

WINDHAM SCHOOL DISTRICT EVALUATION REPORT



**LEGISLATIVE BUDGET BOARD
JANUARY 2010**

LEGISLATIVE BUDGET BOARD

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WINDHAM SCHOOL DISTRICT EVALUATION REPORT

January 2010

The Seventy-ninth Legislature, Regular Session, 2005, enacted House Bill 2837, which added Education Code, §19.0041, and mandated the evaluation of training services provided by the Windham School District (WSD) to offenders housed in Texas Department of Criminal Justice (TDCJ) facilities. Pursuant to Education Code, §19.0041, WSD is to consult with the Legislative Budget Board (LBB) regarding the evaluation and analysis of the training services, and the LBB is to report the findings to the Legislature.

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

John O'Brien
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INTRODUCTION

During the Seventy-ninth Legislature, Regular Session, 2005, the enactment of House Bill 2837 added Education Code, §19.0041, and mandated the evaluation of training services provided by the Windham School District (WSD) to offenders housed in Texas Department of Criminal Justice (TDCJ) facilities. Specifically, this evaluation 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 Education Code, §19.0041, WSD is to consult with the Legislative Budget Board (LBB) regarding the evaluation and analysis of the training services, and the LBB is to report the findings to the Legislature. Attachment A contains the most recent full report prepared by WSD, dated November 2009, with findings for offenders released from prison or state jail between April 1, 2007, and March 31, 2008. This report is the fourth annual report submitted under this directive.¹ When appropriate, comparisons are made between the reports. Methodological changes between the first report and later reports limit comparability in some cases.

VOCATIONAL PROGRAM PARTICIPATION

As part of their educational and vocational services, WSD provides vocational training in various trades (e.g., automotive, electrical, and welding) to offenders housed in TDCJ facilities. At present, training is provided in 34 trades through WSD's Career and Technical Education (CTE) program and in 23 trades through two-year colleges contracted by WSD (see Attachment A for a complete list). Offenders spend approximately six months completing these programs.

Participation in the vocational programs is, to a certain extent, voluntary. Offenders must meet certain criteria before being placed in the CTE program: classification level of G1, G2, or G3 (i.e., a general population minimum custody level), assessed aptitude and interest in the vocational trade, a recommended minimum educational achievement score 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, including recommended programs and services that take into account offender need, program availability, anticipated discharge/parole date, and unit assignment. Some units are not equipped for vocational training and are unable to offer the courses. To participate in college vocational courses, typically, an offender must at least meet the minimum enrollment educational achievement score requirement, which ranges from 6.5 to 9.5 according to the standards of the selected course. They must also have a high school diploma or G.E.D.,² meet any additional eligibility criteria from the contracted college, and be able to pay for the course (though youthful offenders may be eligible for a grant to cover these costs).

¹ The first report, submitted in January 2007, evaluated offenders released from prison or state jail between April 1, 2004, and March 31, 2005. The second report, submitted in January 2008, evaluated offenders released from prison or state jail between April 1, 2005, and March 31, 2006. The third report, submitted in January 2009, evaluated offenders released from prison or state jail between April 1, 2006, and March 31, 2007.

² An offender may participate in a college vocational course without a verified G.E.D. or high school diploma if the offender has previous college credit.

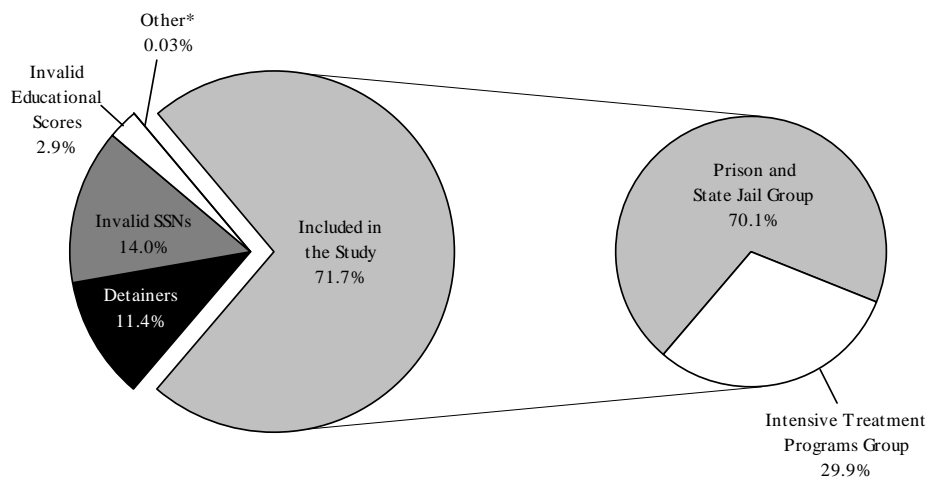
According to WSD, during the 2010–11 biennium, \$22.2 million was appropriated to CTE programs, and \$2.1 million was appropriated to college vocational programs. On any given day, approximately 3,360 offenders participate in CTE programs, and approximately 1,100 participate in a college vocational program.

As of January 4, 2010, approximately 12,330 applications were pending enrollment into CTE courses, and approximately 2,670 applications were pending enrollment for college vocational courses.³ Offenders pending enrollment are those who meet all eligibility criteria and for whom a counselor has identified a particular trade or trades for their participation. Offenders are given higher priority for enrollment if they have not had previous vocational training, are less than 35 years of age, and are within five years of their projected release date. Offenders pending enrollment are then placed into vocational programs as space becomes available.

METHODOLOGY

Between April 1, 2007, and March 31, 2008, 69,720 offenders were released from TDCJ facilities. Of those released, 19,698 (28.3 percent) were excluded from the training services study for various reasons: invalid social security numbers necessary to identify employment, release with detainers, invalid educational scores, and unidentifiable employment codes. Figure 1 below shows the percentage distribution of offenders excluded from the study and offenders included in this study, and Figure 2 shows this information for the January 2009 report. Since the January 2009 report, the percentage of released offenders excluded from this study fell sharply (from 50.4 percent to 28.3 percent). This reduction in exclusions is primarily due to WSD’s and TDCJ’s efforts to obtain valid social security numbers.

Figure 1: Offenders Released From TDCJ Facilities between April 1, 2007, and March 31, 2008, by Participation Status

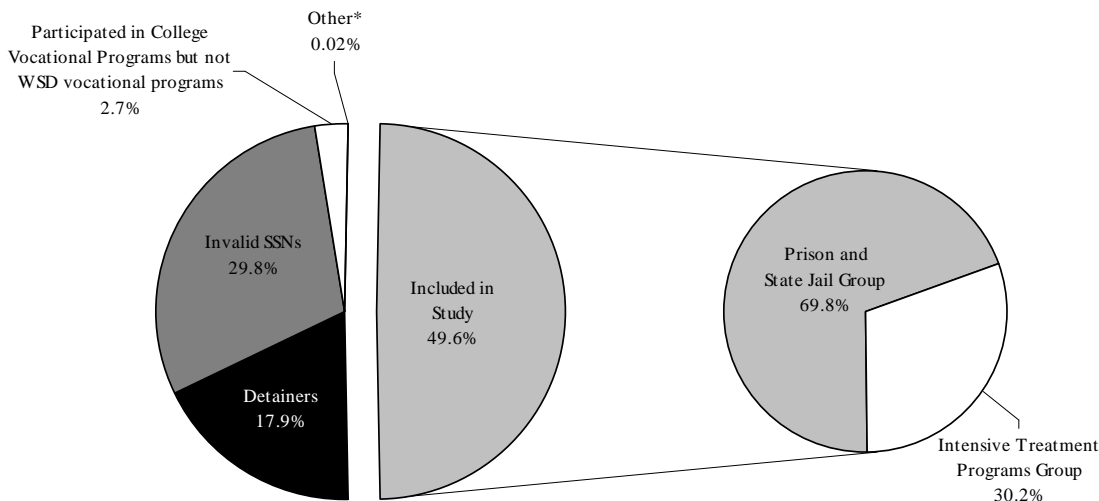


* Other includes offenders with unidentifiable employment codes and those released from facilities other than prison or state jail.

Note: Figures may sum to more than 100 percent due to rounding.

³ In past reports, pending enrollment counts do not include female offenders. In this report, females represent approximately 15.1 percent of pending CTE applications and approximately 4.6 percent of pending college applications.

Figure 2: Offenders Released From TDCJ Facilities between April 1, 2006, and March 31, 2007, by Participation Status



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

Note: Figures may sum to more than 100 percent due to rounding.

ANALYTICAL GROUPINGS

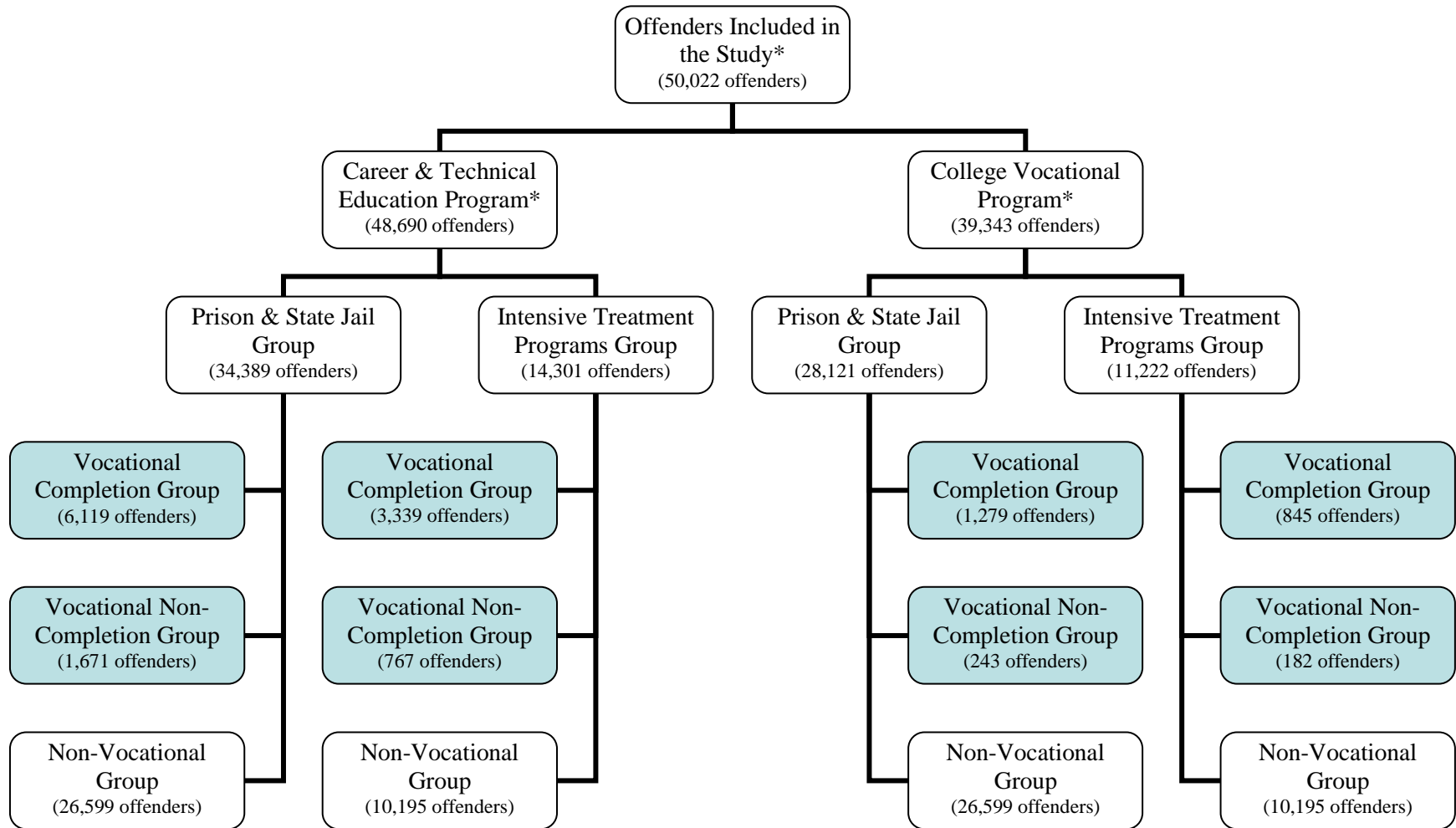
WSD tracked the remaining 50,022 offenders for employment upon release, occupation, and earnings. Of those included, they may have participated in two programs: the Career & Technical Education (CTE) program and the college vocational program. Within these programs, offenders are grouped into one of two service groups: the Prison and State Jail Group and the Intensive Treatment Programs Group.⁴ Within these groups, comparisons were made between offenders who: 1) completed vocational training while in TDCJ (vocational completion), 2) participated in but did not complete vocational training (vocational non-completion), and 3) did not participate in vocational training (non-vocational). Figure 3 illustrates the analytical groupings used in this report.

Please note that offenders who participated in both the college and the CTE program are included in both of the program’s groups. This approach may affect group outcomes. For example, offenders who began the CTE program but who left the program to begin a college course and then completed the college course are included in both the college vocational completion group *and* the CTE vocational non-completion group. In this instance, the CTE vocational non-completion group’s outcomes may be inflated. WSD plans to address this issue in the next report.

Please also note that historical statistics are only provided for CTE participants since college participant information is a new addition to this report.

⁴ 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).

Figure 3: Categories and Numbers of Offenders Analyzed in this Study



* Combined together, the number of Career & Technical Education Program offenders and College Vocational Program offenders exceeds the total number of offenders included in the study because an offender may be counted in both programs. Reasons for this double-counting are: 1) some offenders participate in both programs and 2) offenders *not* participating in either program (i.e., the non-vocational groups) are the same non-participants for both programs.

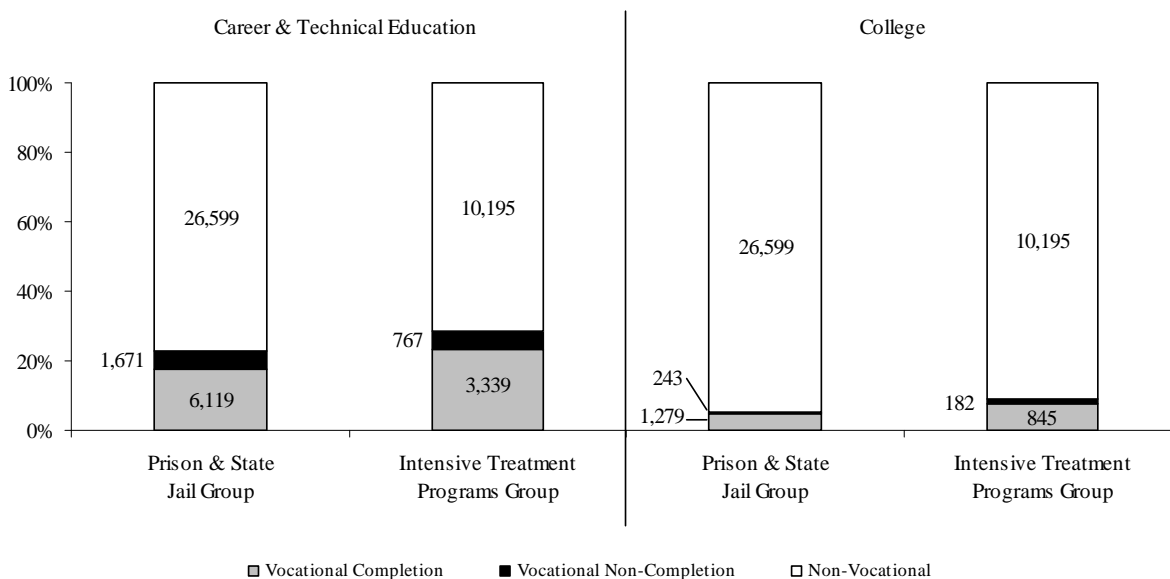
Note: Highlighted groups capture offenders who actually participated in the Career & Technical Education program and/or the college vocational program.

PARTICIPATION AND COMPLETION

Nearly a quarter (22.7 percent) of the Prison and State Jail Group participated in the CTE program, and 5.4 percent participated in college courses. Slightly more than a quarter (28.7 percent) of the Intensive Treatment Programs Group participated in CTE, and 9.2 percent participated in college courses. (See Figure 4.)

More than three-quarters of vocational program participants completed their training. Of the Prison and State Jail Group, 78.5 percent (6,119 offenders) completed the CTE program, and 84.0 percent (1,279 offenders) completed the college program. Of offenders in the Intensive Treatment Program Group, 81.3 percent (3,339 offenders) completed the CTE program, and 82.3 percent (845 offenders) completed the college program, as shown by Figure 4.

Figure 4: Prison & State Jail Group and Intensive Treatment Programs Group Vocational Participation Classification



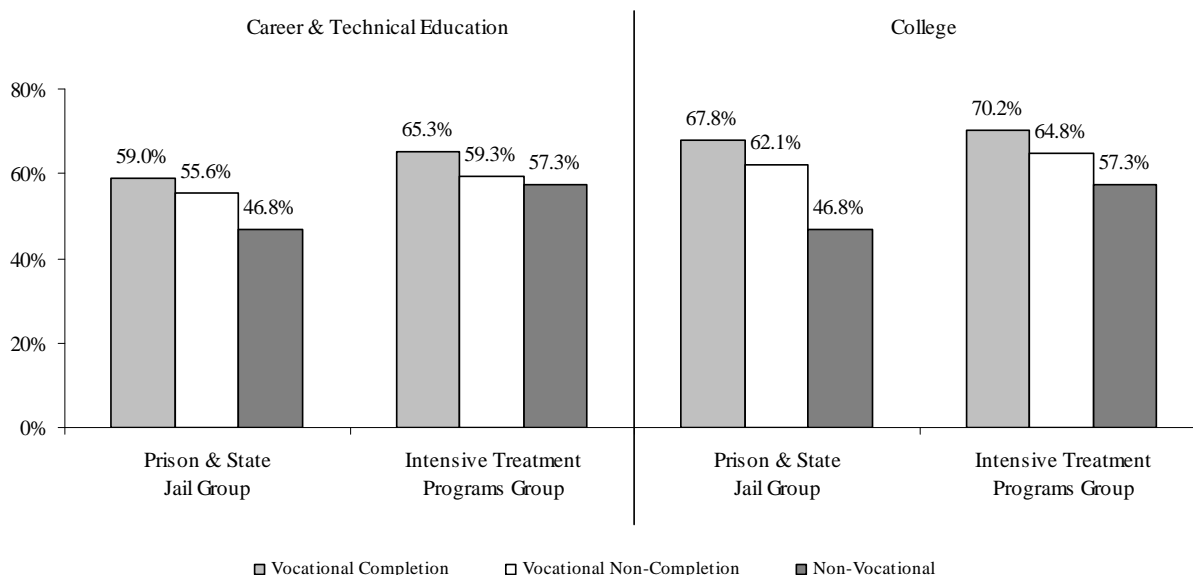
- Over the three years between the January 2008 reporting period and the current January 2010 reporting period, participation in CTE courses rose 9.7 percent (from 10,847 to 11,896, respectively).
- The percentage of Prison and State Jail offenders who participated in *and* completed the CTE program rose from 72.9 percent in the January 2008 report to 78.5 percent in the current January 2010 report. The percentage of Intensive Treatment Group offenders who participated in *and* completed the CTE program rose from 77.3 percent to 81.3 percent during this time period.

EMPLOYMENT STATUS AFTER RELEASE

Within one year of release, offenders in CTE and college vocational completion groups were more frequently employed than their respective non-vocational groups. In particular, the Prison and State Jail Group offenders in the vocational completion group – in either CTE or college – had notably higher employment rates than the Prison and State Jail Group offenders in the non-vocational group.

Of all offenders included in the study, approximately 53.1 percent were employed within one year of release. As shown in Figure 5, Intensive Treatment Programs Group offenders in the college vocational completion group experienced the highest employment rate (70.2 percent) within one year of release. Prison and State Jail Group offenders in the non-vocational group experienced the lowest employment rate (46.8 percent) within one year of release.

Figure 5: Percentage Employed within One Year of Release by Vocational Group

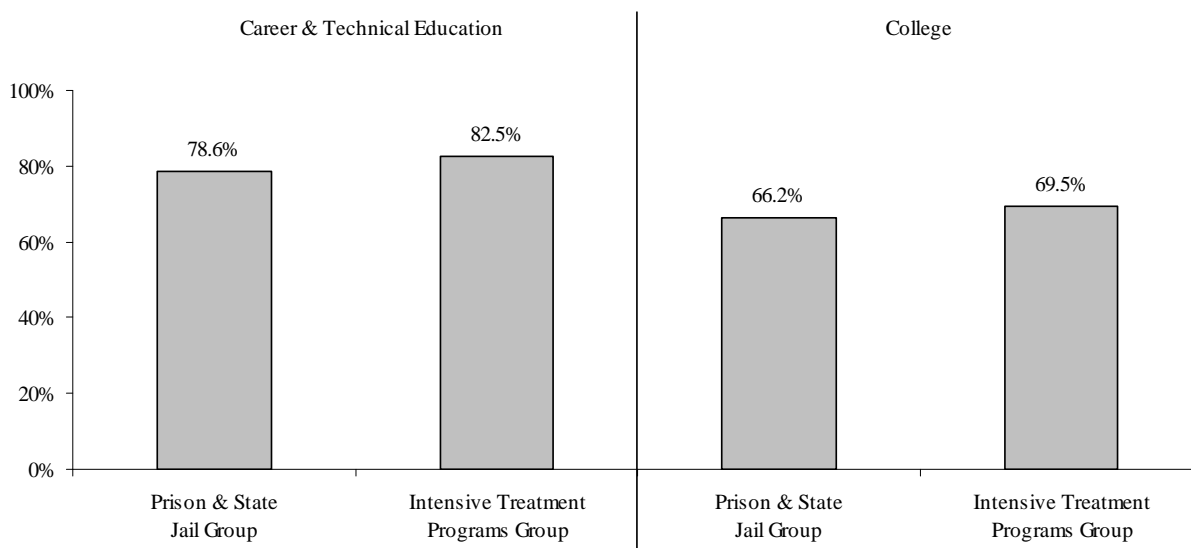


- Over the three years between the January 2008 reporting period and the current January 2010 reporting period, employment rates decreased slightly each year for all CTE participants (both completing and not completing) and non-participants. Prison & State Jail Group offenders in the CTE non-vocational group experienced the largest decline (from 57.8 percent in the January 2008 report to 46.8 percent in this report).

TRAINING RELATED TO FUTURE OCCUPATION

Among all offenders who were in the vocational completion group and employed within one year of release, approximately 77.6 percent were employed in an occupation related to their training. As Figure 6 illustrates, CTE participants were more frequently employed in occupations related to their training than college participants.

Figure 6: Percentage of Employed Vocational Completion Group Employed in Related Field within One Year of Release

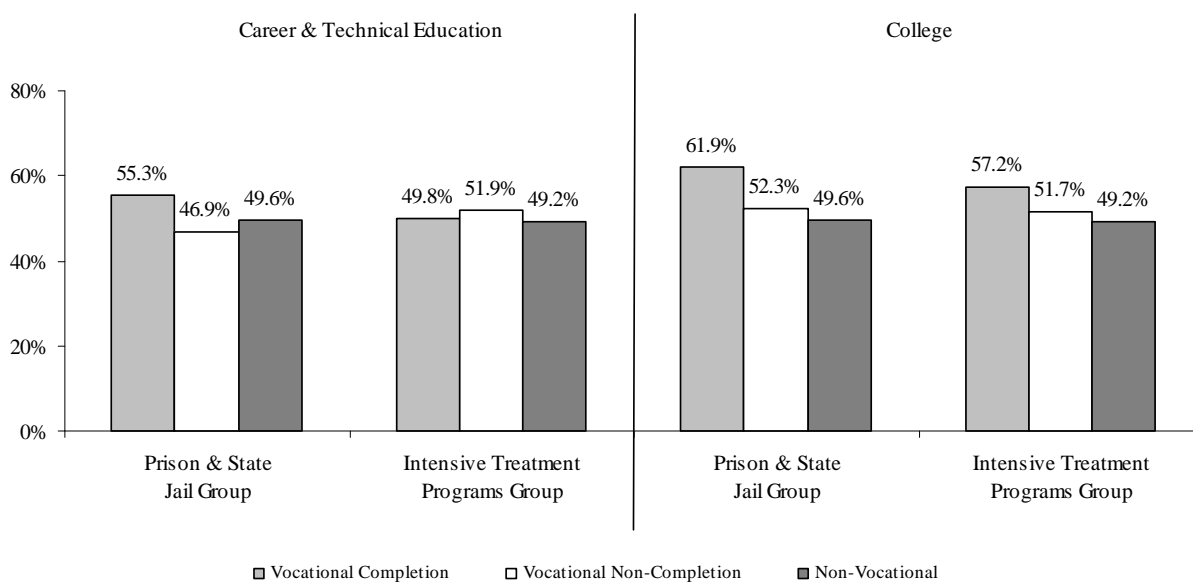


- Over the three years between the January 2008 reporting period and the current January 2010 reporting period, this indicator increased each year for the Prison and State Jail Group in CTE (from 66.1 percent to 78.6 percent, respectively) and for the Intensive Treatment Programs Group in CTE (from 65.0 percent to 82.5 percent, respectively).

FIRST ANNIVERSARY OF EMPLOYMENT

WSD tracked offenders through one year of employment, from the date of initial employment through the first anniversary of that date. Of all offenders included in the study, approximately 50.8 percent were employed on the first anniversary of their initial employment. As Figure 7 shows, Prison and State Jail Group offenders in the college vocational completion group had the highest employment rate (61.9 percent) at the first anniversary of their initial employment. Prison and State Jail Group offenders in the CTE vocational non-completion group had the lowest employment rate (46.9 percent) at the first anniversary of their initial employment.

Figure 7: Percentage of Offenders Employed on First Anniversary of Initial Employment

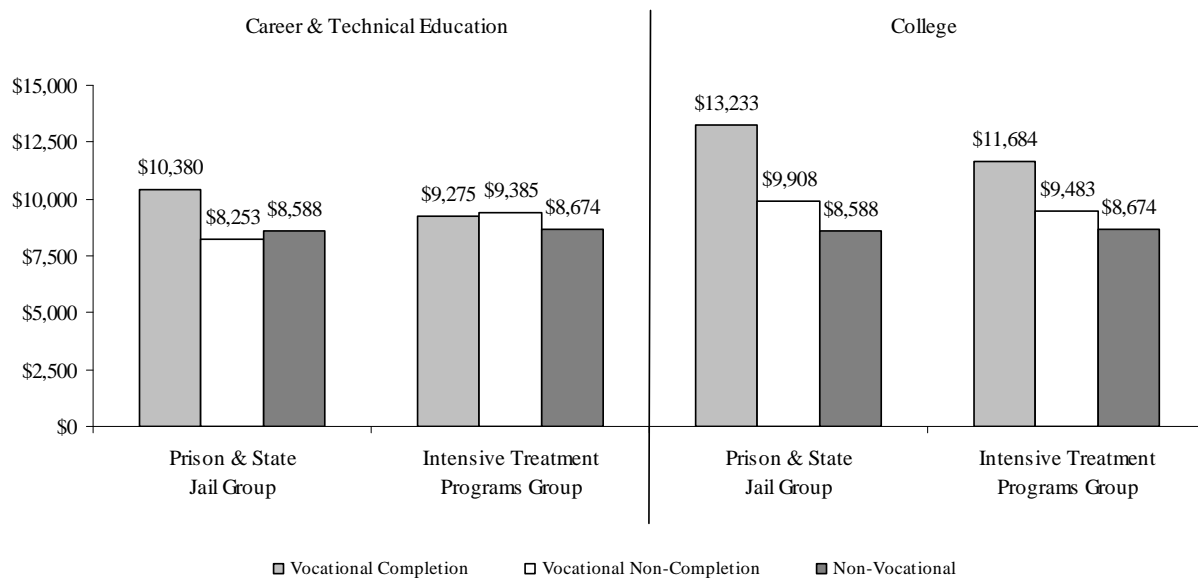


- Over the two years between the January 2008 reporting period and the January 2009 reporting period, this indicator increased slightly for all CTE participants and non-participants. However, over the two years between the January 2009 reporting period and the January 2010 reporting period, this indicator decreased slightly for all CTE participants and non-participants except Intensive Treatment Programs Group offenders in the vocational non-completion group, which rose from 46.9 percent to 51.9 percent.

ANNUAL EARNINGS

WSD summed the first through fourth quarter earnings of employed offenders after release and calculated the average annual earnings for each group. Of all employed offenders included in the study, they earned, on average, approximately \$9,128 during the year. Offenders in CTE and college vocational completion groups had higher average annual earnings than their respective non-vocational groups (see Figure 8).

Figure 8: Average Annual Earnings of Employed Offenders Over the Year



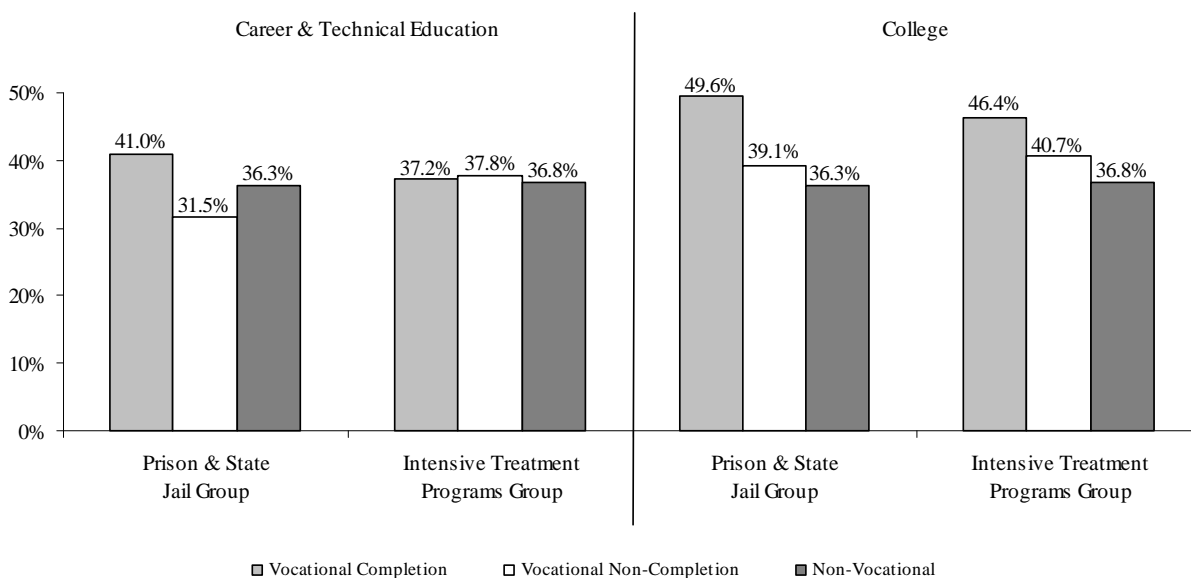
- Over the three years between the January 2008 reporting period and the current January 2010 reporting period, this indicator rose each year for all CTE participants and non-participants except for the Intensive Treatment Programs Group’s vocational completion group and non-vocational group, whose average annual earnings fell slightly between the January 2009 report and the January 2010 report.

INCOME GROWTH

WSD compared the first and fourth quarter earnings of employed offenders and calculated the average earnings difference by group. Of all employed offenders included in the study, approximately 37.6 percent received an increase in earnings over the year. Offenders in the college vocational completion groups had the greatest share of earners with rising incomes (49.6 percent for the Prison and State Jail Group and 46.4 percent for the Intensive Treatment Programs Group). Prison and State Jail Group offenders in the CTE vocational non-completion group had the smallest share (31.5 percent) of earners with rising incomes. (See Figure 9.)

Among all employed offenders included in the study who received an increase in earnings over the year, the average increase in earnings was approximately \$3,360.⁵ Offenders in the college vocational completion groups not only had the largest share of earners with a rising income, but they also had the largest average increase in earnings (\$4,157 for the Prison and State Jail Group and \$4,084 for the Intensive Treatment Programs Group). Offenders in the college vocational non-completion group had the smallest average increase in earnings (\$3,013).

Figure 9: Percentage of Employed Offenders Whose Earnings Increased Over the Year



- Over the two years between the January 2008 reporting period and the January 2009 reporting period, the percentage of employed offenders who received annual increases in earnings rose slightly for nearly all CTE participants and non-participants. However, over the two years between the January 2009 reporting period and the January 2010 reporting period, this indicator decreased slightly for nearly all CTE participants and non-participants.

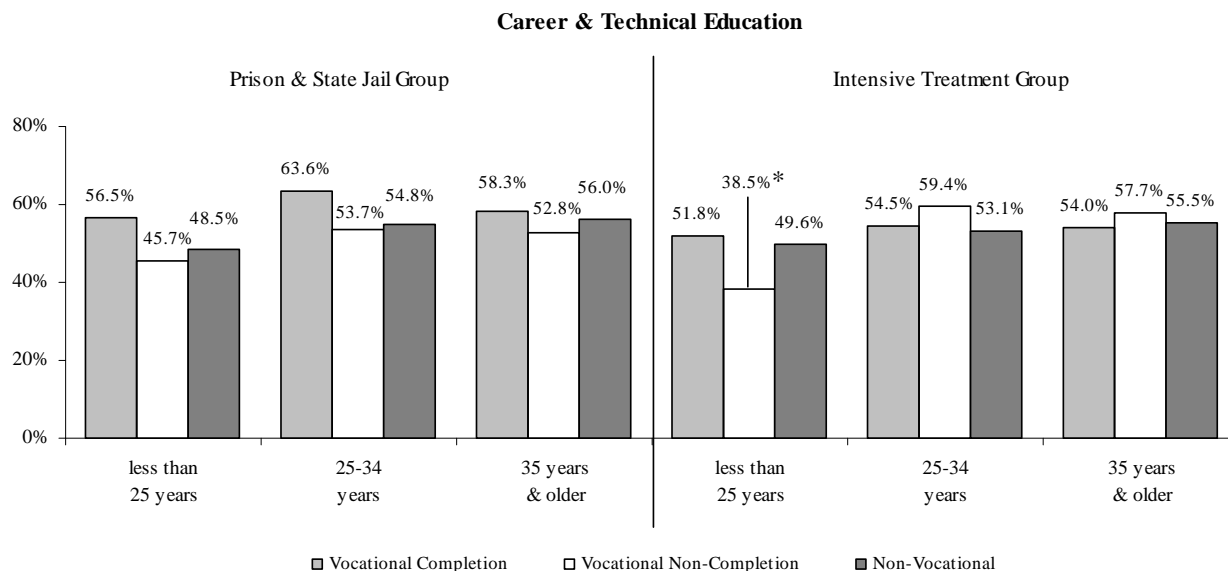
⁵ Note that offenders’ first quarter earnings may be disproportionately low for several reasons. For example, an offender may begin working in a part-time position but then, at a later time, secure a full-time position. As another example, if an offender acquires his or her first job after the first day of the quarter, the offender’s total earnings for that quarter will only reflect the income earned after the initial date of employment in that quarter and through the end of that quarter.

EMPLOYMENT 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 10 through 13 display the percentage of employed offenders who retained employment by two retention factors: age group and educational level.

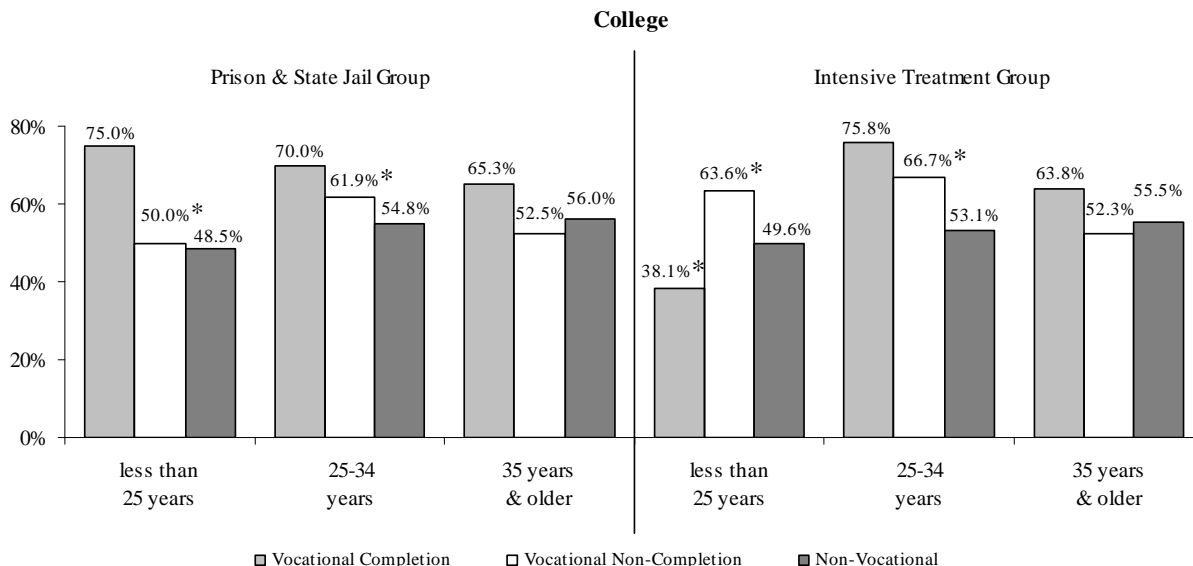
In general, for CTE participants, results were fairly similar across most age and educational level categories and across vocational participation categories within the Prison and State Jail Group and the Intensive Treatment Programs Group. In contrast, college participants' results were generally notably higher for vocational completion groups than for non-vocational groups within most age, education, and service group categories.

Figure 10: Percentage of Employed Offenders Who Retained Employment for Three Consecutive Quarters by CTE Participation Status and by Age Group



* Note: The universe only includes 10 offenders.

Figure 11: Percentage of Employed Offenders Who Retained Employment for Three Consecutive Quarters by College Participation Status and by Age Group



* Note: The universe include less than 30 offenders.

Figure 12: Percentage of Employed Offenders Who Retained Employment for Three Consecutive Quarters by CTE Participation Status and by Education Level

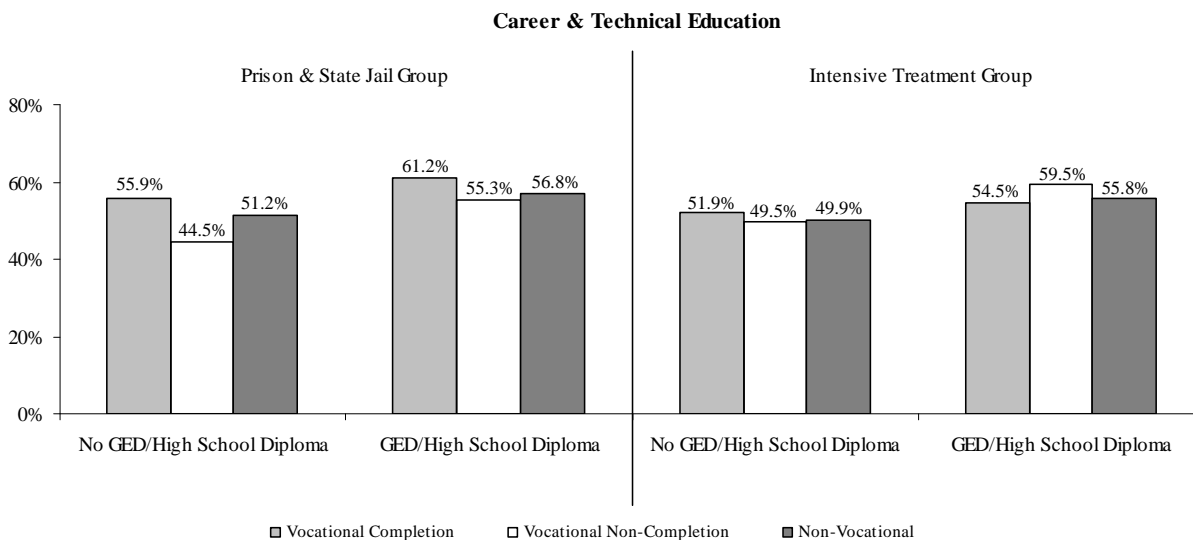
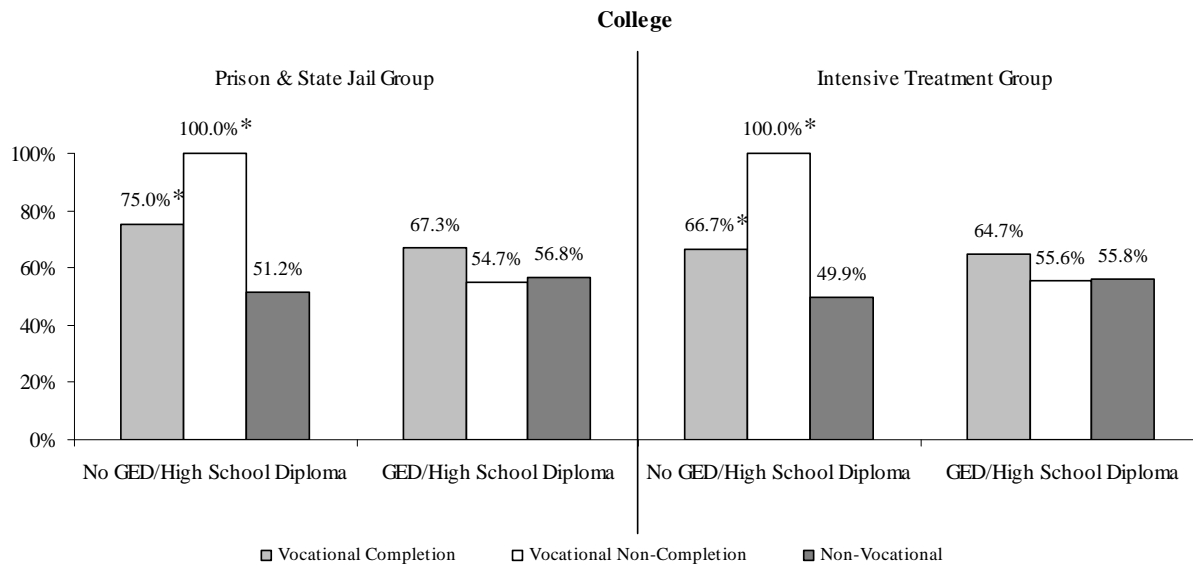


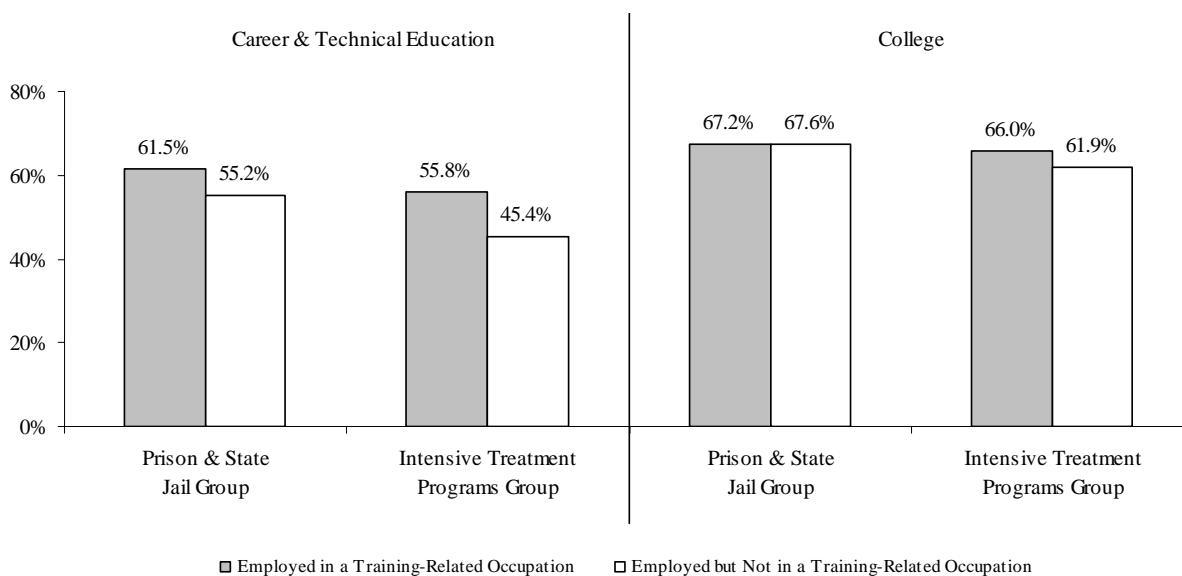
Figure 13: Percentage of Employed Offenders Who Retained Employment for Three Consecutive Quarters by College Participation Status and by Education Level



* Note: The universe includes less than 30 offenders. Of note, the two 100 percent results only included one offender in each universe.

WSD examined employed offenders in the vocational completion group and assessed whether those employed in occupations related to their training had higher retention rates than those employed in occupations unrelated to their training. Of employed offenders in the CTE vocational completion group, those employed in training-related occupations had slightly higher employment retention rates than those employed in an occupation unrelated to their training. Such differences were less pronounced or negligible for college participants. (See Figure 14.)

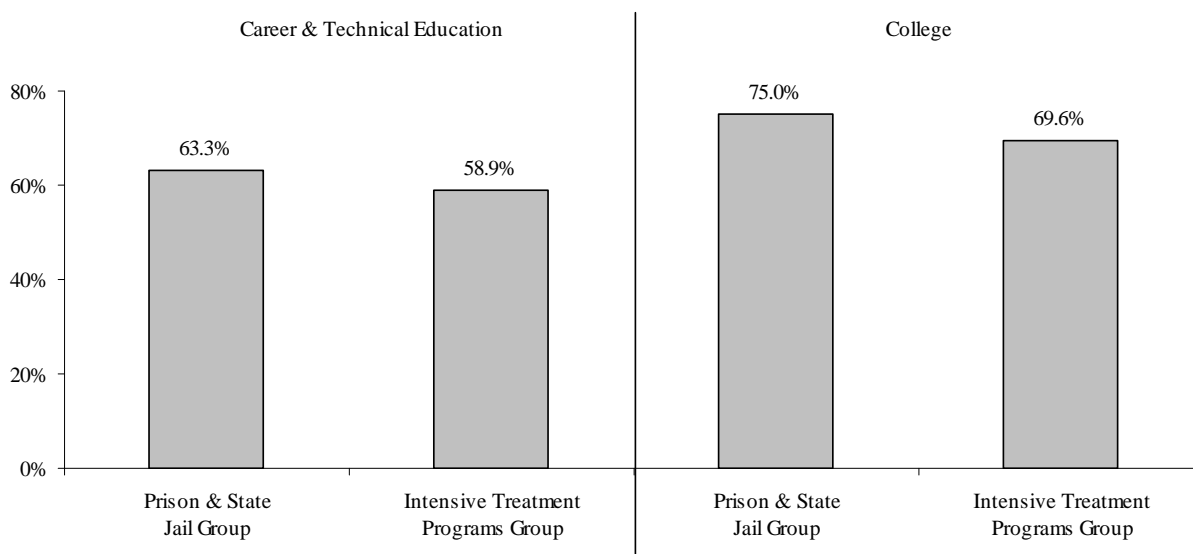
Figure 14: Percentage of Employed Vocational Completion Group Who Retained Employment for Three Consecutive Quarters by Whether Employed in an Occupation Related to Their Training



Of Prison and State Jail Group offenders employed and in the CTE vocational completion group, 25.5 percent obtained industry certification. Of those who obtained certification, 63.3 percent retained employment for three consecutive quarters. Similarly, of Intensive Treatment Programs Group offenders employed and in the CTE vocational completion group, 23.5 percent obtained industry certification. A slightly smaller share (58.9 percent) of these offenders retained employment for three consecutive quarters. (See Figure 15.)

Of Prison and State Jail Group offenders employed and in the college vocational completion group, 9.2 percent obtained industry certification. Of those who obtained certification, 75.0 percent retained employment for three consecutive quarters. Similarly, of Intensive Treatment Programs Group offenders employed and in the college vocational completion group, 9.4 percent obtained industry certification. A slightly smaller share (69.6 percent) of these offenders, however, retained employment for three consecutive quarters.

Figure 15: Percentage of Employed Vocational Completion Group with Industry Certification Who Retained Employment for Three Consecutive Quarters



FUTURE CONSIDERATIONS

In the past three reports issued by the LBB, suggestions were made to improve the breadth and quality of the WSD evaluation of training services. Since the first report, WSD has strengthened the evaluation significantly by: 1) including intensive treatment program participants; 2) including vocational non-completion offenders; 3) including college vocational program participants; and 4) partnering with TDCJ to identify valid social security numbers for released offenders and thereby reducing the percent of released offenders with invalid social security numbers from 29.8 percent in the last evaluation to 14.0 percent in the current evaluation. Pages 68-70 in the agency's report provide comprehensive responses to the LBB recommendations and the actions taken by the agency.

WSD plans to further enhance the next evaluation by continuing to pursue strategies to increase the sample size and by eliminating duplicates across college and CTE programs. One possible strategy for removing these duplicates follows:

- If an offender completed both the CTE and college program, only count the offender in the college vocational completion group;
- If an offender participated in both the CTE and college program but completed neither program, only count the offender in the college vocational non-completion group; and
- If an offender participated in both the CTE and college program but only completed one program, only count the offender in the vocational completion group of the completed program.

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

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

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

EVALUATION OF TRAINING SERVICES
CAREER & TECHNICAL EDUCATION



NOVEMBER 2009

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EXECUTIVE SUMMARY

The Windham School District (WSD) evaluated the post-release employment impact of vocational training provided to offenders during their incarceration. The study included offenders released from prisons and state jails from April 01, 2007 through March 31, 2008. This report examines the relationship between vocational training, employment, and earnings for more than 52,000 offenders. This year, the study included offenders who participated in college credit vocational programs. The following explanation is provided to clarify the difference between the Windham and college vocational programs.

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

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

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

1. completed vocational training while incarcerated (vocational completion group);
 2. participated in but did not complete vocational training (vocational non-completion); and
 3. did not participate in vocational training (non-vocational).
- In general, offenders who completed vocational training while incarcerated were more likely to:
 - be employed;
 - retain employment;
 - be employed on the first anniversary of initial employment;
 - exhibit an increase in earnings over the 1st year of employment;
 - exhibit a higher average salary difference (4th quarter earnings compared to 1st quarter earnings); and

- have higher average annual earnings than those who participated without completing training or those who did not receive vocational training.
- Offenders who received vocational training through a college credit program exhibited a similar pattern to those who received vocational training through a Windham program.
- Since higher educational achievement scores are associated with better employment outcomes, it is not surprising that results are generally better for college vocational participants. Over twelve percent of Windham vocational participants did not have a GED, high school diploma or previous college history compared to less than one percent of the college vocational group.
- In the Prison and State Jail Group, 59% of the Windham vocational completers and 68% of the college vocational completers were employed within one year of release compared to 47% of the offenders who did not receive vocational training.
- In comparison to the 2008 study, some slippage is indicated with respect to the percentage employed. For example, in the Windham Prison and State Jail Group, the percentage of employed offenders in the vocational completion group decreased from 63% in 2008 to 59% in 2009. However, since the percentage of employed offenders in the non-vocational group also decreased (from 51% to 47%), it is believed that the slippage may be a reflection of the current economic crisis and record high unemployment rates throughout the country.
- In the Prison and State Jail Group, 79% of the Windham vocational completers (an increase from 70% in 2008) and 66% of the college vocational completers who were employed earned income working in an occupation related to their vocational training.
- In the Prison and State Jail group, Windham and college vocational completers in all three age groups (< 25 years of age; 25 – 35 years of age; ≥ 35 years of age) exhibited higher employment and job retention rates than those of the same age groups who participated without completing training or those who did not receive vocational training.
- In the Prison and State Jail group, offenders in both the Windham and college vocational completion groups had higher average annual earnings than the respective vocational non-completion and non-vocational groups.
- In the Prison and State Jail group, a higher percentage of offenders in both the Windham and college vocational completion groups retained employment for three consecutive quarters, were employed on their first anniversary of initial employment, and experienced an earnings increase over the year of employment compared to those in the vocational non-completion and non-vocational groups.

BACKGROUND

HB 2837: LEGISLATION/STATUTORY REQUIREMENTS

This report addresses the following section of the statutory requirement TEC. Chapter 19, Sec. 19.0041 Evaluation of Training Services.

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

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

To meet this requirement, the Windham School District (WSD) 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).

2009 WSD EVALUATION REPORT

This report evaluates offenders released from the Texas Department of Criminal Justice between April 1, 2007 and March 31, 2008. Release information was obtained from the TDCJ Executive Services Division. Employment data and Unemployment Insurance (UI) wage data, reported as quarterly earnings, was provided by the Texas Workforce Commission. The WSD Information Technology Department developed the software applications to process the data. The WSD Operational Support Division provided technical support and data refinement. The WSD Division of Instruction provided data analysis and report preparation.

METHODOLOGY

A total of 69,720 offenders were identified by the TDCJ as being released between April 1, 2007 and March 31, 2008. Of those releasees, 17,676 (a 50% reduction from 2008) were excluded from the study for the following reasons: 1) 7,916 offenders were released with detainees (a 41% reduction from 2008); and 2) 9,760 offenders had invalid or no Social Security Numbers (SSNs) (a 56% reduction from 2008). The remaining 52,044 ex-offender records were sent to the Texas Workforce Commission (TWC) to match with existing wage/employment data.

Of the 52,044 records sent to TWC, 20 offender records were subsequently excluded from the study because the records did not have an identifiable employment/NAICS code reported in the data from the TWC or the TDCJ Parole Division. In addition, 2,002 records were excluded from the analysis due to invalid educational achievement scores.

In previous studies, only offenders who participated in Windham School District vocational programs were included in the study group. This year, offenders who participated in college vocational programs were included in a separate study group. Within each study group, Windham School District and College, the records were evaluated and reported by population: 1) Prison and State Jail Group; and 2) Intensive Treatment Programs Group. Records of offenders who participated in both WSD and college vocational programs are represented in both groups. Unfortunately, including offenders in both groups was later discovered to be problematic. For example, an offender who participated in but did not complete a WSD vocational program was included in the WSD vocational non-completion group. If that same offender later took and completed a college vocational program, the record would be counted as a college vocational completion. In this example, the WSD vocational non-completion data would likely be inflated. Efforts will be made to eliminate data anomalies of this nature in future studies.

1. Windham School District (WSD)

- Prison and State Jail Group
- Intensive Treatment Programs Group*

Windham School District	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
Prison/State Jail	3,609	2,510	6,119	929	742	1,671	12,455	14,144	26,599
Intensive Treatment Programs*	2,179	1,160	3,339	455	312	767	5,837	4,358	10,195
Total	5,788	3,670	9,458	1,384	1,054	2,438	18,292	18,502	36,794

2. College

- Prison and State Jail Group
- Intensive Treatment Programs Group*

College	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
Prison/State Jail	867	412	1,279	151	92	243	12,455	14,144	26,599
Intensive Treatment Programs*	593	252	845	118	64	182	5,837	4,358	10,195
Total	1,460	664	2,124	269	156	425	18,292	18,502	36,794

*The Intensive Treatment Programs Group includes offenders who participated in at least one of the following treatment programs:

- Inner Change Freedom Initiative Pre-Release Program (IFI)
- In-Prison Therapeutic Community (IPTC)
- Pre-Release Therapeutic Community (PRTC)
- Pre-Release Substance Abuse Program (PRSAP)
- Substance Abuse Felony Punishment Facility (SAFPF)
- Sex Offender Treatment Program (SOTP)
- Serious and Violent Offender Re-Entry Initiative Program (SVORI)

DEFINITION OF 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, 2007 through the 2nd quarter, 2009. However, the latest update to the 2nd quarter, 2009 UI wage information was not used in the study as the available date of November 10, 2009 for this data 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.
- **Retained Employment** - considered to be those meeting the above employment standard and having earnings in the 1st, 2nd, and 3rd quarters after initial employment.
- **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.
- **Employed with Industry Certification** – considered to be those meeting the above employment standard and having earned a certificate of training achievement from an external, industry-recognized agency.

EMPLOYMENT RETENTION FACTORS

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

- **AGE**

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

- **EDUCATIONAL ACHIEVEMENT (EA) SCORE**

EA scores were obtained from the WSD database.

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

This data element was obtained from the WSD database.

- **WORKING IN OCCUPATION RELATED TO TRAINING**

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

- **INDUSTRY CERTIFICATION**

Data obtained from the WSD database.

- **EMPLOYMENT RETENTION FACTOR**

- **Retained Employment for Three Consecutive Quarters** - 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 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.

Windham School District

**Career and Technical
Education
(Secondary Level)**

Study



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

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

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

CAREER AND TECHNICAL EDUCATION (CTE)

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

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 Specialization:

- 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 (DCP)

DCP: Food Production, Management & Services

Electrical Trades

Heating, Ventilation, Air Conditioning & Refrigeration

Horticulture

Introduction to Construction Careers

Landscape Design, Construction & Maintenance

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)

Environmental Protection Agency (EPA)

Electronic Technicians Association (ETA)

Microsoft Certified Application Specialist

National Center for Construction Education and Research (NCCER)

National Restaurant Association (ServSafe)

Occupational Safety & Health Administration (OSHA)

Equipment & Engine Training Council (EETC)

Texas Commercial Drivers License (TxCDL)

Texas Department of Agriculture (TDA)

Texas Nursery & Landscape Association (TNLA)

DATA TABLES 2009
WINDHAM SCHOOL DISTRICT – PRISON AND STATE JAIL GROUP

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

Data Elements	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	3609	59.0%	\$527.17	929	55.6%	\$206.95	12455	46.8%	\$249.54
Total employed in an occupation related to their training	2837	78.6%	\$576.75						
Total employed only in an unrelated field	772	21.4%	\$344.97						
Ex-offenders who retained employment for three consecutive quarters	2171	60.2%	\$1,493.99	486	52.3%	\$1,032.75	6724	54.0%	\$1,218.85
Ex-offenders employed on first anniversary of initial employment	1996	55.3%	\$2,195.84	436	46.9%	\$1,869.04	6179	49.6%	\$1,890.54
Ex-offenders whose earnings increased over the year	1478	41.0%	\$3,566.87	293	31.5%	\$3,437.84	4519	36.3%	\$3,158.46
Total employed with industry certification	920	25.5%	\$575.36	64	6.9%	\$979.86	15	0.1%	\$1,279.40

*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.

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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 who are less than 25 years of age	147 (56.5%)	113 (43.5%)	260 (7.2%)	48 (45.7%)	57 (54.3%)	105 (11.3%)	1266 (48.5%)	1343 (51.5%)	2609 (20.9%)
Ex-offenders from 25 to less than 35 years of age	843 (63.6%)	482 (36.4%)	1325 (36.7%)	189 (53.7%)	163 (46.3%)	352 (37.9%)	2606 (54.8%)	2150 (45.2%)	4756 (38.2%)
Ex-offenders 35 years of age and older	1181 (58.3%)	843 (41.7%)	2024 (56.1%)	249 (52.8%)	223 (47.2%)	472 (50.8%)	2852 (56.0%)	2238 (44.0%)	5090 (40.9%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	151 (54.5%)	126 (45.5%)	277 (7.7%)	47 (38.5%)	75 (61.5%)	122 (13.1%)	1635 (48.5%)	1738 (51.5%)	3373 (27.1%)
Ex-offenders with EA scores ≥ 6.0, no	248 (56.8%)	189 (43.2%)	437 (12.1%)	66 (50.0%)	66 (50.0%)	132 (14.2%)	1548 (54.3%)	1301 (45.7%)	2849 (22.9%)

Windham Prison & State Jail Group	Employed Vocational Completion Group			Employed Vocational Non- Completion Group			Employed Non-Vocational Group		
Retention Factors	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
GED/High School Diploma									
Ex-offenders with GED/High School Diploma Only	1714 (60.7%)	1110 (39.3%)	2824 (78.2%)	362 (54.7%)	300 (45.3%)	662 (71.3%)	3506 (56.7%)	2679 (43.3%)	6185 (49.7%)
Ex-offenders with College Degree	58 (81.7%)	13 (18.3%)	71 (2.0%)	11 (84.6%)	2 (15.4%)	13 (1.4%)	35 (72.9%)	13 (27.1%)	48 (0.4%)
Ex-offenders working in occupation related to training	1745 (61.5%)	1092 (38.5%)	2837 (78.6%)						
Ex-offenders with Industry Certification	582 (63.3%)	338 (36.7%)	920 (25.5%)						

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

	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
Data Elements	Number Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**
Total number of ex-offenders in group	6119 (17.8%)	3609 (59.0%)	2510 (41.0%)	1671 (4.9%)	929 (55.6%)	742 (44.4%)	26599 (77.3%)	12455 (46.8%)	14144 (53.2%)
Ex-offenders who are less than 25 years of age	420 (1.2%)	260 (61.9%)	160 (38.1%)	186 (0.5%)	105 (56.5%)	81 (43.5%)	5336 (15.5%)	2609 (48.9%)	2727 (51.1%)
Ex-offenders from 25 to less than 35 years of age	2058 (6.0%)	1325 (64.4%)	733 (35.6%)	606 (1.8%)	352 (58.1%)	254 (41.9%)	9141 (26.6%)	4756 (52.0%)	4385 (48.0%)
Ex-offenders 35 years of age and older	3641 (10.6%)	2024 (55.6%)	1617 (44.4%)	879 (2.6%)	472 (53.7%)	407 (46.3%)	12122 (35.2%)	5090 (42.0%)	7032 (58.0%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	584 (1.7%)	277 (47.4%)	307 (52.6%)	268 (0.8%)	122 (45.5%)	146 (54.5%)	8640 (25.1%)	3373 (39.0%)	5267 (61.0%)
Ex-offenders with EA scores ≥ 6.0, no GED/High School Diploma	729 (2.1%)	437 (59.9%)	292 (40.1%)	240 (0.7%)	132 (55.0%)	108 (45.0%)	5794 (16.8%)	2849 (49.2%)	2945 (50.8%)
Ex-offenders with GED/High School Diploma Only	4714 (13.7%)	2824 (59.9%)	1890 (40.1%)	1143 (3.3%)	662 (57.9%)	481 (42.1%)	12086 (35.1%)	6185 (51.2%)	5901 (48.8%)
Ex-offenders with College Degree	92 (0.3%)	71 (77.2%)	21 (22.8%)	20 (0.1%)	13 (65.0%)	7 (35.0%)	79 (0.2%)	48 (60.8%)	31 (39.2%)
Ex-offenders with Industry Certification	1481 (4.3%)	920 (62.1%)	561 (37.9%)	112 (0.3%)	64 (57.1%)	48 (42.9%)	23 (0.1%)	15 (65.2%)	8 (34.8%)

*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*
WINDHAM SCHOOL DISTRICT -- PRISON & STATE JAIL GROUP

Vocational Completion Group	\$10,380.17
Vocational Non-Completion Group	\$8,253.17
Non-Vocational Group	\$8,587.67

*Average of first through fourth quarter earnings

DATA TABLES 2009

WINDHAM SCHOOL DISTRICT--INTENSIVE TREATMENT PROGRAM GROUP

DATA ANALYSIS FOR EMPLOYED INTENSIVE TREATMENT PROGRAM GROUP -- WINDHAM									
Data Elements	Employed WSD Vocational Completion Group			Employed WSD Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	2179	65.3%	\$270.66	455	59.3%	\$435.96	5837	57.3%	\$367.24
Total employed in an occupation related to their training	1798	82.5%	\$373.18						
Total employed only in an unrelated field	381	17.5%	-\$213.13						
Ex-offenders who retained employment for three consecutive quarters	1177	54.0%	\$1,437.40	260	57.1%	\$1,445.56	3135	53.7%	\$1,430.78
Ex-offenders employed on first anniversary of initial employment	1086	49.8%	\$2,067.22	236	51.9%	\$2,144.17	2873	49.2%	\$2,202.04
Ex-offenders whose earnings increased over the year	811	37.2%	\$3,366.84	172	37.8%	\$3,465.88	2149	36.8%	\$3,441.60
Total employed with industry certification	513	23.5%	\$591.59	32	7.0%	\$1,147.02	6	0.1%	-\$2,284.35

*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.

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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 who are less than 25 years of age	44 (51.8%)	41 (48.2%)	85 (3.9%)	10 (38.5%)	16 (61.5%)	26 (5.7%)	479 (49.6%)	487 (50.4%)	966 (16.5%)
Ex-offenders from 25 to less than 35 years of age	308 (54.5%)	257 (45.5%)	565 (25.9%)	92 (59.4%)	63 (40.6%)	155 (34.1%)	1050 (53.1%)	929 (46.9%)	1979 (33.9%)
Ex-offenders 35 years of age and older	825 (54.0%)	704 (46.0%)	1529 (70.2%)	158 (57.7%)	116 (42.3%)	274 (60.2%)	1606 (55.5%)	1286 (44.5%)	2892 (49.5%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	100 (53.5%)	87 (46.5%)	187 (8.6%)	23 (46.9%)	26 (53.1%)	49 (10.8%)	423 (45.3%)	511 (54.7%)	934 (16.0%)

Windham Intensive Treatment Program Group	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
Retention Factors	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Ex-offenders with EA scores ≥ 6.0, no GED/High School Diploma	115 (50.7%)	112 (49.3%)	227 (10.4%)	30 (51.7%)	28 (48.3%)	58 (12.7%)	625 (53.6%)	541 (46.4%)	1166 (20.0%)
Ex-offenders with GED/High School Diploma Only	937 (54.1%)	795 (45.9%)	1732 (79.5%)	205 (59.6%)	139 (40.4%)	344 (75.6%)	2070 (55.8%)	1640 (44.2%)	3710 (63.6%)
Ex-offenders with College Degree	25 (75.8%)	8 (24.2%)	33 (1.5%)	2 (50.0%)	2 (50.0%)	4 (0.9%)	17 (63.0%)	10 (37.0%)	27 (0.5%)
Ex-offenders working in occupation related to training	1004 (55.8%)	794 (44.2%)	1798 (82.5%)						
Ex-offenders with Industry Certification	302 (58.9%)	211 (41.1%)	513 (23.5%)						

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

Data Elements	WSD Vocational Completion Group			WSD Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**
Total number of ex-offenders in group	3339 (23.3%)	2179 (65.3%)	1160 (34.7%)	767 (5.4%)	455 (59.3%)	312 (40.7%)	10195 (71.3%)	5837 (57.3%)	4358 (42.7%)
Ex-offenders who are less than 25 years of age	122 (0.9%)	85 (69.7%)	37 (30.3%)	36 (0.3%)	26 (72.2%)	10 (27.8%)	1602 (11.2%)	966 (60.3%)	636 (39.7%)
Ex-offenders from 25 to less than 35 years of age	809 (5.7%)	565 (69.8%)	244 (30.2%)	236 (1.7%)	155 (65.7%)	81 (34.3%)	3165 (22.1%)	1979 (62.5%)	1186 (37.5%)
Ex-offenders 35 years of age and older	2408 (16.8%)	1529 (63.5%)	879 (36.5%)	495 (3.5%)	274 (55.4%)	221 (44.6%)	5428 (38.0%)	2892 (53.3%)	2536 (46.7%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	338 (2.4%)	187 (55.3%)	151 (44.7%)	105 (0.7%)	49 (46.7%)	56 (53.3%)	2114 (14.8%)	934 (44.2%)	1180 (55.8%)
Ex-offenders with EA scores ≥ 6.0, no GED/High School Diploma	353 (2.5%)	227 (64.3%)	126 (35.7%)	97 (0.7%)	58 (59.8%)	39 (40.2%)	1995 (14.0%)	1166 (58.4%)	829 (41.6%)
Ex-offenders with GED/High School Diploma Only	2603 (18.2%)	1732 (66.5%)	871 (33.5%)	560 (3.9%)	344 (61.4%)	216 (38.6%)	6042 (42.2%)	3710 (61.4%)	2332 (38.6%)
Ex-offenders with College Degree	45 (0.3%)	33 (73.3%)	12 (26.7%)	5 (0.0%)	4 (80.0%)	1 (20.0%)	44 (0.3%)	27 (61.4%)	17 (38.6%)

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

Data Elements	WSD Vocational Completion Group			WSD Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**
Ex-offenders with industry certification	752 (5.3%)	513 (68.2%)	239 (31.8%)	49 (0.3%)	32 (65.3%)	17 (34.7%)	7 (0.0%)	6 (85.7%)	1 (14.3%)

*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*

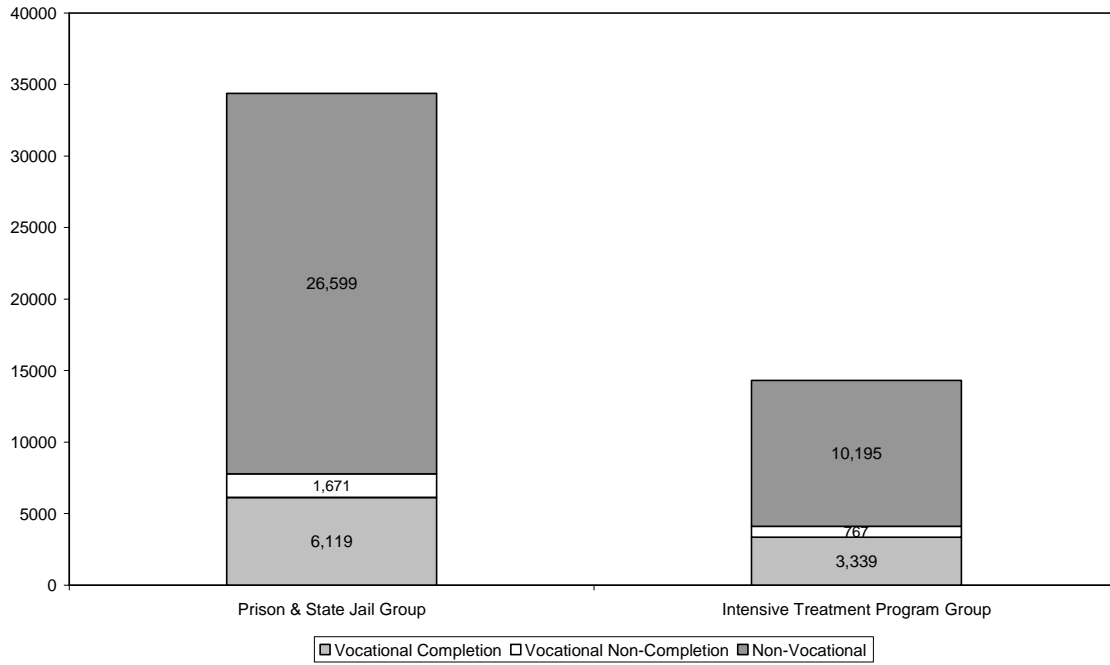
WINDHAM SCOOOL DISTRICT -- INTENSIVE TREATMENT PROGRAM GROUP –

Vocational Completion Group	\$9,274.92
Vocational Non-Completion Group	\$9,384.88
Non-Vocational Group	\$8,673.93

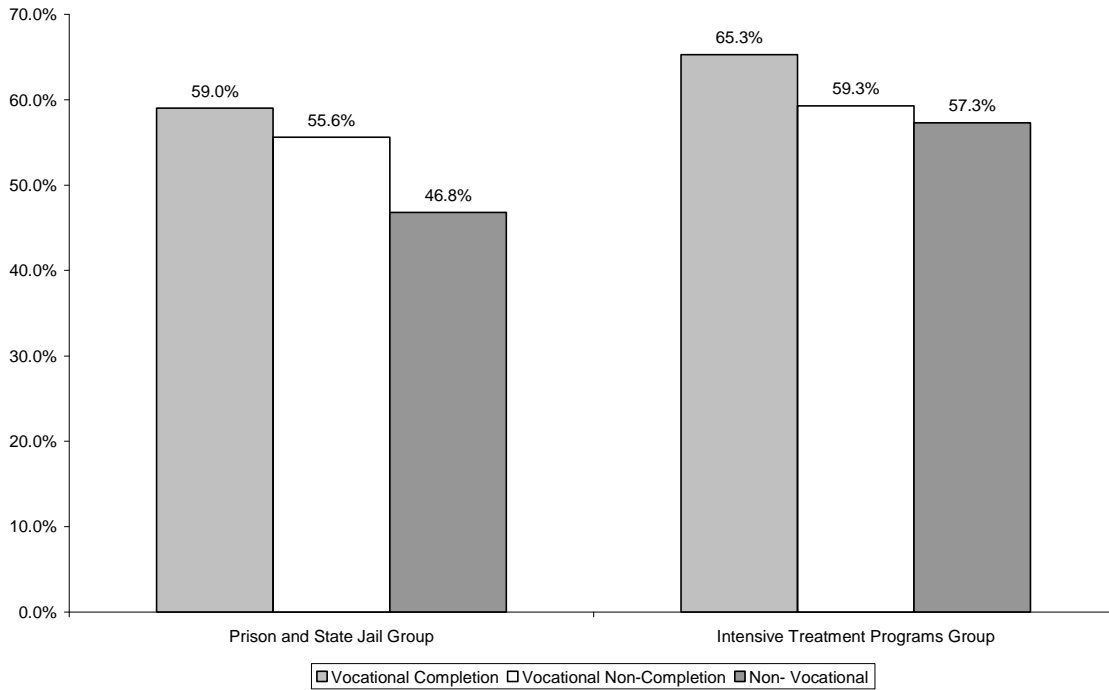
*Average of first through fourth quarter earnings

GRAPHIC ILLUSTRATIONS OF WINDHAM 2009 DATA

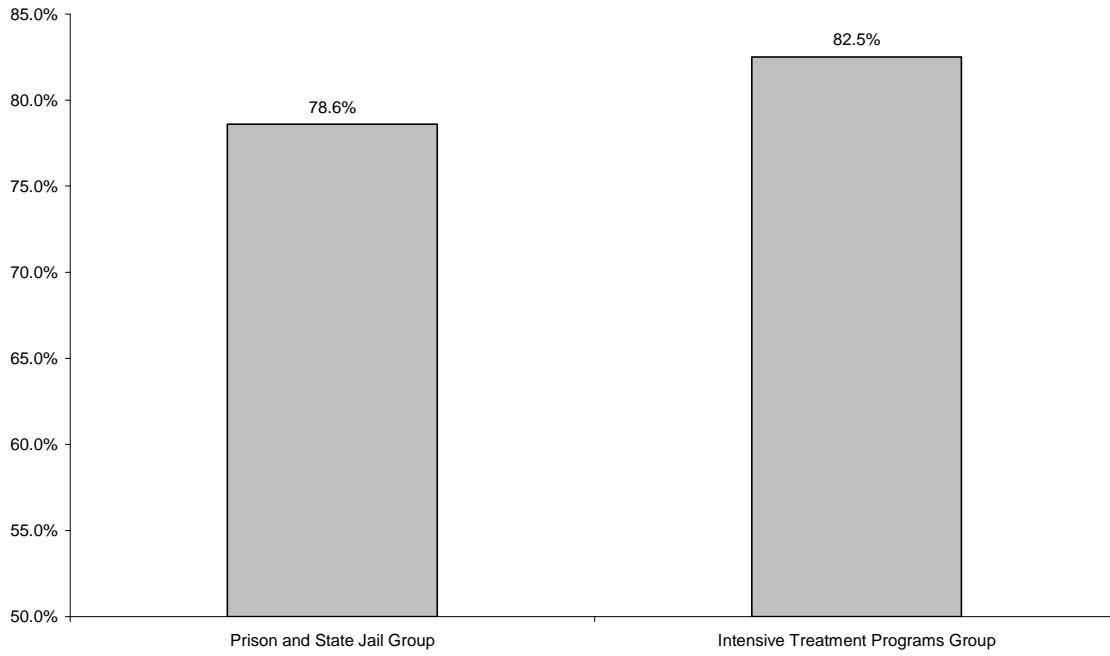
**Prison & State Jail Group and Intensive Treatment Programs Group
Vocational Participation Classification**



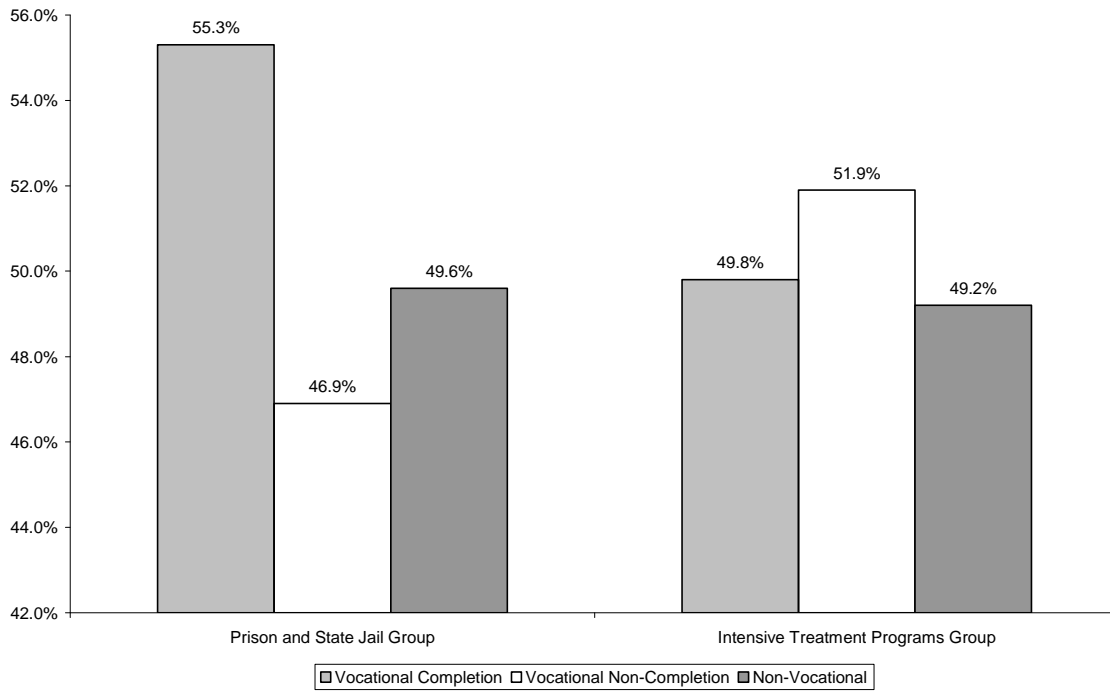
Percentage Employed Within One Year of Release by Vocational Group



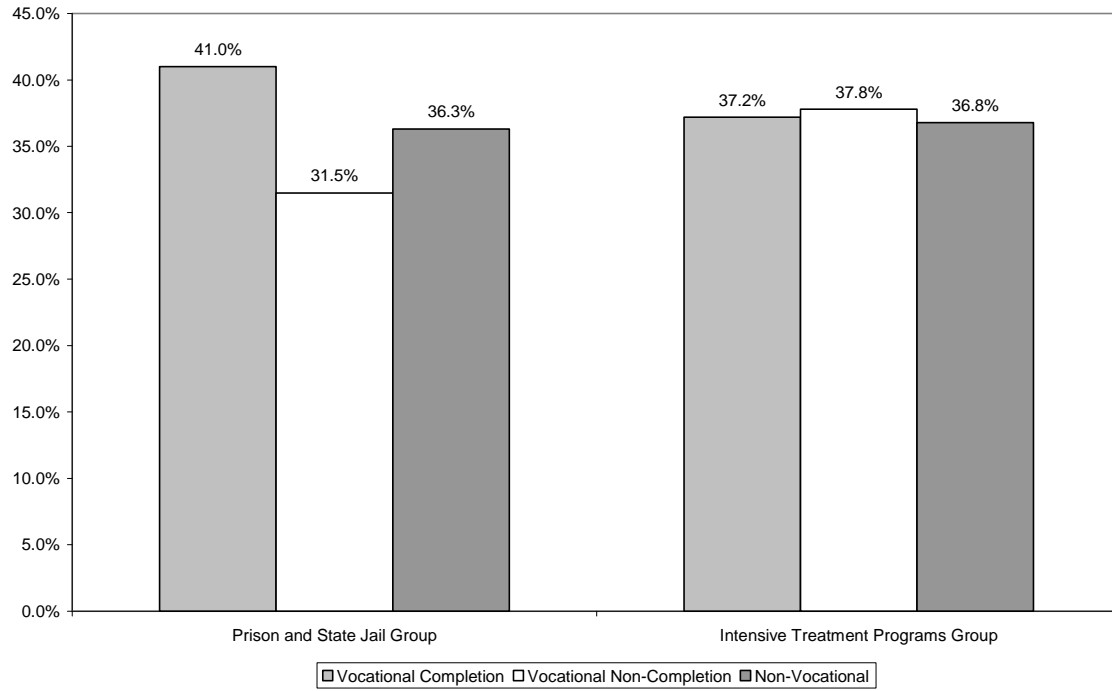
**Percentage of Employed Vocational Completion Group
Employed in Related Field Within One Year of Release**



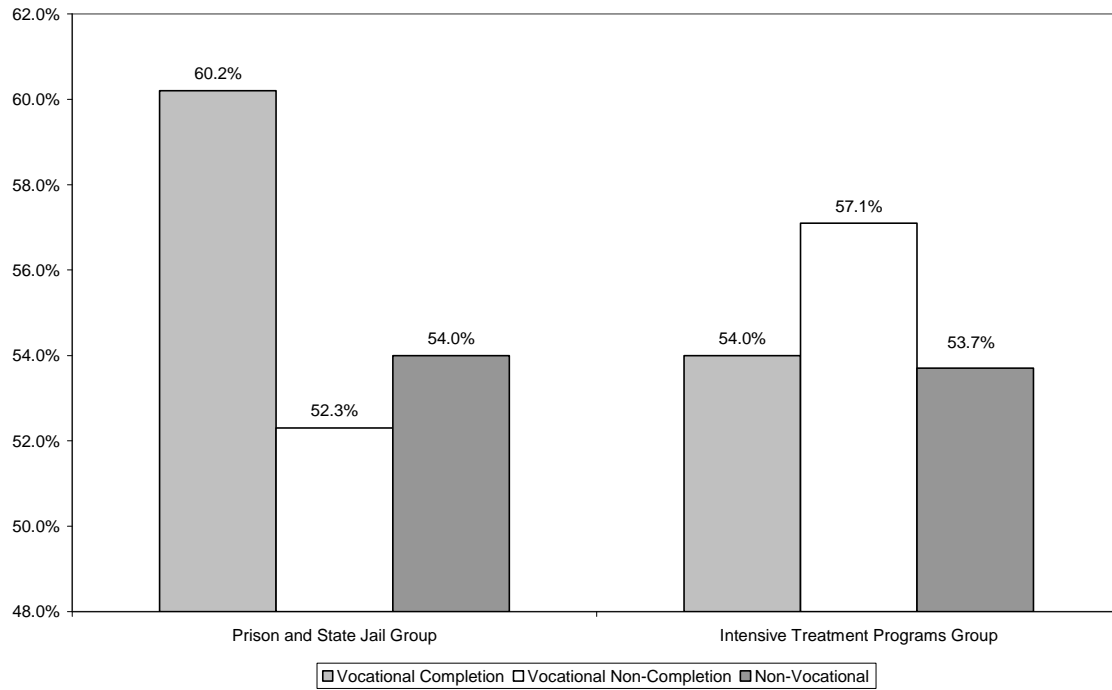
Percentage Employed on First Anniversary of Initial Employment



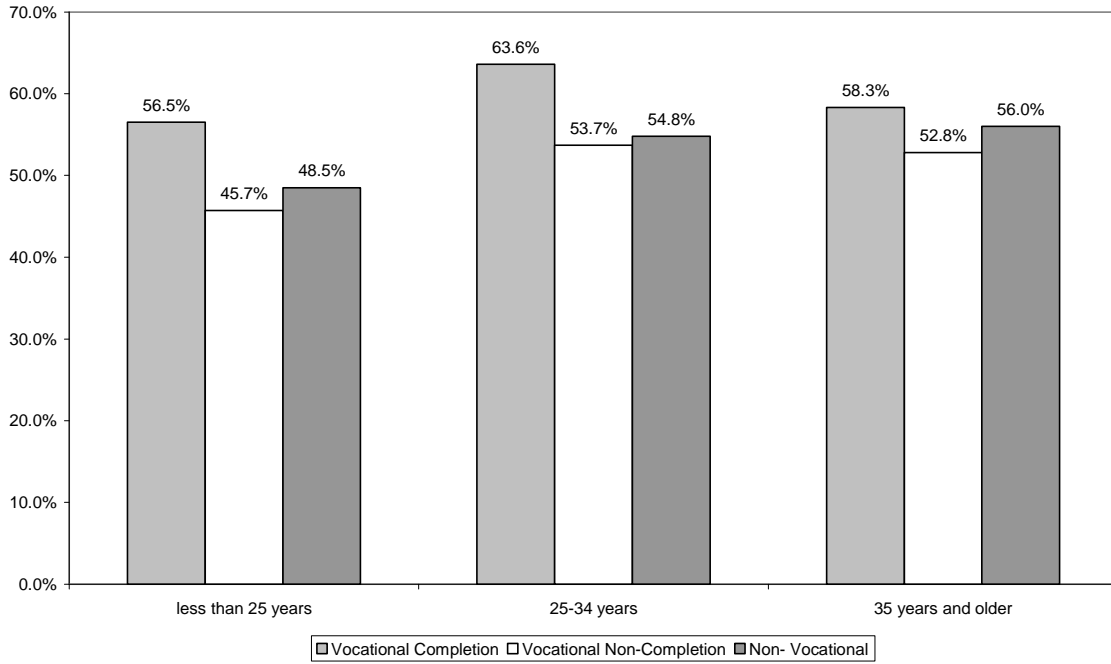
Percentage of Employed Offenders Whose Earnings Increased Over The Year



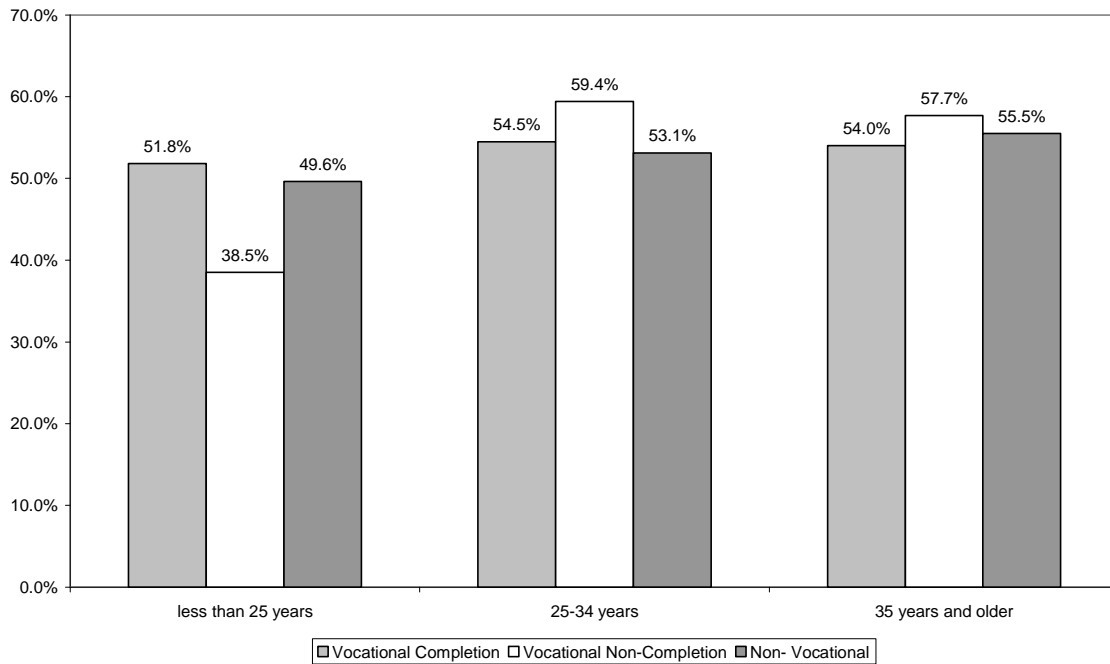
Percentage of Employed Offenders Who Retained Employment 3 Consecutive Quarters



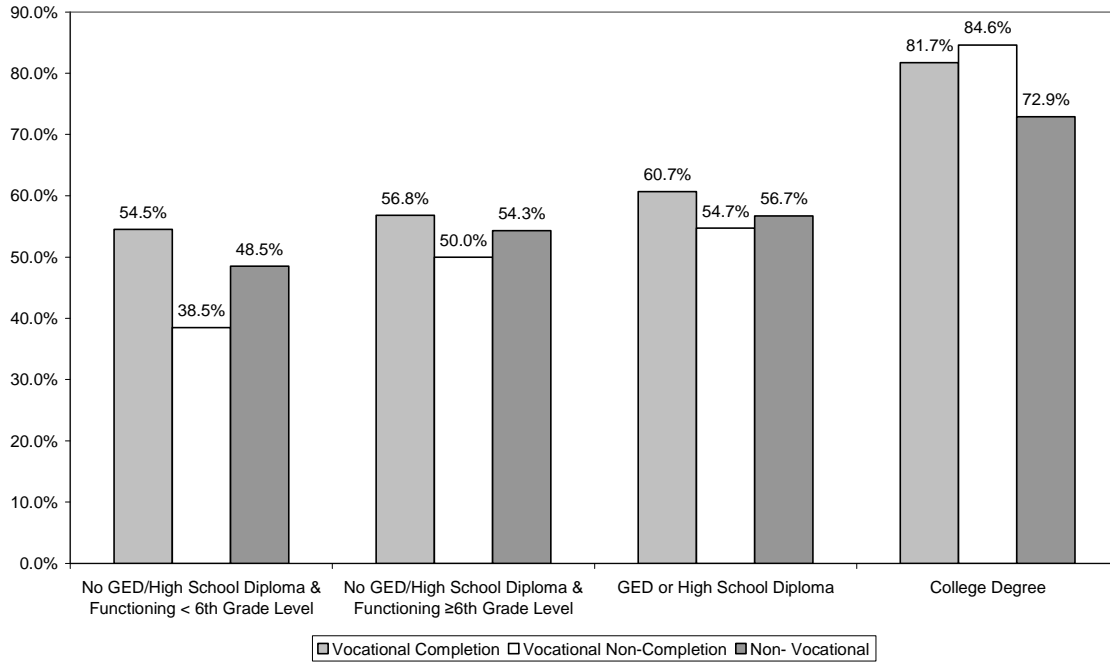
Percentage of Employed Prison and State Jail Group Who Retained Employment for Three Consecutive Quarters by Age Group



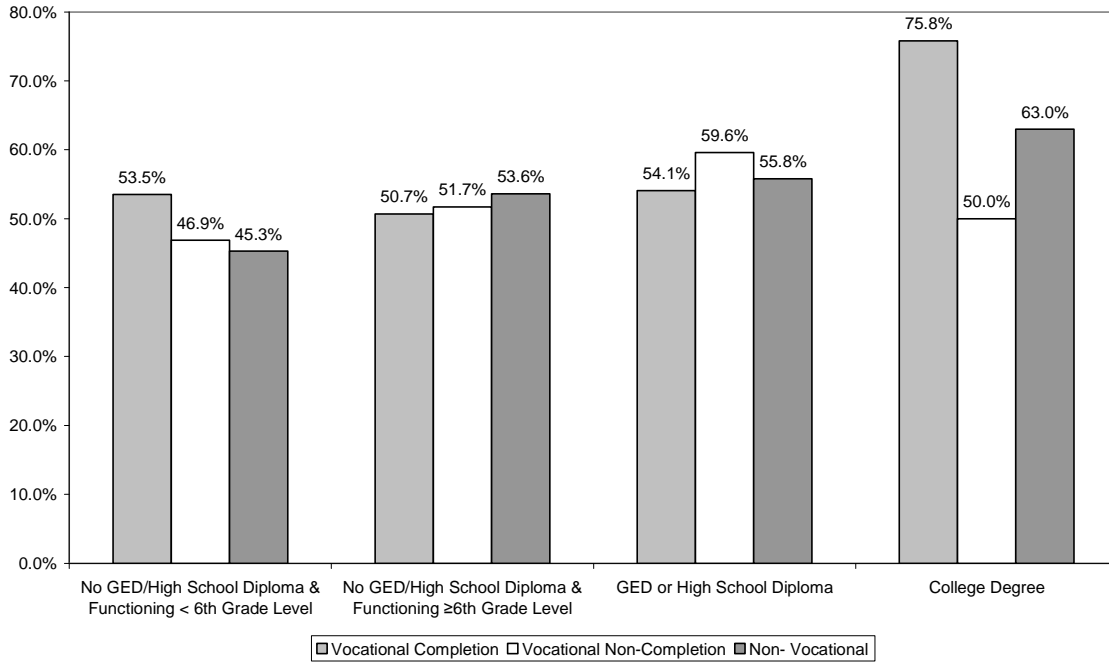
Percentage of Employed Intensive Treatment Programs Group Who Retained Employment for Three Consecutive Quarters by Age Group



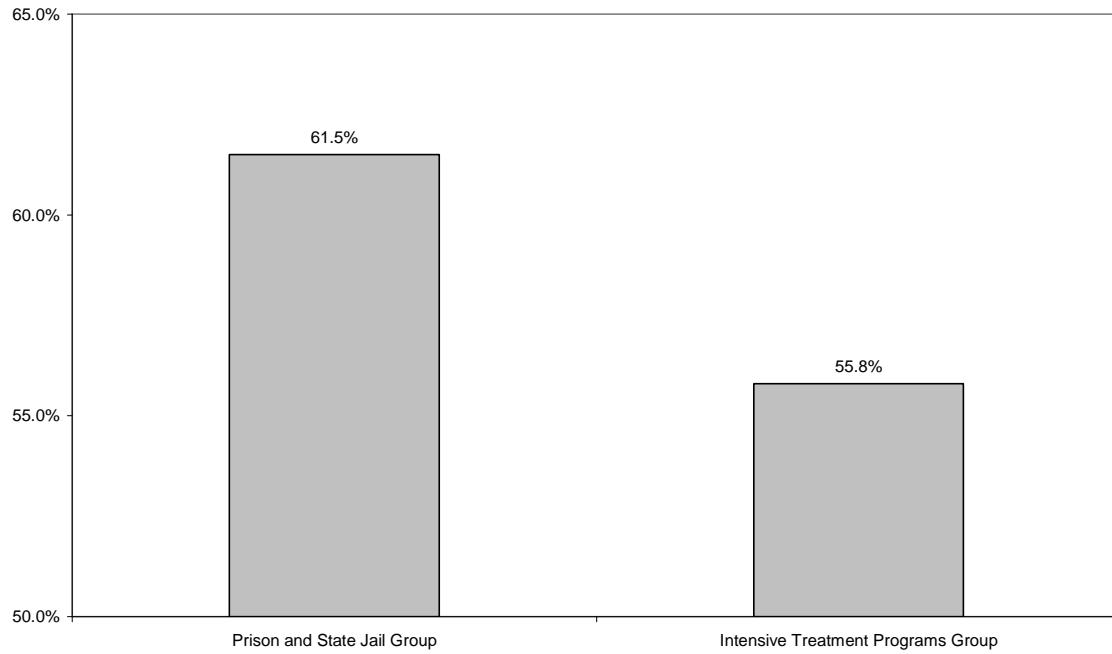
Percentage of Employed Prison and State Jail Group Who Retained Employment for Three Consecutive Quarters by Education Level



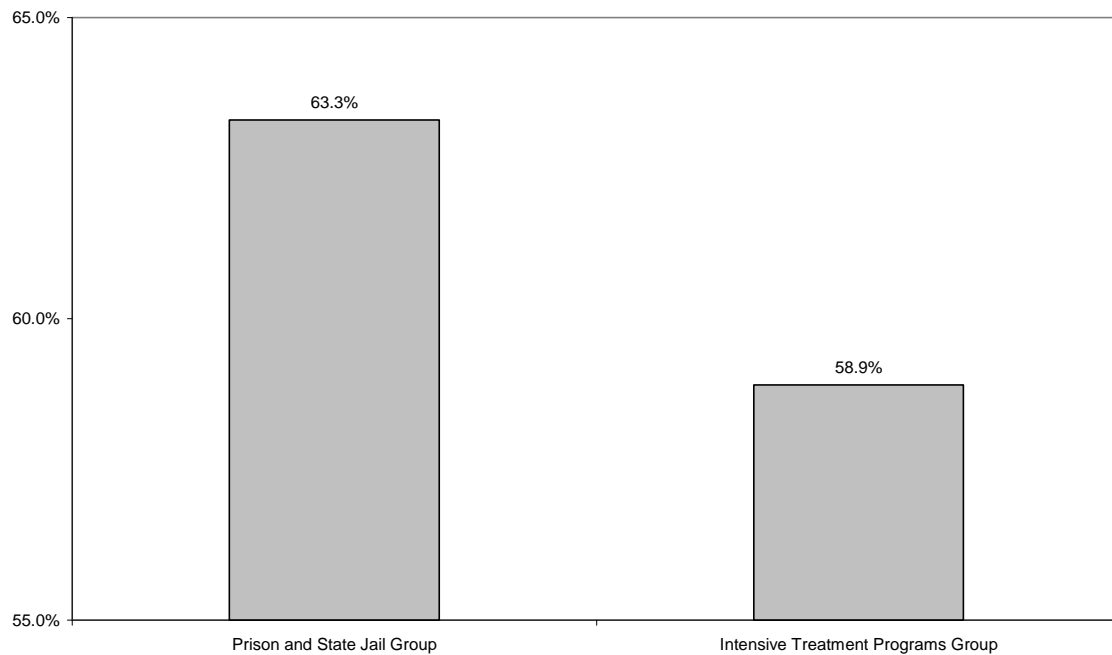
Percentage of Employed Intensive Treatment Programs Group Who Retained Employment for Three Consecutive Quarters by Education Level



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



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

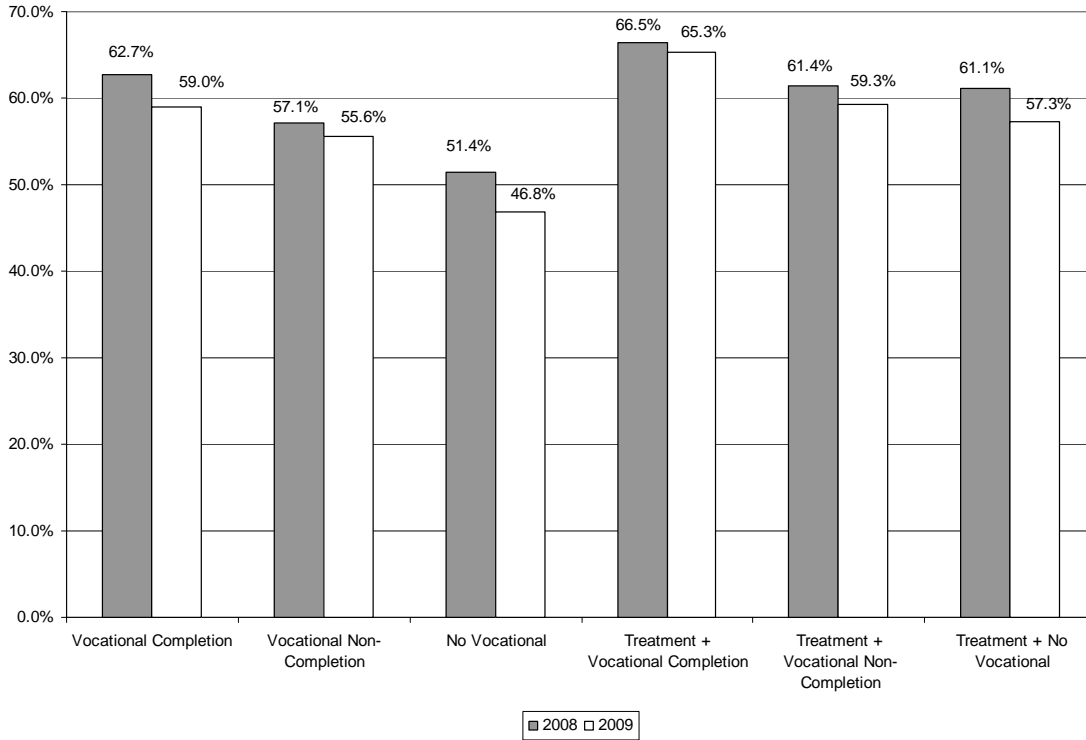


DATA ANALYSIS—WSD

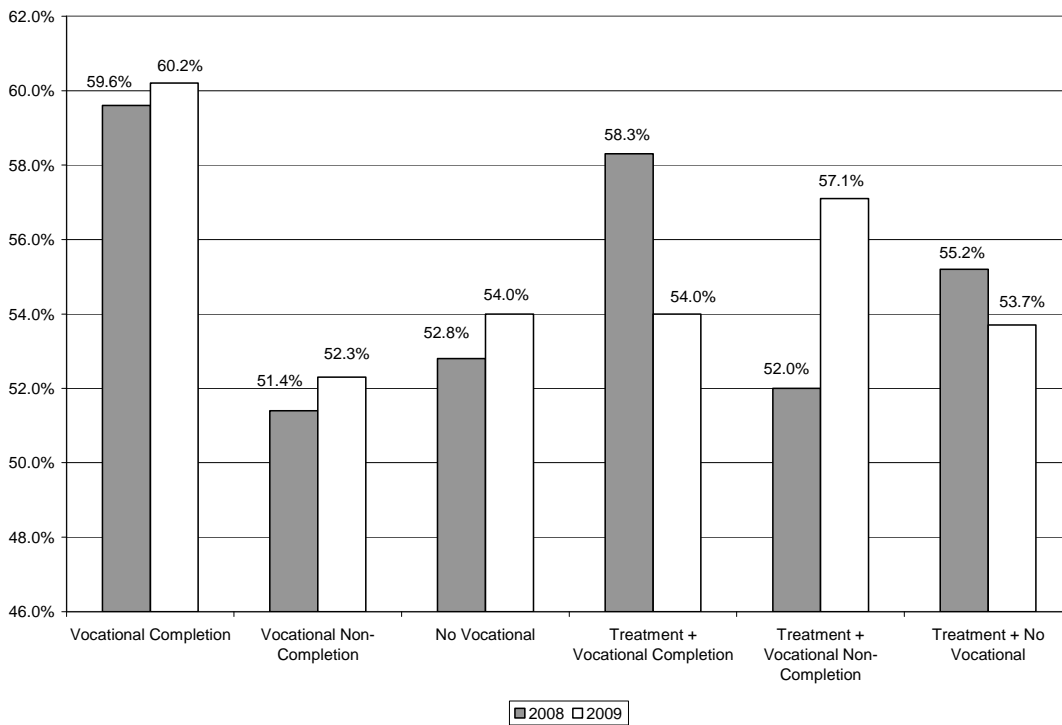
- 59.0% of the Prison and State Jail vocational completion group were employed compared to 46.8% of those in the non-vocational comparison group. 65.3% of the Intensive Treatment Programs vocational completion group were employed compared to 57.3% of those in the non-vocational comparison group.
- For nearly all age groups and all levels of academic achievement, vocationally-trained offenders exhibited higher initial employment rates than those who participated without completing training or those who did not receive vocational training.
- Overall, offenders who had attained a GED or high school diploma were employed and retained employment at a higher rate than those who had not.
- Vocationally-trained offenders less than 25 years of age in the WSD Prison and State Jail group exhibited higher employment and job retention rates than those of the same age group who participated without completing training or those who did not receive vocational training.
- 78.6% of the Prison and State Jail vocational completion group and 82.5% of the Intensive Treatment Programs vocational completion group were employed in occupations related to training.
- The Prison and State Jail 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 Prison and State Jail vocational completion group retained employment for three consecutive quarters and were employed on their first anniversary of initial employment compared to those in the vocational non-completion and non-vocational comparison groups.
- A higher percentage of offenders in the Prison and State Jail vocational completion group exhibited an earnings increase over the first year of employment compared to those in the vocational non-completion and non-vocational comparison groups.
- For all age groups and educational levels except college degree, offenders in the Prison and State Jail vocational completion group had higher employment retention rates than those in the vocational non-completion and non-vocational comparison groups.
- For offenders who had a GED or high school diploma, the completion of vocational training improved employment retention rates.
- For offenders in the Prison and State Jail vocational completion group, the best employment retention factors appeared to be: 1) a college degree; 2) age 25 to 34; 3) industry certification; 4) working in occupations related to training; and 5) GED or high school diploma.
- For offenders in the Intensive Treatment Program vocational completion group, the best employment retention factors appeared to be: 1) a college degree; 2) industry certification; and 3) working in occupations related to training.
- For vocationally-trained offenders who retained employment for 3 consecutive quarters, 92% were employed on the first anniversary of employment. Of those employed on the first anniversary of initial employment, 75% exhibited an earnings increase.

COMPARISON OF WSD 2008 AND 2009 DATA

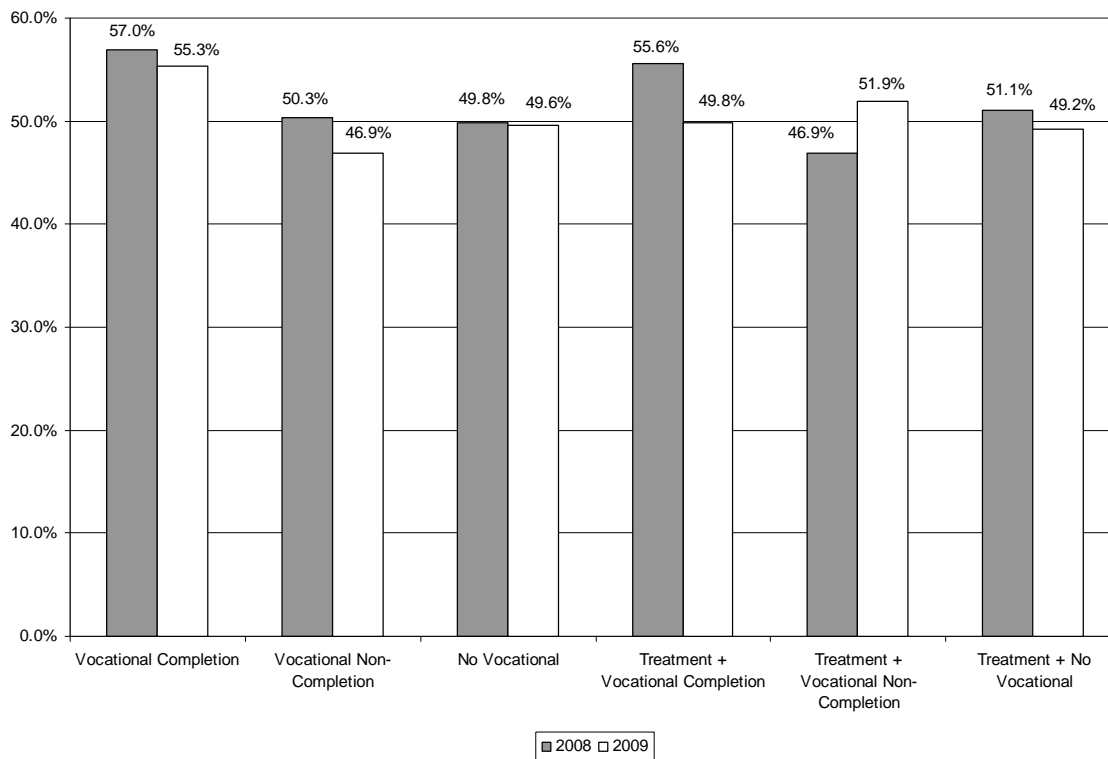
Employed



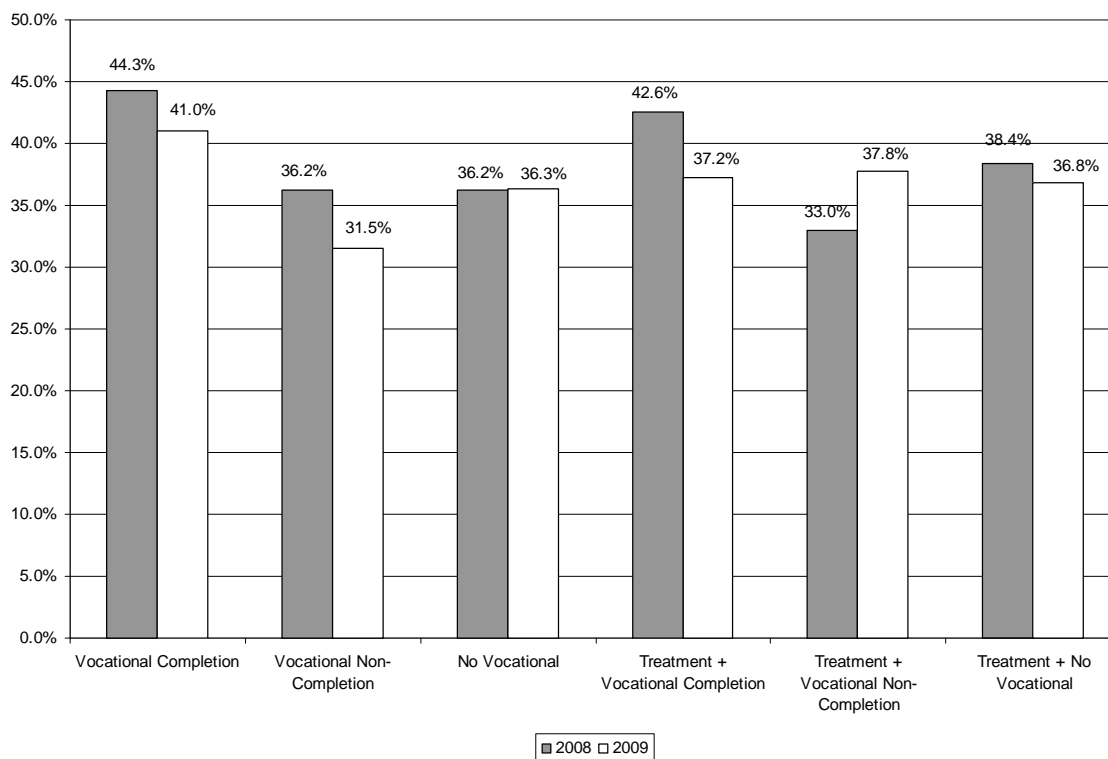
Retained Employment 3 Consecutive Quarters



Employed on First Anniversary



Earnings Increased Over the Year



- Detainers or lack of a valid SSN eliminated 17,676 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.
- It is believed that there may be some anomalies in the data with respect to offenders who fell into *both* the WSD and the college study groups. For example, if an offender took, but did not complete, a WSD vocational course, his record was included in the WSD study as a non-completer. If the same offender took and completed a college vocational course, his record was included in the college study as a completer. Since the record was included in both the WSD and college studies, the data for the WSD vocational non-completion group might not yield an accurate reflection of a typical vocational non-completer because that individual did complete a vocational training program.

- 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.

- 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 WSD DATA

Additional data is available in the following tables:

- WSD Enrollment & TDCJ Population Statistics
- Employment Data by Career & Technical Education Course



HB 2837 Effectiveness Study WSD Career and Technical Education (CTE)	
Number of TDCJ Releasees (April 1, 2007 through March 31, 2008)	69,720
Number Who Participated in CTE Training (September 1, 2007 through August 31, 2008)	11,896
Percent Who Participated in CTE Training	17.1%
Number in Total Study Group	52,024
Number of CTE Completers in Study Group	9,458
Percent CTE Completers in Study Group	18.2%

WSD Career and Technical Education (CTE)				
	School Year 2005-2006	School Year 2006-2007	School Year 2007-2008	School Year 2008-2009
Average TDCJ-Correctional Institutions Division (CID) Population	152,553	152,805	155,588**	155,499**
Number of Offender Participants Served by Windham School District (WSD) – All Programs	75,936	78,124	82,449	78,881
Number of Participants in CTE Programs*	11,555	11,160	12,182	11,290
Percent of WSD Participants	15.2%	14.3%	14.8%	14.3%
Percent of CID Population	7.6%	7.3%	7.8%	7.3%
Number of CTE Completers	5,998	5,733	5,975	5,585
Percent of WSD Participants	7.9%	7.3%	7.3%	7.1%
Percent of CID Population	3.9%	3.8%	3.8%	3.6%

*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.

**Average population is comprised of offenders in both State-operated and privately-operated facilities.



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 study group who completed Career & Technical Education courses that are *currently* offered by Windham School District.

Career & Technical Education Course Title	Prison and State Jail Group					Intensive Treatment Program Group					Number of Local Workforce Development Boards Identifying This Trade as a Target Occupation	Percent of Local Workforce Development Boards Identifying This Trade as a Target Occupation	Course Related to Occupations in Texas Adding the Most Jobs Short Term	Course Related to Occupations in Texas Projected to Have the Highest Annual Openings
	Number Trained	Number Employed	Percent Employed	Number Employed on First Anniversary	Percent Employed on First Anniversary	Number Trained	Number Employed	Percent Employed	Number Employed on First Anniversary	Percent Employed on First Anniversary				
Automotive Collision Repair & Refinishing	39	22	56.41%	16	72.73%	26	16	61.54%	11	68.75%	4	14.3%		√
Automotive Specialization (Air Conditioning/Heating)	102	75	73.53%	47	62.67%	56	33	58.93%	14	42.42%	21	75%		√
Automotive Specialization (Brakes)	134	83	61.94%	45	54.22%	74	49	66.22%	28	57.14%	21	75%		√
Automotive Specialization (Electronics)	31	21	67.74%	9	42.86%	31	18	58.06%	12	66.67%	21	75%		√
Automotive Specialization (Engine Performance)	92	59	64.13%	32	54.24%	38	27	71.05%	18	66.67%	21	75%		√
Automotive Specialization (Transmission)	79	51	64.56%	34	66.67%	29	22	75.86%	12	54.55%	21	75%		√
Bricklaying/Stone Masonry	119	81	68.07%	47	58.02%	68	48	70.59%	18	37.50%	3	10.7%		√
Building Trades I	6	3	50.00%	2	66.67%	42	25	59.52%	14	56.00%	12	42.9%		√
Business Computer Information Systems I	604	323	53.48%	160	49.54%	277	179	64.62%	84	46.93%	11	39.3%	√	√
Business Computer Information Systems II	511	275	53.82%	141	51.27%	268	155	57.84%	79	50.97%	11	39.3%	√	√
Business Image Management & Multimedia	32	23	71.88%	8	39.13%	15	12	80.00%	8	66.67%	3	10.7%		√
Computer Maintenance Technician	145	79	54.48%	53	67.09%	65	41	63.08%	20	48.78%	18	64.3%		
Construction Carpentry	593	362	61.05%	207	57.18%	281	190	67.62%	102	53.68%	12	42.9%		√
Culinary Arts	19	13	68.42%	6	46.15%	9	4	44.44%	3	75.00%	2	7.1%	√	√
Custodial Technician	288	176	61.11%	92	52.27%	148	106	71.62%	50	47.17%	0	0%	√	√
Diesel Mechanics	70	38	54.29%	24	63.16%	40	31	77.50%	17	54.84%	16	57.1%		√
Diversified Career Preparation (DCP)*	0	0	0%	0	0%	0	0	0%	0	0%	28	100%	√	√
DCP: Food Production, Management & Services	15	9	60.00%	6	66.67%	9	6	66.67%	5	88.33%	2	7.1%	√	√
Electrical Trades	555	341	61.44%	208	61.44%	275	178	64.73%	105	58.99%	25	89.3%		

Career & Technical Education Course Title	Prison and State Jail Group					Intensive Treatment Program Group					Number of Local Workforce Development Boards Identifying This Trade as a Target Occupation	Percent of Local Workforce Development Boards Identifying This Trade as a Target Occupation	Course Related to Occupations in Texas Adding the Most Jobs Short Term	Course Related to Occupations in Texas Projected to Have the Highest Annual Openings
	Number Trained	Number Employed	Percent Employed	Number Employed on First Anniversary	Percent Employed on First Anniversary	Number Trained	Number Employed	Percent Employed	Number Employed on First Anniversary	Percent Employed on First Anniversary				
Heating, Ventilation, Air Conditioning & Refrigeration	298	179	60.07%	114	63.69%	137	91	66.42%	45	49.45%	23	82.1%		
Horticulture	112	68	60.71%	36	52.94%	83	56	67.47%	27	48.21%	0	0%		
Introduction to Construction Careers	140	81	57.86%	47	58.02%	202	133	65.84%	64	48.12%	3	10.7%	√	
Landscape Design, Construction & Maintenance	273	162	59.34%	84	51.85%	122	92	75.41%	45	48.91%	1	3.6%		√
Machine Shop CAD/CAM	25	17	68.00%	9	52.94%	20	18	90.00%	11	61.11%	21	75%		√
Major Appliance Service Technology	91	58	63.74%	27	46.55%	75	48	64.00%	18	37.50%	12	42.9%		
Mill & Cabinetmaking	200	114	57.00%	63	55.26%	139	93	66.91%	46	49.46%	12	42.9%		√
Painting & Decorating	90	51	56.67%	29	56.86%	45	27	60.00%	13	48.15%	12	42.9%		
Personal & Family Development	72	37	51.39%	17	45.95%	21	15	71.43%	6	40.00%	2	7.1%	√	√
Piping Trades/Plumbing	369	234	63.41%	145	61.97%	228	155	67.98%	85	54.84%	20	71.4%		
Plant Maintenance	65	39	60.00%	16	41.03%	30	27	90.00%	15	55.56%	12	42.9%		
Sheet Metal	36	20	55.56%	12	60.00%	25	19	76.00%	11	57.89%	5	17.9%		
Small Engine Repair	205	136	66.34%	88	64.71%	104	69	66.35%	39	56.52%	14	50%		√
Technical Introduction to Computer-Aided Drafting	233	129	55.36%	68	52.71%	107	64	59.81%	37	57.81%	1	3.6%		√
Trucking Driving	67	41	61.19%	23	56.10%	56	45	80.36%	26	57.78%	24	85.7%	√	√
Welding	285	176	61.75%	103	58.52%	189	127	67.20%	65	51.18%	25	89.3%		√
Total	5995	3576	59.65%	2018	56.43%	3334	2219	66.56%	1153	51.96%				

*Offenders in the study group completing this program were not included in the data.

**College
Credit
Vocational
Program
Study**



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

Two-year colleges offer vocational training in 23 different occupational trades. The training is provided through shop training and classroom instruction. A certificate of completion and semester hours of college credit are awarded upon satisfactory completion. Two-year college credit vocational programs were available on 32 TDCJ facilities in Fiscal Year 2009. During the 2008-2009 school year, 2,939 offenders participated in the program.

COLLEGE VOCATIONAL CREDIT COURSES

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

INDUSTRY CERTIFYING ENTITIES

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

American Welding Society (AWS)
Automotive Service Excellence (ASE)
Environmental Protection Agency (EPA)
Hunter Engineering Company
Mitsubishi Caterpillar Forklift America (MCFA)

National Restaurant Association (ServSafe)
Texas Commercial Drivers License (TxCDL)
Texas Department of Agriculture (TDA)
Texas Nursery & Landscape Association (TNLA)

DATA TABLES 2009

COLLEGE -- PRISON AND STATE JAIL GROUP

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

Data Elements	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	867	67.8%	\$1,200.11	151	62.1%	\$349.28	12455	46.8%	\$249.54
Total employed in an occupation related to their training	574	66.2%	\$1,268.91						
Total employed only in an unrelated field	293	33.8%	\$1,065.33						
Ex-offenders who retained employment for three consecutive quarters	584	67.4%	\$2,144.15	83	55.0%	\$1,770.54	6724	54.0%	\$1,218.85
Ex-offenders employed on first anniversary of initial employment	537	61.9%	\$2,954.44	79	52.3%	\$2,305.97	6179	49.6%	\$1,890.54
Ex-offenders whose earnings increased over the year	430	49.6%	\$4,157.14	59	39.1%	\$3,768.46	4519	36.3%	\$3,158.46
Total employed with industry certification	80	9.2%	\$1,340.85	16	10.6%	\$688.00	15	0.1%	\$1,279.40

*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.

College Prison & State Jail Group	Employed Vocational Completion Group		Employed Vocational Non-Completion Group		Employed Non-Vocational Group	
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor
Retention Factors						
Ex-offenders who are less than 25 years of age	45 (75.0%)	15 (25.0%)	4 (50.0%)	4 (50.0%)	1266 (48.5%)	1343 (51.5%)
Ex-offenders from 25 to less than 35 years of age	184 (70.0%)	79 (30.0%)	26 (61.9%)	16 (38.1%)	2606 (54.8%)	2150 (45.2%)
Ex-offenders 35 years of age and older	355 (65.3%)	189 (34.7%)	53 (52.5%)	48 (47.5%)	2852 (56.0%)	2238 (44.0%)
Ex-offenders with EA scores < 6.0, no	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1635 (48.5%)	1738 (51.5%)

College Prison & State Jail Group	Employed Vocational Completion Group		Employed Vocational Non-Completion Group		Employed Non-Vocational Group	
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor
Retention Factors						
GED/High School Diploma						
Ex-offenders with EA scores ≥ 6.0, no GED/High School Diploma	6 (75.0%)	2 (25.0%)	1 (100.0%)	0 (0.0%)	1548 (54.3%)	1301 (45.7%)
Ex-offenders with GED/High School Diploma Only	483 (65.4%)	256 (34.6%)	80 (54.4%)	67 (45.6%)	3506 (56.7%)	2679 (43.3%)
Ex-offenders with College Degree	95 (79.2%)	25 (20.8%)	2 (66.7%)	1 (33.3%)	35 (72.9%)	13 (27.1%)
Ex-offenders working in occupation related to training	386 (67.2%)	188 (32.8%)				
Ex-offenders with Industry Certification	60 (75.0%)	20 (25.0%)				

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

Data Elements	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained	Employed	Not Employed**	Number Not Trained	Employed	Not Employed*	Number Not Trained	Employed	Not Employed**
Total number of ex-offenders in group	1279	867 (67.8%)	412 (32.2%)	243	151 (62.1%)	92 (37.9%)	26599	12455 (46.8%)	14144 (53.2%)
Ex-offenders who are less than 25 years of age	74	60 (81.1%)	14 (18.9%)	16	8 (50.0%)	8 (50.0%)	5336	2609 (48.9%)	2727 (51.1%)
Ex-offenders from 25 to less than 35 years of age	359	263 (73.3%)	96 (26.7%)	63	42 (66.7%)	21 (33.3%)	9141	4756 (52.0%)	4385 (48.0%)
Ex-offenders 35 years of age and older	846	544 (64.3%)	302 (35.7%)	164	101 (61.6%)	63 (38.4%)	12122	5090 (42.0%)	7032 (58.0%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	1	0 (0.0%)	1 (100.0%)	1	0 (0.0%)	1 (100.0%)	8640	3373 (39.0%)	5267 (61.0%)
Ex-offenders with EA scores ≥ 6.0, no GED/High School Diploma	14	8 (57.1%)	6 (42.9%)	1	1 (100.0%)	0 (0.0%)	5794	2849 (49.2%)	2945 (50.8%)
Ex-offenders with GED/High School Diploma Only	1104	739 (66.9%)	365 (33.1%)	236	147 (62.3%)	89 (37.7%)	12086	6185 (51.2%)	5901 (48.8%)
Ex-offenders with College Degree	160	120 (75.0%)	40 (25.0%)	5	3 (60.0%)	2 (40.0%)	79	48 (60.8%)	31 (39.2%)
Ex-offenders with Industry Certification	112	80 (71.4%)	32 (28.6%)	22	16 (72.7%)	6 (27.3%)	23	15 (65.2%)	8 (34.8%)

AVERAGE ANNUAL EARNINGS*
COLLEGE -- PRISON & STATE JAIL GROUP

College Vocational Completion Group	\$13,233.33
College Vocational Non-Completion Group	\$9,907.87
Non-Vocational Group	\$8,587.67

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

DATA TABLES 2009

COLLEGE -- INTENSIVE TREATMENT PROGRAM GROUP

DATA ANALYSIS FOR EMPLOYED INTENSIVE TREATMENT PROGRAM GROUP -- COLLEGE

Data Elements	Employed College Vocational Completion Group			Employed College Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	593	70.2%	\$1,066.34	118	64.8%	\$403.16	5837	57.3%	\$367.24
Total employed in an occupation related to their training	412	69.5%	\$1,264.95						
Total employed only in an unrelated field	181	30.5%	\$614.26						
Ex-offenders who retained employment for three consecutive quarters	384	64.8%	\$2,108.61	66	55.9%	\$1,030.01	3135	53.7%	\$1,430.78
Ex-offenders employed on first anniversary of initial employment	339	57.2%	\$3,043.72	61	51.7%	\$2,071.34	2873	49.2%	\$2,202.04
Ex-offenders whose earnings increased over the year	275	46.4%	\$4,084.40	48	40.7%	\$3,013.04	2149	36.8%	\$3,441.60
Total employed with industry certification	56	9.4%	\$1,955.72	9	7.6%	\$752.95	6	0.1%	-\$2,284.35

*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.

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College Intensive Treatment Program Group	Employed College Vocational Completion Group		Employed College Vocational Non-Completion Group		Employed Non-Vocational Group	
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor
Retention Factors						
Ex-offenders who are less than 25 years of age	8 (38.1%)	13 (61.9%)	7 (63.6%)	4 (36.4%)	479 (49.6%)	487 (50.4%)
Ex-offenders from 25 to less than 35 years of age	69 (75.8%)	22 (24.2%)	14 (66.7%)	7 (33.3%)	1050 (53.1%)	929 (46.9%)
Ex-offenders 35 years of age and older	307 (63.8%)	174 (36.2%)	45 (52.3%)	41 (47.7%)	1606 (55.5%)	1286 (44.5%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	0 (0.0%)	1 (100.0%)	1 (100.0%)	0 (0.0%)	423 (45.3%)	511 (54.7%)

College Intensive Treatment Program Group	Employed College Vocational Completion Group		Employed College Vocational Non-Completion Group		Employed Non-Vocational Group	
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor
Retention Factors						
Ex-offenders with EA scores ≥ 6.0, no GED/High School Diploma	4 (80.0%)	1 (20.0%)	0 (0.0%)	0 (0.0%)	625 (53.6%)	541 (46.4%)
Ex-offenders with GED/High School Diploma Only	335 (63.6%)	192 (36.4%)	62 (55.9%)	49 (44.1%)	2070 (55.8%)	1640 (44.2%)
Ex-offenders with College Degree	45 (75.0%)	15 (25.0%)	3 (50.0%)	3 (50.0%)	17 (63.0%)	10 (37.0%)
Ex-offenders working in occupation related to training	272 (66.0%)	140 (34.0%)				
Ex-offenders with Industry Certification	39 (69.6%)	17 (30.4%)				

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

Data Elements	College Vocational Completion Group			College 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	845	593 (70.2%)	252 (29.8%)	182	118 (64.8%)	64 (35.2%)	10195	5837 (57.3%)	4358 (42.7%)
Ex-offenders who are less than 25 years of age	28	21 (75.0%)	7 (25.0%)	18	11 (61.1%)	7 (38.9%)	1602	966 (60.3%)	636 (39.7%)
Ex-offenders from 25 to less than 35 years of age	127	91 (71.7%)	36 (28.3%)	30	21 (70.0%)	9 (30.0%)	3165	1979 (62.5%)	1186 (37.5%)
Ex-offenders 35 years of age and older	690	481 (69.7%)	209 (30.3%)	134	86 (64.2%)	48 (35.8%)	5428	2892 (53.3%)	2536 (46.7%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	1	1 (100.0%)	0 (0.0%)	1	1 (100.0%)	0 (0.0%)	2114	934 (44.2%)	1180 (55.8%)
Ex-offenders with EA scores ≥ 6.0, no GED/High School Diploma	5	5 (100.0%)	0 (0.0%)	1	0 (0.0%)	1 (100.0%)	1995	1166 (58.4%)	829 (41.6%)
Ex-offenders with GED/High School Diploma Only	752	527 (70.1%)	225 (29.9%)	173	111 (64.2%)	62 (35.8%)	6042	3710 (61.4%)	2332 (38.6%)
Ex-offenders with College Degree	87	60 (69.0%)	27 (31.0%)	7	6 (85.7%)	1 (14.3%)	44	27 (61.4%)	17 (38.6%)

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

Data Elements	College Vocational Completion Group			College 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 with industry certification	67	56 (83.6%)	11 (16.4%)	14	9 (64.3%)	5 (35.7%)	7	6 (85.7%)	1 (14.3%)

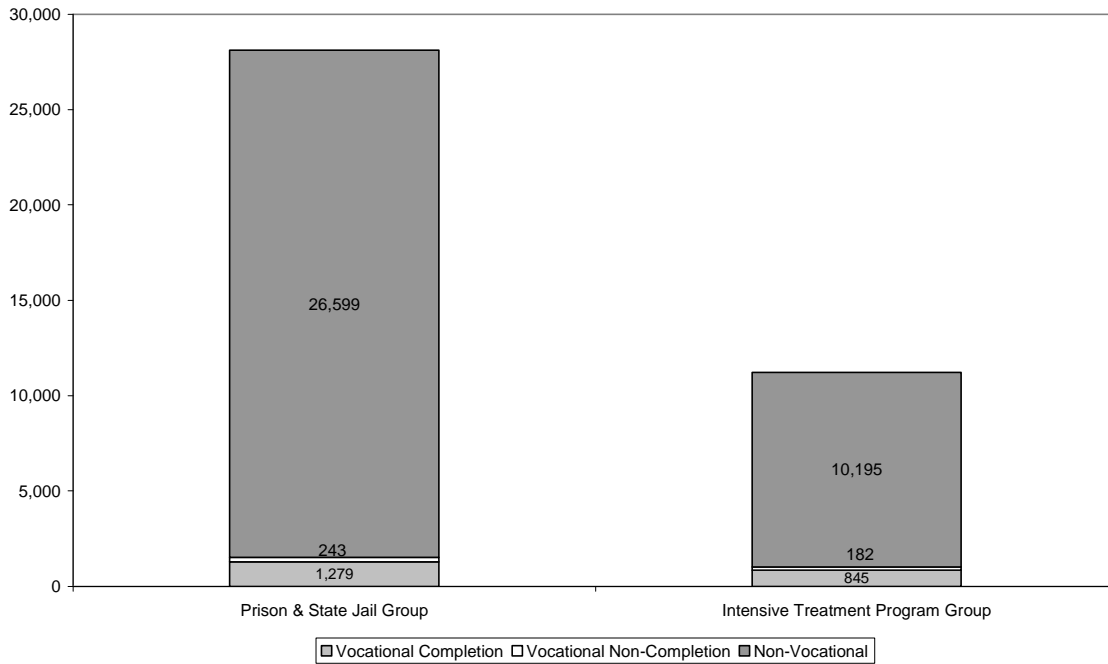
**Records with valid SSNs that were not matched to income on or after the quarter of release are considered "Not Employed."

AVERAGE ANNUAL EARNINGS*
INTENSIVE TREATMENT PROGRAM GROUP -- COLLEGE

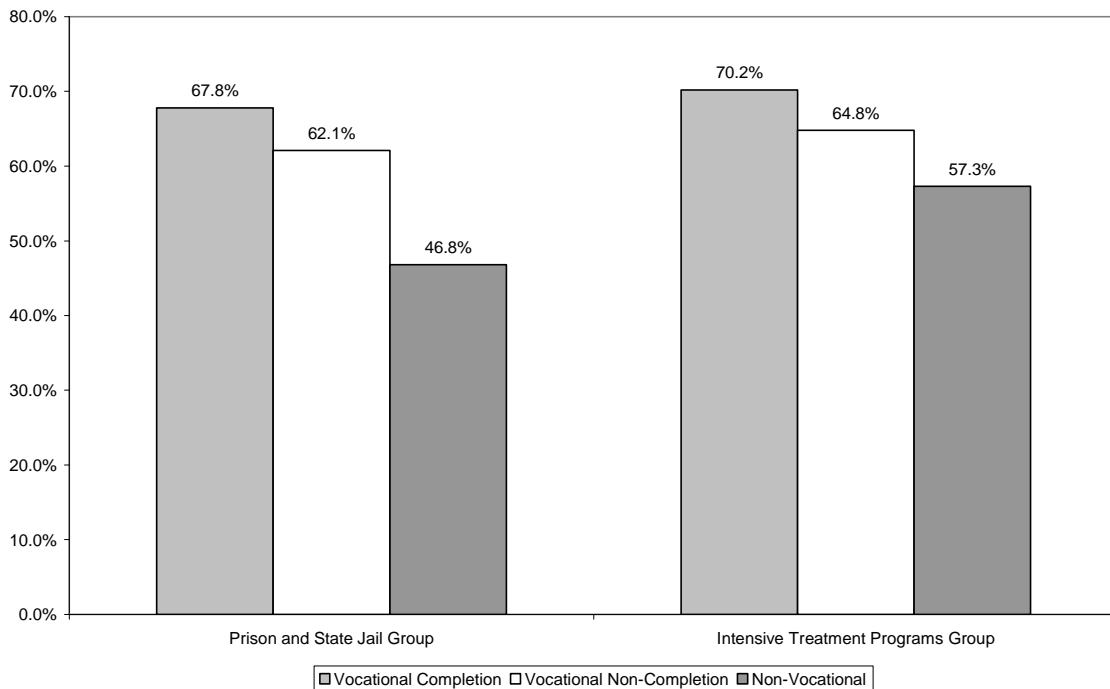
College Vocational Completion Group	\$11,684.12
College Vocational Non-Completion Group	\$9,483.00
Non-Vocational Group	\$8,673.93

GRAPHIC ILLUSTRATIONS OF COLLEGE 2009 DATA

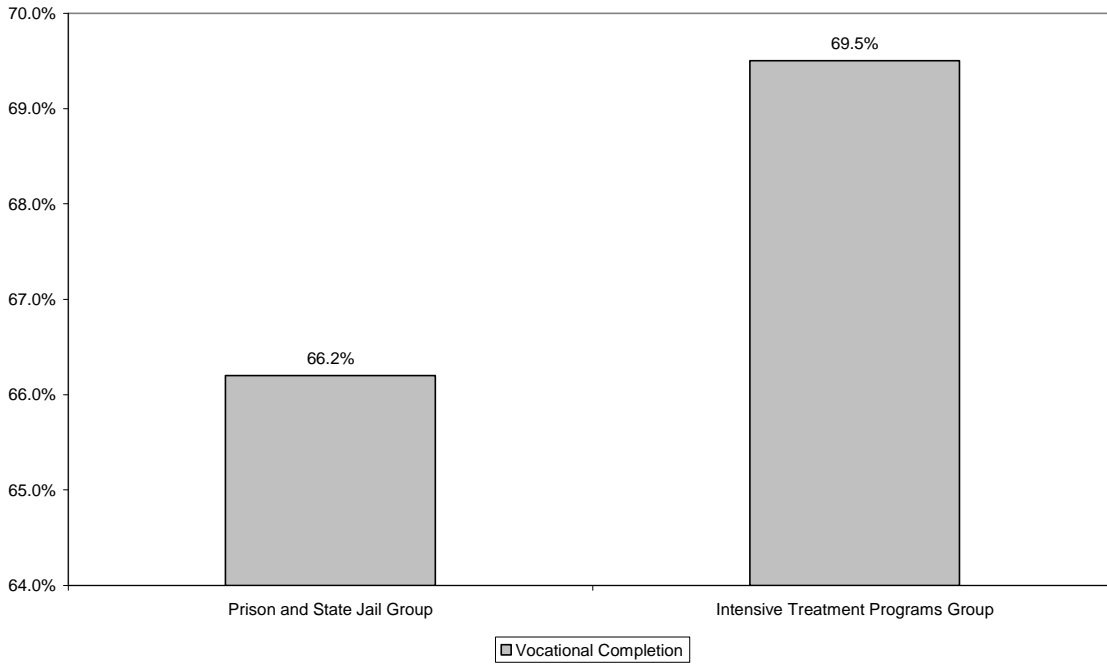
Prison & State Jail Group and Intensive Treatment Programs Group Vocational Participation Classification



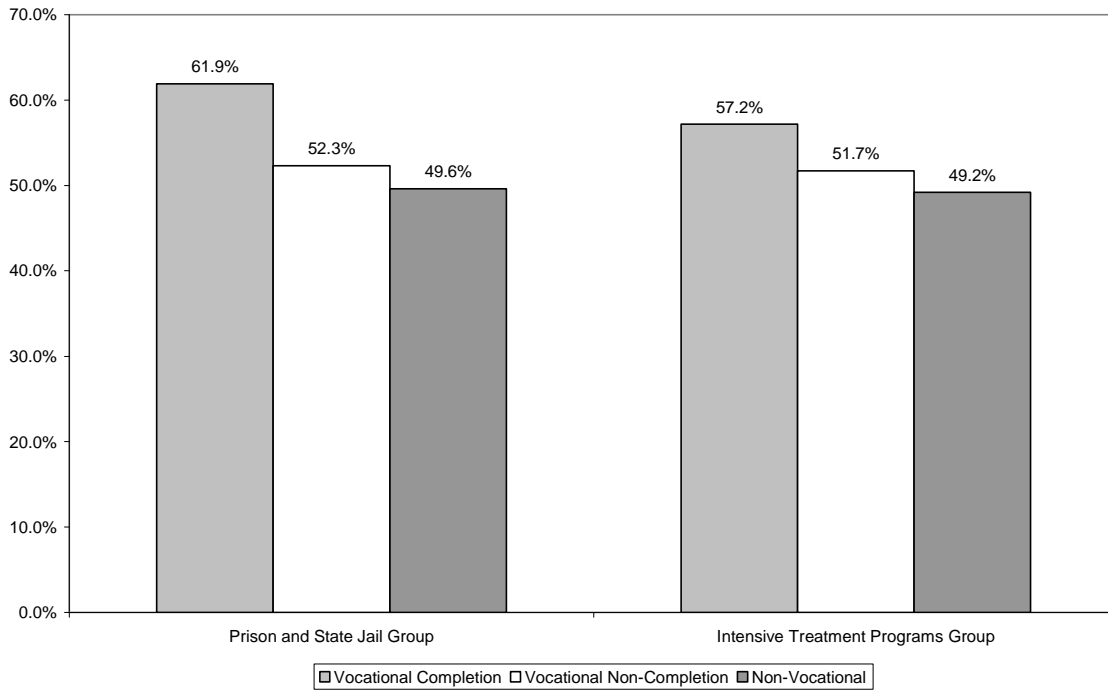
Percentage Employed Within One Year of Release by Vocational Group



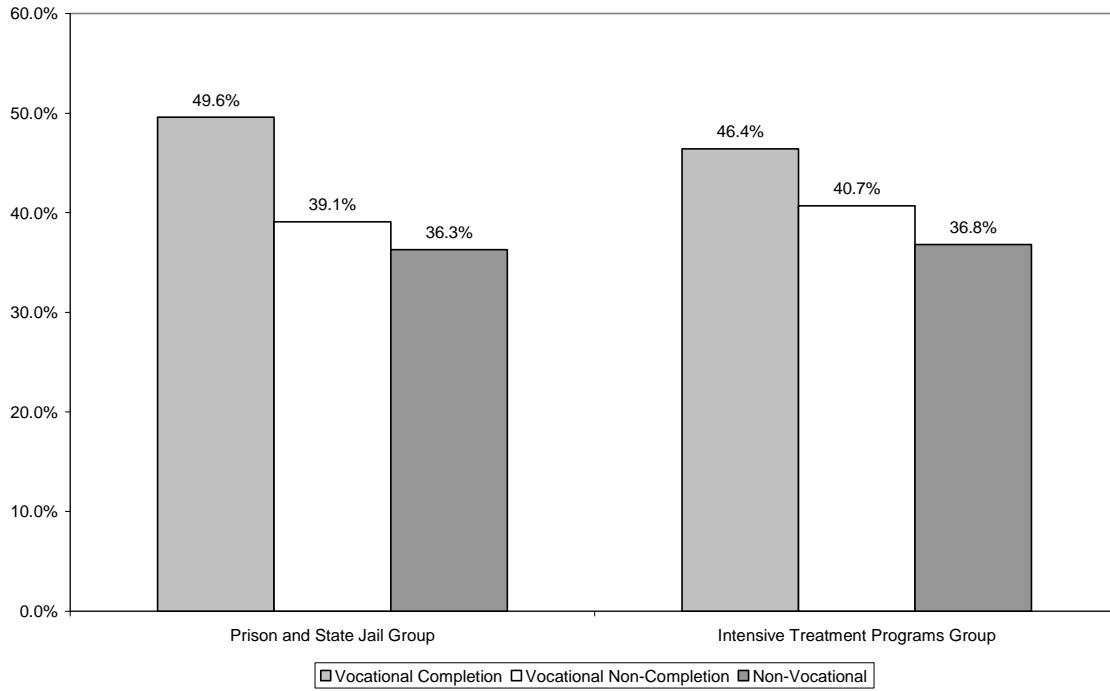
Percentage of Employed Vocational Completion Group Employed in Related Field Within One Year of Release



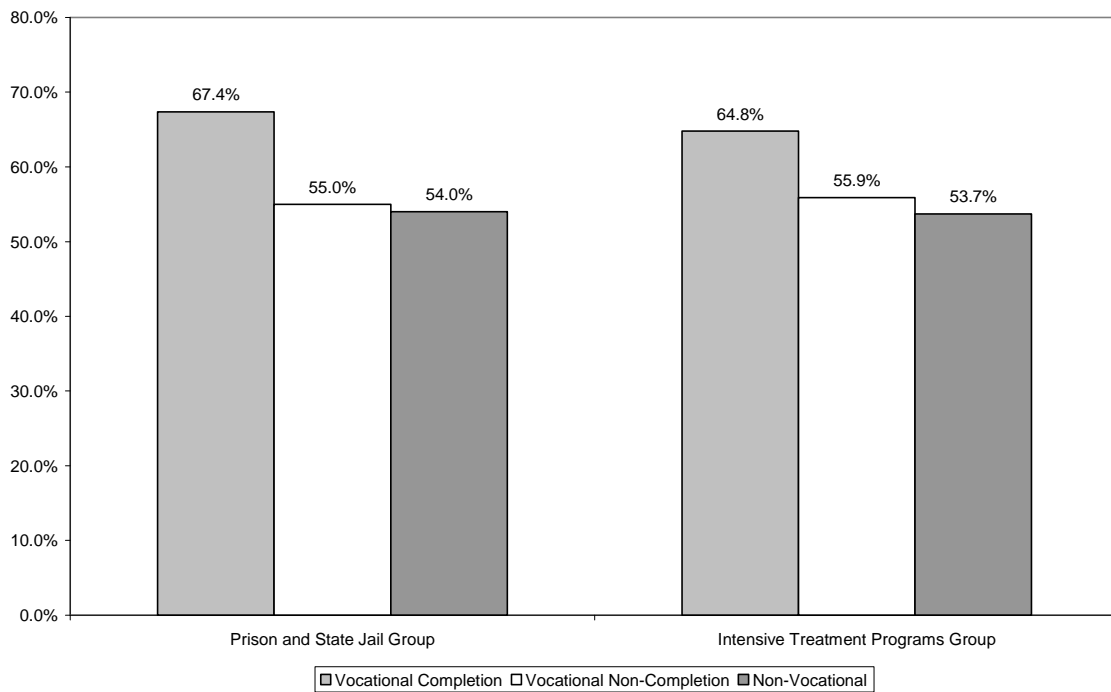
Percentage Employed on First Anniversary of Initial Employment



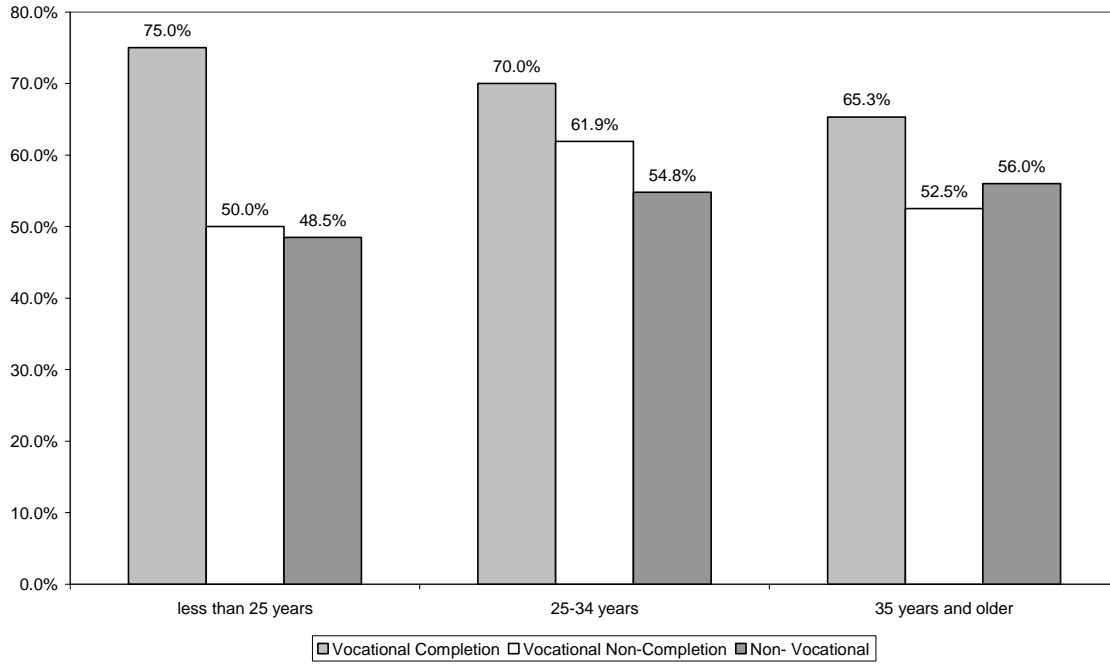
Percentage of Employed Offenders Whose Earnings Increased Over The Year



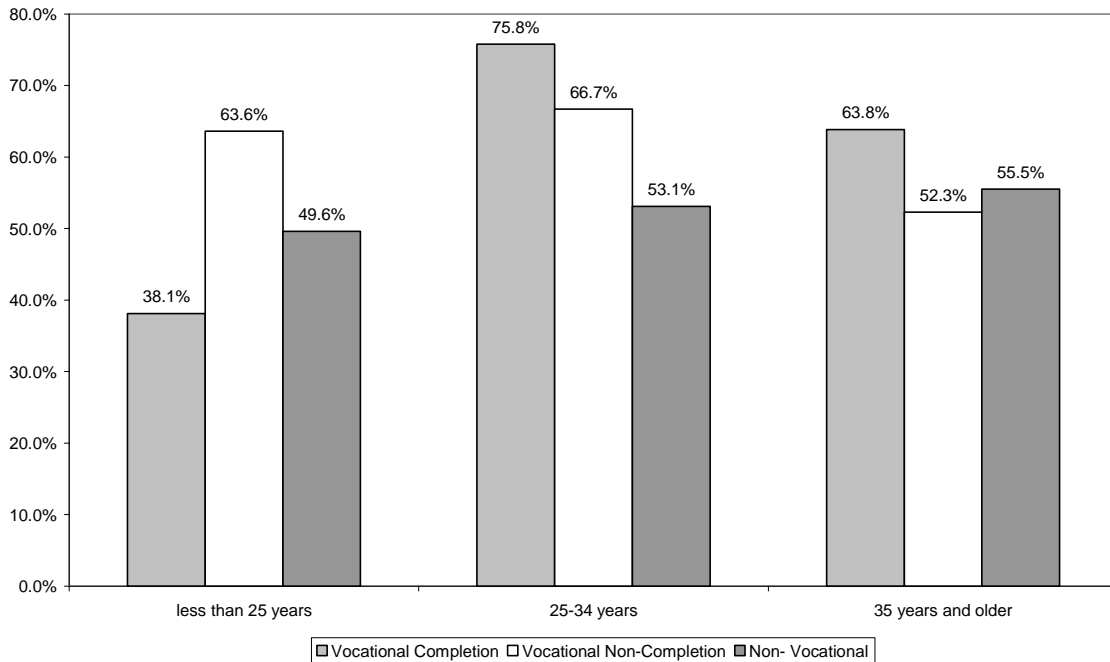
Percentage of Employed Offenders Who Retained Employment 3 Consecutive Quarters



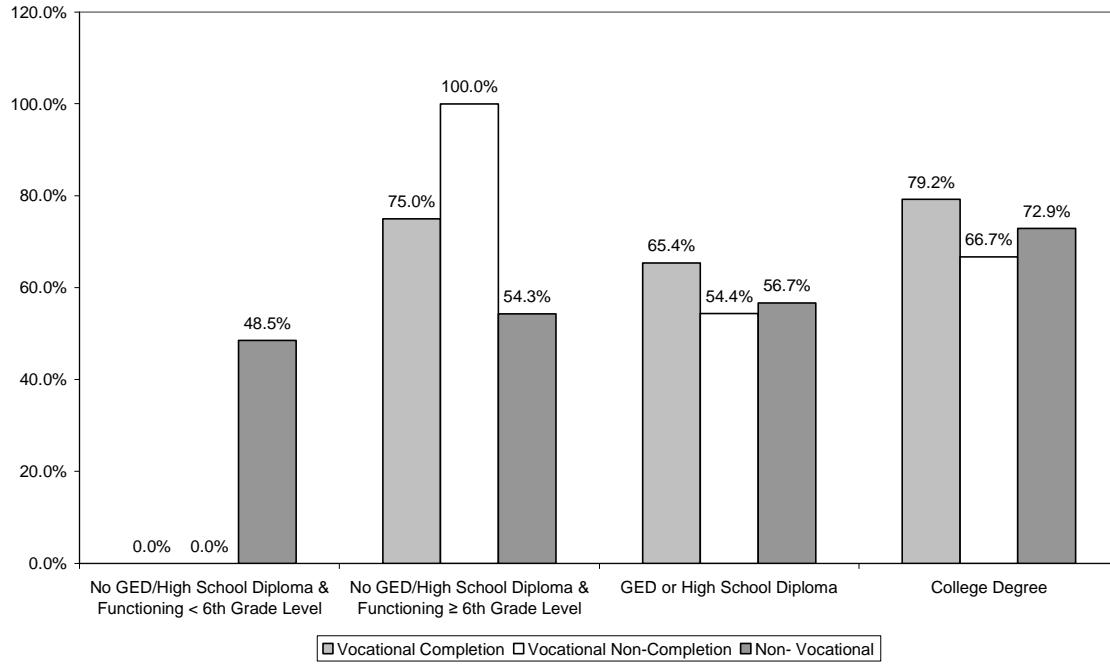
Percentage of Employed Prison and State Jail Group Who Retained Employment for Three Consecutive Quarters by Age Group



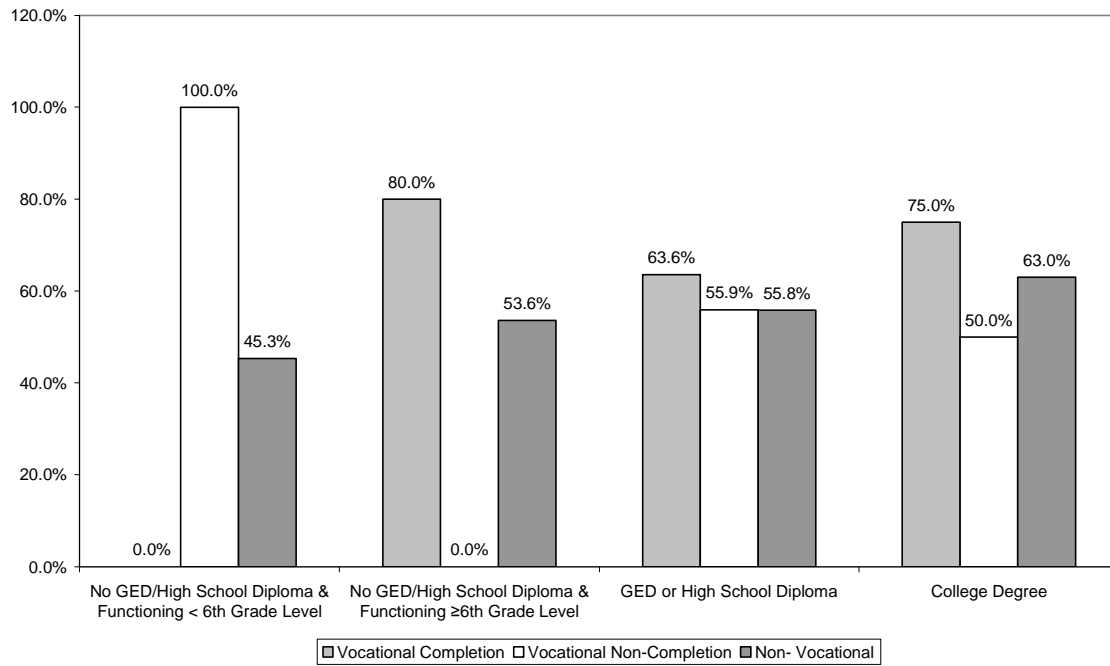
Percentage of Employed Intensive Treatment Programs Group Who Retained Employment for Three Consecutive Quarters by Age Group



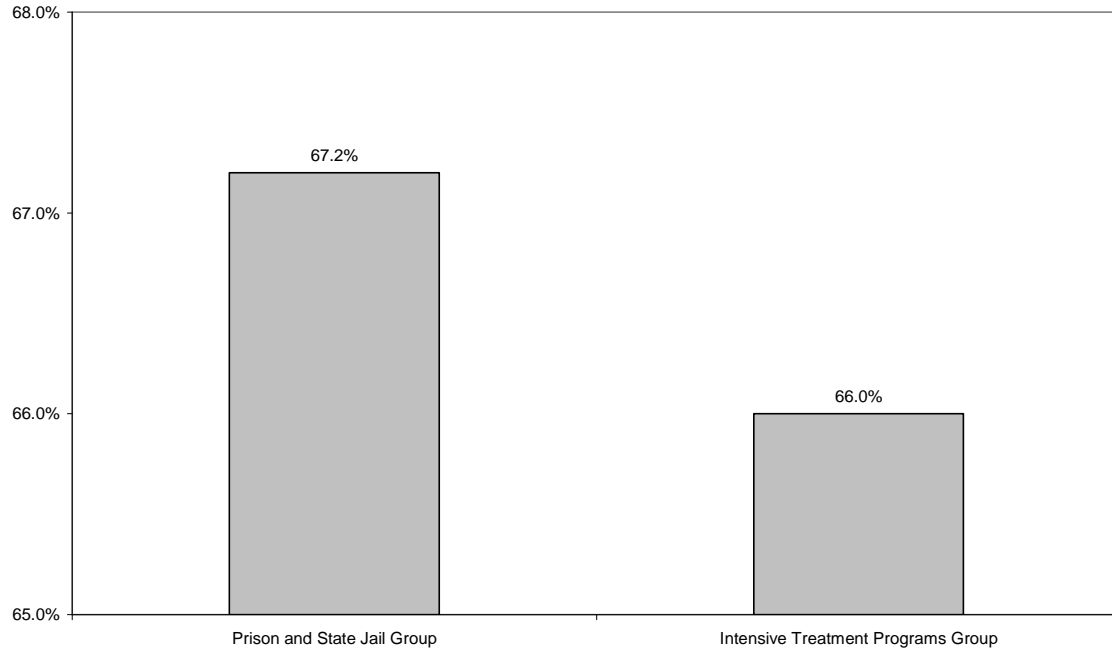
Percentage of Prison and State Jail Group Who Retained Employment for Three Consecutive Quarters by Education Level



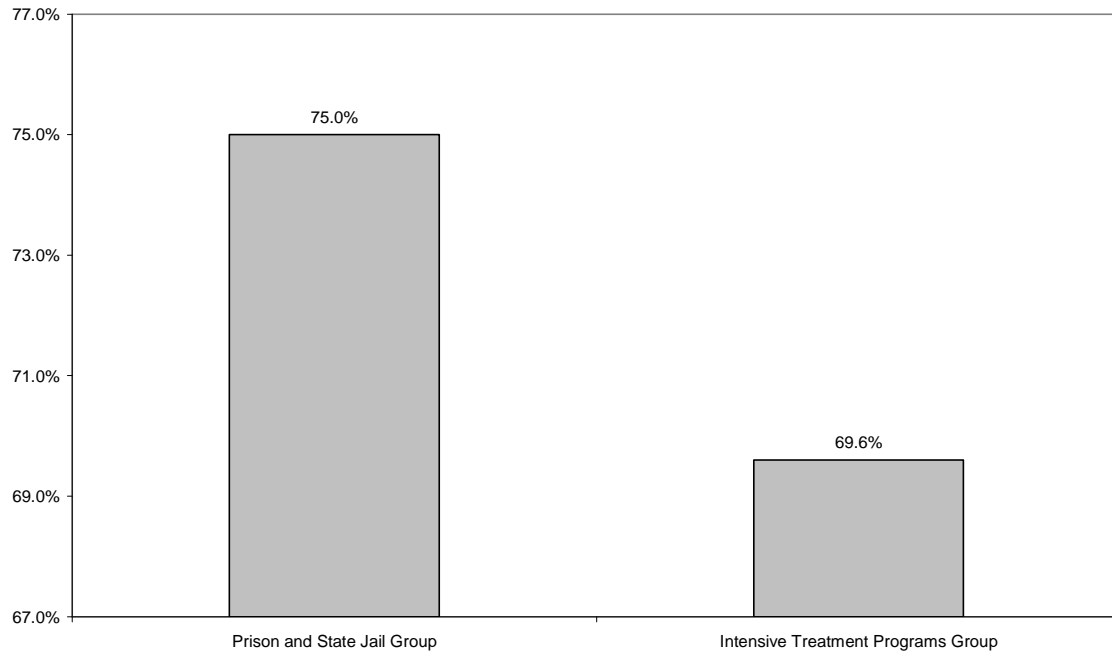
Percentage of Intensive Treatment Programs Group Who Retained Employment for Three Consecutive Quarters by Education Level



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



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





HB 2837 Effectiveness Study College Credit Vocational Training	
Number of TDCJ Releasees (April 1, 2007 through March 31, 2008)	69,720
Number Who Participated in College Credit Vocational Training (September 1, 2007 through August 31, 2008)	2,549
Percent Who Participated in College Credit Vocational Training	3.7%
Number in the Total Study Group for 2009	52,024
Number of College Credit Vocational Completers in Study Group	2,124
Percent of College Credit Vocational Completers in Study Group	4.1%

College Credit Vocational Training	
	School Year 2008-2009
Average TDCJ-Correctional Institutions Division (CID) Population	155,499**
Number of Offender Participants Served by College Programs – All Programs	10,931
Number of Participants in College Credit Vocational Programs*	2,939
Percent of College Participants	26.9%
Percent of CID Population	1.9%
Number of College Credit Vocational Completers	1,717
Percent of College Credit Vocational Participants	15.7%
Percent of CID Population	1.1%

*Not all offenders meet the eligibility criteria for participation in college credit vocational programs. Offenders may not participate if they do not meet or exceed the minimum enrollment educational achievement score requirement which varies from 6.5 to 9.5, depending upon the established requirements of the particular course. The number of offenders that can be served each year is limited by the offender's educational achievement score, 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).

**Average population is comprised of offenders in both State-operated and privately-operated facilities.

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

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

HB 1, 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 (TWC) information, is addressed in this report.

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 Labor Market and Career Information (LMCI) data reports:

High Priority Occupations & Clusters (for each of the 28 Workforce Development Boards)	Texas Employment Growth By Major Occupation
Texas Top 25 Occupations Adding the Most Jobs	Texas Employment Growth Rate By Major Occupation
Texas Top 25 Fastest Growing Occupations	Texas Employment by Occupations
Texas Top 25 Annual Average Job Openings	Texas Employment by Industry
Texas Top 10 Industries Adding the Most Jobs	Statewide Target Occupations List
Texas Top 10 Fastest Growing Industries	

- 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.

Alignment of WSD Career and Technical Education Courses with TWC Employment Information				
Career & Technical Education Course Title	Number of Local Workforce Development Boards Identifying This Trade as a Target Occupation	Percent of Local Workforce Development Boards Identifying This Trade as a Target Occupation	Course Related to Occupations in Texas Adding the Most Jobs Short Term	Course Related to Occupations in Texas Projected to Have the Highest Annual Job Openings
Automotive Collision Repair & Refinishing	4	14.3%		√
Automotive Specialization (Air Conditioning/Heating)	21	75%		√
Automotive Specialization (Brakes)	21	75%		√
Automotive Specialization (Electronics)	21	75%		√
Automotive Specialization (Engine Performance)	21	75%		√
Automotive Specialization (Transmission)	21	75%		√
Bricklaying/Stone Masonry	3	10.7%		√
Building Trades I	12	42.9%		√
Business Computer Information Systems I	11	39.3%	√	√
Business Computer Information Systems II	11	39.3%	√	√
Business Image Management & Multimedia	3	10.7%		√
Computer Maintenance Technician	18	64.3%		
Construction Carpentry	12	42.9%		√
Culinary Arts	2	7.1%	√	√
Custodial Technician	0	0%	√	√
Diesel Mechanics	16	57.1%		√
Diversified Career Preparation	28	100%	√	√
Electrical Trades	25	89.3%		
Heating, Ventilation, Air Conditioning & Refrigeration	23	82.1%		
Horticulture	0	0%		
Introduction to Construction Careers	3	10.7%	√	
Landscape Design, Construction & Maintenance	1	3.6%		√
Machine Shop CAD/CAM	21	75%		√
Major Appliance Service Technology	12	42.9%		
Mill & Cabinetmaking	12	42.9%		√
Painting & Decorating	12	42.9%		
Personal & Family Development	2	7.1%	√	√
Piping Trades/Plumbing	20	71.4%		
Plant Maintenance	12	42.9%		
Sheet Metal	5	17.9%		
Small Engine Repair	14	50%		√
Technical Introduction to Computer-Aided Drafting	1	3.6%		√
Trucking Driving	24	85.7%	√	√
Welding	25	89.3%		√

Appendix

Appendix A

WSD RESPONSE TO LEGISLATIVE BUDGET BOARD SUGGESTIONS FROM 2006, 2007 & 2008 STUDIES

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 Technical 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.**

WSD Career and Technical 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 an annual review of data from the TWC Labor Market and Career Information (LMCI) Department. In addition, Project RIO administrators and staff members visit Local Workforce Development Boards to assess Project RIO Services and employment opportunities for ex-offenders. The information gathered through these activities enables WSD to evaluate training programs as they relate to current and predicted labor market conditions. Ex-offender employment restrictions, for example, the impact a felony conviction may have with respect to certification or licensure in a particular trade, is continually monitored and 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; availability of qualified instructors; and the technology and/or resources needed to continue maintaining industry standards for each trade.

Employment data gathered for the WSD Effectiveness Studies is taken into consideration as individual instructor vacancies occur during a school year and during the annual program review and planning process.

- **Future analyses of offender employment following release from TDCJ should also consider methods to reduce the number of offenders excluded from the study. Alternate methods of identifying SSNs or identifying employment and earnings could be explored.**

With respect to exclusions in the 2009 study, 11.4% (7,196 of 69,720) were excluded due to detainers compared to 17.9% in the 2008 study and 10.5% in the 2007 study; 14% (9,760) were excluded for lacking or having invalid SSNs in the 2009 study compared to 29.8% in the 2008 study and 27.8% in the 2007 study.

Additional exclusions numbered 20 (<1% of 52,044) in this year's study as compared to 2,016 (5.2% of 38,891) in the 2008 study, 3,296 exclusions (7.6% of 43,113) in the 2007 study and 16,415 exclusions (33.3% of 49,350) in the initial 2006 study. Exclusions due to lack of vocational course information and for release from facilities other than prison/ state jail facilities were eliminated in this year's study. Twenty (20) records were excluded this year for lacking employer NAICS codes, compared to 13 in the 2008 study and 35 in the 2007 study.

A lower percentage of the total release cohort in this year's study was matched to wage/employment data (28,395 of 69,720 or 40.7%) compared to the 2008 study (38,891 of 74,408 or 52.3%), the 2007 study (43,112 of 69,883 or 61.7%) or the initial 2006 study (49,350 of 64,364 or 76.7%). This trend may be attributable to the continual rise of unemployment rates in general.

WSD Information Technology, TDCJ RIO, local/administrative TWC and TDCJ Parole offices were helpful in reducing exclusions by providing information that allowed WSD to reasonably validate SSNs, names, SID and wage information for many ex-offenders.

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

Ex-offenders in the release cohort who participated in intensive treatment programs were included in the 2008 study and have been included in this year's study group as well.

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

Ex-offenders excluded from the initial study in 2006 for participation in (but not completion of) WSD vocational programs were included in the 2007 study and have been included in subsequent studies as a separate vocational non-completion subgroup.

Following the submission of data in December 2007, the LBB made the following suggestion:

- **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.**

As indicated above, both local and administrative TDCJ Parole Division and Project RIO staff as well as TWC staff members were helpful in resolving many of the SSN issues that arose with the study group cohort. The records for nearly 9,000 ex-offenders were individually reviewed and matched with SSN/Name/SID/Wage data compared with 5,400 records in last year's study.

Beginning at intake, TDCJ personnel assist offenders in obtaining valid Social Security numbers. Intake staff either:

- 1) have a SSN on file for the offender through the “state-ready” process;
- 2) enter a SSN provided by the offender; or
- 3) enter 000-00-0000 on the computer document screen if a SSN is not available.

Institutional Parole Officers assist offenders with obtaining a SSN during incarceration.

During the last 18 months of incarceration, offenders who are receiving reentry services through participation in the Project RIO program are assisted in obtaining a SSN by Project RIO Specialists.

Offenders assigned to Substance Abuse Felony Punishment facilities are provided assistance in obtaining a SSN as part of the last or third phase of the treatment program.

TDCJ Data Services assists with SSN data processing.

Following the submission of data in December 2008, the LBB made the following suggestion:

- **Progress has been made in some areas (e.g., the inclusion of offenders who participated in intensive treatment programs and those who participated in vocational training without completing the training), while others still need improvement (e.g., continued exploration of methods to better identify SSNs).**

The 2009 study reflects a significant reduction in the number of offenders excluded from the study due to invalid or missing Social Security Numbers. The percentage of offenders excluded from the study this year is 14% as compared to 29.8% in last year’s study.

Appendix B

NAICS VOCATIONAL EMPLOYMENT & TRAINING BY INDUSTRY -- WINDHAM

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	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	14	0.2%	13	92.9%	16	0.5%	13	81.2%
112	Animal Production	13	0.2%	10	76.9%	7	0.2%	4	57.1%
113	Forestry and Logging	1	0.0%	1	100.0%	0	0.0%	0	0.0%
114	Fishing, Hunting and Trapping	0	0.0%	0	0.0%	0	0.0%	0	0.0%
115	Support Activities for Agriculture and Forestry	20	0.3%	14	70.0%	15	0.4%	12	80.0%
211	Oil and Gas Extraction	11	0.2%	8	72.7%	6	0.2%	4	66.7%
212	Mining (except Oil and Gas)	6	0.1%	5	83.3%	3	0.1%	2	66.7%
213	Support Activities for Mining	156	2.5%	143	91.7%	105	3.1%	88	83.8%
221	Utilities	5	0.1%	4	80.0%	4	0.1%	3	75.0%
236	Construction of Buildings	177	2.9%	149	84.2%	109	3.3%	94	86.2%
237	Heavy and Civil Engineering Construction	172	2.8%	150	87.2%	104	3.1%	92	88.5%
238	Specialty Trade Contractors	519	8.5%	455	87.7%	315	9.4%	278	88.3%
311	Food Manufacturing	247	4.0%	191	77.3%	132	4.0%	106	80.3%
312	Beverage and Tobacco Product Manufacturing	5	0.1%	5	100.0%	3	0.1%	3	100.0%
313	Textile Mills	6	0.1%	4	66.7%	5	0.1%	5	100.0%
314	Textile Product Mills	7	0.1%	4	57.1%	3	0.1%	3	100.0%
315	Apparel Manufacturing	3	0.0%	3	100.0%	1	0.0%	0	0.0%
316	Leather and Allied Product Manufacturing	0	0.0%	0	0.0%	1	0.0%	1	100.0%
321	Wood Product Manufacturing	94	1.5%	79	84.0%	44	1.3%	41	93.2%
322	Paper Manufacturing	6	0.1%	6	100.0%	2	0.1%	2	100.0%
323	Printing and Related Support	16	0.3%	12	75.0%	6	0.2%	4	66.7%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
	Activities								
324	Petroleum and Coal Products Manufacturing	6	0.1%	5	83.3%	2	0.1%	2	100.0%
325	Chemical Manufacturing	19	0.3%	14	73.7%	9	0.3%	9	100.0%
326	Plastics and Rubber Products Manufacturing	40	0.7%	33	82.5%	22	0.7%	19	86.4%
327	Nonmetallic Mineral Product Manufacturing	35	0.6%	27	77.1%	23	0.7%	19	82.6%
331	Primary Metal Manufacturing	26	0.4%	24	92.3%	12	0.4%	11	91.7%
332	Fabricated Metal Product Manufacturing	172	2.8%	141	82.0%	87	2.6%	76	87.4%
333	Machinery Manufacturing	55	0.9%	49	89.1%	34	1.0%	29	85.3%
334	Computer and Electronic Product Manufacturing	8	0.1%	6	75.0%	3	0.1%	2	66.7%
335	Electrical Equipment, Appliance, and Component Manufacturing	8	0.1%	5	62.5%	1	0.0%	1	100.0%
336	Transportation Equipment Manufacturing	68	1.1%	57	83.8%	39	1.2%	31	79.5%
337	Furniture and Related Product Manufacturing	51	0.8%	41	80.4%	33	1.0%	26	78.8%
339	Miscellaneous Manufacturing	23	0.4%	17	73.9%	11	0.3%	11	100.0%
423	Merchant Wholesalers, Durable Goods	134	2.2%	122	91.0%	67	2.0%	61	91.0%
424	Merchant Wholesalers, Nondurable Goods	70	1.1%	53	75.7%	40	1.2%	29	72.5%
425	Wholesale Electronic Markets and Agents and Brokers	23	0.4%	17	73.9%	15	0.4%	13	86.7%
441	Motor Vehicle and Parts Dealers	58	0.9%	46	79.3%	45	1.3%	36	80.0%
442	Furniture and Home Furnishings Stores	11	0.2%	9	81.8%	14	0.4%	11	78.6%
443	Electronics and Appliance Stores	7	0.1%	5	71.4%	3	0.1%	2	66.7%
444	Building Material and Garden	32	0.5%	27	84.4%	19	0.6%	17	89.5%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
	Equipment and Supplies Dealers								
445	Food and Beverage Stores	78	1.3%	55	70.5%	41	1.2%	26	63.4%
446	Health and Personal Care Stores	1	0.0%	1	100.0%	1	0.0%	1	100.0%
447	Gasoline Stations	57	0.9%	44	77.2%	32	1.0%	20	62.5%
448	Clothing and Clothing Accessories Stores	22	0.4%	15	68.2%	8	0.2%	7	87.5%
451	Sporting Goods, Hobby, Book, and Music Stores	5	0.1%	3	60.0%	6	0.2%	4	66.7%
452	General Merchandise Stores	29	0.5%	22	75.9%	23	0.7%	21	91.3%
453	Miscellaneous Store Retailers	24	0.4%	19	79.2%	12	0.4%	10	83.3%
454	Nonstore Retailers	9	0.1%	9	100.0%	4	0.1%	4	100.0%
481	Air Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
482	Rail Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
483	Water Transportation	4	0.1%	3	75.0%	1	0.0%	1	100.0%
484	Truck Transportation	127	2.1%	101	79.5%	79	2.4%	72	91.1%
485	Transit and Ground Passenger Transportation	6	0.1%	3	50.0%	4	0.1%	4	100.0%
486	Pipeline Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
487	Scenic and Sightseeing Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
488	Support Activities for Transportation	57	0.9%	38	66.7%	36	1.1%	31	86.1%
491	Postal Service	0	0.0%	0	0.0%	0	0.0%	0	0.0%
492	Couriers and Messengers	4	0.1%	3	75.0%	3	0.1%	2	66.7%
493	Warehousing and Storage	38	0.6%	28	73.7%	17	0.5%	14	82.4%
511	Publishing Industries (except Internet)	6	0.1%	3	50.0%	9	0.3%	8	88.9%
512	Motion Picture and Sound Recording Industries	2	0.0%	1	50.0%	2	0.1%	1	50.0%
515	Broadcasting (except Internet)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
516	Internet Publishing and	0	0.0%	0	0.0%	0	0.0%	0	0.0%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
	Broadcasting								
517	Telecommunications	11	0.2%	9	81.8%	6	0.2%	5	83.3%
518	Internet Service Providers, Web Search Portals, and Data Processing Services	2	0.0%	1	50.0%	1	0.0%	1	100.0%
519	Other Information Services	0	0.0%	0	0.0%	0	0.0%	0	0.0%
521	Monetary Authorities - Central Bank	0	0.0%	0	0.0%	0	0.0%	0	0.0%
522	Credit Intermediation and Related Activities	4	0.1%	4	100.0%	7	0.2%	3	42.9%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1	0.0%	1	100.0%	1	0.0%	1	100.0%
524	Insurance Carriers and Related Activities	1	0.0%	1	100.0%	2	0.1%	2	100.0%
525	Funds, Trusts, and Other Financial Vehicles	1	0.0%	0	0.0%	0	0.0%	0	0.0%
531	Real Estate	25	0.4%	22	88.0%	23	0.7%	22	95.7%
532	Rental and Leasing Services	20	0.3%	17	85.0%	14	0.4%	9	64.3%
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
541	Professional, Scientific, and Technical Services	136	2.2%	119	87.5%	84	2.5%	71	84.5%
551	Management of Companies and Enterprises	9	0.1%	8	88.9%	5	0.1%	5	100.0%
561	Administrative and Support Services	1656	27.1%	1475	89.1%	1046	31.3%	981	93.8%
562	Waste Management and Remediation Services	44	0.7%	35	79.5%	31	0.9%	27	87.1%
611	Educational Services	13	0.2%	10	76.9%	5	0.1%	5	100.0%
621	Ambulatory Health Care	37	0.6%	23	62.2%	24	0.7%	17	70.8%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
	Services								
622	Hospitals	5	0.1%	5	100.0%	1	0.0%	1	100.0%
623	Nursing and Residential Care Facilities	20	0.3%	12	60.0%	13	0.4%	9	69.2%
624	Social Assistance	57	0.9%	45	78.9%	56	1.7%	44	78.6%
711	Performing Arts, Spectator Sports, and Related Industries	5	0.1%	5	100.0%	1	0.0%	1	100.0%
712	Museums, Historical Sites, and Similar Institutions	1	0.0%	1	100.0%	2	0.1%	1	50.0%
713	Amusement, Gambling, and Recreation Industries	18	0.3%	16	88.9%	14	0.4%	13	92.9%
721	Accommodation	65	1.1%	54	83.1%	58	1.7%	52	89.7%
722	Food Services and Drinking Places	763	12.5%	516	67.6%	416	12.5%	300	72.1%
811	Repair and Maintenance	221	3.6%	173	78.3%	138	4.1%	118	85.5%
812	Personal and Laundry Services	39	0.6%	27	69.2%	30	0.9%	19	63.3%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	12	0.2%	12	100.0%	6	0.2%	5	83.3%
814	Private Households	5	0.1%	3	60.0%	1	0.0%	1	100.0%
921	Executive, Legislative, and Other General Government Support	22	0.4%	21	95.5%	15	0.4%	15	100.0%
922	Justice, Public Order, and Safety Activities	0	0.0%	0	0.0%	0	0.0%	0	0.0%
923	Administration of Human Resource Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
924	Administration of Environmental Quality Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
925	Administration of Housing Programs, Urban Planning, and Community Development	0	0.0%	0	0.0%	0	0.0%	0	0.0%
926	Administration of Economic	0	0.0%	0	0.0%	0	0.0%	0	0.0%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

		Prison and State Jail Group				Intensive Treatment Program 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	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
	Programs								
927	Space Research and Technology	0	0.0%	0	0.0%	0	0.0%	0	0.0%
928	National Security and International Affairs	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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

NAICS VOCATIONAL EMPLOYMENT & TRAINING BY INDUSTRY -- COLLEGE

Appendix C

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	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	3	0.2%	3	100.0%	3	0.4%	3	100.0%
112	Animal Production	2	0.2%	1	50.0%	2	0.2%	2	100.0%
113	Forestry and Logging	0	0.0%	0	0.0%	0	0.0%	0	0.0%
114	Fishing, Hunting and Trapping	0	0.0%	0	0.0%	0	0.0%	0	0.0%
115	Support Activities for Agriculture and Forestry	1	0.1%	0	0.0%	3	0.4%	1	33.3%
211	Oil and Gas Extraction	2	0.2%	2	100.0%	1	0.1%	1	100.0%
212	Mining (except Oil and Gas)	4	0.3%	2	50.0%	0	0.0%	0	0.0%
213	Support Activities for Mining	38	3.0%	23	60.5%	31	3.7%	26	83.9%
221	Utilities	1	0.1%	1	100.0%	0	0.0%	0	0.0%
236	Construction of Buildings	56	4.4%	36	64.3%	25	3.0%	21	84.0%
237	Heavy and Civil Engineering Construction	52	4.1%	36	69.2%	23	2.7%	18	78.3%
238	Specialty Trade Contractors	138	10.8%	103	74.6%	87	10.3%	72	82.8%
311	Food Manufacturing	50	3.9%	38	76.0%	25	3.0%	19	76.0%
312	Beverage and Tobacco Product Manufacturing	1	0.1%	1	100.0%	0	0.0%	0	0.0%
313	Textile Mills	5	0.4%	4	80.0%	0	0.0%	0	0.0%
314	Textile Product Mills	2	0.2%	0	0.0%	2	0.2%	2	100.0%
315	Apparel Manufacturing	1	0.1%	0	0.0%	0	0.0%	0	0.0%
316	Leather and Allied Product Manufacturing	0	0.0%	0	0.0%	0	0.0%	0	0.0%
321	Wood Product Manufacturing	24	1.9%	19	79.2%	22	2.6%	17	77.3%

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
322	Paper Manufacturing	3	0.2%	2	66.7%	0	0.0%	0	0.0%
323	Printing and Related Support Activities	3	0.2%	2	66.7%	2	0.2%	1	50.0%
324	Petroleum and Coal Products Manufacturing	2	0.2%	1	50.0%	0	0.0%	0	0.0%
325	Chemical Manufacturing	6	0.5%	6	100.0%	1	0.1%	1	100.0%
326	Plastics and Rubber Products Manufacturing	10	0.8%	9	90.0%	9	1.1%	5	55.6%
327	Nonmetallic Mineral Product Manufacturing	13	1.0%	10	76.9%	10	1.2%	7	70.0%
331	Primary Metal Manufacturing	10	0.8%	5	50.0%	7	0.8%	6	85.7%
332	Fabricated Metal Product Manufacturing	61	4.8%	47	77.0%	37	4.4%	28	75.7%
333	Machinery Manufacturing	25	2.0%	20	80.0%	14	1.7%	12	85.7%
334	Computer and Electronic Product Manufacturing	3	0.2%	1	33.3%	1	0.1%	0	0.0%
335	Electrical Equipment, Appliance, and Component Manufacturing	4	0.3%	2	50.0%	2	0.2%	1	50.0%
336	Transportation Equipment Manufacturing	21	1.6%	12	57.1%	11	1.3%	5	45.5%
337	Furniture and Related Product Manufacturing	12	0.9%	10	83.3%	10	1.2%	9	90.0%
339	Miscellaneous Manufacturing	4	0.3%	2	50.0%	3	0.4%	1	33.3%
423	Merchant Wholesalers, Durable Goods	32	2.5%	23	71.9%	32	3.8%	24	75.0%
424	Merchant Wholesalers, Nondurable Goods	19	1.5%	17	89.5%	18	2.1%	10	55.6%
425	Wholesale Electronic Markets and Agents and Brokers	7	0.5%	6	85.7%	7	0.8%	4	57.1%
441	Motor Vehicle and Parts Dealers	18	1.4%	15	83.3%	15	1.8%	11	73.3%
442	Furniture and Home Furnishings Stores	4	0.3%	1	25.0%	2	0.2%	1	50.0%

NAICS Industry Breakdown for Vocational Completion Group -- College

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		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
443	Electronics and Appliance Stores	0	0.0%	0	0.0%	0	0.0%	0	0.0%
444	Building Material and Garden Equipment and Supplies Dealers	10	0.8%	7	70.0%	9	1.1%	6	66.7%
445	Food and Beverage Stores	13	1.0%	5	38.5%	5	0.6%	3	60.0%
446	Health and Personal Care Stores	2	0.2%	1	50.0%	1	0.1%	1	100.0%
447	Gasoline Stations	12	0.9%	8	66.7%	5	0.6%	1	20.0%
448	Clothing and Clothing Accessories Stores	9	0.7%	4	44.4%	3	0.4%	2	66.7%
451	Sporting Goods, Hobby, Book, and Music Stores	1	0.1%	1	100.0%	1	0.1%	1	100.0%
452	General Merchandise Stores	11	0.9%	3	27.3%	8	0.9%	6	75.0%
453	Miscellaneous Store Retailers	11	0.9%	6	54.5%	6	0.7%	5	83.3%
454	Nonstore Retailers	4	0.3%	3	75.0%	0	0.0%	0	0.0%
481	Air Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
482	Rail Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
483	Water Transportation	2	0.2%	2	100.0%	1	0.1%	0	0.0%
484	Truck Transportation	40	3.1%	33	82.5%	34	4.0%	29	85.3%
485	Transit and Ground Passenger Transportation	2	0.2%	1	50.0%	2	0.2%	2	100.0%
486	Pipeline Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
487	Scenic and Sightseeing Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
488	Support Activities for Transportation	15	1.2%	7	46.7%	15	1.8%	10	66.7%
491	Postal Service	0	0.0%	0	0.0%	0	0.0%	0	0.0%
492	Couriers and Messengers	4	0.3%	4	100.0%	1	0.1%	1	100.0%
493	Warehousing and Storage	11	0.9%	8	72.7%	5	0.6%	3	60.0%
511	Publishing Industries (except Internet)	1	0.1%	1	100.0%	3	0.4%	2	66.7%
512	Motion Picture and Sound Recording Industries	0	0.0%	0	0.0%	1	0.1%	1	100.0%

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
515	Broadcasting (except Internet)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
516	Internet Publishing and Broadcasting	0	0.0%	0	0.0%	0	0.0%	0	0.0%
517	Telecommunications	3	0.2%	2	66.7%	2	0.2%	1	50.0%
518	Internet Service Providers, Web Search Portals, and Data Processing Services	0	0.0%	0	0.0%	0	0.0%	0	0.0%
519	Other Information Services	0	0.0%	0	0.0%	0	0.0%	0	0.0%
521	Monetary Authorities - Central Bank	0	0.0%	0	0.0%	0	0.0%	0	0.0%
522	Credit Intermediation and Related Activities	2	0.2%	0	0.0%	1	0.1%	1	100.0%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	0	0.0%	0	0.0%	1	0.1%	1	100.0%
524	Insurance Carriers and Related Activities	1	0.1%	1	100.0%	2	0.2%	2	100.0%
525	Funds, Trusts, and Other Financial Vehicles	0	0.0%	0	0.0%	0	0.0%	0	0.0%
531	Real Estate	9	0.7%	7	77.8%	5	0.6%	4	80.0%
532	Rental and Leasing Services	6	0.5%	5	83.3%	7	0.8%	6	85.7%
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
541	Professional, Scientific, and Technical Services	42	3.3%	30	71.4%	25	3.0%	20	80.0%
551	Management of Companies and Enterprises	1	0.1%	1	100.0%	3	0.4%	2	66.7%
561	Administrative and Support Services	399	31.2%	316	79.2%	291	34.4%	229	78.7%
562	Waste Management and Remediation Services	12	0.9%	6	50.0%	9	1.1%	7	77.8%

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
611	Educational Services	3	0.2%	3	100.0%	4	0.5%	2	50.0%
621	Ambulatory Health Care Services	7	0.5%	3	42.9%	2	0.2%	1	50.0%
622	Hospitals	1	0.1%	1	100.0%	1	0.1%	0	0.0%
623	Nursing and Residential Care Facilities	1	0.1%	0	0.0%	2	0.2%	2	100.0%
624	Social Assistance	10	0.8%	6	60.0%	7	0.8%	5	71.4%
711	Performing Arts, Spectator Sports, and Related Industries	3	0.2%	3	100.0%	1	0.1%	1	100.0%
712	Museums, Historical Sites, and Similar Institutions	0	0.0%	0	0.0%	0	0	0.0%	0
713	Amusement, Gambling, and Recreation Industries	3	0.2%	1	33.3%	16	1	0.1%	1
721	Accommodation	11	0.9%	7	63.6%	44	9	1.1%	8
722	Food Services and Drinking Places	145	11.3%	78	53.8%	359	98	11.6%	54
811	Repair and Maintenance	55	4.3%	35	63.6%	101	46	5.4%	29
812	Personal and Laundry Services	11	0.9%	3	27.3%	28	13	1.5%	8
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	4	0.3%	3	75.0%	6	4	0.5%	3
814	Private Households	1	0.1%	0	0.0%	0	1	0.1%	1
921	Executive, Legislative, and Other General Government Support	5	0.4%	2	40.0%	18	9	1.1%	7
922	Justice, Public Order, and Safety Activities	0	0.0%	0	0.0%	0	0	0.0%	0
923	Administration of Human Resource Programs	0	0.0%	0	0.0%	1	0	0.0%	0
924	Administration of Environmental Quality Programs	0	0.0%	0	0.0%	0	0	0.0%	0
925	Administration of Housing Programs, Urban Planning, and	0	0.0%	0	0.0%	1	0	0.0%	0

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
	Community Development								
926	Administration of Economic Programs	0	0.0%	0	0.0%	0	0	0.0%	0
927	Space Research and Technology	0	0.0%	0	0.0%	0	0	0.0%	0
928	National Security and International Affairs	0	0.0%	0	0.0%	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.