

WINDHAM SCHOOL DISTRICT EVALUATION REPORT



**LEGISLATIVE BUDGET BOARD
JANUARY 2008**

LEGISLATIVE BUDGET BOARD

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WINDHAM SCHOOL DISTRICT EVALUATION REPORT

January 2008

The Seventy-ninth Legislature, Regular Session, 2005, enacted House Bill 2837, which mandated the evaluation of training services provided by the Windham School District (WSD) to offenders housed in Texas Department of Criminal Justice (TDCJ) facilities. Pursuant to this bill, WSD is to consult with the Legislative Budget Board (LBB) regarding the evaluation and analysis of the training services, and the LBB is to report the findings to the Legislature.

This is the second report being released pursuant to House Bill 2837, Regular Session, 2005. This report specifically addresses concerns of offender exclusion raised in the first report by including intensive treatment program participants and offenders who participated in but did not complete a vocational program as separate comparison groups. This report contains a research summary along with the full report prepared by WSD.

A handwritten signature in black ink, appearing to read "John O'Brien", is positioned above the printed name and title.

John O'Brien
Director
Legislative Budget Board

RESEARCH SUMMARY

INTRODUCTION

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

Pursuant to House Bill 2837, Regular Session, 2005, WSD is to consult with the Legislative Budget Board (LBB) regarding the evaluation and analysis of the training services, and the LBB is to report the findings to the Legislature. Attachment A contains the full report prepared by WSD with findings for offenders released from prison or state jail between April 1, 2005 and March 31, 2006. The first report, submitted in January 2007, evaluated offenders released from prison or state jail between April 1, 2004 and March 31, 2005.

VOCATIONAL PROGRAM PARTICIPATION

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

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

According to TDCJ, during the 2008–09 biennium, \$11.9 million was appropriated for vocational training programs and approximately 3,500 offenders are expected to participate in vocational training each day. As of January 9, 2008, approximately 12,000 offenders were pending enrollment into vocational programs. Offenders pending enrollment, those who meet all criteria and are within five years of release, are placed in vocational programs as space becomes available.

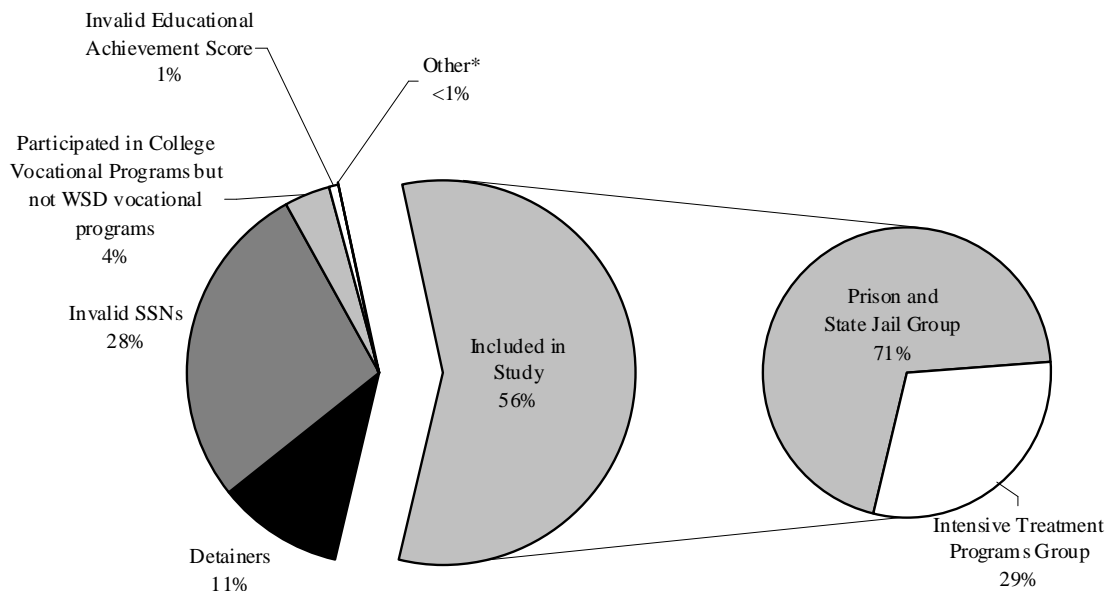
RESEARCH SUMMARY

METHODOLOGY AND FINDINGS

Between April 1, 2005 and March 31, 2006, 69,883 offenders were released from TDCJ facilities. Of those released, 30,066 (43 percent) were excluded from the study for various reasons: invalid social security numbers necessary to identify employment, release with detainers, release from facilities other than prisons or state jails, unidentifiable employment codes, and invalid educational achievement scores.

WSD tracked the remaining 39,817 offenders for employment upon release, occupation, and earnings. Figure 1 below shows the percentage distribution of offenders excluded from the study and offenders included in the study. Of those included, there are two primary services groups: the Prison and State Jail Group and the Intensive Treatment Programs Group¹. Within these groups, comparisons were made between offenders who: 1) completed vocational training while in TDCJ (vocational completion group), 2) participated in but did not complete vocational training (vocational non-completion), and 3) did not participate in vocational training (non-vocational).

Figure 1: Offenders Released From TDCJ Facilities between April 1, 2005 and March 31, 2006 by Participation Status



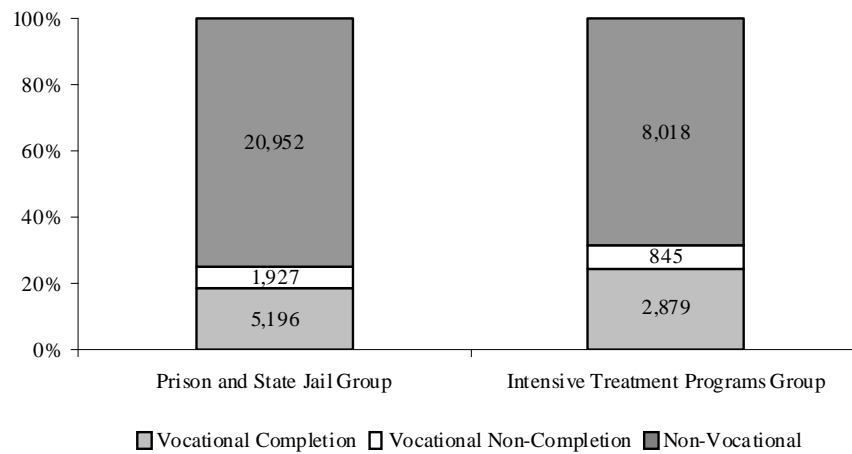
*Other includes offenders with unidentifiable employment codes and those released from facilities other than prison or state jail.

¹ The Intensive Treatment Programs Group includes prison and state jail offenders who participated in one of the following intensive treatment programs: Inner Change Freedom Initiative Pre-Release Program (IFI), In-Prison Therapeutic Community (IPTC), Pre-Release Therapeutic Community (PRTC), Pre-Release Substance Abuse Program (PRSAP), Substance Abuse Felony Punishment Facility (SAFPF), Sex Offender Treatment Program (SOTP), and Serious and Violent Offender Re-Entry Initiative Program (SVORI).

RESEARCH SUMMARY

Of offenders in the Prison and State Jail Group (28,075 offenders), approximately 19 percent was classified as vocational completion, 7 percent as vocational non-completion, and 75 percent as non-vocational. Of offenders in the Intensive Treatment Programs Group (11,742 offenders), approximately 25 percent was classified as vocational completion, 7 percent as vocational non-completion, and 68 percent as non-vocational.

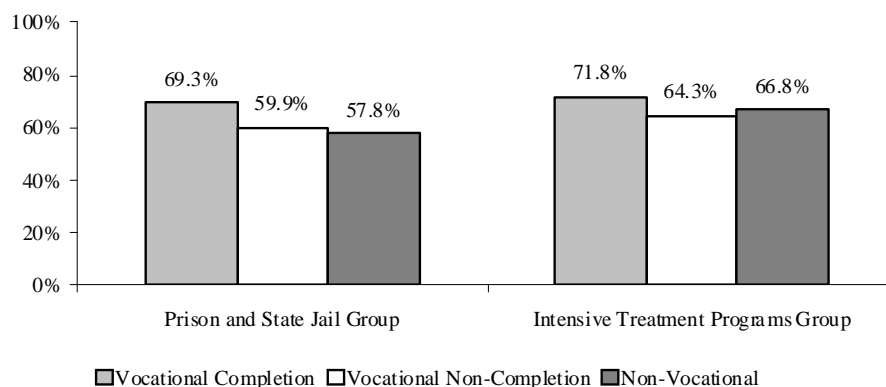
Figure 2: Prison & State Jail Group and Intensive Treatment Programs Group Vocational Participation Classification



Employment Status after Release

Approximately 69 percent of the Prison and State Jail vocational completion group was employed within one year of release, compared to 60 percent of vocational non-completion and 58 percent of non-vocational group. Approximately 72 percent of the Intensive Treatment Programs Group was employed within one year of release, compared to 64 percent of vocational non-completion and 67 percent of non-vocational group.

Figure 3: Percentage Employed within One Year of Release by Vocational Group

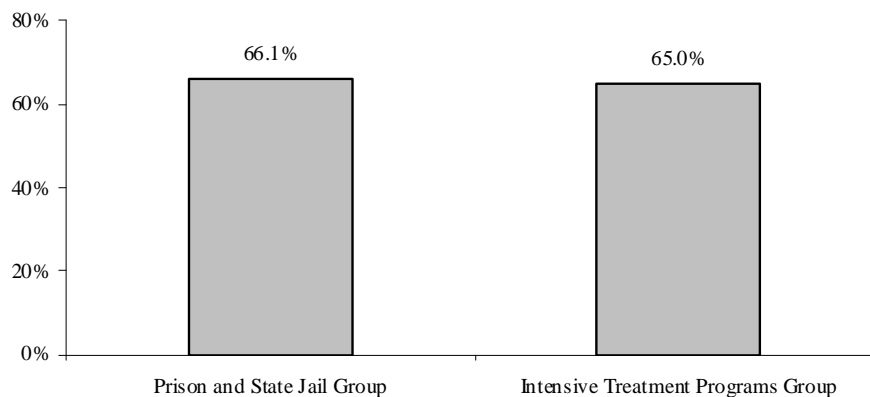


RESEARCH SUMMARY

Training Related to Future Occupation

Of Prison and State Jail vocational completion offenders who were employed within one year of release (3,603 offenders), 66 percent (2,380 offenders) were employed in an occupation related to their vocational training. Of Intensive Treatment Programs vocational completion offenders who were employed within one year of release (2,067 offenders), 65 percent (1,344 offenders) were employed in an occupation related to their vocational training.

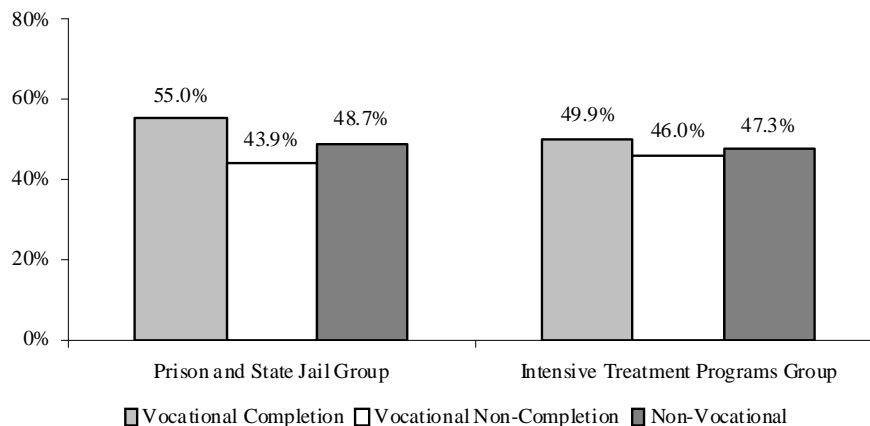
Figure 4: Percentage of Employed Vocational Completion Group Employed in Related Field within One Year of Release



First Anniversary of Employment

WSD tracked the offenders through one year of employment, from the date of initial employment through the first anniversary of that date. Of the Prison and State Jail vocational completion group employed within one year of release, only 55 percent was employed on the first anniversary of their initial employment. Of the Intensive Treatment Programs vocational completion group employed within one year of release, only 50 percent was employed on the first anniversary of initial employment.

Figure 5: Percentage Employed on First Anniversary of Initial Employment

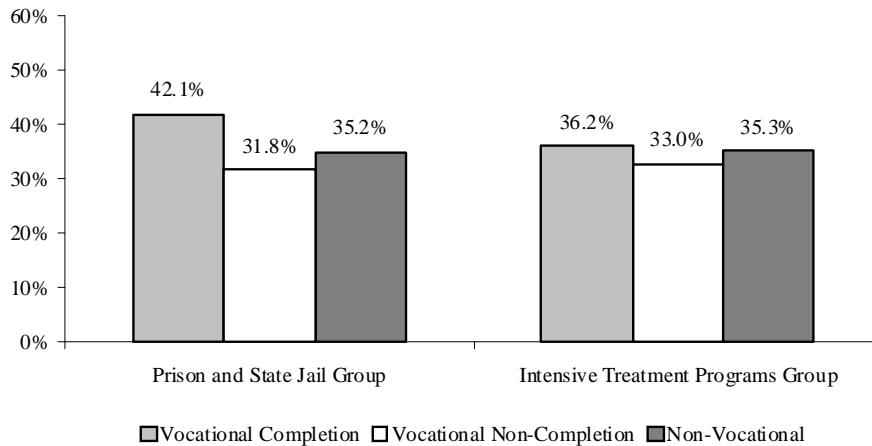


RESEARCH SUMMARY

Earnings

WSD compared the first and fourth quarter earnings of employed offenders and calculated the average salary difference by group. Of the Prison and State Jail Group, approximately 42 percent of the employed vocational completion group received an earnings increase during the year, compared to 35 percent of the employed non-vocational group that also received an earnings increase. The average salary difference from first to fourth quarter was \$3,485 for the vocational completion group and \$3,070 for the non-vocational group. Of the Intensive Treatment Programs Group, approximately 36 percent of the employed vocational completion group received an earnings increase during the year, compared to 35 percent of the non-vocational group that also received an earnings increase. The average salary difference from first to fourth quarter was \$3,400 for the vocational completion group and \$3,134 for the non-vocational group.

Figure 6: Percentage of Employed Offenders Whose Earnings Increased Over The Year



RESEARCH SUMMARY

Retention Factors

To evaluate factors related to maintaining employment for three consecutive quarters, WSD considered age (less than 25 years of age, 25 to 34 years of age, and 35 years of age and older), educational achievement scores (< 6.0 grade level score, no GED/high school diploma; ≥ 6.0 grade level score, no GED/high school diploma; GED/high school diploma only; college degree), occupation related to vocational training, and industry certification. Figures 7 through 10 display the percentage of employed offenders who retained employment by two retention factors: age group and educational level. Among all age and educational level categories within the Prison and State Jail Group, the vocational completion group had a higher employment retention rate.

Figure 7: Percentage of Employed Prison and State Jail Group Who Retained Employment for Three Consecutive Quarters by Age Group

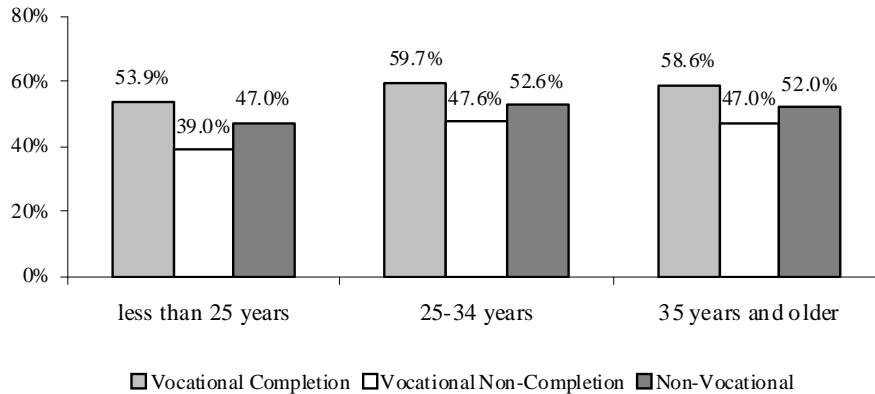
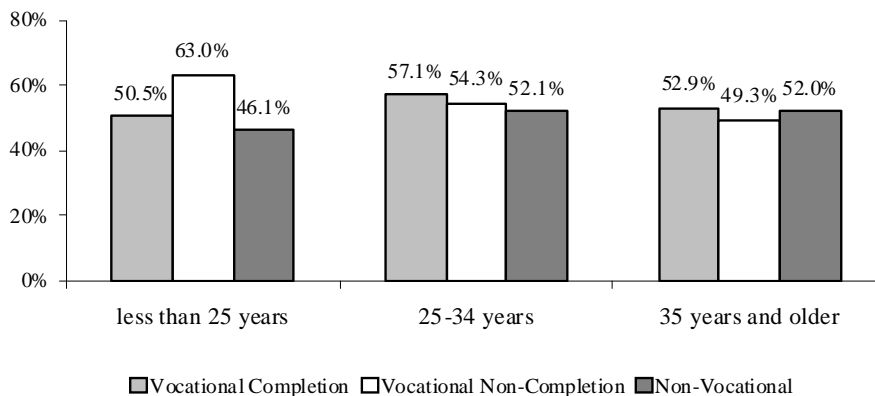


Figure 8: Percentage of Employed Intensive Treatment Programs Group Who Retained Employment for Three Consecutive Quarters by Age Group



RESEARCH SUMMARY

Figure 9: Percentage of Employed Prison and State Jail Group Who Retained Employment for Three Consecutive Quarters by Education Level

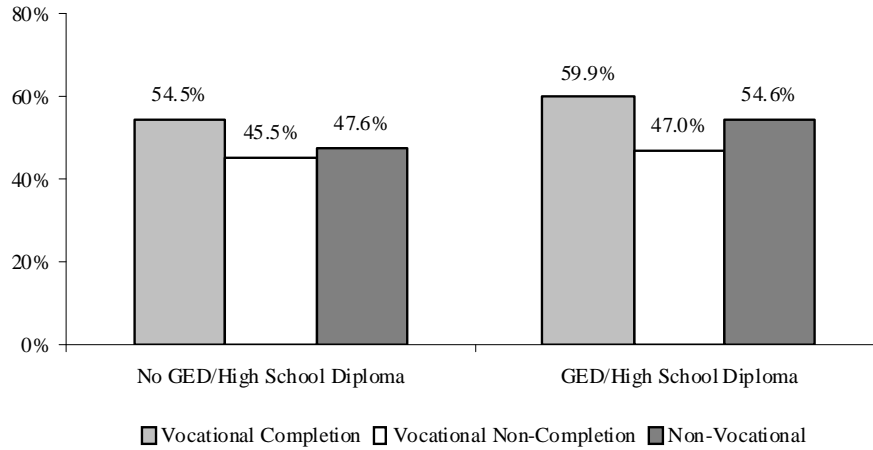
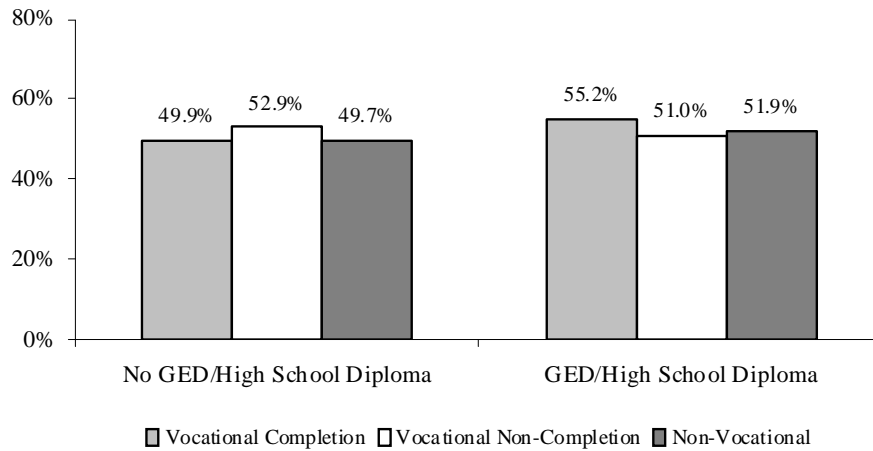


Figure 10: Percentage of Employed Intensive Treatment Programs Group Who Retained Employment for Three Consecutive Quarters by Education Level



RESEARCH SUMMARY

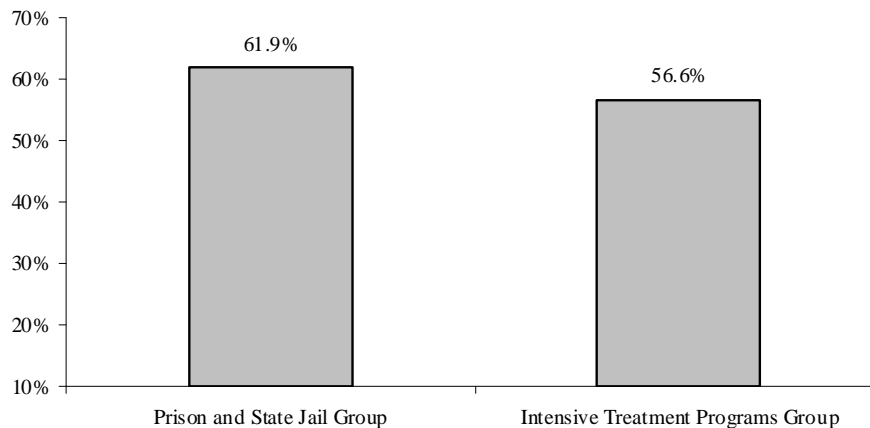
Approximately 61 percent of the Prison and State Jail employed vocational group in an occupation related to training who retained employment for three consecutive quarters. Approximately 57 percent of the Intensive Treatment Programs employed vocational group in an occupation related to training who retained employment for three consecutive quarters.

Figure 11: Percentage of Employed Vocational Group in an Occupation Related to Their Training Who Retained Employment for Three Consecutive Quarters



Approximately 22 percent of the Prison and State Jail employed vocational completion group obtained industry certification. Of those who obtained certification, 62 percent retained employment for three consecutive quarters. Approximately 19 percent of the Intensive Treatment Programs employed vocational completion group obtained industry certification. Of those who obtained certification, 57 percent retained employment for three consecutive quarters.

Figure 12: Percentage of Employed Vocational Completion Group with Industry Certification Who Retained Employment for Three Consecutive Quarters



RESEARCH SUMMARY

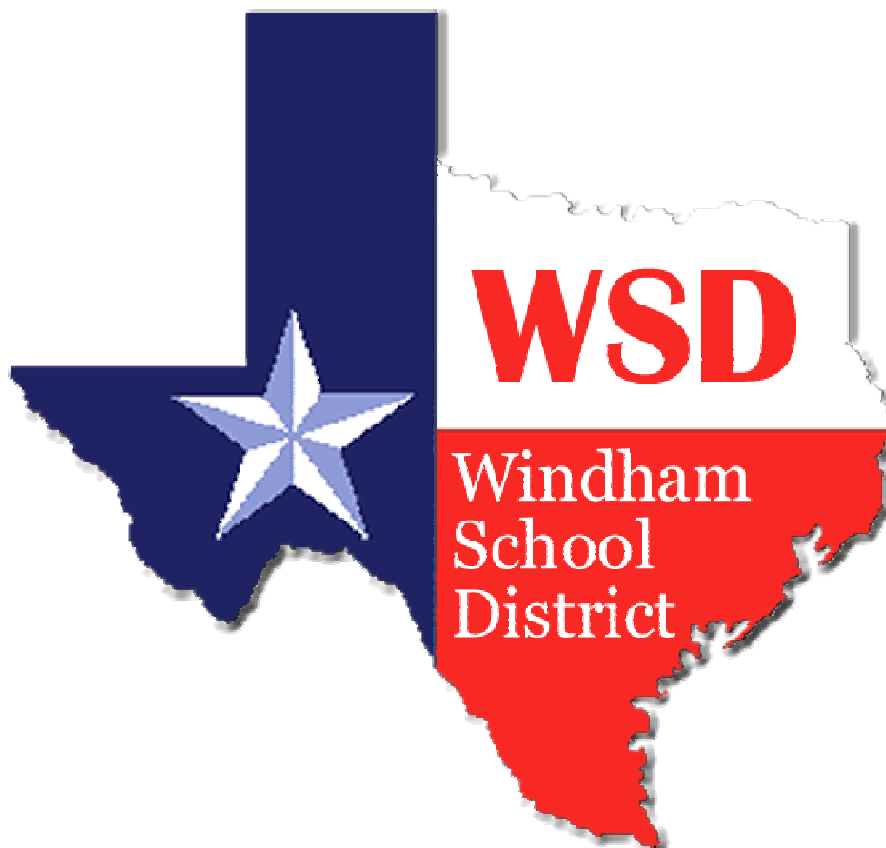
FUTURE CONSIDERATIONS

Compared to the January 2007 evaluation of vocational training and subsequent employment and earnings, Windham School District (WSD) increased the number of offenders included in the study. Approximately 57 percent of the release cohort was included in the evaluation while 51 percent was included last year. The increase in study size is primarily attributable to including offenders who participated in but did not complete vocational training and offenders who participated in intensive treatment programs.

Identifying Social Security Numbers (SSN), which are necessary to identify employment and earnings, remains a concern. Approximately 28 percent (19,409) of the release cohort was excluded because of invalid SSNs. Last year 17 percent (11,140) was excluded because of invalid SSNs. Alternate methods of identifying SSNs or employment and earnings should continue to be explored. Additionally, TDCJ could document their efforts to assist offenders in obtaining valid SSNs.

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

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



NOVEMBER 2007

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EXECUTIVE SUMMARY

The Windham School District (WSD) evaluated the post-release employment impact of Career and Technology Education (CTE) vocational training provided to ex-offenders during their incarceration. The study included those ex-offenders released from prisons and state jails from April 01, 2005 through March 31, 2006. This report examines the relationship between vocational training, employment, and earnings for nearly 40,000 ex-offenders.

The study indicates:

- Ex-offenders who completed vocational training while incarcerated were more likely to be employed than those who participated without completing training or those who did not receive vocational training.
- For all age groups and all levels of academic achievement, vocationally-trained ex-offenders exhibited higher employment rates than those who participated without completing training or those who did not receive vocational training.
- Vocationally-trained ex-offenders exhibited a higher average salary difference (from first quarter earnings to fourth quarter earnings) and higher average annual earnings than those who participated without completing training or those who did not receive vocational training.
- Overall, two out of three vocationally-trained ex-offenders who were employed earned income working in one or more occupations related to their vocational training.
- Vocationally-trained ex-offenders who worked in occupations related to their vocational training had a higher average salary difference (from first quarter earnings to fourth quarter earnings) than those working in unrelated fields.
- Vocationally-trained ex-offenders exhibited better job retention than those who participated without completing training or those who did not receive vocational training. In general, for all age groups studied, a higher percentage of vocationally-trained ex-offenders retained employment for three consecutive quarters compared to those who did not receive vocational training.
- Overall, ex-offenders who had attained a GED or high school diploma retained employment longer than those who had not.
- In the Prison/State Jail study group, ex-offenders with college degrees who completed vocational training gained employment at a higher rate than those with college degrees who did not receive vocational training.
- Industry certification and working in an occupation related to training appear to enhance job retention.

BACKGROUND

HB 2837: LEGISLATION/STATUTORY REQUIREMENTS

This report addresses the following section of the statutory requirement created by the HB 2837 legislation passed during the 2005 Regular Session of the 79th Legislature:

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

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

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

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

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

LEGISLATIVE BUDGET BOARD SUGGESTIONS FROM 2006 STUDY

Following Windham School District's submission of data in December 2006, the Legislative Budget Board (LBB) made the following suggestions:

- Future analyses of vocational training should consider conducting an evaluation of the quality of the Career and Technology Education program courses. The evaluation should also include a review of the WSD processes for identifying the kinds of programs offenders need and the WSD processes to ensure that the programs offered reflect the current market conditions for jobs in those trades.
- Future analyses of offender employment following release from TDCJ should also consider methods to reduce the number of offenders excluded from the study. Approximately 17 percent (11,140) of offenders released during the evaluation time frame were excluded because they had invalid Social

Security Numbers (SSN), which are necessary to identify employment and earnings. Alternate methods of identifying SSNs or identifying employment and earnings could be explored.

- Approximately 13 percent (8,093) of offenders were excluded because they participated in intensive pre-release treatment programs (e.g., In-Prison Therapeutic Community, IPTC; Serious and Violent Offender Re-Entry Initiative Program, SVORI; Sex Offender Treatment Program, SOTP; and Substance Abuse Felony Punishment Facility, SAFPF). These offenders could be included in the study as a separate comparison group: intensive pre-release treatment participation.
- Nearly 9 percent (5,547) of offenders were excluded because of their participation in vocational training or industry certification with no known program completion. Alternate methods to identify program completion could be explored. Once completion status has been verified, these offenders could be included in the study as a separate comparison group: vocational program participation without completion.

Windham School District has made an effort to address these suggestions in this report.

HB 1, RIDER 82

Rider 82, Project RIO Referrals and Educational and Workforce Services, states:

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

The second requirement of Rider 82, pertaining to alignment of Project RIO pre-release educational and workforce services to employment opportunities based on Texas Workforce Commission information, is addressed in this report.

2007 WSD EVALUATION REPORT

This report evaluates offenders released from the Texas Department of Criminal Justice between April 1, 2005 and March 31, 2006. Release information was obtained from the TDCJ database. Employment data and Unemployment Insurance (UI) wage data, reported as quarterly earnings, was provided by the Texas Workforce Commission. The WSD Computer Services Department developed the applications and processed the data.

TRAINING SERVICES PROVIDED

CAREER AND TECHNOLOGY EDUCATION (CTE)

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

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

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

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

CTE COURSES

Full-length CTE courses include:

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

INDUSTRY CERTIFYING ENTITIES

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

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

METHODOLOGY

OVERVIEW

A total of 69,883 offenders were identified by the TDCJ as being released between April 1, 2005 and March 31, 2006. Offenders released with detainers (7,361) or no Social Security numbers (19,409) were excluded from the study. The remaining 43,113 ex-offender records were sent to TWC to match with existing wage/employment data. A total of 43,112 ex-offender records were matched to TWC data and were considered as having a valid SSN.

Each of the following groups were either set aside for analysis, excluded from the study for the reason specified, or a portion of the group was set aside and a portion excluded.

- 2,658 were excluded to eliminate those who participated in college vocational programs and/or earned industry certification, but who did not participate in WSD vocational programs (since this is an effectiveness study of WSD programs—not college programs).
- 2 were excluded because they were released from facilities other than State or private prison or state jail facilities.
- 11,762 were set aside as a separate study group to evaluate those who participated in the following intensive treatment programs (however, 20 of these participants were subsequently excluded for lacking employment/NAICS code):
 - Inner Change Freedom Initiative Pre-Release Program (IFI)
 - In-Prison Therapeutic Community (IPTC)
 - Pre-Release Therapeutic Community (PRTC)
 - Pre-Release Substance Abuse Program (PRSAP)
 - Substance Abuse Felony Punishment Facility (SAFPF)
 - Sex Offender Treatment Program (SOTP)
 - Serious and Violent Offender Re-Entry Initiative Program (SVORI)
- 35 were excluded to eliminate those who did not have an identifiable employment/NAICS code for any of their employers as reported in the data from TWC or TDCJ Parole Division; and
- 581 were excluded to eliminate those not having a valid educational achievement (EA) score on record.

A total of 39,817 offenders were included in the study. Of those, 24,841 offenders were identified as having matching income data. The remaining 14,976 offenders were not matched to wage data by TWC and were considered unemployed.

The records were separated into the following comparison groups:

	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
Prison/State Jail	3,603	1,593	5,196	1,155	772	1,927	12,120	8,832	20,952
Intensive Treatment Programs	2,067	812	2,879	543	302	845	5,353	2,665	8,018
Total	5,670	2,405	8,075	1,698	1,074	2,772	17,473	11,497	28,970

DATA ELEMENTS:

EMPLOYMENT RELATED TO VOCATIONAL TRAINING:

PAROLE EMPLOYMENT TO WSD VOCATIONAL TRAINING

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

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

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

TWC EMPLOYMENT TO WSD VOCATIONAL TRAINING

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

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

through this process with TWC NAICS employment information were identified as having employment related to WSD vocational training.

EMPLOYMENT UNRELATED TO VOCATIONAL TRAINING

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

EMPLOYMENT/EARNINGS

The UI wage information provided by TWC encompassed the 2nd quarter, 2005 through the 2nd quarter, 2007. However, the latest update to the 2nd quarter, 2007 UI wage information was not used in the study because the available date of November 10, 2007 did not allow adequate time to process the data and meet the reporting deadline. The UI wage information was used to determine data elements for the *Vocational Completion*, *Vocational Non-Completion*, and *Non-Vocational* comparison groups following the standards below:

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

EMPLOYMENT RETENTION FACTORS:

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

- **AGE**

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

- **EDUCATIONAL ACHIEVEMENT (EA) SCORE**

EA scores were obtained from the WSD database.

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

This data element was obtained from the WSD database.

- **WORKING IN OCCUPATION RELATED TO TRAINING**

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

- **INDUSTRY CERTIFICATION**

Data obtained from the WSD database.

- **EMPLOYMENT RETENTION FACTOR**

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

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

EMPLOYMENT/UNEMPLOYMENT FACTORS

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

NAICS INDUSTRY ANALYSIS

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

<p style="text-align: center;">LEGISLATIVE BUDGET BOARD SUGGESTIONS FROM 2006 STUDY</p>
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- **Evaluation of the quality of Career and Technology Education programs**

WSD Career and Technology Education programs are evaluated through student surveys, instructor evaluations, individual student performance data, course completion data, industry certification levels, and employability data.

To ensure that WSD offers the types of programs needed to increase ex-offender employment opportunities, the district conducts a review of data from the TWC Labor Market and Career Information (LMCI) Department. The information includes historical, current and projected labor market conditions. WSD compares and evaluates training programs as they relate to current and predicted market conditions. The review is conducted at least annually, and as individual instructor vacancies occur throughout each

school year. Ex-offender employment restrictions, for example, the impact a felony conviction may have with respect to certification or licensure in a particular trade, is also taken into consideration.

Program adjustments include course redesign (for example, revised curriculum, improved equipment, and/or instructor training), course expansion, course reduction, or course elimination. Course adjustments over the past ten years include elimination of ten vocational trades (from 50 to 40 different trades) between School Year (SY) 1996-1997 and SY 1997-1998. Other course redesign/eliminations have occurred since then, reducing the number of course offerings from 40 different trades to the current 34.

In addition to labor market and employment information, vocational programming decisions are influenced by factors such as: number of offenders on the waiting list for each trade; number of classes offered district-wide in each trade; characteristics of each facility (e.g., type of facility and offender population, bed space, ease of transferring offenders on/off the facility); location and/or condition of the vocational shops; investment in shop/equipment for each trade; expense of operating particular trades; and the technology and/or resources needed to continue maintaining industry standards for each trade.

Employment data gathered for the 2006 WSD Effectiveness Study was considered when making vocational programming decisions during SY 2006-2007. The information from each subsequent study will continue to be used in the future.

- **Consider methods to reduce the number of offenders excluded from the study**

The percent of ex-offenders excluded from this year's study was reduced by including the following offenders as separate study groups: 1) those who participated in, but did not complete, WSD vocational courses; and 2) those who participated in intensive treatment programs. A total of 3,296 exclusions (7.6% of 43,113) were made in this year's study as compared to 16,415 exclusions (33.3% of 49,350) made last year. However, a lower percent of ex-offenders in this year's study were matched to wage/employment data (43,112 of 69,883 or 61.7%) as compared to last year's study (49,350 of 64,364 or 76.7%).

Some (less than twenty) ex-offenders were reported with invalid Social Security Numbers. With the help of TDCJ RIO, and local TWC and Parole offices, WSD was able to identify valid SSN's for most of these individuals and include them in the data.

- **Include offenders who participated in intensive treatment programs as a separate comparison group**

All (11,762) of the ex-offenders who had participated in intensive treatment programs were included in this year's study as a separate study group; however, 20 of them were excluded for lacking employment data that included NAICS codes.

- **Include offenders in the study who participated in vocational programs without completion**

Ex-offenders excluded from last year's study for participation in (but not completion of) WSD vocational programs were included in this year's study as a separate *Vocational Non-Completion* subgroup.

HB 1, RIDER 82, PROJECT RIO REFERRALS AND EDUCATIONAL AND WORKFORCE SERVICES

Windham School District coordinates the TDCJ Project Reintegration of Offenders (RIO) program. The program provides offenders in-prison counseling, assessment, and information gathering for educational, TDCJ job preparation and reentry employment activities. TDCJ job preparation activities include On-the-Job Training (OJT), apprenticeship, and work assignment programs, some of which can lead to industry certification. Information gathering includes development of an Individual Employment Plan (IEP) prior to release. The IEP helps coordinate in-prison educational and work opportunities for offenders who volunteer for or who are required to engage in Project RIO services. Among other documents necessary to gain employment (i.e., Social Security card, birth certificate, military records, and proof of education or training), a TWC *Work-In-Texas* job application is completed and placed in the offenders' release/reentry (IEP) packet.

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

- WSD uses the following TWC LMCI data reports:
 - High Priority Occupations & Clusters (for each of the 28 Workforce Development Boards)
 - Texas Top 15 Occupations Adding the Most Jobs...2002-2012
 - Texas Top 15 Fastest Growing Occupations...2002-2012
 - Texas Top 15 Annual Average Job Openings...2002-2012
 - Texas Top 10 Industries Adding the Most Jobs...2002-2012
 - Texas Top 10 Fastest Growing Industries...2002-2012
 - Texas Employment Growth By Major Occupation...2002-2012
 - Texas Employment Growth Rate By Major Occupation...2002-2012
 - Texas Employment by Occupations
 - Texas Employment by Industry
- Job fairs are conducted for offenders at their units of assignment.
- Job recruiters are encouraged to interview offenders at their units of assignment prior to release.
- Contact is made with Local Workforce Development Boards to assess Project RIO Services and employment opportunities for ex-offenders.

- Windham School District uses the TWC labor market reports listed above when determining vocational course offerings. Vocational course offerings are adjusted based on current and projected labor market demands and legal considerations for jobs (the impact felony convictions have on ex-offender employment in those trades).
- The following table depicts the alignment of WSD vocational courses with TWC employment information. Additional information is available in Appendix C.

Alignment of WSD Career and Technology Courses with TWC Employment Information				
Career & Technology Education Course Title	Number of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Percent of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Course Related to Occupations Needed in Texas Industries Adding the Most Jobs	Course Related to Occupations Needed in Texas Industries Having the Fastest Growth
Automotive Collision Repair & Refinishing	7	25%	√	
Automotive Specialization (Air Conditioning/Heating)	22	78.6%	√	√
Automotive Specialization (Brakes)	22	78.6%	√	√
Automotive Specialization (Electronics)	22	78.6%	√	√
Automotive Specialization (Engine Performance)	22	78.6%	√	√
Automotive Specialization (Transmission)	22	78.6%	√	√
Bricklaying/Stone Masonry	8	28.6%		
Building Trades I	24	85.7%	√	
Business Computer Information Systems I	22	78.6%	√	√
Business Computer Information Systems II	24	85.7%	√	√
Business Image Management & Multimedia	25	89.3%	√	√
Computer Maintenance Technician	18	64.3%	√	√
Construction Carpentry	24	85.7%	√	
Culinary Arts	9	32.1%	√	√
Custodial Technician	1	3.6%	√	√
Diesel Mechanics	23	82.1%	√	√

Alignment of WSD Career and Technology Courses with TWC Employment Information

Career & Technology Education Course Title	Number of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Percent of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Course Related to Occupations Needed in Texas Industries Adding the Most Jobs	Course Related to Occupations Needed in Texas Industries Having the Fastest Growth
Diversified Career Preparation	28	100%	√	√
Electrical Trades	27	96.4%	√	
Heating, Ventilation, Air Conditioning & Refrigeration	23	82.1%	√	
Horticulture	3	10.7%	√	
Introduction to Construction Careers	24	85.7%	√	
Landscape Design, Construction & Maintenance	3	10.7%	√	
Machine Shop CAD/CAM	16	57.1%		√
Major Appliance Service Technology	25	89.3%	√	
Mill & Cabinetmaking	22	78.6%	√	
Painting & Decorating	21	75%	√	
Personal & Family Development	28	100%	√	√
Piping Trades/Plumbing	24	78.6%	√	
Plant Maintenance	27	96.4%	√	
Sheet Metal	22	78.6%	√	
Small Engine Repair	21	75%	√	√
Technical Introduction to Computer-Aided Drafting	8	28.6%		
Trucking Driving	25	89.3%	√	√
Welding	24	85.7%	√	√

Retention Factors	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Ex-offenders working in occupation related to training	1457 (61.2%)	923 (38.8%)	2380 (66.1%)						
Ex-offenders with Industry Certification	480 (61.9%)	295 (38.1%)	775 (21.5%)						

*Average Salary Difference is the difference of the fourth quarter of earnings compared to the first quarter of earnings.
**Percent employed is calculated based on the total employed and unemployed ex-offenders reported.

Employment/Unemployment Factors for Prison and State Jail Group

Data Elements	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**
Total number of ex-offenders in group	5196 (18.5%)	3603 (69.3%)	1593 (30.7%)	1927 (6.9%)	1155 (59.9%)	772 (40.1%)	20952 (74.6%)	12120 (57.8%)	8832 (42.2%)
Ex-offenders who are less than 25 years of age	360 (1.3%)	282 (78.3%)	78 (21.7%)	167 (0.6%)	118 (70.7%)	49 (29.3%)	3832 (13.6%)	2503 (65.3%)	1329 (34.7%)
Ex-offenders from 25 to less than 35 years of age	1843 (6.6%)	1400 (76.0%)	443 (24.0%)	641 (2.3%)	431 (67.2%)	210 (32.8%)	7053 (25.1%)	4497 (63.8%)	2556 (36.2%)
Ex-offenders 35 years of age and older	2993 (10.7%)	1921 (64.2%)	1072 (35.8%)	1119 (4.0%)	606 (54.2%)	513 (45.8%)	10067 (35.9%)	5120 (50.9%)	4947 (49.1%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	535 (1.9%)	314 (58.7%)	221 (41.3%)	473 (1.7%)	248 (52.4%)	225 (47.6%)	6481 (23.1%)	3175 (49.0%)	3306 (51.0%)
Ex-offenders with EA scores >= 6.0, no GED/High School Diploma	725 (2.6%)	497 (68.6%)	228 (31.4%)	373 (1.3%)	233 (62.5%)	140 (37.5%)	4485 (16.0%)	2754 (61.4%)	1731 (38.6%)
Ex-offenders with GED/High School Diploma Only	3845 (13.7%)	2722 (70.8%)	1123 (29.2%)	1073 (3.8%)	669 (62.3%)	404 (37.7%)	9946 (35.4%)	6170 (62.0%)	3776 (38.0%)
Ex-offenders with College Degree	91 (0.3%)	70 (76.9%)	21 (23.1%)	8 (0.0%)	5 (62.5%)	3 (37.5%)	40 (0.1%)	21 (52.5%)	19 (47.5%)

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

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

AVERAGE ANNUAL EARNINGS*

PRISON & STATE JAIL GROUP	
Vocational Completion Group	\$9,795.55
Vocational Non-Completion Group	\$7,310.44
Non-Vocational Group	\$7,991.63

*Average of first through fourth quarter earnings

**DATA TABLES
INTENSIVE TREATMENT GROUP**

	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff**	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	2067	71.8%	\$312.90	543	64.3%	\$216.03	5353	66.8%	\$218.52
Total employed in an occupation related to their training	1344	65.0%	\$374.66						
Total employed only in an unrelated field	723	35.0%	\$198.09						
Ex-offenders who retained employment for three consecutive quarters	1118	54.1%	\$1,309.04	280	51.6%	\$1,115.96	2737	51.1%	\$1,220.08
Ex-offenders employed on first anniversary of initial employment	1032	49.9%	\$2,021.43	250	46.0%	\$1,920.23	2534	47.3%	\$1,977.57
Ex-offenders whose earnings increased over the year	749	36.2%	\$3,400.26	179	33.0%	\$3,208.39	1891	35.3%	\$3,134.44

	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Retention Factors									
Ex-offenders who are less than 25 years of age	52 (50.5%)	51 (49.5%)	103 (5.0%)	17 (63.0%)	10 (37.0%)	27 (5.0%)	363 (46.1%)	425 (53.9%)	788 (14.7%)
Ex-offenders from 25 to less than 35 years of age	371 (57.1%)	279 (42.9%)	650 (31.4%)	95 (54.3%)	80 (45.7%)	175 (32.2%)	950 (52.1%)	875 (47.9%)	1825 (34.1%)
Ex-offenders 35 years of age and older	695 (52.9%)	619 (47.1%)	1314 (63.6%)	168 (49.3%)	173 (50.7%)	341 (62.8%)	1424 (52.0%)	1316 (48.0%)	2740 (51.2%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	79 (45.9%)	93 (54.1%)	172 (8.3%)	38 (49.4%)	39 (50.6%)	77 (14.2%)	424 (48.8%)	445 (51.2%)	869 (16.2%)
Ex-offenders with EA scores >= 6.0, no GED/High School Diploma	131 (52.6%)	118 (47.4%)	249 (12.0%)	44 (56.4%)	34 (43.6%)	78 (14.4%)	525 (50.4%)	516 (49.6%)	1041 (19.4%)
Ex-offenders with GED/High School Diploma Only	886 (55.0%)	726 (45.0%)	1612 (78.0%)	197 (51.2%)	188 (48.8%)	385 (70.9%)	1776 (51.8%)	1651 (48.2%)	3427 (64.0%)
Ex-offenders with College Degree	22 (64.7%)	12 (35.3%)	34 (1.6%)	1 (33.3%)	2 (66.7%)	3 (0.6%)	12 (75.0%)	4 (25.0%)	16 (0.3%)
Ex-offenders working in occupation related to training	759 (56.5%)	585 (43.5%)	1344 (65.0%)						
Ex-offenders with Industry Certification	220 (56.6%)	169 (43.4%)	389 (18.8%)						

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

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

Employment/Unemployment Factors for Intensive Treatment Program Group

	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**
Data Elements									
Total number of ex-offenders in group	2879 (24.5%)	2067 (71.8%)	812 (28.2%)	845 (7.2%)	543 (64.3%)	302 (35.7%)	8018 (68.3%)	5353 (66.8%)	2665 (33.2%)
Ex-offenders who are less than 25 years of age	128 (1.1%)	103 (80.5%)	25 (19.5%)	41 (0.3%)	27 (65.9%)	14 (34.1%)	1023 (8.7%)	788 (77.0%)	235 (23.0%)
Ex-offenders from 25 to less than 35 years of age	851 (7.2%)	650 (76.4%)	201 (23.6%)	246 (2.1%)	175 (71.1%)	71 (28.9%)	2540 (21.6%)	1825 (71.9%)	715 (28.1%)

Employment/Unemployment Factors for Intensive Treatment Program Group

Data Elements	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**
Ex-offenders 35 years of age and older	1568 (13.4%)	1314 (83.8%)	586 (37.4%)	558 (4.8%)	341 (61.1%)	217 (38.9%)	4455 (37.9%)	2740 (61.5%)	1715 (38.5%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	286 (2.4%)	172 (60.1%)	114 (39.9%)	158 (1.3%)	77 (48.7%)	81 (51.3%)	1560 (13.3%)	869 (55.7%)	691 (44.3%)
Ex-offenders with EA scores >= 6.0, no GED/High School Diploma	354 (3.0%)	249 (70.3%)	105 (29.7%)	123 (1.0%)	78 (63.4%)	45 (36.6%)	1532 (13.0%)	1041 (68.0%)	491 (32.0%)
Ex-offenders with GED/High School Diploma Only	2196 (18.7%)	1612 (73.4%)	584 (26.6%)	560 (4.8%)	385 (68.8%)	175 (31.3%)	4906 (41.8%)	3427 (69.9%)	1479 (30.1%)
Ex-offenders with College Degree	43 (0.4%)	34 (79.1%)	9 (20.9%)	4 (0.0%)	3 (75.0%)	1 (25.0%)	20 (0.2%)	16 (80.0%)	4 (20.0%)

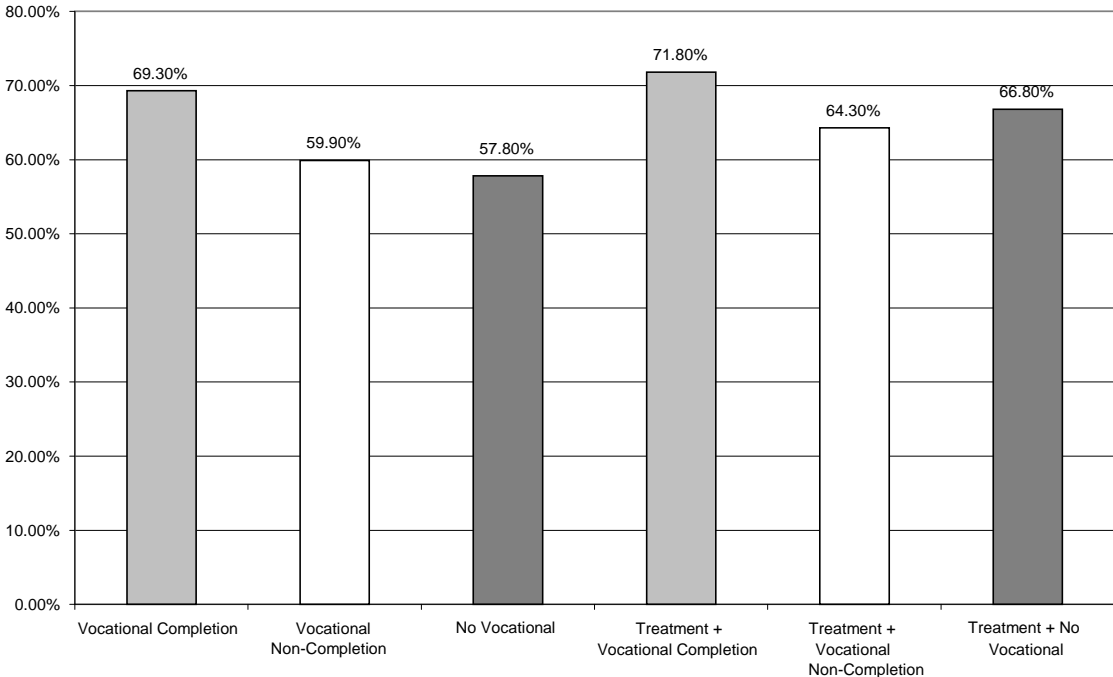
*Percent for Number Trained and Number Not Trained is based on total employed and unemployed ex-offenders in report.

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

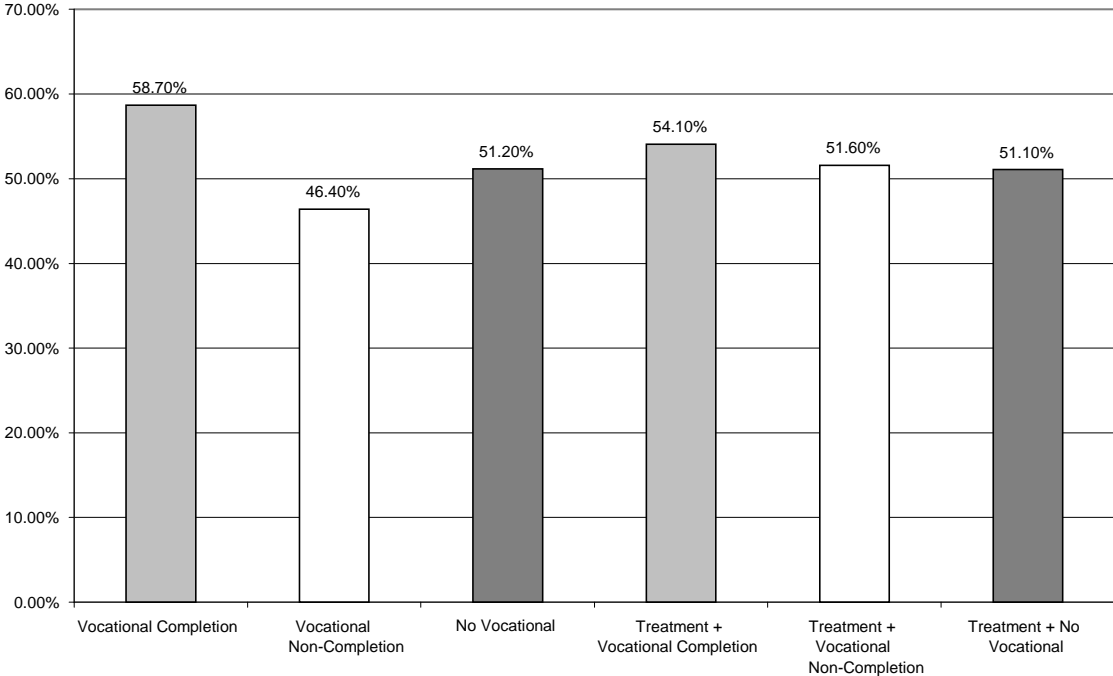
AVERAGE ANNUAL EARNINGS*	
INTENSIVE TREATMENT PROGRAM GROUP	
Vocational Completion Group	\$8,851.14
Vocational Non-Completion Group	\$7,574.31
Non-Vocational Group	\$8,089.58

GRAPHIC ILLUSTRATIONS OF DATA

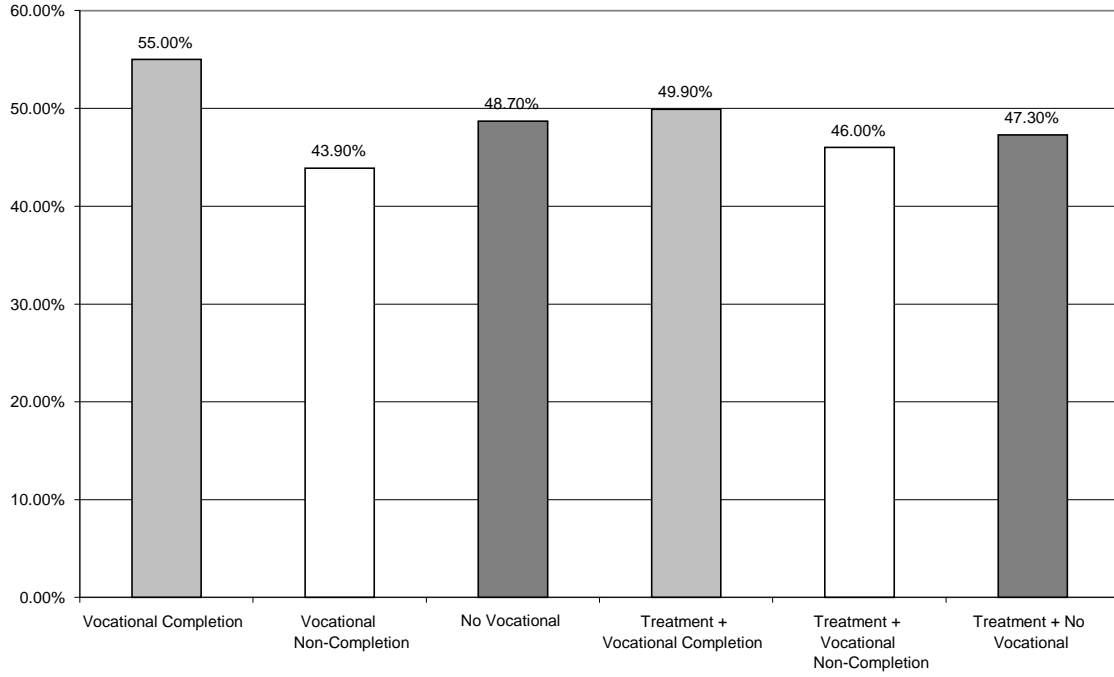
Employed



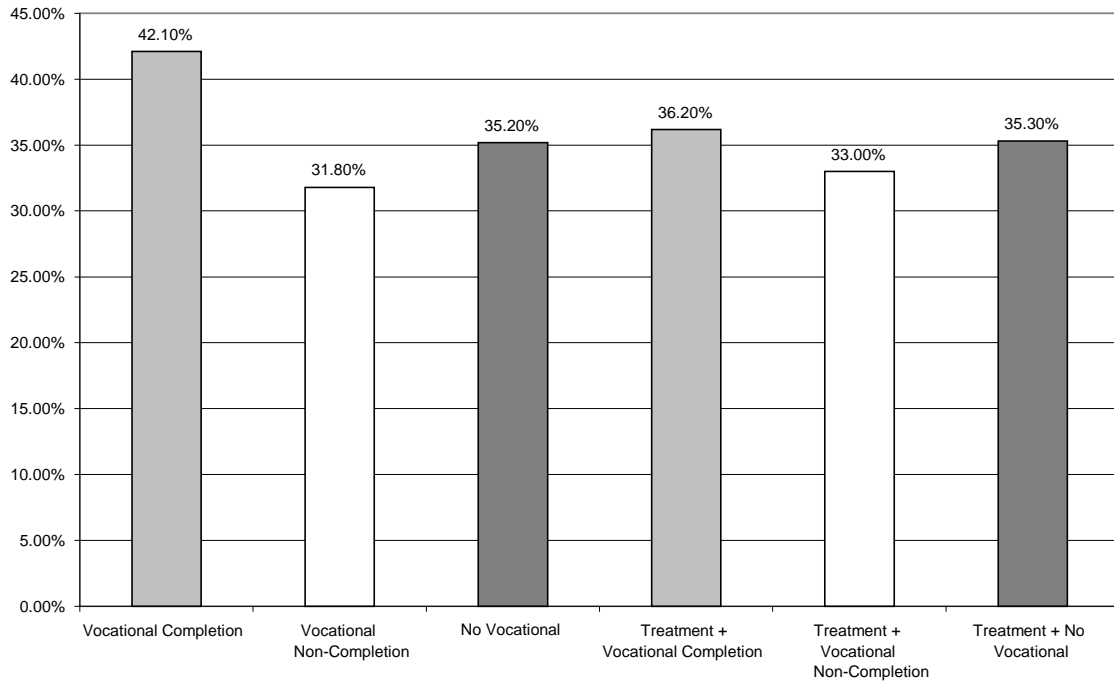
Retained Employment 3 Consecutive Quarters



Employed on First Anniversary



Earnings Increased Over the Year



DATA ANALYSIS

- 69.3% of the Prison and State Jail (PSJ) *Vocational Completion* group, and 71.8% of the Intensive Treatment Program (ITP) *Vocational Completion* group, were employed compared to 57.8% and 66.8% respectively of those in the *Non-Vocational* comparison groups. [Although unknown, it is likely that these differences might have been even greater had there been a way to determine employment/unemployment for the 19,409 offenders who were excluded from the study due to lack of Social Security numbers.]
- 66.1% of the PSJ and 65.0% of the ITP *Vocational Completion* groups were employed in occupations related to training.
- The *Vocational Completion* group had higher average annual earnings than the *Vocational Non-Completion* and *Non-Vocational* groups.
- Offenders in the *Vocational Completion* group who were employed in an occupation related to training had higher average salary differences than those in the *Vocational Completion* group who were employed in fields unrelated to their training.
- A higher percentage of offenders in the *Vocational Completion* group retained employment for three consecutive quarters and were employed on their first anniversary of initial employment compared to those in the *Vocational Non-Completion* and *Non-Vocational* comparison groups.
- A higher percentage of offenders in the *Vocational Completion* group had an earnings increase over the first year of employment compared to those in the *Vocational Non-Completion* and *Non-Vocational* comparison groups.
- In all age groups, offenders in the PSJ *Vocational Completion* group had higher employment retention rates than those in the *Vocational Non-Completion* and *Non-Vocational* comparison groups.
- The completion of vocational training improved employment retention rates for all offenders who had achieved a GED/HSD.
- For offenders in the *Vocational Completion* group, college degrees and industry certification were the two highest retention factors.
- For offenders in the ITP *Vocational Non-Completion* and *Non-Vocational* groups, a college degree was the highest employment factor.

RESEARCH LIMITATIONS

- Detainers or lack of a valid SSN eliminated 26,770 ex-offenders from the study.
- Wage/employment data for this study was based on available TWC information. Earnings data were not available for ex-offenders who may have been working, but may have been paid on a cash or day-labor basis, and/or for those who may have had federal, military or out-of-state employment.
- Specific hourly/weekly/monthly income information was not available. Income was available as quarterly income.
- Information relative to specific job responsibilities was not available for offenders in the study. TWC data indicates employment by industry, not by specific occupation or job. While Parole occupation/job data is more specific, the data is not available for all offenders.

FUTURE RESEARCH STRATEGIES

- Continue efforts to improve percentage of valid SSN data.
- Continue efforts to identify strategies to obtain job specific information from other entities.
- Continue exploring options for determining employment and income for those employed offenders whose income may not be available through the TWC UI wage data.
- Continue evaluation of those who participated in intensive treatment programs and attempt to disaggregate data by type of program completion.
- Include as separate study groups: 1) individuals who do not have valid educational achievement (EA) scores on record; and 2) individuals who participated in college programs, but not WSD programs.

CONSIDERATIONS

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

ADDITIONAL DATA

Additional data is available in the following tables:

- NAICS Vocational Employment & Training by Industry (Appendix A)
- WSD Enrollment & TDCJ Population Statistics (Appendix B)
- Employment by Course (Appendix C)

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

NAICS Industry Breakdown for Prison and State Jail Vocational Completion Group					
Code	Industry Title	Total Ex- Offenders Employed in Industry*	% Ex- Offenders Employed	Total Employed Ex- Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
111	Crop Production	22	0.4%	11	50.0%
112	Animal Production	19	0.4%	11	57.9%
113	Forestry and Logging	1	0.0%	0	0.0%
114	Fishing, Hunting and Trapping	0	0.0%	0	0.0%
115	Support Activities for Agriculture and Forestry	29	0.6%	19	65.5%
211	Oil and Gas Extraction	11	0.2%	7	63.6%
212	Mining (except Oil and Gas)	9	0.2%	5	55.6%
213	Support Activities for Mining	158	3.0%	113	71.5%
221	Utilities	4	0.1%	3	75.0%
236	Construction of Buildings	213	4.1%	178	83.6%
237	Heavy and Civil Engineering Construction	179	3.4%	132	73.7%
238	Specialty Trade Contractors	614	11.8%	507	82.6%
311	Food Manufacturing	135	2.6%	70	51.9%
312	Beverage and Tobacco Product Manufacturing	7	0.1%	6	85.7%
313	Textile Mills	3	0.1%	2	66.7%
314	Textile Product Mills	12	0.2%	7	58.3%
315	Apparel Manufacturing	2	0.0%	1	50.0%
316	Leather and Allied Product Manufacturing	1	0.0%	0	0.0%
321	Wood Product Manufacturing	73	1.4%	56	76.7%
322	Paper Manufacturing	15	0.3%	8	53.3%
323	Printing and Related Support Activities	18	0.3%	13	72.2%
324	Petroleum and Coal Products Manufacturing	5	0.1%	3	60.0%
325	Chemical Manufacturing	15	0.3%	12	80.0%
326	Plastics and Rubber Products Manufacturing	61	1.2%	42	68.9%
327	Nonmetallic Mineral Product Manufacturing	49	0.9%	30	61.2%
331	Primary Metal Manufacturing	24	0.5%	19	79.2%
332	Fabricated Metal Product Manufacturing	198	3.8%	147	74.2%
333	Machinery Manufacturing	70	1.3%	53	75.7%
334	Computer and Electronic Product Manufacturing	7	0.1%	5	71.4%
335	Electrical Equipment, Appliance, and Component Manufacturing	10	0.2%	7	70.0%
336	Transportation Equipment Manufacturing	64	1.2%	47	73.4%
337	Furniture and Related Product Manufacturing	46	0.9%	29	63.0%
339	Miscellaneous Manufacturing	10	0.2%	6	60.0%
423	Merchant Wholesalers, Durable Goods	136	2.6%	98	72.1%

**NAICS Industry Breakdown for Prison and State Jail
Vocational Completion Group**

Code	Industry Title	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
424	Merchant Wholesalers, Nondurable Goods	86	1.7%	61	70.9%
425	Wholesale Electronic Markets and Agents and Brokers	26	0.5%	19	73.1%
441	Motor Vehicle and Parts Dealers	61	1.2%	41	67.2%
442	Furniture and Home Furnishings Stores	27	0.5%	18	66.7%
443	Electronics and Appliance Stores	5	0.1%	3	60.0%
444	Building Material and Garden Equipment and Supplies Dealers	44	0.8%	39	88.6%
445	Food and Beverage Stores	57	1.1%	29	50.9%
446	Health and Personal Care Stores	0	0.0%	0	0.0%
447	Gasoline Stations	44	0.8%	33	75.0%
448	Clothing and Clothing Accessories Stores	17	0.3%	10	58.8%
451	Sporting Goods, Hobby, Book, and Music Stores	11	0.2%	6	54.5%
452	General Merchandise Stores	26	0.5%	18	69.2%
453	Miscellaneous Store Retailers	36	0.7%	21	58.3%
454	Nonstore Retailers	6	0.1%	2	33.3%
481	Air Transportation	0	0.0%	0	0.0%
482	Rail Transportation	0	0.0%	0	0.0%
483	Water Transportation	2	0.0%	0	0.0%
484	Truck Transportation	114	2.2%	84	73.7%
485	Transit and Ground Passenger Transportation	20	0.4%	17	85.0%
486	Pipeline Transportation	1	0.0%	1	100.0%
487	Scenic and Sightseeing Transportation	1	0.0%	0	0.0%
488	Support Activities for Transportation	70	1.3%	46	65.7%
491	Postal Service	0	0.0%	0	0.0%
492	Couriers and Messengers	12	0.2%	8	66.7%
493	Warehousing and Storage	40	0.8%	28	70.0%
511	Publishing Industries (except Internet)	11	0.2%	8	72.7%
512	Motion Picture and Sound Recording Industries	0	0.0%	0	0.0%
515	Broadcasting (except Internet)	0	0.0%	0	0.0%
516	Internet Publishing and Broadcasting	0	0.0%	0	0.0%
517	Telecommunications	11	0.2%	10	90.9%
518	Internet Service Providers, Web Search Portals, and Data Processing Services	0	0.0%	0	0.0%
519	Other Information Services	2	0.0%	2	100.0%
521	Monetary Authorities - Central Bank	0	0.0%	0	0.0%
522	Credit Intermediation and Related Activities	4	0.1%	3	75.0%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	4	0.1%	2	50.0%
524	Insurance Carriers and Related Activities	8	0.2%	4	50.0%
525	Funds, Trusts, and Other Financial Vehicles	2	0.0%	2	100.0%
531	Real Estate	28	0.5%	24	85.7%

**NAICS Industry Breakdown for Prison and State Jail
Vocational Completion Group**

Code	Industry Title	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
532	Rental and Leasing Services	33	0.6%	19	57.6%
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0	0.0%	0	0.0%
541	Professional, Scientific, and Technical Services	136	2.6%	101	74.3%
551	Management of Companies and Enterprises	25	0.5%	21	84.0%
561	Administrative and Support Services	1759	33.9%	1336	76.0%
562	Waste Management and Remediation Services	32	0.6%	25	78.1%
611	Educational Services	16	0.3%	8	50.0%
621	Ambulatory Health Care Services	52	1.0%	33	63.5%
622	Hospitals	3	0.1%	2	66.7%
623	Nursing and Residential Care Facilities	15	0.3%	9	60.0%
624	Social Assistance	42	0.8%	30	71.4%
711	Performing Arts, Spectator Sports, and Related Industries	3	0.1%	1	33.3%
712	Museums, Historical Sites, and Similar Institutions	2	0.0%	2	100.0%
713	Amusement, Gambling, and Recreation Industries	20	0.4%	14	70.0%
721	Accommodation	51	1.0%	25	49.0%
722	Food Services and Drinking Places	542	10.4%	274	50.6%
811	Repair and Maintenance	176	3.4%	111	63.1%
812	Personal and Laundry Services	54	1.0%	26	48.1%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	5	0.1%	3	60.0%
814	Private Households	2	0.0%	0	0.0%
921	Executive, Legislative, and Other General Government Support	19	0.4%	11	57.9%
922	Justice, Public Order, and Safety Activities	0	0.0%	0	0.0%
923	Administration of Human Resource Programs	0	0.0%	0	0.0%
924	Administration of Environmental Quality Programs	0	0.0%	0	0.0%
925	Administration of Housing Programs, Urban Planning, and Community Development	0	0.0%	0	0.0%
926	Administration of Economic Programs	0	0.0%	0	0.0%
927	Space Research and Technology	0	0.0%	0	0.0%
928	National Security and International Affairs	0	0.0%	0	0.0%

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

**NAICS Industry Breakdown for Intensive Treatment Program
Vocational Completion Group**

Code	Industry Title	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
111	Crop Production	15	0.5%	11	73.3%
112	Animal Production	7	0.2%	3	42.9%
113	Forestry and Logging	2	0.1%	1	50.0%
114	Fishing, Hunting and Trapping	0	0.0%	0	0.0%
115	Support Activities for Agriculture and Forestry	17	0.6%	10	58.8%
211	Oil and Gas Extraction	7	0.2%	5	71.4%
212	Mining (except Oil and Gas)	4	0.1%	3	75.0%
213	Support Activities for Mining	66	2.3%	43	65.2%
221	Utilities	4	0.1%	2	50.0%
236	Construction of Buildings	119	4.1%	101	84.9%
237	Heavy and Civil Engineering Construction	116	4.0%	91	78.4%
238	Specialty Trade Contractors	347	12.1%	263	75.8%
311	Food Manufacturing	74	2.6%	38	51.4%
312	Beverage and Tobacco Product Manufacturing	2	0.1%	2	100.0%
313	Textile Mills	5	0.2%	1	20.0%
314	Textile Product Mills	10	0.3%	5	50.0%
315	Apparel Manufacturing	0	0.0%	0	0.0%
316	Leather and Allied Product Manufacturing	2	0.1%	1	50.0%
321	Wood Product Manufacturing	38	1.3%	25	65.8%
322	Paper Manufacturing	8	0.3%	4	50.0%
323	Printing and Related Support Activities	12	0.4%	11	91.7%
324	Petroleum and Coal Products Manufacturing	1	0.0%	1	100.0%
325	Chemical Manufacturing	3	0.1%	3	100.0%
326	Plastics and Rubber Products Manufacturing	23	0.8%	15	65.2%
327	Nonmetallic Mineral Product Manufacturing	34	1.2%	25	73.5%
331	Primary Metal Manufacturing	19	0.7%	9	47.4%
332	Fabricated Metal Product Manufacturing	83	2.9%	60	72.3%
333	Machinery Manufacturing	50	1.7%	38	76.0%
334	Computer and Electronic Product Manufacturing	3	0.1%	2	66.7%
335	Electrical Equipment, Appliance, and Component Manufacturing	4	0.1%	4	100.0%
336	Transportation Equipment Manufacturing	38	1.3%	27	71.1%
337	Furniture and Related Product Manufacturing	27	0.9%	19	70.4%
339	Miscellaneous Manufacturing	13	0.5%	10	76.9%
423	Merchant Wholesalers, Durable Goods	77	2.7%	57	74.0%
424	Merchant Wholesalers, Nondurable Goods	40	1.4%	29	72.5%
425	Wholesale Electronic Markets and Agents and Brokers	9	0.3%	4	44.4%

**NAICS Industry Breakdown for Intensive Treatment Program
Vocational Completion Group**

Code	Industry Title	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
441	Motor Vehicle and Parts Dealers	37	1.3%	22	59.5%
442	Furniture and Home Furnishings Stores	13	0.5%	11	84.6%
443	Electronics and Appliance Stores	9	0.3%	7	77.8%
444	Building Material and Garden Equipment and Supplies Dealers	25	0.9%	21	84.0%
445	Food and Beverage Stores	38	1.3%	21	55.3%
446	Health and Personal Care Stores	4	0.1%	1	25.0%
447	Gasoline Stations	25	0.9%	18	72.0%
448	Clothing and Clothing Accessories Stores	9	0.3%	7	77.8%
451	Sporting Goods, Hobby, Book, and Music Stores	1	0.0%	1	100.0%
452	General Merchandise Stores	13	0.5%	8	61.5%
453	Miscellaneous Store Retailers	21	0.7%	12	57.1%
454	Nonstore Retailers	6	0.2%	4	66.7%
481	Air Transportation	1	0.0%	0	0.0%
482	Rail Transportation	0	0.0%	0	0.0%
483	Water Transportation	1	0.0%	1	100.0%
484	Truck Transportation	70	2.4%	41	58.6%
485	Transit and Ground Passenger Transportation	9	0.3%	8	88.9%
486	Pipeline Transportation	0	0.0%	0	0.0%
487	Scenic and Sightseeing Transportation	0	0.0%	0	0.0%
488	Support Activities for Transportation	36	1.3%	26	72.2%
491	Postal Service	0	0.0%	0	0.0%
492	Couriers and Messengers	3	0.1%	1	33.3%
493	Warehousing and Storage	16	0.6%	12	75.0%
511	Publishing Industries (except Internet)	8	0.3%	4	50.0%
512	Motion Picture and Sound Recording Industries	2	0.1%	2	100.0%
515	Broadcasting (except Internet)	1	0.0%	1	100.0%
516	Internet Publishing and Broadcasting	0	0.0%	0	0.0%
517	Telecommunications	3	0.1%	2	66.7%
518	Internet Service Providers, Web Search Portals, and Data Processing Services	2	0.1%	1	50.0%
519	Other Information Services	0	0.0%	0	0.0%
521	Monetary Authorities - Central Bank	0	0.0%	0	0.0%
522	Credit Intermediation and Related Activities	0	0.0%	0	0.0%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	0	0.0%	0	0.0%
524	Insurance Carriers and Related Activities	6	0.2%	5	83.3%
525	Funds, Trusts, and Other Financial Vehicles	0	0.0%	0	0.0%

**NAICS Industry Breakdown for Intensive Treatment Program
Vocational Completion Group**

Code	Industry Title	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
531	Real Estate	26	0.9%	16	61.5%
532	Rental and Leasing Services	16	0.6%	12	75.0%
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0	0.0%	0	0.0%
541	Professional, Scientific, and Technical Services	75	2.6%	58	77.3%
551	Management of Companies and Enterprises	8	0.3%	4	50.0%
561	Administrative and Support Services	995	34.6%	755	75.9%
562	Waste Management and Remediation Services	19	0.7%	14	73.7%
611	Educational Services	10	0.3%	9	90.0%
621	Ambulatory Health Care Services	22	0.8%	13	59.1%
622	Hospitals	3	0.1%	1	33.3%
623	Nursing and Residential Care Facilities	16	0.6%	10	62.5%
624	Social Assistance	57	2.0%	34	59.6%
711	Performing Arts, Spectator Sports, and Related Industries	3	0.1%	0	0.0%
712	Museums, Historical Sites, and Similar Institutions	2	0.1%	2	100.0%
713	Amusement, Gambling, and Recreation Industries	13	0.5%	8	61.5%
721	Accommodation	45	1.6%	29	64.4%
722	Food Services and Drinking Places	319	11.1%	163	51.1%
811	Repair and Maintenance	92	3.2%	56	60.9%
812	Personal and Laundry Services	21	0.7%	15	71.4%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	6	0.2%	3	50.0%
814	Private Households	2	0.1%	1	50.0%
921	Executive, Legislative, and Other General Government Support	7	0.2%	2	28.6%
922	Justice, Public Order, and Safety Activities	0	0.0%	0	0.0%
923	Administration of Human Resource Programs	0	0.0%	0	0.0%
924	Administration of Environmental Quality Programs	0	0.0%	0	0.0%
925	Administration of Housing Programs, Urban Planning, and Community Development	0	0.0%	0	0.0%
926	Administration of Economic Programs	0	0.0%	0	0.0%
927	Space Research and Technology	0	0.0%	0	0.0%
928	National Security and International Affairs	0	0.0%	0	0.0%

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

**APPENDIX B:
WSD ENROLLMENT & TDCJ POPULATION STATISTICS**

HB 2837 Effectiveness Study Career and Technology Education (CTE)	
Number of TDCJ Releasees (April 1, 2005 through March 31, 2006)	69,883
Number Who Completed Training	11,568
Percent Who Completed Training	16.6%
Number in Windham School District (WSD) Study Group	39,817
Number of CTE Completers in WSD Study Group	8,075
Percent CTE Completers in WSD Study Group	20.3%

Career and Technology Education (CTE)			
	School Year 2004-2005	School Year 2005-2006	School Year 2006-2007
Average TDCJ-Correctional Institutions Division (CID) Population	151,463	152,553	152,805
Number of Offender Participants Served by Windham School District (WSD) – All Programs	75,667	75,936	78,124
Number of Participants in CTE Programs*	11,680	11,555	11,160
Percent of WSD Participants	15.4%	15.2%	14.3%
Percent of CID Population	7.7%	7.6%	7.3%
Number of CTE Completers	5,774	5,998	5,733
Percent of WSD Participants	7.6%	7.9%	7.3%
Percent of CID Population	3.8%	3.9%	3.8%

*Not all offenders meet the eligibility criteria for participation in CTE programs. The number of offenders that can be served each year is limited by the number of vocational instructors, the vocational budget, the number and type of vocational classroom/shop facilities and the length of time it takes most offenders to complete the program (approximately six months).

Enrollment in Windham School District (WSD) educational programs is based on the Individualized Treatment Plan (ITP) process. The ITP is a plan of treatment for an individual offender. The plan outlines programmatic activities and services for an offender, and prioritizes participation in recommended programs based on the offender's needs, program availability and applicable parole or discharge date. Offenders who are younger than 35 years of age and within five years of projected release have the highest priority for placement in vocational programs.

**APPENDIX C:
EMPLOYMENT BY COURSE**

**Employment Data by Career & Technology Education Course
Prison & State Jail Group**

The study data encompassed vocational courses that offenders may have completed throughout the district's 38 year history. Vocational course offerings have evolved and changed since the district's inception in 1969. As a result, some of the courses depicted in the study are no longer offered by the district. The following table reflects employment information for offenders in the Prison and State Jail study group who completed Career & Technology Education courses that are *currently* offered by Windham School District.

Career & Technology Education Course Title	Number Trained	Number Employed	Percent Employed	Number Employed on First Anniversary	Percent Employed on First Anniversary	Number of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Percent of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Course Related to Occupations Needed in Texas Industries Adding the Most Jobs	Course Related to Occupations Needed in Texas Industries Having the Fastest Growth
Automotive Collision Repair & Refinishing	23	16	69.57%	11	68.75%	7	25%	√	
Automotive Specialization (Air Conditioning/Heating)	87	56	64.37%	35	62.50%	22	78.6%	√	√
Automotive Specialization (Brakes)	159	124	77.99%	64	51.61%	22	78.6%	√	√
Automotive Specialization (Electronics)	36	26	72.22%	15	57.69%	22	78.6%	√	√
Automotive Specialization (Engine Performance)	76	54	71.05%	32	59.26%	22	78.6%	√	√

Career & Technology Education Course Title	Number Trained	Number Employed	Percent Employed	Number Employed on First Anniversary	Percent Employed on First Anniversary	Number of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Percent of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Course Related to Occupations Needed in Texas Industries Adding the Most Jobs	Course Related to Occupations Needed in Texas Industries Having the Fastest Growth
Automotive Specialization (Transmission)	60	31	51.67%	16	51.61%	22	78.6%	√	√
Bricklaying/Stone Masonry	85	59	69.41%	31	52.54%	8	28.6%		
Building Trades I	24	21	87.50%	12	57.14%	24	85.7%	√	
Business Computer Information Systems I	279	172	61.65%	89	51.74%	22	78.6%	√	√
Business Computer Information Systems II	433	314	72.52%	174	55.41%	24	85.7%	√	√
Business Image Management & Multimedia	24	18	75.00%	10	55.56%	25	89.3%	√	√
Computer Maintenance Technician	91	69	75.82%	45	65.22%	18	64.3%	√	√
Construction Carpentry	503	356	70.78%	200	56.18%	24	85.7%	√	
Culinary Arts	24	18	75.00%	8	44.44%	9	32.1%	√	√
Custodial Technician	237	161	67.93%	93	57.76%	1	3.6%	√	√
Diesel Mechanics	65	42	64.62%	26	61.90%	23	82.1%	√	√
Diversified Career Preparation*	0	0	0%	0	0%	28	100%	√	√
Electrical Trades	525	387	73.71%	229	59.17%	27	96.4%	√	
Heating, Ventilation, Air Conditioning & Refrigeration	291	216	74.23%	124	57.41%	23	82.1%	√	
Horticulture	114	74	64.91%	43	58.11%	3	10.7%	√	
Introduction to	189	125	66.14%	58	46.40%	24	85.7%	√	

Career & Technology Education Course Title	Number Trained	Number Employed	Percent Employed	Number Employed on First Anniversary	Percent Employed on First Anniversary	Number of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Percent of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Course Related to Occupations Needed in Texas Industries Adding the Most Jobs	Course Related to Occupations Needed in Texas Industries Having the Fastest Growth
Construction Careers									
Landscape Design, Construction & Maintenance	233	146	62.66%	75	51.37%	3	10.7%	√	
Machine Shop CAD/CAM	10	4	40.00%	3	75.00%	16	57.1%		√
Major Appliance Service Technology	133	87	65.41%	44	50.57%	25	89.3%	√	
Mill & Cabinetmaking	177	136	76.84%	80	58.82%	22	78.6%	√	
Painting & Decorating	87	66	75.86%	41	62.12%	21	75%	√	
Personal & Family Development	63	42	66.67%	18	42.86%	28	100%	√	√
Piping Trades/Plumbing	353	262	74.22%	133	50.76%	24	78.6%	√	
Plant Maintenance	84	57	67.86%	32	56.14%	27	96.4%	√	
Sheet Metal	30	21	70.00%	12	57.14%	22	78.6%	√	
Small Engine Repair	192	140	72.92%	79	56.43%	21	75%	√	√
Technical Introduction to Computer-Aided Drafting	169	109	64.5%	60	55.05%	8	28.6%		
Trucking Driving	96	75	78.13%	44	58.67%	25	89.3%	√	√
Welding	298	221	74.16%	122	55.20%	24	85.7%	√	√
Total	5250	3705	70.57%	2058	55.55%				

*No offenders in the study group completed this program.

Employment Data by Career & Technology Education Course Intensive Treatment Program Group

The study data encompassed vocational courses that offenders may have completed throughout the district's 38 year history. Vocational course offerings have evolved and changed since the district's inception in 1969. As a result, some of the courses depicted in the study are no longer offered by the district. The following table reflects employment information for offenders in the Intensive Treatment Program study group who completed Career & Technology Education courses that are *currently* offered by Windham School District.

Career & Technology Education Course Title	Number Trained	Number Employed	Percent Employed	Number Employed on First Anniversary	Percent Employed on First Anniversary	Number of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Percent of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Course Related to Occupations Needed in Texas Industries Adding the Most Jobs	Course Related to Occupations Needed in Texas Industries Having the Fastest Growth
Automotive Collision Repair & Refinishing	18	14	77.78%	10	71.43%	7	25%	√	
Automotive Specialization (Air Conditioning/Heating)	37	23	62.16%	14	60.87%	22	78.6%	√	√
Automotive Specialization (Brakes)	62	42	67.74%	29	69.05%	22	78.6%	√	√
Automotive Specialization (Electronics)	25	21	84.00%	10	47.62%	22	78.6%	√	√
Automotive Specialization (Engine Performance)	41	29	70.73%	19	65.52%	22	78.6%	√	√
Automotive Specialization (Transmission)	26	18	69.23%	9	50.00%	22	78.6%	√	√
Bricklaying/Stone Masonry	44	31	70.45%	14	45.16%	8	28.6%		
Building Trades I	62	38	61.29%	22	57.89%	24	85.7%	√	

Career & Technology Education Course Title	Number Trained	Number Employed	Percent Employed	Number Employed on First Anniversary	Percent Employed on First Anniversary	Number of Local Workforce Boards Identifying This Trade as a Priority Occupation	Percent of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Course Related to Occupations Needed in Texas Industries Adding the Most Jobs	Course Related to Occupations Needed in Texas Industries Having the Fastest Growth
Business Computer Information Systems I	131	97	74.05%	58	59.79%	22	78.6%	√	√
Business Computer Information Systems II	258	197	76.36%	92	46.70%	24	85.7%	√	√
Business Image Management & Multimedia	12	8	66.67%	5	62.50%	25	89.3%	√	√
Computer Maintenance Technician	48	32	66.67%	13	40.63%	18	64.3%	√	√
Construction Carpentry	258	196	75.97%	87	44.39%	24	85.7%	√	
Culinary Arts	13	9	69.23%	5	55.56%	9	32.1%	√	√
Custodial Technician	93	64	68.82%	31	48.44%	1	3.6%	√	√
Diesel Mechanics	24	18	75.00%	12	66.67%	23	82.1%	√	√
Diversified Career Preparation*	0	0	0%	0	0%	28	100%	√	√
Electrical Trades	231	171	74.03%	90	52.63%	27	96.4%	√	
Heating, Ventilation, Air Conditioning & Refrigeration	162	124	76.54%	71	57.26%	23	82.1%	√	
Horticulture	60	42	70.00%	23	54.76%	3	10.7%	√	
Introduction to Construction Careers	189	132	69.84%	68	51.52%	24	85.7%	√	
Landscape Design, Construction & Maintenance	117	83	70.94%	40	48.19%	3	10.7%	√	
Machine Shop CAD/CAM	8	7	87.50%	4	57.14%	16	57.1%		√

Career & Technology Education Course Title	Number Trained	Number Employed	Percent Employed	Number Employed on First Anniversary	Percent Employed on First Anniversary	Number of Local Workforce Boards Identifying This Trade as a Priority Occupation	Percent of Local Workforce Boards Identifying This Trade as a Priority Occupation	Course Related to Occupations Needed in Texas Industries Adding the Most Jobs	Course Related to Occupations Needed in Texas Industries Having the Fastest Growth
Major Appliance Service Technology	61	44	72.13%	26	59.09%	25	89.3%	√	
Mill & Cabinetmaking	102	68	66.67%	39	57.35%	22	78.6%	√	
Painting & Decorating	38	26	68.42%	15	57.69%	21	75%	√	
Personal & Family Development	21	17	80.95%	13	76.47%	28	100%	√	√
Piping Trades/Plumbing	211	151	71.56%	71	47.02%	24	78.6%	√	
Plant Maintenance	27	18	66.67%	8	44.44%	27	96.4%	√	
Sheet Metal	22	14	63.64%	4	28.57%	22	78.6%	√	
Small Engine Repair	90	72	80.00%	41	56.94%	21	75%	√	√
Technical Introduction to Computer-Aided Drafting	66	51	77.27%	25	49.02%	8	28.6%		
Trucking Driving	43	28	65.12%	14	50.00%	25	89.3%	√	√
Welding	191	130	68.06%	61	46.92%	24	85.7%	√	√
Total	2791	2015	72.19%	1043	51.76%				

* No offenders in the study group completed this program.