have high barriers and few skills to obtain and retain employment. Journey Home Resource Specialists work with returning citizens to assess their employment and education needs. Participants who have not obtained their HSED or GED are referred to appropriate agencies to assist with high school equivalency education. Participants seeking employment receive assistance with employability skills, resume writing and either job placement referrals or referrals to vocational/employment training programs within the community. The data from the United Way's HIRE Initiative is one example of how the provision of vocational training can stabilize an individual's life, decrease poverty, and for returning citizens help facilitate their successful reintegration into their community.

Educational credentials are increasingly important in order to obtain employment in a more competitive global economy. However, many prisoners have low levels of educational attainment. To help prepare prisoners for the workforce after they leave prison, many correctional facilities offer educational programs, including adult basic education (ABE), high school or GED programs, college or post-secondary programs, and vocational training.¹⁵ Research included in the Clearinghouse show that post-secondary education had a strong effect on reducing recidivism, while there was a more modest effect for ABE programs. Studies of GED programs show that participants were no less likely to recidivate than non-participants. However, it is difficult to draw any definitive conclusions about the effectiveness of any of these programs because there were a limited number of studies that met the criteria for inclusion.¹⁶ There was more research on vocational education programs, but the findings from these studies were mixed. The research on vocational education programs suggests that the quality of the program may be an important factor in achieving reductions in recidivism.

Re-Connecting with Parents with their kids though Parenting Skills

Maintaining family ties and contact between children and incarcerated parents may represent an important opportunity to decrease parental recidivism. However, prisons and jails do not always provide the right type of environment for parent and child connection. Often children are asked to visit with their family member with bars separating them. This can cause additional trauma to an already difficult situation. When the Journey Home Delegation members visited Oakhill Correctional Institution, they heard from all of the men they spoke with that they were concerned about reconnecting with their kids. The Delegation members also heard from a family whose parents were both sent to prison. This family shared how traumatic this experience was on all of the family members, especially when a few of the children were sent to live with relatives in other states. The mom, upon her release, struggled to reconnect with her kids, particularly her oldest daughter who took on the role of caregiver for her siblings in her parent's absence. Even though the mom has been back with the family for some time, the mom and the oldest daughter are still working on repairing their relationship and reconnecting.

Dr. Julie Poehlmann-Tynan works as a consultant to Sesame Street to develop an initiative for young children with incarcerated parents and their families called "Little Children, Big Challenges: Incarceration." Dr. Poehlmann-Tynan spoke to the Delegation members about the needs of the children when a parent is in prison. In her book "When Parents Are Incarcerated Interdisciplinary Research and Interventions to Support Children", she discusses the various interventions and supports a child will need.

She shared with the Delegation members that "Most incarcerated individuals are parents. The majority of affected children are younger than 10 years old. Mass incarceration is (on average) harming millions of children and families, especially poor children and children of color who are disproportionately affected because of systemic racism and economic inequality."

¹⁵ The Council of State Governments, Justice Center, National Reentry Resource Center, What Works in Reentry Clearinghouse: Education, http://whatworks.csgjusticecenter.org/focus_areas/education

¹⁶ There was one study that evaluated an ABE program, two that evaluated GED programs, and another two the evaluated post-secondary education programs.



Children of incarcerated parents experience higher Infant mortality, childhood health problems, cognitive & academic problems, externalizing behavior problems, especially aggression, internalizing behavior problems, additional adverse childhood experiences (ACEs), poor mental & physical health in adulthood.

Recidivism of incarcerated individuals can cause a pattern of going in and out of jail or prison. “parental churning in the criminal justice system” causes instability and chaos for children.¹⁷ Parents in the home provides stability and play a protective factor in preventing their children from going to jail or prison.

While there are a lot of successful and evidence-based parenting programs and curriculums available, none of them are designed for parents who are incarcerated. In 2002, Oregon Correction adopted a recommendation to provide parenting classes to its inmates. This curriculum included a partnership with a non-profit organization called OSLC to collaborate in developing a research-informed program now called *Parenting Inside Out* developed by Dr. Mark Eddy and a team of scientists, policymakers, practitioners, and instructional designers. Drawing from the results of a randomized controlled trial (RCT) with mothers and fathers incarcerated in Oregon corrections institutions, this curriculum is evidence-based for use with incarcerated parents and is now used in thirty-three states. It includes the outcomes that complement the strategies we already have implemented for Journey Home, while also providing us an opportunity to provide some intervention work for youth.

We are also excited about this curriculum as it is something that is being used in several local contexts with parents. First, Dr. Pajarita Charles of UW-Madison’s School of Social Work, in collaboration with MUM, is leading a study to develop and test for feasibility a family-focused

¹⁷ Children of Incarcerated Parents A Handbook For Researchers and Practitioners Edited by J. Mark Eddy and Julie Poehlmann

intervention that supports fathers in reentry from prison and promotes child well-being. This program, Pathways for Parents after Prison, centers around the use of *Parenting Inside Out*. Second, Dr. Charles in collaboration with UW-Extension, helped spearhead the first-time use of PIO with incarcerated parents at Dane County Jail. Third, there is the goal of piloting PIO in collaboration with the Wisconsin Department of Corrections to examine the feasibility of using the curriculum in WI state prisons. Having this curriculum at MUM would provide a continuum of services from either prison or jail into the community helping to support those returning and keeping our community safer.

The RCT of *Parenting Inside Out* to evaluate the effectiveness of the curriculum indicate the following results:

- **Reduced Recidivism:** At one-year post release, *Parenting Inside Out* participants in the study were less likely to have been rearrested (32% to 41%) and less likely to report having been involved in criminal behavior (29% reduction compared to controls).
- **Better Parental Participation:** Participants of the program reported more total family contact, were more likely to be involved in the lives of their children, were more likely to use positive reinforcement, and had lower parental stress scores than their peers who did not participate in the *Parenting Inside Out* program.
- **Better Attitude:** *Parenting Inside Out* participants showed a dramatic reduction in depression (measured by the CES-D) when compared with their control group peers. In addition, the class significantly raised their prison adjustment scores as compared to the control group.
- **Reduced Substance Abuse:** Following release, participants of the program reported substantially less substance abuse (1.6 times less likely than controls) than their peers who did not take *Parenting Inside Out* classes while incarcerated.

The *Parenting Inside Out* (PIO) Curriculum is an evidence-informed, cognitive behavioral parent management training (PMT). Its outcomes are focused on improving parenting roles, skills and behaviors. It is learner-centered and improves participation, lowers resistance, increases motivation and transfer of learning. PIO is strength-based, putting parents in the role of being the expert of their own child while offering new parenting tools to improve and increase parenting skills which will aid in reconnecting the parent to their child during and after release.

Topics Covered in the PIO Curriculum

- Communications skills
- Problem-solving skills
- Emotion regulation (anger management)
- Child development
- Nurturing children through reading and play
- Family dynamics
- Giving effective directions and using positive reinforcement
- Child guidance and non-violent discipline techniques
- Adult development and the parenting role
- Transition planning and family reintegration

Success of PIO Curriculum)

Research shows that inmates who receive visits during their incarceration have a lower recidivism rate when they return to the community than do inmates who do not receive visits. *Parenting Inside Out* has a positive impact on visitation for incarcerated parents.

In recently released data, the [Parenting Inside Out](#) (PIO) program demonstrated a positive impact on visitation and on building the relationships with family members that result in more visits. The program, first developed in the state of Oregon, has been offered in Oregon's prisons for ten years. Results have been encouraging.

In a randomized controlled study (half the parents took the class while a control group did not take the class) of 359 inmate mothers and fathers done by the Oregon Social Learning Center, researchers found the following:

- During incarceration, parents who took the PIO class reported significantly more positive parent-child contact;
- For fathers, the PIO group scored higher on the factor that measured the likelihood that they would play an active role with their children after release;

MUM has, since 1998 worked with children who have an incarcerated parent. We know how important the parent/child bond is and how critical it is that we support families impacted by incarceration. That's why we are so excited that beginning with the new Journey Home Mobilization Plan we'll be adding the Parenting Inside Out program to the service array. Parenting Inside Out will be offered to parents who have experienced incarceration offering education and support as they reunite with their children, strengthening the family. We know that reuniting parents with their children is a positive indicator of success post release from prison, adding Parenting Inside Out to the education services array in the Journey Home will help facilitate a smoother reunification process for the entire family.

— Linda Ketcham, Executive Director
Madison-area Urban Ministry

- The PIO group scored higher on factors that measured the inmate's ease of relationship with their child's caregiver, with those whose relationships were the most strained prior to the class reporting the greatest improvement;
- The PIO group received more total family visits than did the control group.

Research over many years has shown that inmates who maintain family connections during their incarceration have a higher likelihood of successfully reentering the community. The latest study, published by the Minnesota Department of Corrections late last year, looked at data on 16,420 inmates released between 2003 and 2007. The study found a significant positive impact on reducing recidivism for inmates who received visits during their incarceration.

While parents in the criminal justice system love their children, many recognize that they can benefit from learning how to improve their parenting skills and knowledge. In a study of the [Serious and Violent Offender Reentry Initiative](#) (SVORI), Urban Institute researchers asked participants what they needed to succeed in the community; 61% of them listed parenting skills.

We are excited to add this new strategy to the Journey Home Initiative. We are also pleased to announce that effective Fall of 2019, the Oakhill Correctional Institution will pilot the PIO curriculum with their inmates. Data on the number of parents in the Wisconsin Corrections can be found in the appendix.

Education goals for 2019 will be focused on implementation for the PIO work. See the work plan for more details on when we will add an outcome goal for PIO.

T(reatment)

Over the past several years, at both the local and national level, there has been a significant increase in the number of individuals who are addicted to opiates.

In 2016 there were 865 opioid related overdose deaths in WI – a rate of 15.8 deaths per 100,000 persons –which is comparable to the national rate of 13.3 deaths per 100,000. Since 2010 heroin overdose deaths have increased from 92 to 389 deaths. Deaths attributed to synthetic opioids (mainly fentanyl) increased similarly from 66 to 288 deaths, and deaths due to prescription opioids increased from 285 to 382 deaths (Natl. Institute of Drug Abuse, Feb. 2018)

This epidemic has impacted individuals returning from prison as well. Access to treatment can involve a wait list resulting in overdoses, and for individuals on supervision, a return to prison. Such trends can have significant impact on the challenges facing people returning from prison.

Additionally, exposure to violence and trauma can have a significant impact on one's day-to-day functioning, interpersonal relationships, and physical and mental health. Coping strategies such as substance use and aggression may lead to criminal justice involvement. In fact, PTSD severity is positively correlated with frequency of arrest, and PTSD increases the risk of recidivism among those who have been incarcerated. Recognizing trauma histories within this

population is important because prison itself can exacerbate PTSD symptomology: traumatic events can occur in correctional facilities and being incarcerated may trigger memories of traumatic events.

Serious mental illness has become so prevalent in the US corrections system that jails and prisons are now commonly called “the new asylums.” In point of fact, the Los Angeles County Jail, Chicago’s Cook County Jail, and New York’s Riker’s Island Jail each hold more mentally ill inmates than any remaining psychiatric hospital in the United States. Overall, approximately 20% of inmates in jails and 15% of inmates in state prisons are now estimated to have a serious mental illness. Based on the total inmate population, this means approximately 383,000 individuals with severe psychiatric disease were behind bars in the United States in 2014, or nearly 10 times the number of patients remaining in the nation’s state hospitals.

Mental Health

In 44 states across the country, a jail or prison holds more mentally ill individuals than the largest remaining state psychiatric hospital; in every county in the United States with both a county jail and a county psychiatric facility, more seriously mentally ill individuals are incarcerated than hospitalized. A 2004–2005 survey found there were “more than three times more seriously mentally ill persons in jails and prisons than in hospitals.”

The US Department of Justice (DOJ) in 2006 found that “an estimated 10% of state prisoners . . . reported symptoms that met criteria for a psychotic disorder.” Given the continued growth of mental illness in the criminal justice system since the DOJ data was collected in 2004, a prevalence rate of 15% would appear to be conservative at this time.

In 2014, there were 1,561,500 inmates in state prisons. If 15% of them had a serious mental illness, state prison inmates with severe psychiatric disease numbered approximately 234,200 that year. The number has grown since then.

Combining the estimated populations of jail and state prison inmates with serious mental illness results in an estimated population of 383,200 affected inmates. Since there are only approximately 38,000 individuals with serious mental illness remaining in state mental hospitals, this means ten times more individuals with serious mental illness are in jails and state prisons than in the remaining state mental hospitals.

Individuals who have a mental illness tend to be incarcerated for longer periods of time than individuals without a mental illness. Mentally ill inmates remain in jail longer than other inmates. The main reason individuals with a mental illness are incarcerated longer than other prisoners are that many find it difficult to understand and follow prison rules. A study in Washington state prisons found that individuals with a mental illness accounted for 41% of infractions even though they constituted only 19% of the prison population.

Individuals with a mental illness who are returning to Dane County can experience long waiting periods to see a psychiatrist or access other treatment. For individuals who are released after serving their maximum sentence and leaving prison without supervision, the wait can be even

longer as they are not eligible for any DOC funded mental health services. Aggravating the situation is that many individuals run out of their psychotropic medications before they are able to see a doctor and obtain or refill a prescription, thereby increasing their barriers to successful reintegration.

Recognizing that individuals who have experienced incarceration have often also experienced high levels of trauma before their incarceration (as well as during), it is important that services provided through the Journey Home be grounded in trauma informed, evidence-based practices as a way of further supporting each program participant as they rebuild their lives.

Trauma Informed Care is an organizational structure and treatment framework that involves understanding, recognizing, and responding to the effects of all types of trauma. Trauma Informed Care also emphasizes physical, psychological and emotional safety for both consumers and providers, and helps survivors rebuild a sense of control and empowerment. Many people currently incarcerated have experienced significant trauma in their lives; incarceration itself is traumatizing. When individuals return to the community it is imperative that they find services that are trauma informed. Journey Home staff will receive regular (at least annual) training in trauma informed care, and Journey Home participants who have lived experience with mental illness or addiction will also be offered a Certified Peer Specialist to provide additional emotional support through the re-entry process.

Importance of Partnerships

It takes more than one entity to help prepare returning citizens for a successful re-entry back into the community. We continue to partner and work with other programs in the community including the Department of Corrections (DOC). Our partnership has continued to grow over the years, and together we are helping returning citizens find success. The DOC has continued to evaluate the needs of their inmates and have enhanced the services being provided offered. Below highlights some of their recent changes at Oakhill Correctional Facility in Dane County.

The DOC has partnered with the Department of Workforce Development and the South-Central Workforce Development Board to establish the first DOC Institution-based Job Center at Oakhill Correctional Institution for the purpose of preparing inmates for post release employment. DOC is providing inmates Vocational Training Academies in high demand fields like welding, Computer Numerical Control Machining, Industrial Maintenance and Constructions to prepare people for jobs where employers have had difficulty finding skilled workers. Inmates at Oakhill Correctional Institution can now use this job center to create actual Job Center of Wisconsin Accounts, develop resumes, search for employment, and even apply for jobs prior to release. Services available to inmates from DWD and South-Central Board staff include: career readiness services, resume development, veteran's services, information on registered apprenticeships and assistance for individuals with disabilities. The job center is open approximately 20 hours a week and is estimated to be serving 30 to 50 inmates each month.

Our work with the Department of Corrections highlights the importance of strong partnerships in changing the lives of individuals who are returning to the community after time in prison.



Great Need and Complicated Tracking of Data

In 2006, based on emerging and promising practices, we designed the Journey Home program to provide services within two years to those returning to Dane County from prison. We track results on multiple levels: services received by individual participants, program impact on participants, and overall re-incarceration within our community.

Simply counting persons receiving services and calculating overall recidivism is straightforward. Effectively evaluating the program's impact on participants is more complex. We compare the names of our individual participants with those of the Department of Corrections (DOC) to see if participants are back in prison. What we discovered through our analysis has been eye opening. Tracking returning citizens through the DOC is extremely complicated by 1) not all participants know their ID numbers, 2) may have been released prior to the year of service (we only count those who are released and served in the year they receive service), 3) may not have originally been a part of the Wisconsin Department of Corrections and may have been in jail, not prison, for a period of time). 4) By tracking individuals through the DOC, we have identified hundreds of returning citizens as well as those convicted but not incarcerated who are in need of Journey Home services.

What we have learned

1. Program outcomes remain promising for returning citizens who work intensively with Resource Specialists; one-year re-incarceration rates remain at or below 10%. The Department of Corrections has switched to reporting on three-year data for returning citizens, so we will need to track data this way as well to be able to compare our data to theirs.

2. The Journey Home program has been highly cost effective when compared with the cost of incarceration.

- a. A ten-year total investment of \$1,030,194 averages \$716 for each of the 1,439 participants who have worked one-on-one with the Resource Specialists. The average drops to \$156 or 6,589 participants if we count all of the services provided through Journey Home.
- b. A typical year of incarceration costs taxpayers about \$30,000 per inmate. This is a minimal return on investment of one of United Way’s most effective initiatives.

3. COMPAS - Data from DOC COMPAS scores for JH clients indicated that the Journey Home program primarily works with returning citizens that have a medium or high COMPAS score. This means that they are working with clients that have a higher risk of re-offending. Below you see the risk level rates for returning citizens for the State of Wisconsin¹⁸. You see that the returning citizens assessed at a higher risk level also have a higher rate of returning to prison. Journey Home focuses our interventions and strategies toward returning citizens who have a medium or high COMPAS score. Any clients who are assessed as a low risk on the COMPAS score, are given the information that they are looking for and do not continue working with the Resource Specialist; unless another referral is needed at a later time. Clients who are assessed at low risk on the COMPAS score should not receive more than 100 hours of service in a year, otherwise; you risk putting them in jeopardy of re-offending.

Data from the Wisconsin Department of Corrections now reflects a three-year time frame instead of the two-year from 2006.

Recidivism Rates by Risk Level for Select Release Years: 3-Year Follow-up*

Risk Level	2000			2006			2011		
	Total Releases	Recidivists		Total Releases	Recidivists		Total Releases	Recidivists	
High Risk	2,505	1,356	54.1%	2,323	1,088	46.8%	1,632	685	42.0%
Moderate Risk	2,802	1,075	38.4%	3,719	1,270	34.1%	3,752	1,280	34.1%
Low Risk	1,812	388	21.4%	2,324	461	19.8%	2,222	411	18.5%

- 4. With limited resources, we are most effective in focusing on clients who have been recently released. We need to evaluate the relative effectiveness of these strategies for people who have been out of prison for a longer period of time. However, offering more returning citizens a fresh start reducing the incidence of crime and leaving more resources to serve other returning citizens who need help reintegrating.
- 5. Transportation is an issue for low-income individuals and families in Dane County, so it is no surprise that it is an issue for returning citizens as well. While there is no specific strategy for transportation for returning citizens, Journey Home does provide bus tickets to their

¹⁸ Wisconsin Department of Corrections Recidivism After Release from Prison – August 2016

clients that have transportation needs. In 2018, the program provided 286 bus tickets for clients.

We are working with DOC to improve how we track and measure data. We are working with Professor Pajarita Charles to help evaluate the work we are doing for Journey Home. She will also help with the implementation of the Parenting Inside Out Curriculum in the jail, prison and community. We are excited to have her joining us in this work.

Getting my life back on track – A Success Story

GE began to work with the Journey Home in 2018 after her release from prison. She came in highly motivated and worked hard to complete the goals she identified with Journey Home staff. GE had many of needs, including clothing. Her Resource Specialist assisted her with clothing from her own closet because GE's size was not available at the local pantries or thrift shops. While GE struggled and broke down crying at times when she would come in, she kept moving forward after just giving her the safe space to grieve with the realities of reentry.

GE found a job within weeks of being released but had to let go of the position because she learned some bad news about her personal health. With the help from the Resource Specialist with calls to Badger Care and primary care physicians, she was able to secure a primary care physician and get some help for her health conditions. She continued her work search and soon after found another job which has provided her with some stability. GE continues to use her resources when she needs them and communicate her needs. This is her story as she wrote it at the end of year:

GE's Story, in her own words

My life began spiraling out of control in the early 80's when I decided to use drugs. I've been in and out of prison totaling well over 23years (7 months fed time, 3 ½ years state time and 13 ½ years state time again, and lastly 7 years state time and countless months spent in and out of county jails.)

I am 57 years old now and this last sentence is where I decided "NO MORE" and mean it. I was released from my last 7-year sentence on July 12th. I became involved with MUM (Madison Urban Ministry) and a Resource Specialist and peer supervisor Janie Ocejo, opened doors for me which I gladly went through. These open doors led me to the job center where I participated in MUM's employability classes and the staff assisted me with the means to obtain employment, which helped me get a car, and assistance on many levels.

Today I am drug free, working, moving into a sober living home, attending church and highly motivated to succeed.

For the first time in a long time, I feel free on the inside. I am very thankful for the people who helped me change the direction of the life I live now. Without God, my choices to succeed, and MUM, the Job Center, the Salvation Army and the DOC, I would not be where I am only months after my release.

I decided no more and actually meant it, and I am proof that once you put your heart and mind in positive directions God will lead the way.

GE

Conclusion

Transitioning from prison back to the community can be an incredibly difficult feat. Through the last 12 years, the Journey Home Initiative has shown that through its holistic approach to individual goals and needs, it has consistently helped returning citizens build productive and meaningful lives in the community.

When returning citizens have a successful re-entry back into the community, this helps to build stronger individuals, stronger families, and a stronger Dane County community. We look forward to broadening and deepening this work with additional strategies that will help multiple generations of Dane County families.

We are committed to this work and will provide updates on our progress yearly. Updates will be shared with the Income Community Solutions Team, the United Way Vision Council and the Board of Directors. The community can find these updates on the United Way of Dane County website.

A workplan outlining our work through the end of 2021 can be found on the next page. Additional research, data and information can be found in the appendix of this document.

Looking to be involved

- There are always volunteer opportunities available at either Madison area Urban Ministry or United Way. You can find volunteer opportunities on the www.volunteeryourtime.org website for opportunities throughout Dane County.
- It takes a lot of time and effort to run successful programs and provide oversight; your donations are greatly appreciated.
- Please continue to be an advocate for returning citizens and help raise awareness throughout the community.

Thank you for being a champion of change for Dane County!

Work Plan

Date	Activity
May 2019	Updated Journey Home Mobilization Plan goes to the United Way Board of Directors for approval
June 5, 2019	Public Launch of the updated Mobilization Plan and new strategy
Fall 2019	Oakhill Correctional Institution begins pilot of the Parenting Inside Out (PIO) Curriculum
December 2019	Evaluation of PIO progress at Oakhill
1 st Quarter of 2020	Implementation of the Community-Based PIO Curriculum
April 2020	1 st Quarterly Report on all strategies are due
July 2020	2 nd quarter Report on all strategies are due
October 2020	3 rd quarter report on all strategies are due Evaluation of progress at Oakhill, determine if any changes are needed (may include engagement with inmates at Oakhill)
December 2020	Determine if we are on track for goals, make adjustments as needed
January 2021	2019 Year-end report due on all strategies
March 2021	Impact Report on 2020 results
2021	Continue with quarterly reports to determine progress Seek additional investments as needed Yearly Impact Reports on results

Annual progress on goals will be reported to the Board of Directors and the Journey Home Delegation members. As appropriate, progress on work will be shared with the community.

Appendix

Journey Home Delegation Roster

Name	Organization
Co-Chair: Bishop Stubbs	Pastor, End Time
Co-Chair: Tony Koblinski	President and CEO Madison-Kipp Corporation
Co-Chair: Ismael Ozanne	Dane County District Attorney Assistant: Alexandra Fischer
Becca Anderson	Urban Root Creative & BES CST Representative
Chytania Brown	Wisconsin Department of Workforce Development Division Administrator, Employment and Training
Matthew Bryant	Ideal Builders Journeyman Owner/Designer at Elemental Ember
Tanya Buckingham	UW Madison Cartography Lab & BES CST Representative
Pajarita Charles	Assistant Professor University of Wisconsin-Madison School of Social Work Institute for Research on Poverty
Tyrone Glenn	Retired from Dane County Courts – BES CST Representative
JoAnn Hart	Boardman and Clark
James Hawk	Madison area Urban Ministry
Donna Hurd	Perkins Coie LLP Director of Administration AS CST Representative
Silvia Jackson	Department of Corrections & BES CST Representative
Meghan Kelly	UW Cartography Lab
Linda Ketcham	Madison-area Urban Ministry & BES CST Representative
Dan Larson	Board President, Family Service
Seth Lentz	Workforce Development Board of South- Central Wisconsin
Alex Lindenmeyer	Short Stack Eatery
Janie Ocejó	Madison area Urban Ministry
Adam Stevenson	UW Madison Law School & BES CST Representative

Updated 1/28/19

Journey Home Delegation – Responsibilities and Roles

Issue

Each year 300 to 700 people return to Dane County from prison looking for a fresh start and a reboot of their life. Upon their return, many of these individuals face immediate challenges and obstacles that may result in them returning to prison for a new crime or for some kind of violation. Officially recognized reasons for recidivism include revocation, violation of rules and committing a new crime. For most of us, this is not a path that we would choose for our life or the life of our loved ones.

Changing lives is exactly what United Way of Dane County is all about. We want to help change lives, even when it is not the most popular thing to do or with a population not often embraced by the community. Giving hope, along with evidenced-based strategies for the past decade, Journey Home is changing returning citizens' lives one person at a time! All while strengthening their families and making our community safer.

We now have a decade of results in reducing recidivism with individuals returning from prison to Dane County. We want to determine if we still have the correct strategies in place to help individuals who are returning from prison, fine tune our work and scale our best practices to help more people. We have seen the community return to prison rate go from 66% to 19% since we began this work. Our goal: Journey Home participants will have a 10% or less return to prison rate.

Purpose of the Journey Home Delegation

The purpose of the Delegation is to take an in depth look at the Journey Home Initiative that began in March of 2006. We now have eleven years of data that we can analyze to determine if we need to make any changes to our strategies as we continue to work towards taking this initiative to scale (meaning that we are increasing the capacity of this initiative to serve more people who return to Dane County from prison on a yearly basis).

Delegation Member Responsibilities

- Attend scheduled meetings and participate in discussions and decisions.
- Understand scope and dimension of the re-incarceration issues & barriers in Dane County.
- Listen to and educate the community on the scope and dimension of the problem.
- Review the data that we already have and determine if additional data is needed.
- Determine if we need to revise our goal.
- Deliverables
 - New Impact Report on Journey Home and the steps we will be taking to move forward (mid-way through the Delegation process)
 - Community Engagements, particularly with communities of color and individuals and families that are living with returning citizens to understand local issues and evaluate potential strategies
 - Revise the current Mobilization Plan--to be approved by United Way Board of Directors
 - Public launch of the up-dated report to the community

Anticipated Meetings

To begin its work, the Delegation will meet for the first time in May 2018 at and then we will meet monthly until the public launch of our report in January, 2019. Meetings will generally be 90 to 120 minutes in duration. Work/task groups may be formed to address particular focus areas. Members will be asked to get involved in our community engagement and listening opportunities.

Composition of the Delegation

This Delegation will be composed of leaders from businesses, government, health/behavioral health organizations, communities of color, faith-based organizations, social service agencies (particularly housing, job training, Department of Corrections), law enforcement, landlords, media and other key stakeholders who have a common interest in helping to change the human condition for families living with returning citizens. Special effort will be taken to ensure that we have representation and hear from individuals who are living in poverty and/or are/have been in prison.

Chairs

Our co-chairs are District Attorney Ismael Ozanne, Tony Koblinski who is the President and CEO of Madison-Kipp Corporation and Pastor Godfrey Stubbs of End Time Church. We are also seeking a private sector employer co-chair for this Delegation and will report back to you once one has been confirmed.

Why it matters

- 300-700 returning citizens return to Dane County every year. In 2003, 66% in Dane County returned to prison within two years of release (70% State of Wisconsin rate).
- Released returning citizens who fail to successfully reintegrate with the community are likely to violate rules or commit new crimes. This threatens the peace and safety of our community.
- Without employment returning citizens can't find housing, reunify with their family, or become productive members of the community.
- Families suffer when the primary wage earner is not able to find employment. Children of returning citizens are likely to become incarcerated, too.
- When returning citizens re-offend, taxpayers pay not only the cost of re-incarceration (the average cost to the state is \$29,900 annually per inmate), but also increased supports needed for families.
- Parents in the home is a protective factor for children. Successful reintegration keeps families together, offering our community an opportunity to break the cycle of incarceration.
- With the success of this initiative, we are contributing to the decrease the number of individuals who are returning to prison; allowing them the opportunity to succeed in school, work and life.

Accountability

United Way of Dane County's Board of Directors, and ultimately the community.

Staff Team

Kelly Abrams, Director of Research, Data and Evaluation – United Way of Dane County

Angela Jones, Director, Community Impact – United Way of Dane County

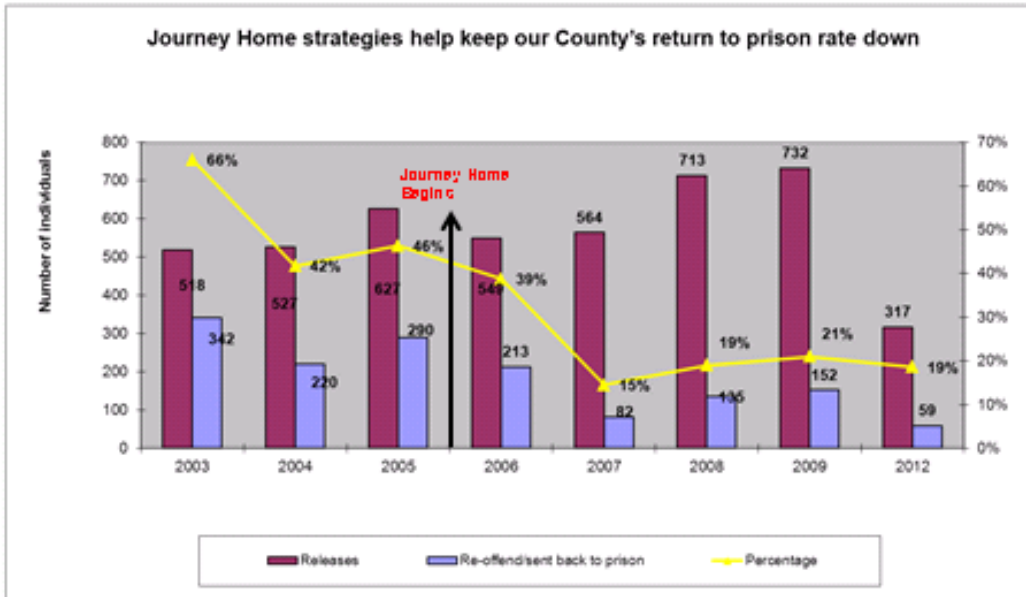
Linda Ketcham, Executive Director – Madison-area Urban Ministry

Martha Cranley, Executive Vice President of Community Impact

Rate of prison returns decreasing in Dane County



Assistance with reintegration into the community helps ex-offenders



Data Source: Department of Correction | 2013

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Building Economic Stability CST Roster 2018

Greg Jones

Chair
NAACP Dane County

Roberta Gassman

Vice Chair
UW Madison School of Social Work

Rebecca Anderson

Community Volunteer Leader

Kenneth B. Axe

Community Volunteer Leader

Tanya Buckingham

UW Cartography Lab

David De Leon

Alliant Energy

Tyrone Glenn

Dane County Courthouse

Silvia Jackson

Department of Corrections

Sharyl Kato

The Rainbow Project, Inc.

Beth Lewis

Community Volunteer Leader

Sabrina Madison

Community Volunteer Leader

Joe Oswald

WI Laborers District Council, Retired

John Pinto

Community Volunter Leader

Pat Schramm

Workforce Development Board of South Central Wisconsin

Gwen Schmidt Hannes

Dane County Department of Human Services

Martha Stacker

Dane County Department of Human Services

Lisa Steinkamp

School of Medicine and Public Health

Adam Stevenson

University of Wisconsin Law School

Iliana Wood
City of Madison

Linda Ketcham
Madison-area Urban Ministry

Delegation Work Plan for reviewing the Journey Home Initiative

Date	Key Topic(s)	Committee Discussions
April/May	<ul style="list-style-type: none"> • Finalize recruitment of delegation members • Begin work with co-chairs • Identify & schedule community engagement opportunities 	
June 13th Location: Urban League of Greater Madison – Community Room	<ul style="list-style-type: none"> • First meeting of delegation • Develop understanding of the scope and dimension of problem in Dane County • Understand Journey Home and the decade of work & data • Determine what additional data is needed 	<ul style="list-style-type: none"> • All committee members were brought up to speed on why JH began and understanding of who is being served and progress since 2006
July 11th Location: Oakhill Correctional Institution	<ul style="list-style-type: none"> • Community Engagement – field trip to Oakhill Correctional Facility 	<ul style="list-style-type: none"> • Committee members had a chance to see the physical location of a minimum-security prison • Learned of the services and programs available to inmates prior to release • Had a chance to meet some inmates and hear their stories of how they ended up in prison and their needs to remain out of prison upon their release • Requested additional data on the number of inmates with children data from DOC
August 8th Location: Madison-area Urban Ministry	<ul style="list-style-type: none"> • Debrief from the Oakhill Correctional Facility engagement • Discussion on adding a youth focus to the Journey Home work • Discuss community engagements 	<ul style="list-style-type: none"> • Discussion of the community engagement at Oakhill • Additional questions answered regarding opportunities • Review of the inmate data on how many kids they have (voluntary information) • Began discussion on adding a youth focus • Heard about effective youth programs from other communities

<p>September 12 Location: UWDC Board Room A</p>	<ul style="list-style-type: none"> • Review JH data & DOC data • Understand Department of Corrections COMPASS Assessment (youth and adult) • Determine if a new assessment is needed for JH (Social Determinants of Health Screener) • Hear about currently funded programs in the Academic Success portfolio as we explore a youth strategy for JH • Youth prevention/intervention research 	<ul style="list-style-type: none"> • Additional data requested on race/ethnicity and other demographics from DOC • Concern expressed about adding a youth focus to this work; different population and very different strategies and expertise will be needed
<p>October 10th Location: UWDC Board Room B & C</p>	<ul style="list-style-type: none"> • Learn about the Parenting Inside Out (PIO) curriculum • DOC data on number of youth with parents in prison (including demographic data) • Make a decision on adding a youth focus to JH 	<ul style="list-style-type: none"> • Reviewed DOC data to determine if we have enough parents in prison who will be returning to Dane County for us to include PIO as a strategy. • Team determined not to add a youth focus to JH as best practices speaks against this. • PIO provides an opportunity to be proactive with youth at an early age.
<p>November 7th Location: UWDC Board Rooms B & C</p>	<ul style="list-style-type: none"> • Engagement with Dr. Mark Eddy re: Parenting Inside Out Curriculum 	<ul style="list-style-type: none"> • Team really likes the PIO curriculum and feels confident that we should move forward with this piece as a new strategy.
<p>November 14th Location: UWDC</p>	<ul style="list-style-type: none"> • Determine if any changes are needed for the adult part of JH • Community Engagement – Hearing first hand from a family who has experienced parents being in prison and the difficulties in re-connecting once the parents are out of prison. 	<ul style="list-style-type: none"> • Heard from Dr. Julie Poehlmann-Tynan on stabilizing families and strategies to that work. • Heard from a family where parents were in prison and the oldest child was left to care for her siblings.
<p>December 12th Location: UWDC</p>	<ul style="list-style-type: none"> • Review strategies determine if any changes needed to be made • Journey Home demographic data 	<ul style="list-style-type: none"> • Team added an Education strategy to JH which will include GED/HSED and PIO as the strategies • Began discussions on the goals
<p>January 2019</p>	<ul style="list-style-type: none"> • Begin revising Mobilization Plan 	<ul style="list-style-type: none"> • Team met to look at an outline for the Mobilization Plan

		<ul style="list-style-type: none"> • Team members provided feedback on plan, took some sections for re-writes and determined who would provide a few quotes.
February	<ul style="list-style-type: none"> • Revise Mobilization Plan 	<ul style="list-style-type: none"> • No full team meeting, subgroups met to work on plan
March	<ul style="list-style-type: none"> • Final review of up-dated Mobilization Plan 	<ul style="list-style-type: none"> • No team meeting continued work on mob plan
April	<ul style="list-style-type: none"> • Plan for public launch 	<ul style="list-style-type: none"> • Began seeking presenters and location for the public launch • Continue working on mob plan and other materials
May	<ul style="list-style-type: none"> • Board Approval 	<ul style="list-style-type: none"> •
June	<ul style="list-style-type: none"> • Public launch 	<ul style="list-style-type: none"> •

United Way of Dane County
April 2005 Re-Integration/Recidivism Community Engagement Findings

Vision in the area of Residency for returning citizens

Safe and adequate transitional and permanent housing

Issues to be addressed for Residency

1. Existing housing units are not available (including those developed with public funds –HUD)
2. Landlords who will work with returning citizens
3. More housing units
4. Cannot move back with family members live in Section 8 housing

External Factors to keep in mind

1. Lack of affordable housing
2. Returning citizens record discourage some landlords
3. Upon release returning citizens do not have a lot of money to pay for housing and are often placed in temporary housing
4. Returning citizens cannot return to live with family that are in Section 8 housing
5. Takes time to get a job to pay for housing

Visions in the area of Employment for returning citizens

- Businesses that hire returning citizens and pay a living wage
- Adequate transportation to jobs
- More/expanded programs such as “Windows to Work” that provide pre-release counseling and job training

Issues to be addressed for Employment

Lack of previous employment history & job skills

Education and assistance for employers

Better transportation & other support services to keep people working at long term employment

Life skills & job training programs

A few examples of Employers who hire returning citizens

- Madison Kipp
- Capital Newspapers
- Placon
- Webcrafters

External Factors to keep in mind

1. Number of employers who will employ returning citizens
2. Jobs do not always offer benefits that are needed to continue medications etc....
3. Returning citizens may not have any job experiences or skills
4. Returning citizens often lack basic life skills
5. Need additional supports and mentors to be a liaison between returning citizens and employers
6. Returning citizens often have gaps in their employment history

Visions in the area of Support Networks for returning citizens

- When an offender is ready to change, the support people and programs are accessible (enough resources and easy to find).
- Service providers working together and communicating with each other.
- Tracking and measuring what works and identifying available capacity.

Issues to be addressed

- Unrealistic expectations, for example making money (expectation of family as well)
- Lack of coordination of services
- Especially hard to respond to adversity – “the first coffee cup breaks....”
- Coping skills and social isolation

External Factors to keep in mind

1. State supervised returning citizens do not receive county funded services
2. Hard to navigate the system – unclear where they should start looking for services
3. Lack of ability to pay for services/no insurance to help with costs

Visions in the area of Treatment for returning citizens

- Clients are provided with access to for issues such as AODA, Mental Health, Anger Management and Domestic Violence
- Access to appropriate medications upon release

Issues to be addressed in the area of Treatment

- Resources & capacity issues
- Cultural and Gender sensitive treatment
- Life Skills – issues
- AODA & Drug treatment
- 1 to 1 psychotherapy

External Factors to keep in mind

1. Returning citizens fall through the cracks because they are unable to continue with medication and/or treatment because neither the State or County systems view them as part of their clientele.
2. Lack of ability to pay/no insurance to help pay for services
3. Prescription medications often have undesirable side effects
4. Returning citizens choose to self-medicate with illegal drugs & alcohol
5. Trouble navigating the system/unsure where to turn for services
6. Lack of capacity

Original Research Done In 2005

This research was used to help us determine which strategies we would use for Journey Home

Residency/Housing

Research has shown that having a safe place to live provides stability to a returning citizen. Housing, whether it is permanent or temporary, helps to provide a sense of stability, lessens stress, and makes it easier to find employment. Most returning citizens do not have the finances they need to pay for housing, and Federal laws prohibit an ex-offender from living in public assisted housing thereby making finding affordable housing difficult. Often times, returning citizens do not have the good credit history nor rental history needed to get safe and affordable housing.

Without the benefits provided by stable housing, returning citizens struggle to meet other basic needs, such as finding employment and gaining access to substance abuse treatment and health care services. This means they may face a higher risk of relapse and recidivism. Providing access to affordable housing offers needed stability for returning citizens and their families that could ease the transition back into the community.¹⁹

The private housing market represents 97 percent of the total housing stock in the United States (Bradley et al. 2001). However, the private housing market is not an option for many returning citizens because of cost. Assuming the individual cannot stay with family or friends, the barriers to accessing housing in the private market in the days immediately following release can be substantial.

As a result of policies adopted during the 1980s and 1990s, public housing may not a viable option for returning citizens for a number of reasons. Federal laws bar many returning citizens from public housing and federally assisted housing programs. Additionally, the stock of available public housing units has been in decline for the past several decades.

Federal housing policies permit—and in some cases require—public housing authorities, Section 8 providers, and other federally assisted housing programs to deny housing to individuals who have been involved in certain criminal activities (Legal Action Center 2000)²⁰. Living with family may not be an option. Many returning citizens have severed ties with their family members upon their entrance into the prison system. However, even if staying with family is an option, those family members living in public housing are in jeopardy of losing their housing by allowing a returning citizen to live with them, even if only for a short time.

Some returning citizens are provided housing from the Department of Corrections. This housing is often in less than desirable locations, and may be well known by criminals. This places returning citizens back into environments in which they were not able to thrive prior to going to prison. Providing access to affordable and stable housing options will aid the transition back to the community and prevent recidivism and relapse among returning citizens.

Employment

¹⁹ Urban Institute; Outside the Walls- A National Snapshot of Community-Based Prisoner Re-entry Programs

²⁰ Legal Action Center. 2000. "Housing Laws Affecting Individuals with Criminal Convictions." http://www.lac.org/pubs/gratis/housing_laws.pdf.

Having a legitimate job lessens the chances of re-offending following release from prison. This is easier said than done since having served a prison term creates a lifetime stigma for many returning citizens. Employers are less willing to employ someone with a criminal background even if there is a shortage in workers.

This ability to find a stable and adequate source of income upon release from prison is an important factor in an individual's transition from prison back to the community and must be addressed as soon as possible upon release. The challenge of finding employment upon release can be heightened if the ex-offender does not have a place to live; renting an apartment is impossible without income and security deposit.

Studies show that returning citizens have a lowered prospect for secure employment and decent wages throughout their lifetimes (Bernstein and Houston 2000)²¹. Job training, prison industries, and placement programs show promise in connecting returning citizens to work, thereby reducing their likelihood of further offending. Yet, today, fewer inmates are receiving in-prison vocational training than in the past, and fewer still have access to transitional programs that help connect them to jobs in the community after release.

Upon return to the community, returning citizens face a number of significant barriers to securing employment, particularly employment outside of the low-wage sector.

- Employers are more reluctant to hire returning citizens than any other group of disadvantaged workers. Fewer than 40 percent of employers claim that they would definitely or probably hire returning citizens into their most recently filled no-college job (Holzer et al. 2002)²².
- Job applicants with a criminal record are substantially less likely to be hired. According to a recent audit, when two similar applicants were sent for the same job opening, one with a criminal record and one without, the likelihood of getting hired was 40 percent lower for the applicant with a criminal record and 60 percent lower if the applicant was an African-American man (Pager 2002)²³.
- The availability of criminal records online, and changing public policies regarding access to those records, make it easier for employers to conduct criminal background checks on potential employees (Holzer et al. 2002).
- The kinds of jobs for which employers have historically been more willing to hire individuals who were formerly incarcerated—blue collar and manufacturing jobs—are diminishing in the national economy. At the same time, jobs for which returning citizens are barred or are less likely to be hired—childcare, elder care, customer contact, and service industry jobs—are expanding (Holzer et al. 2002).

²¹ Bernstein, L., and E. Houston. 2000. *Crime and Work: What We Can Learn from the Low-Wage Labor Market*. Washington, DC: Economic Policy Institute.

²² Holzer, H., S. Raphael, and M. Stoll. 2002. "Can Employers Play a More Positive Role in Prisoner Reentry?" A paper prepared for the Urban Institute's Reentry Roundtable, Washington, DC, on March 20–21, 2002.

²³ Pager, D. 2002. "The Mark of a Criminal Record." Paper presented at the annual meeting of the American Sociological Association, Chicago, August 16–19.

Many returning citizens' educational levels, work experience, and skills are well below the national averages for the general population, which make them less desirable job candidates. Individuals with criminal records face stigma from potential employers since many are reluctant to hire returning citizens out of fear of crime against their business or other employees.

Not surprisingly, employers' willingness to hire returning citizens varies according to industry. Construction and manufacturing employers expressed more willingness to hire returning citizens than employers in retail trade or services. In particular, employers indicated a reluctance to hire returning citizens for positions that require a wide variety of skills and direct contact with customers.

Research suggests that well-conceptualized and strategically placed job training and placement interventions can be successful (Lawrence et al. 2002).²⁴

Support (includes Family and Faith)

The growth in incarceration over the past two decades means that more families are affected by the imprisonment and eventual return of a family member. When offenders go to prison, they leave behind family and friends who must now deal with the aftermath of their loved ones going to prison.

According to the Urban Institute, the consequences for these families can be substantial, ranging from the loss of financial and emotional support, to the social stigma attached to having a family member in prison (Waul, Travis, and Solomon 2002)²⁵. To date, little research has been done on the impact of incarceration and reentry on the families left behind (Johnston 2001)²⁶. One thing we do know is that strong family ties during imprisonment can have a positive impact on both returning citizens and their children. Several studies have shown that continued contact with family members during and following incarceration can reduce recidivism and foster reintegration into the community, which has broad benefits for all involved (Hairston 2002)²⁷.

Faith institutions and other community groups have historically played a critical role in providing support for both incarcerated and returning citizen populations. Thousands of faith-based and community organizations currently provide emergency and long-term shelter, job training, substance abuse treatment, and mentoring for released prisoners and their families. All of these services can ease the reintegration of the returning citizen. Faith-based institutions typically have strong neighborhood ties, putting them in a good position to help returning citizens and their families in a way that is grounded both in the individual and in the community. Some

²⁴ Lawrence, S., D. P. Mears, G. Dubin, and J. Travis. 2002. *The Practice and Promise of Prison Programming*. Washington, DC: The Urban Institute.

²⁵ Waul, Michelle, Jeremy Travis, and Amy Solomon. 2002. "The Effect of Incarceration and Reentry on Children, Families and Communities." Paper prepared for the From Prison to Home: The Effect of Incarceration and Reentry on Children, Families, and Communities national policy conference convened by the U.S. Department of Justice and Urban Institute, Washington, DC, January 30–31.

²⁶ Johnston, D. 1995. "Effects of Parental Incarceration." In *Children of Incarcerated Parents*, edited by K. Gabel and D. Johnston. New York: Lexington Books.

²⁷ Hairston, C. F. 2002. "Prisoners and Families: Parenting Issues During Incarceration" Paper prepared for the From Prison to Home: The Effect of Incarceration and Reentry on Children, Families, and Communities national policy conference convened by the U.S. Department of Justice and the Urban Institute, Washington, DC, January 30–31.

studies have found that prisoners who participate in religious programming while incarcerated receive fewer disciplinary infractions than those who do not (Johnson, Larson, and Pitts 1997)²⁸.

Regardless of where the support comes from, support for returning citizens coming back from prison is greatly needed to make the transition back into the community successful. Researchers point to three distinct steps that seem to form the foundation of successful programs: (1) building relationships with the clients or target population; (2) drawing them into available programs and services; and (3) connecting them to appropriate services.

Treatment

The prevalence of communicable disease, mental illness, and substance abuse is much higher among returning citizens than the general population (Hammett et al. 2001)²⁹. Health and health treatment plays an important role in facilitating a successful reentry back to the community.

Returning citizens do receive treatment in prison but once they are released, they are no longer a part of the state health system and usually have only a short supply of any medications that they may have been receiving while in prison.

Substance abuse is the most common health issue among the prison population, which has important implications for both the public health and public safety concerns of released prisoners and their communities. Not only do a significant number of released prisoners have addiction problems, but the use of alcohol and other drugs is closely linked to the commission of crime. Despite the clear need for this issue to be addressed, both in prison and after release, there is a lack of substance abuse treatment for those who need it.³⁰

Several studies have found that drug treatment can be a beneficial and cost-effective way to reduce both substance abuse and criminal activity (Gaes et al. 1999; Harrison 2001; Seiter and Kadela 2003).³¹

When released, a returning citizen is more likely to stay on treatment if they have the following at the time of release (Roberts et al. 2001)³²:

- Medication to cover the gap before medical benefits are obtained
- A copy of their prison medical summary
- Scheduled follow-up appointments
- Assistance completing applications for medical benefits
- Connections to other reentry services such as for housing, cash benefits, and treatment for mental health and substance abuse, if necessary. Effective health planning for a

²⁸ Johnson, Byron R., David B. Larson, and T. Pitts. 1997. "Religious Programs, Institutional Adjustment, and Recidivism among Former Inmates in Prison Fellowship Programs." *Justice Quarterly*, March.

²⁹ Hammett, T.M., C. Roberts, and S. Kennedy. 2001. "Health-Related Issues in Prisoner Reentry." *Crime and Delinquency*, Vol. 47 No. 3: 390-409.

³⁰ Urban Institute; *Outside the Walls- A National Snapshot of Community-Based Prisoner Re-entry Programs*

³¹ Gaes, G. G., T. J. Flanagan, L. L. Motiuk, and L. Stewart. 1999. "Adult Correctional Treatment." In M. Tonry and J. Petersilia (Eds.), *Prisons*. Chicago: University of Chicago Press.

³² Roberts, C., S. Kennedy, T. Hammett, and N. Rosenberg. 2001. "Discharge Planning and Continuity of Care for HIV-infected State Prison Inmates as They Return to the Community: A Study of Ten States." Washington, DC: Abt Associates.

returning citizen to the community, specifically connecting the prisoner with community services, greatly increases the chance of his/her continuing to receive medical care.

Message from Silvia R. Jackson, Ph.D., Reentry Director

As the DOC Reentry Director, I want to share with you our Becky Young Community Corrections Recidivism Reduction Report for Fiscal Year 2018. This report details the programs and services provided with Becky Young funding in accordance with state statutes. The cornerstone of DOC's reentry efforts and the Becky Young appropriation is to promote public safety and offender success by implementing evidence based practices that reduce recidivism. Highlighted throughout this report are both institution and community based programs that are working toward achieving the goal of recidivism reduction.

The work of the DOC Reentry Unit has been guided by a Reentry Business Plan which can be found on the DOC public website¹. Examples of activities accomplished in 2018 under the Reentry Business Plan include the following:

- DOC expanded short-term vocational training academies in high demand fields for inmates at DOC Correctional Centers in collaboration with the local technical colleges. A total of 112 offenders were trained with Becky Young funding in computer numerical control machine operation, industrial maintenance, welding and construction essentials.
- The Windows to Work program was expanded, adding Kettle Moraine Correctional Institution, Redgranite Correctional Institution, and Adams County Jail. A total of 507 new enrollments occurred during the year and 403 active participants found 563 episodes of employment with an average wage of \$11.99 per hour.
- Opening Avenues to Reentry Success (OARS) was expanded in 2018 due to a \$330,400 increase in funding. The additional funding resulted in an additional case manager being added to the Dane County program and a second case manager hired to cover Eau Claire, Langlade, Lincoln, Marathon, Menominee, Shawano, and Wood Counties, bringing the total counties to 44 counties covered by OARS. The OARS Program was able to serve 52 additional individuals in FY18 and increase the average daily population by twelve participants with the new funding.
- Motivational Interviewing continued to roll out in all DOC program divisions with ongoing training and peer learning groups. In total, 571 staff were trained in Basic MI with 35 training days.
- DOC continued to invest in Trauma Informed Care by training staff and developing on-line training modules. Additionally, the Division of Adult Institutions incorporated TIC by implementing: Acts of Kindness; Pay it Forward Initiative; and Camp Reunite for children of incarcerated mothers at Taycheedah Correctional Institution.
- DOC completed thirteen evaluations of contracted service providers with 85% of the providers developing action plans to better align with evidence-based practices.
- DOC completed 37,348 COMPAS Assessments during 2018 and created a total of 227,675 case plans to date.
- The Disabled Offenders Economic Security Project (DOES) provided attorney services to 442 offenders assisting them with applying for social security benefits. Of that group, 255 offenders secured benefits, a 57.68% success rate and nearly double the national award rate.
- Inmates continue to apply for Medicaid by telephone prior to release from incarceration. In FY 2018, 67.5% of offenders releasing from incarceration applied for and were determined eligible for Medicaid so that upon release they have immediate access to health care.
- Recidivism and re-incarceration trend data is reported by 1, 2, and 3 year follow-up periods as one measure of success.

These are just some of the investments made with Becky Young funding in 2018. For a complete summary of all initiatives, I encourage the reader to review the entire report. It is truly an honor to serve as the DOC Reentry Director and be able to report these accomplishments by both DOC staff and provider agencies.

Sincerely,
Silvia R. Jackson, Ph.D., Reentry Director

Career and Technical Education (CTE) Initiatives

301.068(2)(d); 301.068(3)(b)

DOC offers Career and Technical Education (CTE)/Vocational Programs in seventeen different institutions and across twenty-four different program areas. These programs are connected to the Wisconsin Technical College System (WTCS) member colleges and include program areas such as: Barbering/Cosmetology, Cabinet Making/Cabinetry, Industrial Maintenance, Masonry, and Machine Tool Operations, among others.

During the course of the past 3+ years, DOC has expanded on its programming to offer several short-term CTE training opportunities to better prepare releasing inmates (and offenders on DCC supervision) for employment in fields where jobs are currently going unfilled and employers need skilled workers. This has included the development of short-term educational training for men and women who are incarcerated in correctional centers throughout Wisconsin. DOC contracts with local technical colleges to provide these training academies, which often occur at the college and culminate in the individual earning a technical diploma or certificate within two to four months. DOC began offering these training opportunities for inmates in FY15, with the Computer Numerical Control (CNC) Mobile Lab, which is housed at Racine Correctional Institution and utilizes trainers from Gateway Technical College, and the Milwaukee Area Technical College (MATC-Milwaukee) CNC Project. This led to DOC partnering with Madison College and the Workforce Development Board of South Central Wisconsin on an Industrial Maintenance Essentials: Fluid Power & Metal Processes Training Academy.

FY18 CTE Academies and Training Initiatives

Due to the success of the above identified projects, DOC received funding in the biennial budget to expand on its educational and vocational offerings to inmates throughout Wisconsin. Thus, in FY18, DOC offered several short-term CTE training opportunities at various correctional centers and institutions around the state. Due to the demand for these academies, enrollment for participants was prioritized by their planned releasing location, release date, and prior program completions. DOC is prioritizing individuals who are releasing to the counties surrounding the correctional center and/or technical college where the training is occurring to encourage individuals to continue their education and/or employment after release. For all CTE academies, DOC works collaboratively with the local technical college and workforce development system to connect individuals with employment opportunities and/or further education after release. In all, 151 individuals were served through CTE academies in FY18, including 112 individuals who were served directly with Becky Young funding.

CNC Operator

As noted, DOC has had a partnership with MATC-Milwaukee and Gateway Technical College to provide short-term, accelerated CNC training to incarcerated inmates. During FY18, this partnership continued through the MATC CNC Project, the CNC Mobile Lab, and a new program for incarcerated women from the Robert E. Ellsworth Correctional Center (REECC). Twenty-seven students earned a 14-credit CNC Technical Certificate from MATC-Milwaukee during FY18 through the Second Chance Pell Grant Pilot Program (including two students funded through Becky Young funding), while 23 students earned a 16-credit CNC Operator Certification from Gateway Technical College in the CNC Mobile Lab.

DOC and Gateway began training REECC inmates in October 2017 with nine women enrolling in the CNC Operator Certificate training at Gateway's iMET Center in Sturtevant. These individuals attended training for approximately four to five hours per day over the course of five months. All nine participants completed the class and earned a 13-credit CNC Operator Certificate in March 2018.

The next cohort of students began in April 2018 with twelve REECC students enrolling in the CNC Operator Certificate program. Three additional credits in math and communication were added to the curriculum to create a 16-credit program. Eleven participants completed training in September 2018. Of note, Gateway Technical College and REECC coordinated to allow the recent graduates to interview with seven local manufacturing employers to establish potential work-release and post-release employment opportunities.

On September 13, 2018, Governor Scott Walker joined DOC Secretary Cathy Jess, Gateway Technical College President and CEO Dr. Bryan Albrecht, Senator Van Wanggaard, and Speaker Robin Vos in congratulating the graduates on their accomplishments.

Industrial Maintenance

Between March 2016 and June 2017, DOC partnered with Madison College to provide industrial maintenance training to incarcerated men from Thompson Correctional Center (TCC) and Oregon Correctional Center (OCC), with seventeen individuals completing the 11-credit training during that time. Due to the 100% post-release employment success for individuals who completed training, DOC partnered with Nicolet Area Technical College and Northeast Wisconsin Technical College (NWTC) during FY18 to offer industrial maintenance training to individuals at local correctional centers.

Nicolet Area Technical College provided training to inmates from McNaughton Correctional Center (MCC), with five students completing the 13-credit Mechanical Maintenance Technical Diploma program in June 2018. Students spent fourteen weeks learning about hydraulics, pneumatic operations, electrical concepts, as well as safety and CPR.

NWTC provided instruction to inmates from Sanger Powers Correctional Center (SPCC), and eleven students completed the 14-credit Industrial Maintenance Certificate program in June 2018. The Industrial Maintenance Certificate is an embedded pathway certificate within the manufacturing and engineering technologies cluster, and all classes were taken from the first three semesters of NWTC's Electromechanical Associates Degree program. Students learned to read technical drawings, schematics, and diagrams; perform electrical/mechanical assembly/disassembly; assist in the repair or calibration of components; apply basic knowledge of electricity and industrial controls and basic fluid powers.

To date, 33 individuals have completed Industrial Maintenance training through the various academies (between 06/2018 and 08/2018). Of these, 14 individuals have released to the community and all (100%) obtained employment at some point following release. There was an average of 21.33 days between release and employment (start date known for twelve participants) and individuals earned an average of \$17.93 per hour at initial hire (wages known for eight participants). Of the 33 people who completed training, 23 obtained work-release jobs while incarcerated (as of 09/2018), at an average wage of \$15.90 per hour at initial hire. Ten individuals were employed in Installation, Maintenance and Repair occupations, with another eight employed in Production occupations.

Gas Metal Arc Welding (GMAW)

DOC established partnerships with Southwest Wisconsin Technical College (SWTC) and Wisconsin Indianhead Technical College (WITC) to expand its welding offerings during FY18. SWTC provided its mobile welding trailer for use at the Prairie du Chien Correctional Institution (PDCI). Beginning in late 2017, inmates received Gas Metal Arc Welding (GMAW) instruction in the lab, which was located inside the perimeter fence of the institution. Due to DOC utilizing various funding sources, two cohorts of inmates completed the program and fourteen inmates earned the 7-credit GMAW certificate.

Building upon similar academies, DOC and WITC partnered to provide short-term, accelerated GMAW instruction to inmates from Gordon Correctional Center (GCC). This instruction occurred at the WITC-Superior campus over five weeks. Students were taught welding skills and theory, fabrication, layout, print reading, welding symbols, math, and welding codes. In addition, students learned basic employability skills, including job search techniques and resume development. Fourteen individuals earned the 8-credit Technical Diploma in June 2018.

Construction

Due to industry demand, DOC partnered with Madison College to develop a short-term construction training for inmates from OCC and TCC. Participants from OCC and TCC attended classes at the Madison College Commercial Avenue Campus over the course of fifteen weeks, and eleven individuals graduated the 11-credit Construction Essentials Technical Diploma program in July 2018. Students learned skills necessary for entry-level jobs in the construction industry and developed an understanding of construction processes including framing, roofing, floor, and wall construction. Students also earned OSHA-30 certification and created projects which were donated to community organizations, including a shed which was donated to Troy Community Gardens in Madison, and a child's bed which was donated to Domestic Abuse Intervention Services (DAIS) in Madison. Of the eleven inmates who completed training, nine obtained work-release jobs shortly after the program (at an average wage of \$16.18 per hour), with five individuals employed with large construction companies in south central Wisconsin.

Dairy Farm Worker

DOC continued its partnership with Moraine Park Technical College (MPTC) in FY18 by offering a short-term dairy worker training program at the Waupun State Farm to inmates from the John Burke Correctional Center (JBCC). The eight-week program was spearheaded by Lt. Governor Rebecca Kleefisch in 2017, and instructors taught inmates how to raise calves, grow crops, feed cows, and other basic dairy farm tasks. Eight inmates earned a Dairy Worker Training Certificate from MPTC, which is a two-credit transferable credential which includes instruction in milking, feeding, cow

reproduction and calf care, as well as farm maintenance and other critical skills. The training combined classroom instruction and applied learning at the Waupun State Farm.

Program Outcomes

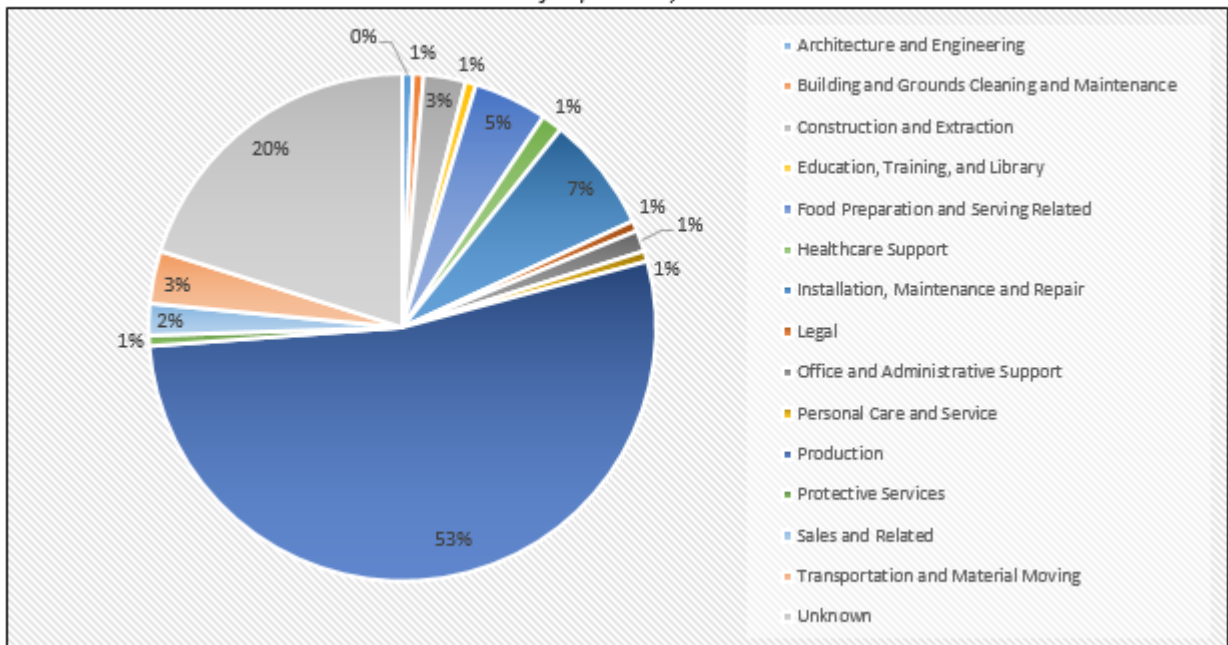
To evaluate the effectiveness of programming, DOC utilizes a comprehensive case management system which allows DOC to track participants after completion of programming and during their period of supervision in the community. While DOC has a robust case management system for the purposes of assessment and supervision, business processes are being enhanced around the monitoring and reporting of employment of individuals in the community. DOC is working with the Department of Workforce Development (DWD) to match Unemployment Insurance (UI) data for individuals under DOC supervision. While the data below is provided in order to evaluate the effectiveness of programs, it is important to note that this may be an underrepresentation of the employment rates of program participants as data and/or information may be missing or incomplete.

In FY18, 151 individuals enrolled in a CTE academy with 134 individuals completing a CTE academy (three did not complete), with another fourteen receiving OSHA-30 certification through Madison College. The majority of these individuals have not yet released to the community, however most have been hired for a work-release job. The additional data provided includes various programs since their inception, which allows sufficient time for individuals to earn a credential, release to the community, and obtain employment.

Looking Ahead to FY19

DOC will continue to partner with local technical colleges throughout Wisconsin to provide critical training and education opportunities for individuals who are returning to the community from incarceration. DOC will expand upon its offerings by providing CNC training with Gateway Technical College; welding programs with WITC, MATC-Milwaukee, SWTC, and Nicolet Area Technical College; industrial maintenance training with Madison College, Gateway, and NWTTC; construction academies with Madison College and WITC; dairy worker training with MPTC; and automotive technician training with Nicolet Area Technical College.

Chart 1: Occupational Category* for First Post-Release Employment FY15 – FY18 (N=149)
As of September, 2018



*WIDOC utilizes the Bureau of Labor Statistics 2018 Standard Occupational Classification System

Table 1: Outcomes by Program Type FY15-FY18*As of September, 2018*

	Number of completions	Released and eligible for work	Employed at some point following release	Average Days to Employment*	Average Wage*
CNC Mobile Lab (Gateway Technical College)					
Total	80	48	43	78.9	\$12.50
MATC CNC Project (MATC-Milwaukee)					
Total	107	74	74	61.3	\$12.99
REECC CNC Operator (Gateway Technical College)					
Total	20	3	3	20.5	\$12.00
Industrial Maintenance (Madison College, Nicolet Area Technical College, NWTC)					
Total	33	14	14	21.3	\$17.93
Welding (SWTC Welding Lab, WITC)					
Total	28	13	11	22.25	\$15.35
Construction (Madison College)					
Total	11	0	N/A	N/A	N/A
Dairy Worker Training (Moraine Park Technical College)					
Total	16	5	4	43	\$14.81
All Programs					
Total	295	157	149	59.5	\$13.29

*Data may be missing for start date of employment and/or starting wage.

Overview of Offenders and their Reported Number of Dependents

A Breakdown of those Convicted in Dane County, as of August 31, 2018

May 15, 2019

Zach Baumgart, PhD
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Office of the Secretary – Research & Policy Unit

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Overview, with Disclaimers

The following tables outline demographic information for offenders serving in Wisconsin DOC facilities, who were convicted in Dane County, as of August 31, 2018. After each table, I include brief disclaimers if relevant, as well as highlights.

All demographic information is based on self-report; offenders report their own race, ethnicity, gender, date of birth, and number of dependents at the time of admission. Race and ethnicity are overlapping categories; an offender can be both Hispanic and Black, for instance, for the purposes of our records.

Dependents include any dependent; children are common, but all dependents are included in this category.

We have no way of determining the race or ethnicity of the dependent; we can only infer based on the race or ethnicity of the guardian, who may or may not be related to the dependent. Additionally, we have no way of determining if the offender or their reported dependents live in Dane County, or even if they live in the same county as each other.

For information on how all numbers were calculated or further questions, please contact:

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Table 1: Total Offenders Convicted in Dane County by Race and Number of Claimed Dependents

Race*	0	1	2	3	4	5	6	7	8	9	10	11	12	13	Total	With ≥ 1 Dep
White	358	87	52	22	8	7	2	0	0	0	0	0	0	0	536	178
Black	303	126	91	57	35	17	8	5	3	3	1	0	0	1	650	347
Asian or Pacific Islander	7	6	1	0	1	0	0	0	0	0	0	0	0	0	15	8
American Indian or Alaskan Native	9	2	5	1	0	1	0	0	0	0	0	0	0	0	18	9
Total	677	221	149	80	44	25	10	5	3	3	1	0	0	1	1,219	542

* Ethnicity and race are overlapping categories; offenders report both their race **and** their ethnicity

Table 2: Total Offenders Convicted in Dane County by Ethnicity and Number of Claimed Dependents

Ethnicity*	0	1	2	3	4	5	6	7	8	9	10	11	12	13	Total	With ≥ 1 Dep
Hispanic or Latino	51	14	14	6	3	4	1	0	0	0	0	0	0	0	93	42
Not Hispanic or Latino	626	207	135	74	41	21	9	5	3	3	1	0	0	1	1,126	500
Total	677	221	149	80	44	25	10	5	3	3	1	0	0	1	1,219	542

* Ethnicity and race are overlapping categories; offenders report both their race **and** their ethnicity

Table 3: Total Offenders Convicted in Dane County by Gender and Number of Claimed Dependents

Gender	0	1	2	3	4	5	6	7	8	9	10	11	12	13	Total	With ≥ 1 Dep
Men	648	209	140	77	41	25	10	5	3	3	1	0	0	1	1,163	515
Women	29	12	9	3	3	0	0	0	0	0	0	0	0	0	56	27
Total	677	221	149	80	44	25	10	5	3	3	1	0	0	1	1,219	542

- The columns in each table reflect the number of reported dependents for the given category of offenders. For example, 87 White offenders reported having 1 dependent, while 1 American Indian/Alaskan Native offender reported having 5 dependents.
- The total columns on the right side of each table include two totals. The first column (Total) gives the total number of offenders for the given category, while the second column (With ≥ 1 Dep) gives the total number of offenders for the given category with **at least one** reported dependent. For example, there were 650 Black offenders in WIDOC institutions serving Dane County convictions as of August 31, 2018; 347 of these offenders reported having at least one dependent.
- Of the 1,219 offenders serving for Dane County convictions as of August 31, 2018:
 - 44.0% were White
 - 53.3% were Black
 - 7.6% were Hispanic or Latino
 - 95.4% were men

- Of those offenders, the 542 offenders with at least 1 dependent:
 - 32.8% were White
 - 64.0% were Black
 - 7.7% were Hispanic or Latino
 - 95.0% were men

Table 4: Total Offenders Convicted in Dane County by Age and Number of Claimed Dependents

Age Group	0	1	2	3	4	5	6	7	8	9	10	11	12	13	Total	With ≥ 1 Dep
19 or younger	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
20 - 24	61	26	12	4	0	0	1	0	0	0	0	0	0	0	104	43
25 - 29	88	44	28	21	6	2	1	1	0	1	0	0	0	0	192	104
30 - 34	60	48	28	18	14	8	1	0	1	0	0	0	0	1	179	119
35 - 39	65	40	33	20	12	7	4	3	1	2	1	0	0	0	188	123
40 - 44	64	24	19	8	9	3	2	1	0	0	0	0	0	0	130	66
45 - 49	85	16	17	5	2	2	1	0	1	0	0	0	0	0	129	44
50 - 54	96	8	9	2	0	2	0	0	0	0	0	0	0	0	117	21
55 - 59	71	11	3	2	0	1	0	0	0	0	0	0	0	0	88	17
60 - 64	50	2	0	0	0	0	0	0	0	0	0	0	0	0	52	2
65 - 69	18	1	0	0	1	0	0	0	0	0	0	0	0	0	20	2
70 - 74	11	1	0	0	0	0	0	0	0	0	0	0	0	0	12	1
75 - 79	6	0	0	0	0	0	0	0	0	0	0	0	0	0	6	0
80 or older	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Total	677	221	149	80	44	25	10	5	3	3	1	0	0	1	1,219	542

- 44.5% of all offenders serving for Dane County convictions as of August 31, 2018 reported having at least 1 dependent:
 - Of those with at least one dependent:
 - 40.8% reported having 1 dependent
 - 27.5% reported having 2 dependents
 - 14.8% reported having 3 dependents
 - 17.0% reported having 4 or more dependents
- Of the 1,219 offenders serving for Dane County convictions as of August 31, 2018:
 - 8.6% were 24 or younger
 - 15.8% were 25 to 29
 - 30.0% were 30 to 39
 - 42.4% were 40 to 64
 - 3.2% were 65 or older
- Of those offenders, the 542 offenders with at least 1 dependent:
 - 7.9% were 24 or younger
 - 19.2% were 25 to 29
 - 44.6% were 30 to 39
 - 27.7% were 40 to 64
 - 0.6% were 65 or older

Table 5: Total Offenders Convicted in Dane County by Race, Gender, and Number of Claimed Dependents

Race*	Gender	0	1	2	3	4 or more	Total	With ≥ 1 Dep
White	Men	339	78	44	20	15	496	157
	Women	19	9	8	2	2	40	21
Black	Men	294	123	90	56	72	635	341
	Women	9	3	1	1	1	15	6
Asian or Pacific Islander	Men	6	6	1	0	1	14	8
	Women	1	0	0	0	0	1	0
American Indian or Alaskan	Men	9	2	5	1	1	18	9
	Women	0	0	0	0	0	0	0
Total		677	221	149	80	92	1,219	542

* Ethnicity and race are overlapping categories; offenders report both their race **and** their ethnicity

Table 6: Total Offenders Convicted in Dane County by Ethnicity, Gender, and Number of Claimed Dependents

Ethnicity*	Gender	0	1	2	3	4 or more	Total	With ≥ 1 Dep
Hispanic or Latino	Men	49	14	13	6	8	90	41
	Women	2	0	1	0	0	3	1
Not Hispanic or Latino	Men	599	195	127	71	81	1,073	474
	Women	27	12	8	3	3	53	26
Total		677	221	149	80	92	1,219	542

* Ethnicity and race are overlapping categories; offenders report both their race **and** their ethnicity

- For this and all other tables, I collapsed offenders with 4 or more reported dependents into a single category, “4 or more.”
- Because the number of offenders who were Asian/Pacific Islander or American Indian/Alaskan Native was very small, I only highlight numbers associated with White, Black, and Hispanic/Latino offenders.
- Of the 1,219 offenders serving for Dane County convictions as of August 31, 2018:
 - 92.5% of White offenders were men
 - 97.7% of Black offenders were men
 - 96.8% of Hispanic or Latino offenders were men

- Of those offenders, the 542 offenders with at least 1 dependent:
 - 88.2% of White offenders were men
 - 98.3% of Black offenders were men
 - 97.6% of Hispanic or Latino offenders were men

**Table 7a: Total Offenders Convicted in Dane County by Race, Age,
and Number of Claimed Dependents: White & Black**

Race*	Age Group	0	1	2	3	4 or more	Total	With ≥ 1 Dep
White	19 or younger	1	0	0	0	0	1	0
	20 - 24	25	2	1	1	0	29	4
	25 - 29	39	16	8	4	1	68	29
	30 - 34	32	22	10	6	4	74	42
	35 - 39	33	23	14	4	3	77	44
	40 - 44	31	9	9	3	5	57	26
	45 - 49	42	5	5	2	2	56	14
	50 - 54	60	2	5	1	1	69	9
	55 - 59	39	6	0	1	1	47	8
	60 - 64	32	1	0	0	0	33	1
	65 - 69	9	0	0	0	0	9	0
	70 - 74	8	1	0	0	0	9	1
	75 - 79	6	0	0	0	0	6	0
	80 or older	1	0	0	0	0	1	0
Black	19 or younger	0	0	0	0	0	0	0
	20 - 24	35	22	10	3	1	71	36
	25 - 29	45	28	19	16	10	118	73
	30 - 34	26	24	18	12	20	100	74
	35 - 39	30	15	17	16	27	105	75
	40 - 44	31	14	10	5	9	69	38
	45 - 49	42	11	11	3	4	71	29
	50 - 54	34	6	3	1	1	45	11
	55 - 59	31	4	3	1	0	39	8
	60 - 64	18	1	0	0	0	19	1
	65 - 69	8	1	0	0	1	10	2
	70 - 74	3	0	0	0	0	3	0
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Total		677	221	149	80	92	1,219	542

* Ethnicity and race are overlapping categories; offenders report both their race **and** their ethnicity

- The Total row reflects **ALL** racial groups, not just White & Black offenders.
- Of the 536 White offenders serving for Dane County convictions as of August 31, 2018:
 - 18.3% were 29 or younger

- 28.2% were 30 to 39
- 48.9% were 40 to 64
- 4.7% were 65 or older
- 31.4% with at least one dependent were 29 or younger
- 48.3% with at least one dependent were 30 to 39
- 32.6% with at least one dependent were 40 to 64
- 0.6% with at least one dependent were 65 or older
- Of the 650 Black offenders serving for Dane County convictions as of August 31, 2018:
 - 29.1% were 29 or younger
 - 31.5% were 30 to 39
 - 37.4% were 40 to 64
 - 2.0% were 65 or older
 - 31.4% with at least one dependent were 29 or younger
 - 42.9% with at least one dependent were 30 to 39
 - 46.7% with at least one dependent were 40 to 64
 - 0.6% with at least one dependent were 65 or older

Table 7b: Total Offenders Convicted in Dane County by Race, Age, and

Number of Claimed Dependents: Asian/Pacific Islander & American Indian/Alaskan Native

Race*	Age Group	0	1	2	3	4 or more	Total	With ≥ 1 Dep
Asian or	19 or younger	0	0	0	0	0	0	0
Pacific Islander	20 - 24	1	2	0	0	0	3	2
	25 - 29	3	0	0	0	0	3	0
	30 - 34	2	1	0	0	1	4	2
	35 - 39	1	1	1	0	0	3	2
	40 - 44	0	1	0	0	0	1	1
	45 - 49	0	0	0	0	0	0	0
	50 - 54	0	0	0	0	0	0	0
	55 - 59	0	1	0	0	0	1	1
	60 - 64	0	0	0	0	0	0	0
	65 - 69	0	0	0	0	0	0	0
	70 - 74	0	0	0	0	0	0	0
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
American Indian or Alaskan	19 or younger	0	0	0	0	0	0	0
	20 - 24	0	0	1	0	0	1	1
	25 - 29	1	0	1	1	0	3	2
	30 - 34	0	1	0	0	0	1	1
	35 - 39	1	1	1	0	0	3	2
	40 - 44	2	0	0	0	1	3	1
	45 - 49	1	0	1	0	0	2	1
	50 - 54	2	0	1	0	0	3	1
	55 - 59	1	0	0	0	0	1	0
	60 - 64	0	0	0	0	0	0	0
	65 - 69	1	0	0	0	0	1	0
	70 - 74	0	0	0	0	0	0	0
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Total		677	221	149	80	92	1,219	542

* Ethnicity and race are overlapping categories; offenders report both their race **and** their ethnicity

- The Total row reflects **ALL** racial groups, not just Asian/Pacific Islander & Alaskan Native offenders.

Table 8: Total Offenders Convicted in Dane County by Ethnicity, Age, and Number of Claimed Dependents: Hispanic/Latino and Not Hispanic/Latino

Ethnicity*	Age Group	0	1	2	3	4 or more	Total	With ≥ 1 Dep
Hispanic or Latino	19 or younger	1	0	0	0	0	1	0
	20 - 24	4	0	1	1	0	6	2
	25 - 29	8	2	1	1	0	12	4
	30 - 34	3	5	3	2	1	14	11
	35 - 39	6	1	5	1	1	14	8
	40 - 44	7	4	1	0	3	15	8
	45 - 49	3	1	1	0	2	7	4
	50 - 54	7	0	2	1	1	11	4
	55 - 59	6	0	0	0	0	6	0
	60 - 64	4	0	0	0	0	4	0
	65 - 69	1	0	0	0	0	1	0
	70 - 74	1	1	0	0	0	2	1
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Not Hispanic or Latino	19 or younger	0	0	0	0	0	0	0
	20 - 24	57	26	11	3	1	98	41
	25 - 29	80	42	27	20	11	180	100
	30 - 34	57	43	25	16	24	165	108
	35 - 39	59	39	28	19	29	174	115
	40 - 44	57	20	18	8	12	115	58
	45 - 49	82	15	16	5	4	122	40
	50 - 54	89	8	7	1	1	106	17
	55 - 59	65	11	3	2	1	82	17
	60 - 64	46	2	0	0	0	48	2
	65 - 69	17	1	0	0	1	19	2
	70 - 74	10	0	0	0	0	10	0
	75 - 79	6	0	0	0	0	6	0
80 or older	1	0	0	0	0	1	0	
Total		677	221	149	80	92	1,219	542

- Of the 536 Hispanic/Latino offenders serving for Dane County convictions as of August 31, 2018:
 - 20.4% were 29 or younger
 - 30.1% were 30 to 39
 - 46.2% were 40 to 64

- 3.2% were 65 or older
- 14.3% with at least one dependent were 29 or younger
- 45.2% with at least one dependent were 30 to 39
- 38.1% with at least one dependent were 40 to 64
- 2.4% with at least one dependent were 65 or older

Table 9a: Total Offenders Convicted in Dane County by Gender and Age: All Offenders

Gender	Age Group	0	1	2	3	4 or more	Total	With ≥ 1 Dep
Men	19 or younger	1	0	0	0	0	1	0
	20 - 24	58	25	12	4	1	100	42
	25 - 29	85	41	24	20	10	180	95
	30 - 34	56	46	25	18	25	170	114
	35 - 39	62	35	33	20	28	178	116
	40 - 44	61	24	19	7	15	126	65
	45 - 49	82	15	15	4	6	122	40
	50 - 54	93	8	9	2	2	114	21
	55 - 59	68	11	3	2	1	85	17
	60 - 64	47	2	0	0	0	49	2
	65 - 69	17	1	0	0	1	19	2
	70 - 74	11	1	0	0	0	12	1
	75 - 79	6	0	0	0	0	6	0
	80 or older	1	0	0	0	0	1	0
Women	19 or younger	0	0	0	0	0	0	0
	20 - 24	3	1	0	0	0	4	1
	25 - 29	3	3	4	1	1	12	9
	30 - 34	4	2	3	0	0	9	5
	35 - 39	3	5	0	0	2	10	7
	40 - 44	3	0	0	1	0	4	1
	45 - 49	3	1	2	1	0	7	4
	50 - 54	3	0	0	0	0	3	0
	55 - 59	3	0	0	0	0	3	0
	60 - 64	3	0	0	0	0	3	0
	65 - 69	1	0	0	0	0	1	0
	70 - 74	0	0	0	0	0	0	0
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Total		677	221	149	80	92	1,219	542

- Of the 1,219 offenders serving for Dane County convictions as of August 31, 2018:
 - 44.5% reported having at least 1 dependent
 - Of these, 40.8% reported having just 1 dependent
 - 27.5% reported having 2 dependents
 - 31.7% reported having 3 or more dependents
- Of the 1,163 men serving for Dane County convictions as of August 31, 2018:

- 24.2% were 29 or younger
- 29.9% were 30 to 39
- 45.9% were 40 or older
- 26.6% with at least one dependent were 29 or younger
- 44.7% with at least one dependent were 30 to 39
- 28.8% with at least one dependent were 40 or older
- Of the 56 women serving for Dane County convictions as of August 31, 2018:
 - 28.6% were 29 or younger
 - 33.9% were 30 to 39
 - 40.4% were 40 or older
 - 37.0% with at least one dependent were 29 or younger
 - 44.4% with at least one dependent were 30 to 39
 - 18.5% with at least one dependent were 40 or older

Table 9b: Total Offenders Convicted in Dane County by Gender and Age: White Offenders

Gender	Age Group	0	1	2	3	4 or more	Total	With ≥ 1 Dep
Men	19 or younger	1	0	0	0	0	1	0
	20 - 24	24	1	1	1	0	27	3
	25 - 29	37	14	4	3	1	59	22
	30 - 34	29	20	7	6	4	66	37
	35 - 39	30	19	14	4	1	68	38
	40 - 44	29	9	9	2	5	54	25
	45 - 49	39	5	4	2	2	52	13
	50 - 54	59	2	5	1	1	68	9
	55 - 59	38	6	0	1	1	46	8
	60 - 64	30	1	0	0	0	31	1
	65 - 69	8	0	0	0	0	8	0
	70 - 74	8	1	0	0	0	9	1
	75 - 79	6	0	0	0	0	6	0
	80 or older	1	0	0	0	0	1	0
Women	19 or younger	0	0	0	0	0	0	0
	20 - 24	1	1	0	0	0	2	1
	25 - 29	2	2	4	1	0	9	7
	30 - 34	3	2	3	0	0	8	5
	35 - 39	3	4	0	0	2	9	6
	40 - 44	2	0	0	1	0	3	1
	45 - 49	3	0	1	0	0	4	1
	50 - 54	1	0	0	0	0	1	0
	55 - 59	1	0	0	0	0	1	0
	60 - 64	2	0	0	0	0	2	0
	65 - 69	1	0	0	0	0	1	0
	70 - 74	0	0	0	0	0	0	0
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Total		358	87	52	22	17	536	178

- Of the 536 White offenders serving for Dane County convictions as of August 31, 2018:
 - 33.2% reported having at least 1 dependent
 - Of these, 48.9% reported having just 1 dependent
 - 29.2% reported having 2 dependents
 - 21.9% reported having 3 or more dependents
- Of the 496 White men serving for Dane County convictions as of August 31, 2018:

- 17.5% were 29 or younger
- 27.0% were 30 to 39
- 55.4% were 40 or older
- 15.9% with at least one dependent were 29 or younger
- 47.8% with at least one dependent were 30 to 39
- 36.3% with at least one dependent were 40 or older
- Of the 40 White women serving for Dane County convictions as of August 31, 2018:
 - 27.5% were 29 or younger
 - 42.5% were 30 to 39
 - 30.0% were 40 or older
 - 38.1% with at least one dependent were 29 or younger
 - 52.4% with at least one dependent were 30 to 39
 - 9.5% with at least one dependent were 40 or older

Table 9c: Total Offenders Convicted in Dane County by Gender and Age: Black Offenders

Gender	Age Group	0	1	2	3	4 or more	Total	With ≥ 1 Dep
Men	19 or younger	0	0	0	0	0	0	0
	20 - 24	34	22	10	3	1	70	36
	25 - 29	44	27	19	16	9	115	71
	30 - 34	25	24	18	12	20	99	74
	35 - 39	30	14	17	16	27	104	74
	40 - 44	30	14	10	5	9	68	38
	45 - 49	42	10	10	2	4	68	26
	50 - 54	32	6	3	1	1	43	11
	55 - 59	29	4	3	1	0	37	8
	60 - 64	17	1	0	0	0	18	1
	65 - 69	8	1	0	0	1	10	2
	70 - 74	3	0	0	0	0	3	0
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Women	19 or younger	0	0	0	0	0	0	0
	20 - 24	1	0	0	0	0	1	0
	25 - 29	1	1	0	0	1	3	2
	30 - 34	1	0	0	0	0	1	0
	35 - 39	0	1	0	0	0	1	1
	40 - 44	1	0	0	0	0	1	0
	45 - 49	0	1	1	1	0	3	3
	50 - 54	2	0	0	0	0	2	0
	55 - 59	2	0	0	0	0	2	0
	60 - 64	1	0	0	0	0	1	0
	65 - 69	0	0	0	0	0	0	0
	70 - 74	0	0	0	0	0	0	0
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Total		303	126	91	57	73	650	347

- Of the 650 Black offenders serving for Dane County convictions as of August 31, 2018:
 - 53.4% reported having at least 1 dependent
 - Of these, 36.3% reported having just 1 dependent
 - 26.2% reported having 2 dependents
 - 37.4% reported having 3 or more dependents
- Of the 635 Black men serving for Dane County convictions as of August 31, 2018:

- 29.1% were 29 or younger
- 32.0% were 30 to 39
- 38.9% were 40 or older
- 31.4% with at least one dependent were 29 or younger
- 43.4% with at least one dependent were 30 to 39
- 25.2% with at least one dependent were 40 or older
- Of the 15 Black women serving for Dane County convictions as of August 31, 2018:
 - 27.5% were 29 or younger
 - 73.3% were 30 or older
 - 38.1% with at least one dependent were 29 or younger
 - 66.7% with at least one dependent were 30 or older

Table 9d: Total Offenders Convicted in Dane County by Gender and Age:

		Asian/Pacific Islander Offenders					Total	With ≥ 1 Dep
Gender	Age Group	0	1	2	3	4 or more		
Men	19 or younger	0	0	0	0	0	0	0
	20 - 24	0	2	0	0	0	2	2
	25 - 29	3	0	0	0	0	3	0
	30 - 34	2	1	0	0	1	4	2
	35 - 39	1	1	1	0	0	3	2
	40 - 44	0	1	0	0	0	1	1
	45 - 49	0	0	0	0	0	0	0
	50 - 54	0	0	0	0	0	0	0
	55 - 59	0	1	0	0	0	1	1
	60 - 64	0	0	0	0	0	0	0
	65 - 69	0	0	0	0	0	0	0
	70 - 74	0	0	0	0	0	0	0
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Women	19 or younger	0	0	0	0	0	0	0
	20 - 24	1	0	0	0	0	1	0
	25 - 29	0	0	0	0	0	0	0
	30 - 34	0	0	0	0	0	0	0
	35 - 39	0	0	0	0	0	0	0
	40 - 44	0	0	0	0	0	0	0
	45 - 49	0	0	0	0	0	0	0
	50 - 54	0	0	0	0	0	0	0
	55 - 59	0	0	0	0	0	0	0
	60 - 64	0	0	0	0	0	0	0
	65 - 69	0	0	0	0	0	0	0
	70 - 74	0	0	0	0	0	0	0
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Total		7	6	1	0	1	15	8

Table 9e: Total Offenders Convicted in Dane County by Gender and Age:

American Indian/Alaskan Native Offenders

Gender	Age Group	0	1	2	3	4 or more	Total	With ≥ 1 Dep
Men	19 or younger	0	0	0	0	0	0	0
	20 - 24	0	0	1	0	0	1	1
	25 - 29	1	0	1	1	0	3	2
	30 - 34	0	1	0	0	0	1	1
	35 - 39	1	1	1	0	0	3	2
	40 - 44	2	0	0	0	1	3	1
	45 - 49	1	0	1	0	0	2	1
	50 - 54	2	0	1	0	0	3	1
	55 - 59	1	0	0	0	0	1	0
	60 - 64	0	0	0	0	0	0	0
	65 - 69	1	0	0	0	0	1	0
	70 - 74	0	0	0	0	0	0	0
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Women	19 or younger	0	0	0	0	0	0	0
	20 - 24	0	0	0	0	0	0	0
	25 - 29	0	0	0	0	0	0	0
	30 - 34	0	0	0	0	0	0	0
	35 - 39	0	0	0	0	0	0	0
	40 - 44	0	0	0	0	0	0	0
	45 - 49	0	0	0	0	0	0	0
	50 - 54	0	0	0	0	0	0	0
	55 - 59	0	0	0	0	0	0	0
	60 - 64	0	0	0	0	0	0	0
	65 - 69	0	0	0	0	0	0	0
	70 - 74	0	0	0	0	0	0	0
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Total		9	2	5	1	1	18	9

Table 10a: Total Offenders Convicted in Dane County by Gender and Age:

Gender	Age Group	0	1	2	3	4 or more	Total	With ≥ 1 Dep
Men	19 or younger	1	0	0	0	0	1	0
	20 - 24	4	0	1	1	0	6	2
	25 - 29	8	2	1	1	0	12	4
	30 - 34	3	5	2	2	1	13	10
	35 - 39	6	1	5	1	1	14	8
	40 - 44	5	4	1	0	3	13	8
	45 - 49	3	1	1	0	2	7	4
	50 - 54	7	0	2	1	1	11	4
	55 - 59	6	0	0	0	0	6	0
	60 - 64	4	0	0	0	0	4	0
	65 - 69	1	0	0	0	0	1	0
	70 - 74	1	1	0	0	0	2	1
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Women	19 or younger	0	0	0	0	0	0	0
	20 - 24	0	0	0	0	0	0	0
	25 - 29	0	0	0	0	0	0	0
	30 - 34	0	0	1	0	0	1	1
	35 - 39	0	0	0	0	0	0	0
	40 - 44	2	0	0	0	0	2	0
	45 - 49	0	0	0	0	0	0	0
	50 - 54	0	0	0	0	0	0	0
	55 - 59	0	0	0	0	0	0	0
	60 - 64	0	0	0	0	0	0	0
	65 - 69	0	0	0	0	0	0	0
	70 - 74	0	0	0	0	0	0	0
	75 - 79	0	0	0	0	0	0	0
	80 or older	0	0	0	0	0	0	0
Hispanic or Latino Total		51	14	14	6	8	93	42

- Of the 93 Hispanic/Latino offenders serving for Dane County convictions as of August 31, 2018:
 - 45% reported having at least 1 dependent
 - Of these, 33.3% reported having just 1 dependent

- 33.3% reported having 2 dependents
 - 33.3% reported having 3 or more dependents
- Of the 90 Hispanic/Latino men serving for Dane County convictions as of August 31, 2018:
 - 21.1% were 29 or younger
 - 30.0% were 30 to 39
 - 48.9% were 40 or older
 - 14.6% with at least one dependent were 29 or younger
 - 43.9% with at least one dependent were 30 to 39
 - 41.4% with at least one dependent were 40 or older
- There were only 3 Hispanic/Latino women serving for Dane County convictions as of August 31, 2018:
 - All of these women were between 30 and 44
 - 1 of these women had at least 1 dependent

Table 10b: Total Offenders Convicted in Dane County by Gender and Age:

Gender	Age Group	0	1	2	3	4 or more	Total	With ≥ 1 Dep
Men	19 or younger	0	0	0	0	0	0	0
	20 - 24	54	25	11	3	1	94	40
	25 - 29	77	39	23	19	10	168	91
	30 - 34	53	41	23	16	24	157	104
	35 - 39	56	34	28	19	27	164	108
	40 - 44	56	20	18	7	12	113	57
	45 - 49	79	14	14	4	4	115	36
	50 - 54	86	8	7	1	1	103	17
	55 - 59	62	11	3	2	1	79	17
	60 - 64	43	2	0	0	0	45	2
	65 - 69	16	1	0	0	1	18	2
	70 - 74	10	0	0	0	0	10	0
	75 - 79	6	0	0	0	0	6	0
80 or older	1	0	0	0	0	1	0	
Women	19 or younger	0	0	0	0	0	0	0
	20 - 24	3	1	0	0	0	4	1
	25 - 29	3	3	4	1	1	12	9
	30 - 34	4	2	2	0	0	8	4
	35 - 39	3	5	0	0	2	10	7
	40 - 44	1	0	0	1	0	2	1
	45 - 49	3	1	2	1	0	7	4
	50 - 54	3	0	0	0	0	3	0
	55 - 59	3	0	0	0	0	3	0
	60 - 64	3	0	0	0	0	3	0
	65 - 69	1	0	0	0	0	1	0
	70 - 74	0	0	0	0	0	0	0
	75 - 79	0	0	0	0	0	0	0
80 or older	0	0	0	0	0	0	0	
Total		626	207	135	74	84	1,126	500

Not Hispanic or Latino

**Successful Practices for Reintegration Summarized
Community Practices in Racine, New York and Springfield**

Program Vision	Summary	Education	Support	AODA/Mental Health	Employment
<p>Community Re-Entry Program – Division of Racine Vocational Ministry – Contact: James Schatzman – Racine Vocational Ministry, Terri Lee Danner – Division of Community Corrections, Sgt. Steve Madsen – Racine Police Dept. Provides coordinated services to support recently released offenders to create and maintain a crime-free lifestyle. Neighbors, businesses, social services, law enforcement, the faith-based community and the participants are all accountable for building a better tomorrow.</p>	<p>❖ Re-entry meetings (with neighbors, businesses, social services, law enforcement, the faith-based community and the offenders family) all welcome the ex-offenders back into the community and go over expectations and services that are available to assist them in their reintegration process.</p> <p>❖ This program targets those who were convicted of a crime involving a gun, violent offenders and gang members.</p>	<p>Are present at the meeting to answer any questions that the ex-offender has regarding education opportunities.</p>	<p>Are present at the meeting to answer any questions that the ex-offender has regarding support services that are available and to schedule meetings.</p>	<p>Are present at the meeting to answer any questions that the ex-offender has regarding services that are available.</p>	<p>A representative from the workforce development center explains the services that are available and will schedule a meeting with ex-offenders to walk them through finding employment.</p> <p>Racine Vocational Ministry provides assistance with case management in the employment area and also works with the ex-offenders in obtaining employment through the employers involved with this program.</p>

Program Vision/Summary	Housing	Education	Support	AODA/Mental Health	Employment
<p>Exodus Transitional Community Inc. New York City, NY Provides supportive services to men and women who are in transition from incarceration to full reintegration into their communities. By helping individuals build stable lives, promoting social and economic well-being therefore, breaking the cycle of recidivism.</p>	<p>The primary objective for the Exodus Housing Initiative is to provide housing and social services in one central facility for incarcerated individuals being released without housing options. Programming will provide training on skills needed for independent living. Our programs are designed to meet the needs of ex-offenders at any stage of transition. Until our goal of obtaining a building is achieved, our housing coordinator establishes linkages with various housing programs throughout the city. The housing seminar allows ex-</p>	<p>ETC encourages our participants to make use of all available opportunities that will improve their quality of life. For participants seeking to further their education, ETC has partnered with the Episcopal Social Service College Initiative. An Academic Counselor gives a presentation for all participants on the available options regarding financial aid and applying to colleges in the City University of New York system. Academic counseling is available to those participants in search of programs that will suit their own interests and abilities.</p>	<p>ETC participants are provided with a community mentor who provide guidance on employment, spiritual development, community resources and who also serves as a daily source of support. Working in conjunction with ETC, this initiative affords our participants the best possible and most effective support system upon release.</p> <p>ETC facilitates the transition process by providing participants with emergency support services. ETC offers both breakfast and lunch to participants enrolled in the program. For those</p>	<p>Our Addictive Personality evening group meets once a week to educate participants about relapse prevention and risk reduction techniques. Addictive Personality focuses on barriers to reintegration by addressing relapse triggers such as money problems, relationship difficulties, and the temptations of the 'street life'. Our Addictive Personality group addresses the fact that even though physically released, men and women remain imprisoned by mental addictions until they are able to achieve self-empowerment. Addictive Personality is a supportive environment where people can converse with others experiencing similar</p>	<p>The Working through the Wilderness Program develops relationships with potential employers and allows participants to research job opportunities, develop resumes, conduct mock interviews and learn about workplace ethics. The employability trainings help participants acquire skills that will enable them to secure and retain employment.</p> <p>Upon completion of employability training workshops, job-ready participants take part in Career</p>

	<p>offenders to learn about housing authority laws that affect them. They are also given information about the rules and regulations of different shelters.</p>		<p>individuals in need of transportation assistance, Metrocards are made available to ensure a safe trip home and return to ETC the following day. We also have a clothing closet, where participants can access both casual and business attire.</p> <p>Alternatives to Domestic Violence are our evening group for individuals with violent histories who are mandated to anger management training. This 12-week program is designed specifically to assist individuals in recognizing, accepting and altering their violent behavior.</p>	<p>stressors and temptations. Referrals for in- and outpatient treatment programs are also available, along with ETC individual counseling</p>	<p>Day. Career Day is the final phase before participants are placed in employment. The entire day is dedicated to the development of employment resources, attending job fairs and face-to-face interviews, completing resumes and gaining computer knowledge.</p>
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Program Vision/Summary	Housing	Education	Support	AODA/Mental Health	Employment
<p>Sheridan Model Prison - Springfield, IL</p> <p>Launched on Jan. 2, 2004, with the goal of becoming a national model drug prison and reentry program that targets drugs as a leading factor in rising recidivism rates over the past decade. Drug and property offenders (<i>which are largely considered to be drug-involved</i>) have among the highest recidivism rates in the state prison population, and it is estimated that as many as 69 percent of all adult prison admissions annually are for drug- or drug-involved crimes.</p>	<p>The Safer Foundation administers two minimum security male residential transition centers totaling over 500 beds, on behalf of the Illinois Department of Corrections (IDOC).</p> <p>To assist with this transition residents are provided with a range of services, including case-management services, cognitive therapies, mental health services, substance abuse treatment and family support services. A daily regimen of structured activities help residents develop a sense of responsibility and</p>	<p>Current educational programs have the common goals of increasing literacy, assisting clients to obtain a GED (General Equivalency Diploma) and teaching clients the life skills they need to succeed in the world of work.</p> <p>Clients attend classes daily and participate actively in the interactive, peer-oriented learning under the guidance of trained facilitators. The success of this methodology -- unlike traditional classrooms -- is that students help each other succeed and in so doing, build self-esteem through teaching others what they know best. Teamwork and</p>	<p>Safer's staff identifies appropriate agencies, makes referrals and appointments on behalf of the client and maintains on-going relationships with both the client and the agency to encourage follow-through. When these basic needs are attended to, staff encourages the client to return to the Safer Foundation for assistance in obtaining employment.</p>	<p>Targets offenders, with the exception of sex offenders and murderers, designated by clinicians as having a substance abuse problem that impacts their criminal behavior. Every inmate involved in the program is immersed into a therapeutic community environment that involves intensive drug treatment, cognitive skills development, counseling and mental health services. The goal of these services is to make the offender accountable for addressing both his drug addiction as well as to change the fundamental values and attitudes that have driven past criminal behavior. The</p>	<p>Ex-offenders are required to participate in a SAFER Foundation job preparedness program that provides them with the skills to seek honest work upon their return to their communities.</p> <p>This program provides vocational training for jobs in a series of growing business sectors with opportunities for hiring ex-offenders, including Hospitality, Manufacturing, Technology and Construction.</p> <p>The SAFER Foundation</p>

	<p>self-sufficiency, facilitate their ability to pay rent, restitution and taxes and provide opportunities to establish critical ties to family and community</p>	<p>problem solving are highly valued skills in this classroom, as they are in the workplace.</p>		<p>prison-based drug treatment is provided by the Gateway Foundation, which has been recognized for successfully reducing crime and recidivism among drug-involved offenders in their programs nationwide.</p> <p>Treatment Alternatives for Safe Communities (TASC) begins working with offenders in prison to develop their clinical reentry plan for drug treatment, housing, mental health and anger management services, and then continues to work with them and manage the plan throughout their entire parole term.</p>	<p>provides job preparedness services that begin in the prison and carry through to actual job placement in the community.</p>
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