

**WINDHAM SCHOOL DISTRICT EVALUATION REPORT**



**LEGISLATIVE BUDGET BOARD  
JANUARY 2009**

## **LEGISLATIVE BUDGET BOARD**

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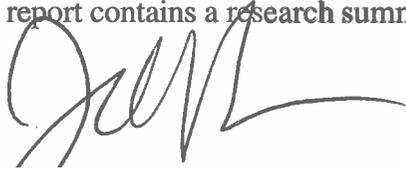
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## WINDHAM SCHOOL DISTRICT EVALUATION REPORT

January 2009

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

This is the third report being released pursuant to House Bill 2837, Regular Session, 2005. This report contains a research summary along with the full report prepared by WSD.

A handwritten signature in black ink, appearing to read "John O'Brien", is written over the text of the paragraph above.

John O'Brien  
Director  
Legislative Budget Board

## **RESEARCH SUMMARY**

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### **INTRODUCTION**

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

Pursuant to House Bill 2837, Regular Session, 2005, WSD is to consult with the Legislative Budget Board (LBB) regarding the evaluation and analysis of the training services, and the LBB is to report the findings to the Legislature. Attachment A contains the most recent full report prepared by WSD, dated November 2008, with findings for offenders released from prison or state jail between April 1, 2006 and March 31, 2007. The first report, submitted in January 2007, evaluated offenders released from prison or state jail between April 1, 2004 and March 31, 2005, and the second report, submitted in January 2008, evaluated offenders released from prison or state jail between April 1, 2005 and March 31, 2006.

When appropriate, comparisons are made between the reports. Methodological changes between the first report and later reports limit comparability.

### **VOCATIONAL PROGRAM PARTICIPATION**

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

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

According to WSD, during the 2008–09 biennium, \$19.5 million was appropriated for non-college vocational training programs and approximately 3,500 offenders are expected to participate in vocational training each day. As of January 9, 2008, approximately 12,000 offenders were pending enrollment into vocational programs. Offenders pending enrollment, those who meet all criteria and are within five years of release, are placed in vocational programs as space becomes available.

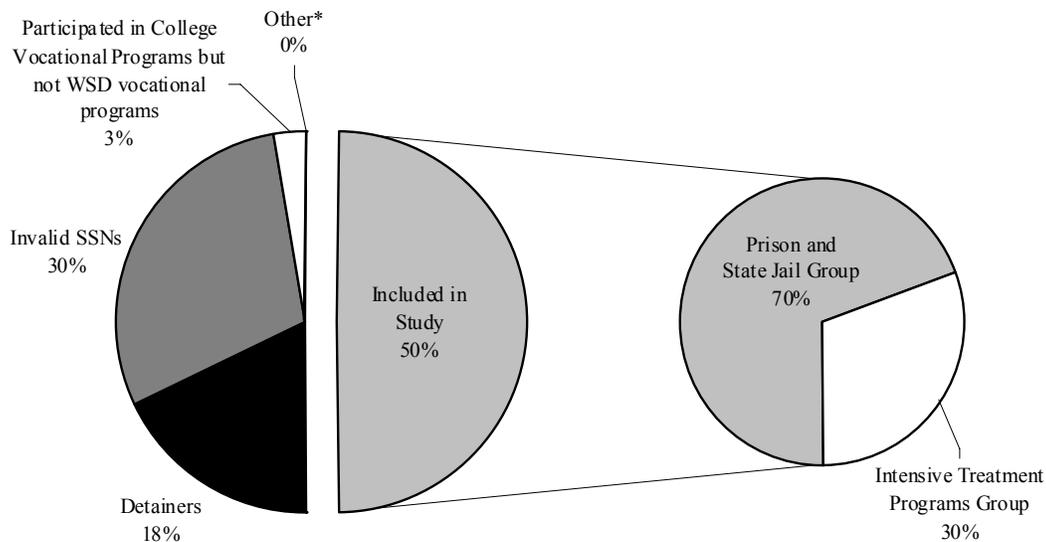
## RESEARCH SUMMARY

### METHODOLOGY AND FINDINGS

Between April 1, 2006 and March 31, 2007, 74,408 offenders were released from TDCJ facilities. Of those released, 37,533 (50 percent) were excluded from the study for various reasons: invalid social security numbers necessary to identify employment, release with detainers, release from facilities other than prisons or state jails, unidentifiable employment codes, and participation in college vocational programs or industry certification without participation in WSD vocational programs.

WSD tracked the remaining 36,875 offenders for employment upon release, occupation, and earnings. Figure 1 below shows the percentage distribution of offenders excluded from the study and offenders included in the study. Of those included, there are two primary services groups: the Prison and State Jail Group and the Intensive Treatment Programs Group<sup>1</sup>. Within these groups, comparisons were made between offenders who: 1) completed vocational training while in TDCJ (vocational completion group), 2) participated in but did not complete vocational training (vocational non-completion), and 3) did not participate in vocational training (non-vocational).

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



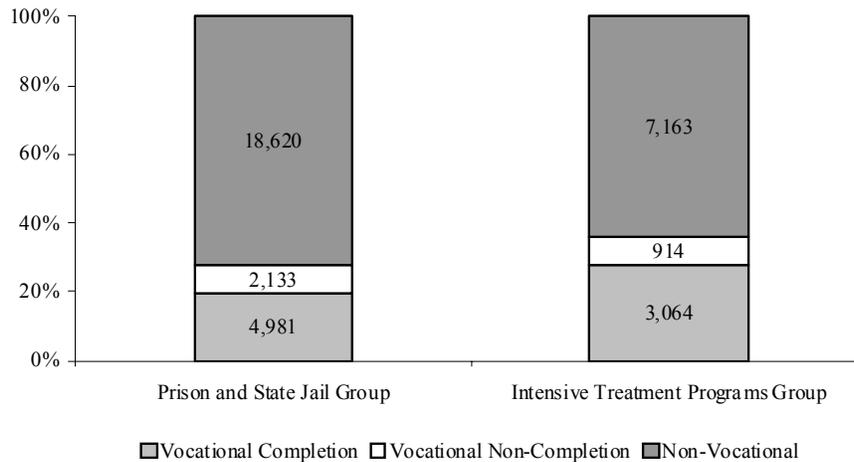
\*Other includes offenders with unidentifiable employment codes and those released from facilities other than prison or state jail.

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

## RESEARCH SUMMARY

Of offenders in the Prison and State Jail Group (25,734 offenders), approximately 19 percent were classified as vocational completion, 8 percent as vocational non-completion, and 72 percent as non-vocational. Of offenders in the Intensive Treatment Programs Group (11,141 offenders), approximately 28 percent were classified as vocational completion, 8 percent as vocational non-completion, and 64 percent as non-vocational.

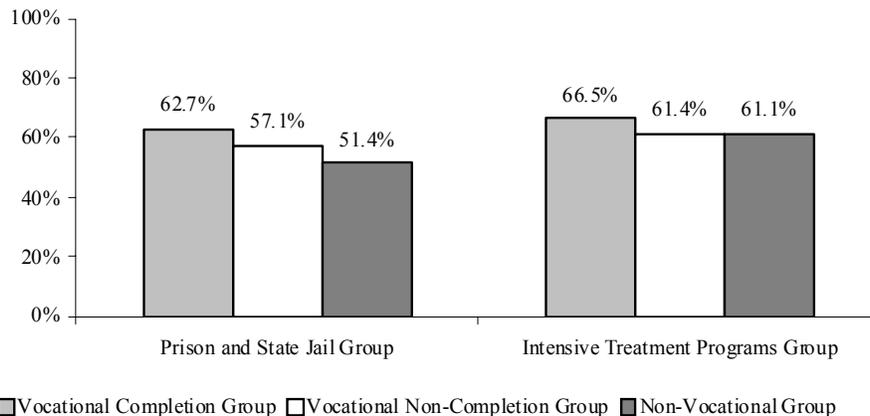
**Figure 2: Prison & State Jail Group and Intensive Treatment Programs Group Vocational Participation Classification**



### Employment Status after Release

Approximately 63 percent of the Prison and State Jail vocational completion group were employed within one year of release, compared to 57 percent of vocational non-completion and 51 percent of non-vocational group. Approximately 67 percent of the Intensive Treatment Programs vocational completion group were employed within one year of release, compared to 61 percent of vocational non-completion and 61 percent of non-vocational group.

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



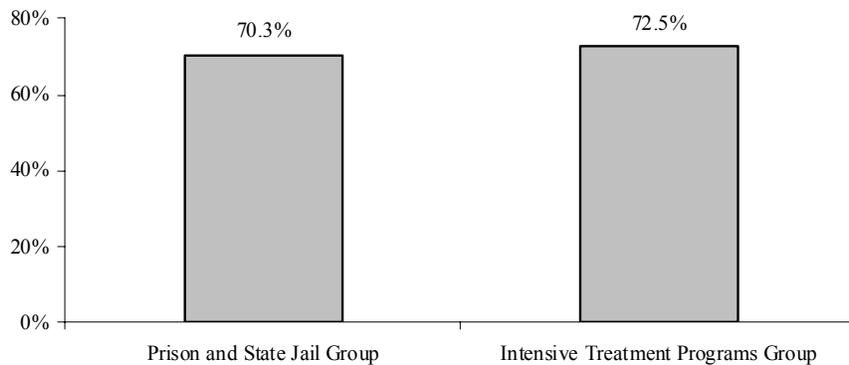
## RESEARCH SUMMARY

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### Training Related to Future Occupation

Of Prison and State Jail vocational completion offenders who were employed within one year of release (3,122 offenders), 70 percent (2,195 offenders) were employed in an occupation related to their vocational training. Of Intensive Treatment Programs vocational completion offenders who were employed within one year of release (2,039 offenders), 73 percent (1,479 offenders) were employed in an occupation related to their vocational training.

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



- This indicator increased consistently over the past three years (from 66 percent to 70 percent) for the Prison and State Jail Group.

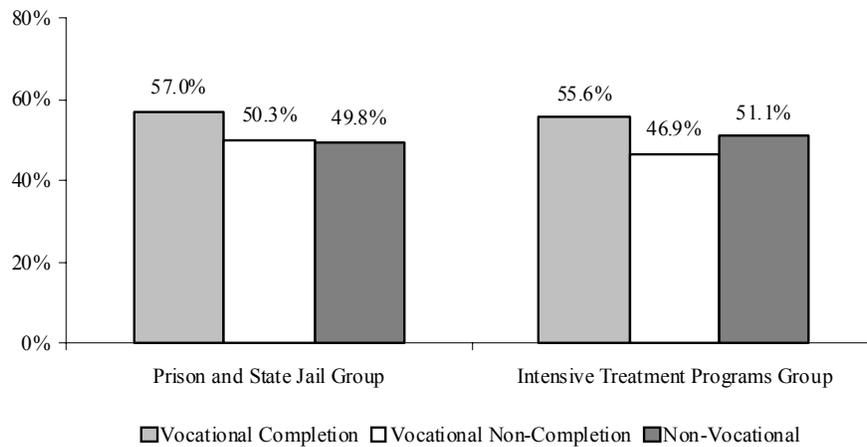
## RESEARCH SUMMARY

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### First Anniversary of Employment

WSD tracked the offenders through one year of employment, from the date of initial employment through the first anniversary of that date. Of the Prison and State Jail vocational completion group employed within one year of release, 57 percent were employed on the first anniversary of their initial employment. Of the Intensive Treatment Programs vocational completion group employed within one year of release, 56 percent were employed on the first anniversary of initial employment.

**Figure 5: Percentage Employed on First Anniversary of Initial Employment**



- This indicator increased consistently over the past three years for the Prison and State Jail vocational completion group (from 53 percent to 57 percent) and Prison and State Jail non-vocational group (from 46 percent to 50 percent).

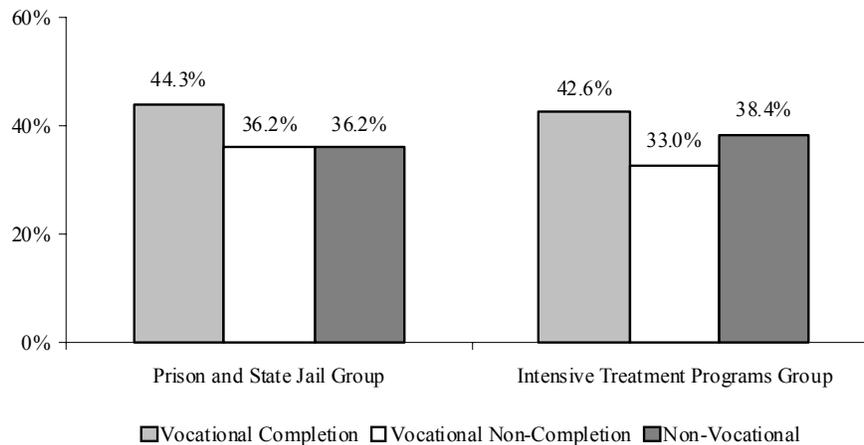
## RESEARCH SUMMARY

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### Earnings

WSD compared the first and fourth quarter earnings of employed offenders and calculated the average salary difference by group. Of the Prison and State Jail Group, approximately 44 percent of the employed vocational completion group received an earnings increase during the year, compared to 36 percent of the employed non-vocational group that also received an earnings increase. The average salary difference from first to fourth quarter was \$3,454 for the vocational completion group and \$3,211 for the non-vocational group. Of the Intensive Treatment Programs Group, approximately 43 percent of the employed vocational completion group received an earnings increase during the year, compared to 38 percent of the non-vocational group that also received an earnings increase. The average salary difference from first to fourth quarter was \$3,464 for the vocational completion group and \$3,368 for the non-vocational group.

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



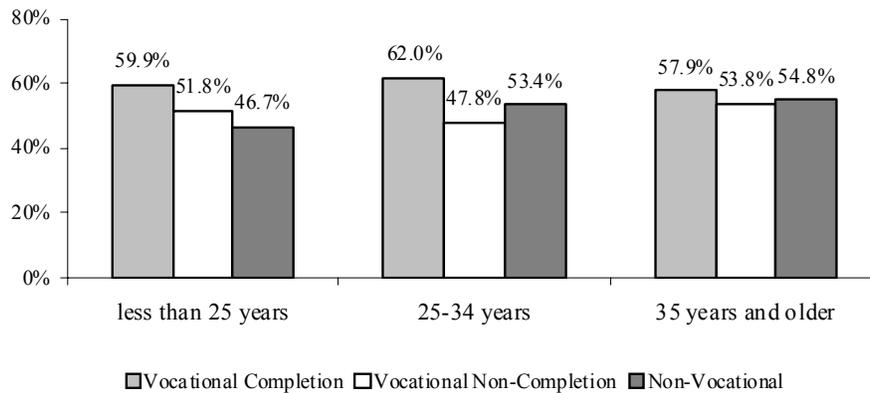
- The indicator increased consistently over the past three years among the Prison and State Jail employed vocational completion group (from 41 percent to 44 percent) and Prison and State Jail employed non-vocational group (from 34 percent to 36 percent).

## RESEARCH SUMMARY

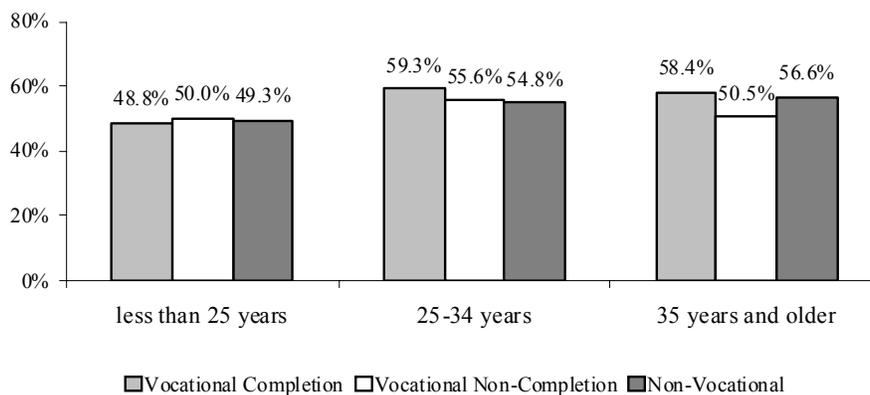
### Employment Retention Factors

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 7 through 10 display the percentage of employed offenders who retained employment by two retention factors: age group and educational level. Among all age and educational level categories within the Prison and State Jail Group, the vocational completion group had a higher employment retention rate.

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



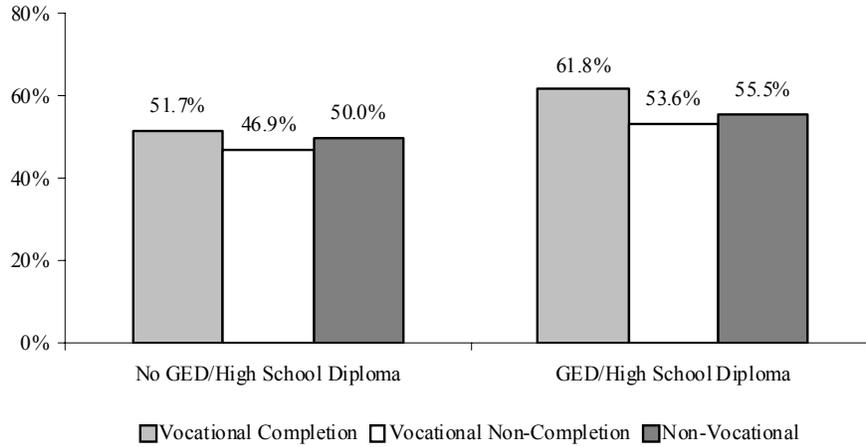
**Figure 8: Percentage of Employed Intensive Treatment Programs Group Who Retained Employment for Three Consecutive Quarters by Age Group**



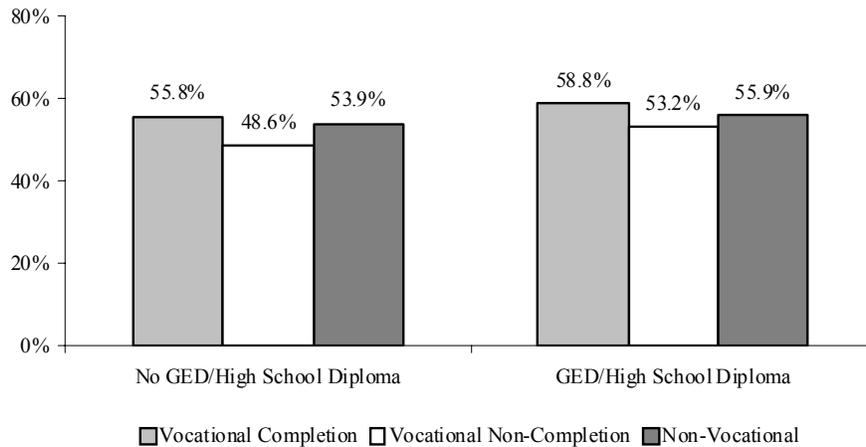
## RESEARCH SUMMARY

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



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

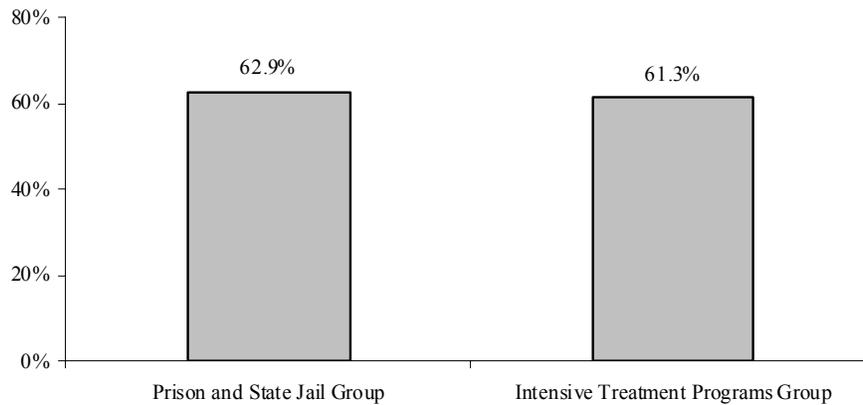


## RESEARCH SUMMARY

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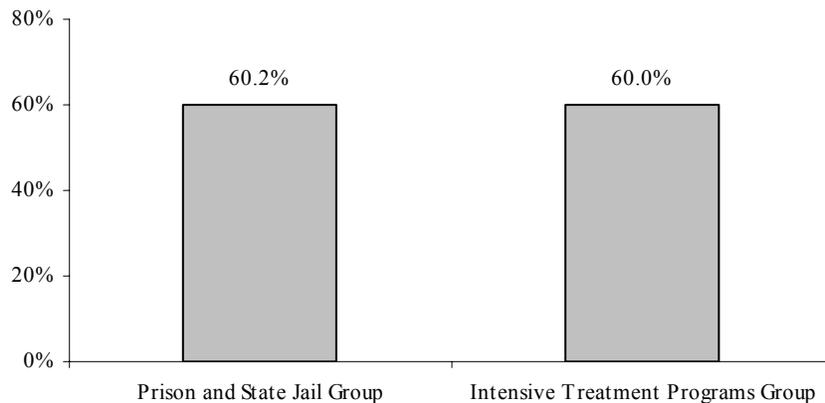
Approximately 63 percent of the Prison and State Jail employed vocational group who were employed in an occupation related to training retained employment for three consecutive quarters. Approximately 61 percent of the Intensive Treatment Programs employed vocational group who were employed in an occupation related to training retained employment for three consecutive quarters.

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



Approximately 25 percent of the Prison and State Jail employed vocational completion group obtained industry certification. Of those who obtained certification, 60 percent retained employment for three consecutive quarters. Approximately 20 percent of the Intensive Treatment Programs employed vocational completion group obtained industry certification. Of those who obtained certification, 60 percent retained employment for three consecutive quarters.

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



## **RESEARCH SUMMARY**

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### **FUTURE CONSIDERATIONS**

In the prior two reports issued by the LBB, various suggestions were made to improve the breadth and quality of the Windham School District evaluation of training services. 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). Pages 23–25 in the agency’s report provide comprehensive responses to the LBB recommendations and the actions taken by the agency.

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

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



**NOVEMBER 2008**

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## EXECUTIVE SUMMARY

The Windham School District (WSD) evaluated the post-release employment impact of Career and Technical Education (CTE) vocational training provided to ex-offenders during their incarceration. The study included those ex-offenders released from prisons and state jails from April 01, 2006 through March 31, 2007. This report examines the relationship between vocational training, employment, and earnings for nearly 39,000 ex-offenders. The study indicates:

- Ex-offenders who completed vocational training while incarcerated were more likely to:
  - be employed;
  - retain employment;
  - be employed on the first anniversary of initial employment;
  - have an increase in earnings over the 1<sup>st</sup> year of employment;
  - have a higher average salary difference (4<sup>th</sup> quarter earnings compared to 1<sup>st</sup> quarter earnings); and
  - have higher average annual earnings than those who participated without completing training or those who did not receive vocational training.
- Over 70% of vocationally-trained ex-offenders who were employed earned income working in one or more occupations related to their vocational training.
- Vocationally-trained ex-offenders who worked in occupations related to their vocational training had a higher average salary difference (from first quarter earnings to fourth quarter earnings) than those working in unrelated fields.
- For all age groups and all levels of academic achievement below college degree, vocationally-trained ex-offenders exhibited higher initial employment rates than those who participated without completing training or those who did not receive vocational training.
- For all age groups and all levels of academic achievement, vocationally-trained ex-offenders in the Prison and State Jail group exhibited overall higher job retention rates than those who participated without completing training or those who did not receive vocational training.
- Vocationally-trained ex-offenders less than 25 years of age in the Prison and State Jail group exhibited higher job retention rates than those of the same age group who participated without completing training or those who did not receive vocational training.
- Overall, ex-offenders who had attained a GED or high school diploma were employed and retained employment at a higher rate than those who had not.
- Working in an occupation related to training and Industry Certification appear to enhance job retention.
- In comparison to the 2007 study group, the percentage of employed offenders in the 2008 study group decreased; however, higher percentages of those who were employed retained employment and exhibited an earnings increase. The decrease in percent employed may be a reflection of the current economic downturn and higher unemployment rates in general across the nation.

# BACKGROUND

## HB 2837: LEGISLATION/STATUTORY REQUIREMENTS

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

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

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

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

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

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

## 2008 WSD EVALUATION REPORT

This report evaluates offenders released from the Texas Department of Criminal Justice between April 1, 2006 and March 31, 2007. Release information was obtained from the TDCJ database. Employment data and Unemployment Insurance (UI) wage data, reported as quarterly earnings, was provided by the Texas Workforce Commission. The WSD Computer Services Department developed the applications and processed the data.

## TRAINING SERVICES PROVIDED

### CAREER AND 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 (e.g., boiler operator, water/wastewater treatment).

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

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

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

## CTE COURSES

Full-length CTE courses include:

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

## INDUSTRY CERTIFYING ENTITIES

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

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

## METHODOLOGY

A total of 74,408 offenders were identified by the TDCJ as being released between April 1, 2006 and March 31, 2007. Of those releasees, 35,517 were excluded from the study for the following reasons: 1) 13,345 offenders were released with detainers; and 2) 22,172 offenders had invalid or no Social Security Numbers (SSNs). The remaining 38,891 ex-offender records were sent to the Texas Workforce Commission (TWC) to match with existing wage/employment data.

Of the 38,891 records sent to TWC, a total of 2,016 offender records were subsequently excluded from the study for the following reasons:

- 1 was excluded because s/he was released from a facility other than a State or private prison or state jail facility;
- 13 were excluded to eliminate those who did not have an identifiable employment/NAICS code for any of their employers as reported in the data from TWC or TDCJ Parole Division; and
- 2,002 were excluded to eliminate those who participated in college vocational programs and/or earned industry certification, but who did not participate in WSD vocational programs. *[In the future, this group of college vocational participants will be included as a separate study group.]*

As a result, 36,875 offender records were included in the study. The records were separated into two comparison groups:

- 1) Prison/State Jail (25,734 records); and
- 2) Intensive Treatment Program (11,141 records).

The Intensive Treatment Program group includes offenders who participated in 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)

	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
<b>Prison/State Jail</b>	3,122	1,859	4,981	1,217	916	2,133	9,563	9,057	18,620
<b>Intensive Treatment Programs</b>	2,039	1,025	3,064	561	353	914	4,375	2,788	7,163
<b>Total</b>	5,161	2,884	8,045	1,778	1,269	3,047	13,938	11,845	25,783

## **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 2<sup>nd</sup> quarter, 2006 through the 2<sup>nd</sup> quarter, 2008. However, the latest update to the 2<sup>nd</sup> quarter, 2007 UI wage information was not used in the study as the available date of November 10, 2008 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.
- **Employed on 1<sup>st</sup> Anniversary**-considered to be those meeting the above Employment standard and having earnings in the 4<sup>th</sup> quarter after initial employment.
- **Salary Increase**-considered to be those meeting the above employment standard and having higher earnings for the 4<sup>th</sup> quarter of earnings after initial employment.
- **Retained Employment**-considered to be those meeting the above employment standard and having earnings in the 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> quarters after initial employment.

#### **EMPLOYMENT RETENTION FACTORS:**

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

- **AGE**

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

- **EDUCATIONAL ACHIEVEMENT (EA) SCORE**

EA scores were obtained from the WSD database.

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

This data element was obtained from the WSD database.

- **WORKING IN OCCUPATION RELATED TO TRAINING**

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

- **INDUSTRY CERTIFICATION**

Data obtained from the WSD database.

- **EMPLOYMENT RETENTION FACTOR**

- **Retained Employment for Three Consecutive Quarters** - considered to be those meeting or exceeding the Retained Employment standard (defined as earnings in the 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> 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 (see page 38) 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.

## INFORMATION RELATED TO LEGISLATIVE BUDGET BOARD SUGGESTIONS FROM 2006 & 2007 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 2008 study, 17.9% were excluded due to detainees compared to 10.5% in the 2007 study; 29.8% were excluded for lacking or having invalid SSNs in the 2008 study compared to 27.8% in the 2007 study.

Additional exclusions numbered 2,016 (5.2% of 38,891) in this year's study as compared to 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 for invalid EA scores and lack of vocational course information were eliminated in this year's study. Exclusions due to release from facilities other than prison/ state jail facilities were reduced from 2 in the 2007 study to 1 in the 2008 study. Exclusions due to lacking employer NAICS codes were reduced from 35 in the 2007 study to 13 in the current study.

A lower percentage of the total release cohort in this year's study was matched to wage/employment data (38,891 of 74,408 or 52.3%) compared to 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 may be a reflection of higher unemployment rates in general this year.

WSD Computer Services, TDCJ RIO, local/administrative TWC and Parole offices were helpful in reducing exclusions by providing information that allowed WSD to reasonably validate SSN's, names, SID and wage information for many ex-offenders. More than 5,400 records were individually reviewed and included in the study.

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

11,145 of the ex-offenders in the release cohort who had participated in intensive treatment programs were included in this year's study as a separate study group; however, four (4) of those records were subsequently excluded for lacking employment data that included NAICS codes.

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

Ex-offenders excluded from the initial study in 2006 for participation in (but not completion of) WSD vocational programs were included in the 2007 study and this year's study 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 and TWC staff members were helpful in resolving many of the SSN issues that arose with the study group cohort. A total of 5,440 ex-offenders were individually reviewed and matched with SSN/Name/SID/Wage data.

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.

# DATA TABLES 2008 PRISON AND STATE JAIL GROUP

## DATA ANALYSIS FOR EMPLOYED PRISON AND STATE JAIL GROUP

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**	3122	62.7%	\$681.54	1217	57.1%	\$251.41	9563	51.4%	\$276.48
Total employed in an occupation related to their training	2195	70.3%	\$821.26						
Total employed only in an unrelated field	927	29.7%	\$350.71						
Ex-offenders who retained employment for three consecutive quarters	1861	59.6%	\$1,728.54	625	51.4%	\$1,170.21	5051	52.8%	\$1,230.48
Ex-offenders employed on first anniversary of initial employment	1780	57.0%	\$2,331.15	612	50.3%	\$1,824.57	4766	49.8%	\$1,925.41
Ex-offenders whose earnings increased over the year	1384	44.3%	\$3,453.65	440	36.2%	\$3,115.34	3461	36.2%	\$3,210.63

\*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.

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	142 (59.9%)	95 (40.1%)	237 (7.6%)	71 (51.8%)	66 (48.2%)	137 (11.3%)	780 (46.7%)	891 (53.3%)	1671 (17.5%)
Ex-offenders from 25 to less than 35 years of age	746 (62.0%)	457 (38.0%)	1203 (38.5%)	218 (47.8%)	238 (52.2%)	456 (37.5%)	1960 (53.4%)	1712 (46.6%)	3672 (38.4%)
Ex-offenders 35 years of age and older	974 (57.9%)	708 (42.1%)	1682 (53.9%)	336 (53.8%)	288 (46.2%)	624 (51.3%)	2311 (54.8%)	1909 (45.2%)	4220 (44.1%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	120 (48.0%)	130 (52.0%)	250 (8.0%)	96 (47.8%)	105 (52.2%)	201 (16.5%)	1136 (46.7%)	1294 (53.3%)	2430 (25.4%)
Ex-offenders with EA scores >= 6.0, no GED/High School Diploma	220 (53.9%)	188 (46.1%)	408 (13.1%)	87 (46.0%)	102 (54.0%)	189 (15.5%)	1098 (53.9%)	939 (46.1%)	2037 (21.3%)
Ex-offenders with GED/High School Diploma Only	1486 (61.3%)	937 (38.7%)	2423 (77.6%)	430 (53.0%)	381 (47.0%)	811 (66.6%)	2749 (55.4%)	2214 (44.6%)	4963 (51.9%)

	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
<b>Retention Factors</b>									
Ex-offenders with College Degree	35 (87.5%)	5 (12.5%)	40 (1.3%)	12 (85.7%)	2 (14.3%)	14 (1.2%)	16 (72.7%)	6 (27.3%)	22 (0.2%)
Ex-offenders working in occupation related to training	1380 (62.9%)	815 (37.1%)	2195 (70.3%)						
Ex-offenders with Industry Certification	464 (60.2%)	307 (39.8%)	771 (24.7%)						

### Employment/Unemployment Factors for Prison and State Jail Group

	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**
<b>Data Elements</b>									
Total number of ex-offenders in group	4981 (19.4%)	3122 (62.7%)	1859 (37.3%)	2133 (8.3%)	1217 (57.1%)	916 (42.9%)	18620 (72.4%)	9563 (51.4%)	9057 (48.6%)
Ex-offenders who are less than 25 years of age	335 (1.3%)	237 (70.7%)	98 (29.3%)	200 (0.8%)	137 (68.5%)	63 (31.5%)	2862 (11.1%)	1671 (58.4%)	1191 (41.6%)
Ex-offenders from 25 to less than 35 years of age	1777 (6.9%)	1203 (67.7%)	574 (32.3%)	703 (2.7%)	456 (64.9%)	247 (35.1%)	6440 (25.0%)	3672 (57.0%)	2768 (43.0%)
Ex-offenders 35 years of age and older	2869 (11.1%)	1682 (58.6%)	1187 (41.4%)	1230 (4.8%)	624 (50.7%)	606 (49.3%)	9318 (36.2%)	4220 (45.3%)	5098 (54.7%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	501 (1.9%)	250 (49.9%)	251 (50.1%)	456 (1.8%)	201 (44.1%)	255 (55.9%)	5653 (22.0%)	2430 (43.0%)	3223 (57.0%)
Ex-offenders with EA scores >= 6.0, no GED/High School Diploma	634 (2.5%)	408 (64.4%)	226 (35.6%)	329 (1.3%)	189 (57.4%)	140 (42.6%)	3733 (14.5%)	2037 (54.6%)	1696 (45.4%)
Ex-offenders with GED/High School Diploma Only	3771 (14.7%)	2423 (64.3%)	1348 (35.7%)	1317 (5.1%)	811 (61.6%)	506 (38.4%)	8922 (34.7%)	4963 (55.6%)	3959 (44.4%)
Ex-offenders with College Degree	71 (0.3%)	40 (56.3%)	31 (43.7%)	24 (0.1%)	14 (58.3%)	10 (41.7%)	58 (0.2%)	22 (37.9%)	36 (62.1%)

\*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."

<b>AVERAGE ANNUAL EARNINGS*</b>	
<b>PRISON &amp; STATE JAIL GROUP</b>	
Vocational Completion Group	\$10,250.63
Vocational Non-Completion Group	\$7,984.93
Non-Vocational Group	\$8,514.57

\*Average of first through fourth quarter earnings

# DATA TABLES 2008 INTENSIVE TREATMENT PROGRAM GROUP

DATA ANALYSIS FOR EMPLOYED INTENSIVE TREATMENT PROGRAM GROUP									
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**	2039	66.5%	\$608.55	561	61.4%	\$92.01	4375	61.1%	\$402.15
Total employed in an occupation related to their training	1479	72.5%	\$769.97						
Total employed only in an unrelated field	560	27.5%	\$182.23						
Ex-offenders who retained employment for three consecutive quarters	1188	58.3%	\$1,697.99	292	52.0%	\$1,100.06	2413	55.2%	\$1,427.47
Ex-offenders employed on first anniversary of initial employment	1134	55.6%	\$2,295.76	263	46.9%	\$1,853.42	2237	51.1%	\$2,144.30
Ex-offenders whose earnings increased over the year	868	42.6%	\$3,464.01	185	33.0%	\$3,192.09	1679	38.4%	\$3,368.04

\*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.

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	42 (48.8%)	44 (51.2%)	86 (4.2%)	10 (50.0%)	10 (50.0%)	20 (3.6%)	238 (49.3%)	245 (50.7%)	483 (11.0%)
Ex-offenders from 25 to less than 35 years of age	309 (59.3%)	212 (40.7%)	521 (25.6%)	94 (55.6%)	75 (44.4%)	169 (30.1%)	843 (54.8%)	696 (45.2%)	1539 (35.2%)
Ex-offenders 35 years of age and older	837 (58.4%)	595 (41.6%)	1432 (70.2%)	188 (50.5%)	184 (49.5%)	372 (66.3%)	1332 (56.6%)	1021 (43.4%)	2353 (53.8%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	86 (50.3%)	85 (49.7%)	171 (8.4%)	35 (48.6%)	37 (51.4%)	72 (12.8%)	392 (50.8%)	380 (49.2%)	772 (17.6%)
Ex-offenders with EA scores >= 6.0, no GED/High School Diploma	134 (60.1%)	89 (39.9%)	223 (10.9%)	35 (48.6%)	37 (51.4%)	72 (12.8%)	458 (56.8%)	348 (43.2%)	806 (18.4%)
Ex-offenders with GED/High School Diploma Only	948 (58.7%)	668 (41.3%)	1616 (79.3%)	214 (52.3%)	195 (47.7%)	409 (72.9%)	1546 (55.7%)	1229 (44.3%)	2775 (63.4%)

	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number Trained*	Employed	Not Employed**	Number Trained*	Employed	Not Employed**	Number Trained*	Employed	Not Employed**
Ex-offenders with College Degree	20 (69.0%)	9 (31.0%)	29 (1.4%)	8 (100.0%)	0 (0.0%)	8 (1.4%)	12 (85.7%)	2 (14.3%)	14 (0.3%)
Ex-offenders working in occupation related to training	906 (61.3%)	573 (38.7%)	1479 (72.5%)						
Ex-offenders with Industry Certification	247 (60.0%)	165 (40.0%)	412 (20.2%)						

### Employment/Unemployment Factors for Intensive Treatment Program Group

Data Elements	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**	Number Not Trained*	Employed	Not Employed**
Total number of ex-offenders in group	3064 (27.5%)	2039 (66.5%)	1025 (33.5%)	914 (8.2%)	561 (61.4%)	353 (38.6%)	7163 (64.3%)	4375 (61.1%)	2788 (38.9%)
Ex-offenders who are less than 25 years of age	115 (1.0%)	86 (74.8%)	29 (25.2%)	34 (0.3%)	20 (58.8%)	14 (41.2%)	743 (6.7%)	483 (65.0%)	260 (35.0%)
Ex-offenders from 25 to less than 35 years of age	758 (6.8%)	521 (68.7%)	237 (31.3%)	255 (2.3%)	169 (66.3%)	86 (33.7%)	2252 (20.2%)	1539 (68.3%)	713 (31.7%)
Ex-offenders 35 years of age and older	1743 (15.6%)	1432 (82.2%)	759 (43.5%)	625 (5.6%)	372 (59.5%)	253 (40.5%)	4168 (37.4%)	2353 (56.5%)	1815 (43.5%)
Ex-offenders with EA scores < 6.0, no GED/High School Diploma	303 (2.7%)	171 (56.4%)	132 (43.6%)	138 (1.2%)	72 (52.2%)	66 (47.8%)	1490 (13.4%)	772 (51.8%)	718 (48.2%)
Ex-offenders with EA scores >= 6.0, no GED/High School Diploma	338 (3.0%)	223 (66.0%)	115 (34.0%)	119 (1.1%)	72 (60.5%)	47 (39.5%)	1297 (11.6%)	806 (62.1%)	491 (37.9%)
Ex-offenders with GED/High School Diploma Only	2382 (21.4%)	1616 (67.8%)	766 (32.2%)	647 (5.8%)	409 (63.2%)	238 (36.8%)	4336 (38.9%)	2775 (64.0%)	1561 (36.0%)
Ex-offenders with College Degree	41 (0.4%)	29 (70.7%)	12 (29.3%)	10 (0.1%)	8 (80.0%)	2 (20.0%)	26 (0.2%)	14 (53.8%)	12 (46.2%)

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

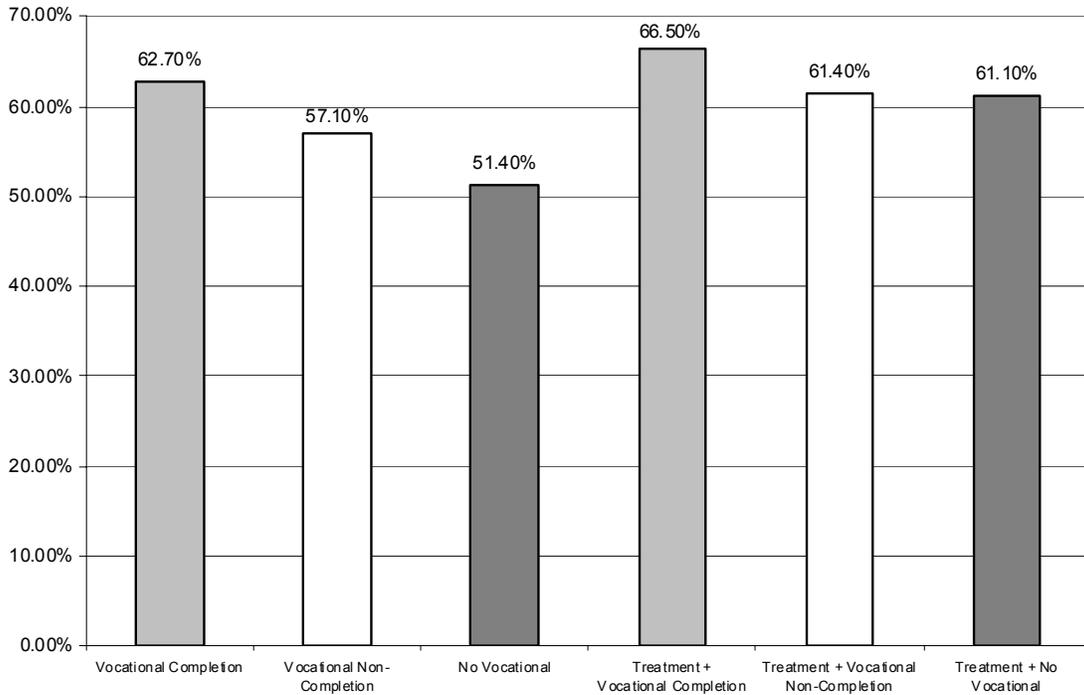
\*\*Records with valid SSNs that were not matched to income on or after the quarter of release are considered "Not Employed."

<b>AVERAGE ANNUAL EARNINGS*</b>	
<b>INTENSIVE TREATMENT PROGRAM GROUP</b>	
Vocational Completion Group	\$10,106.81
Vocational Non-Completion Group	\$8,476.85
Non-Vocational Group	\$9,005.80

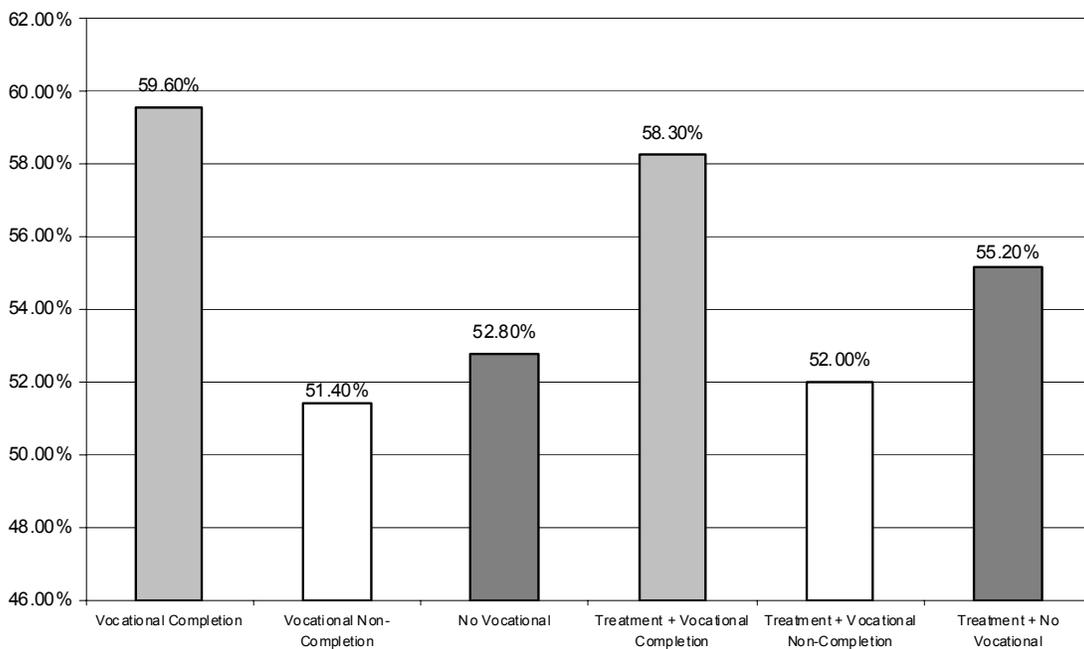
\*Average of first through fourth quarter earnings

# GRAPHIC ILLUSTRATIONS OF 2008 DATA

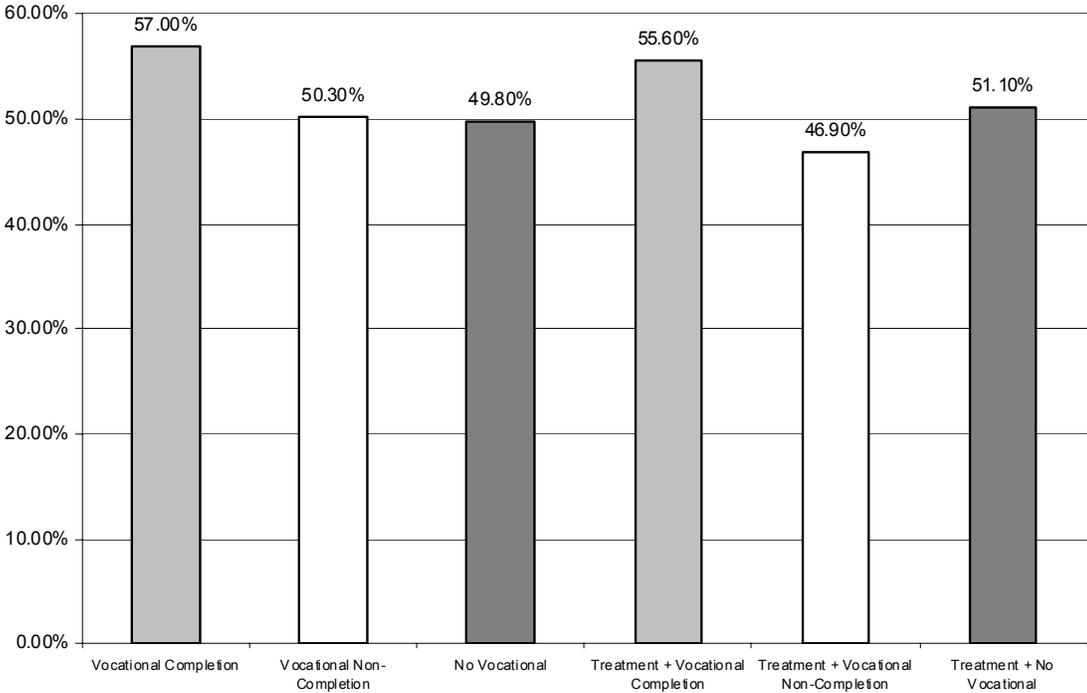
## Employed



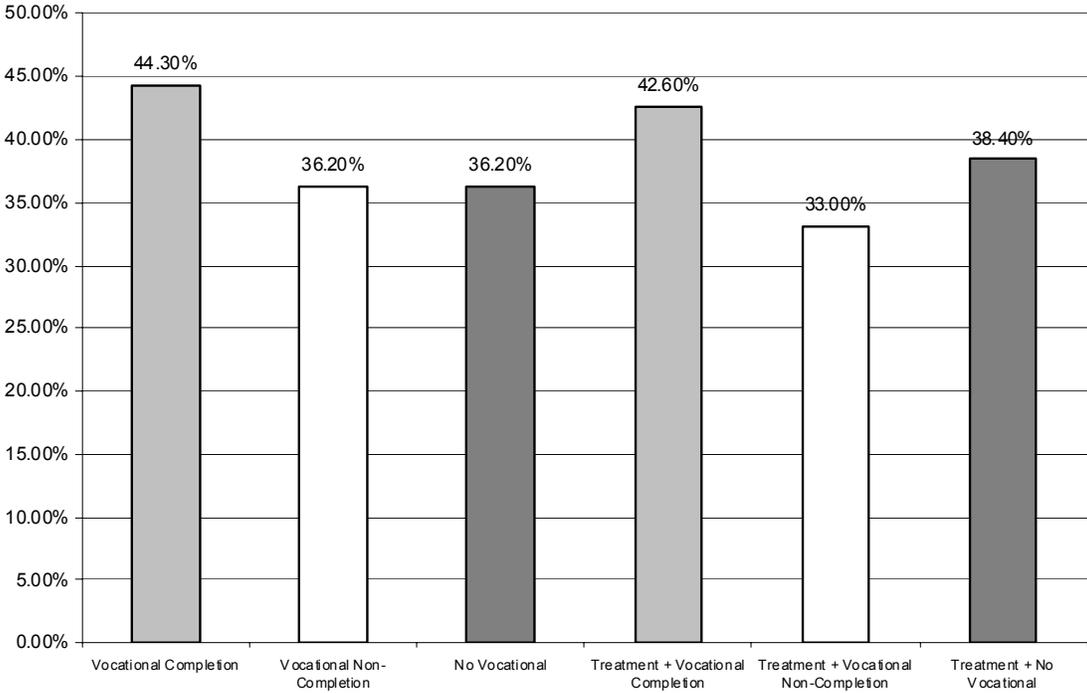
## Retained Employment 3 Consecutive Quarters



## Employed on First Anniversary

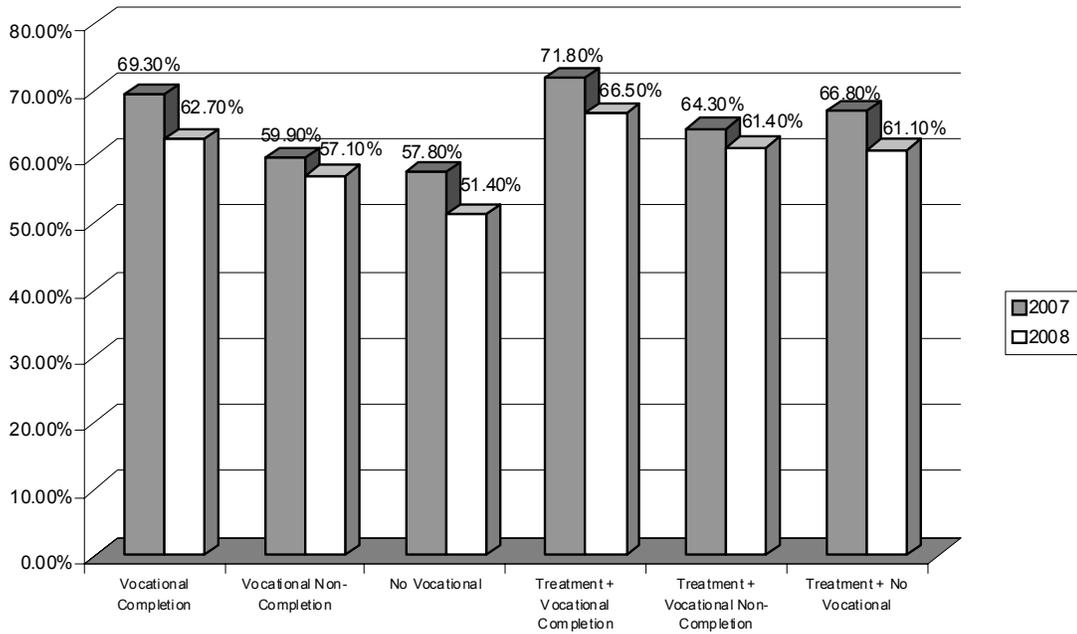


## Earnings Increased Over the Year

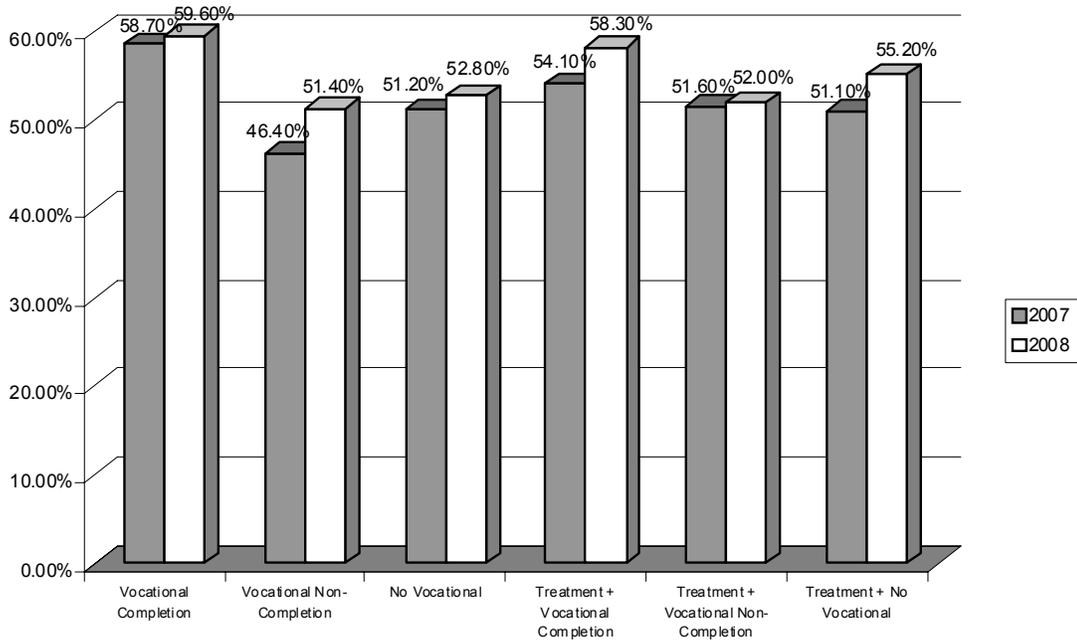


# COMPARISON OF 2007 AND 2008 DATA

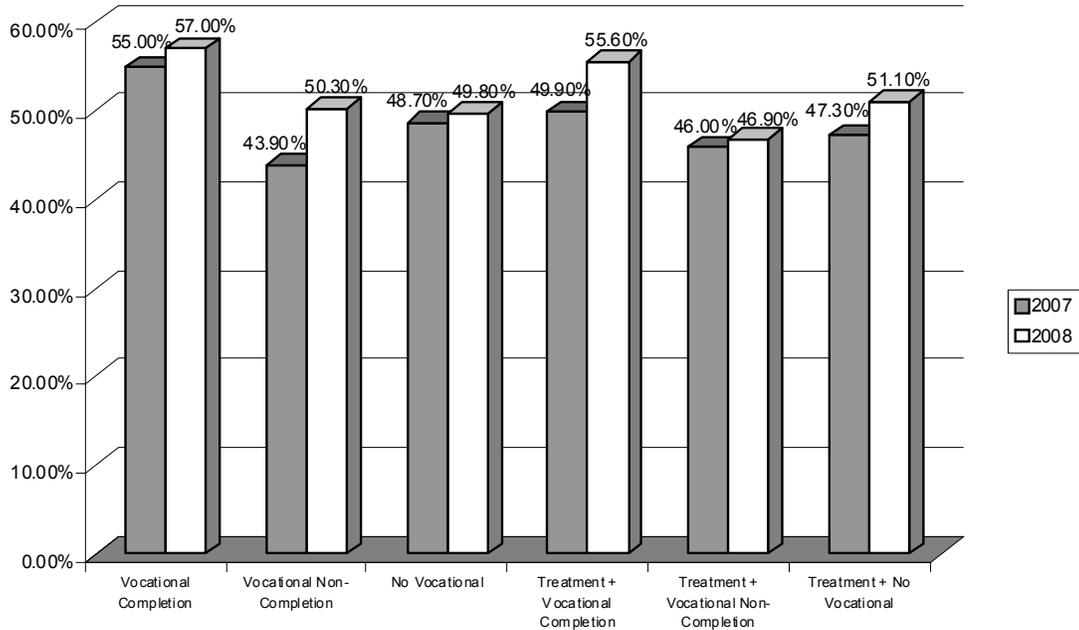
## Employed



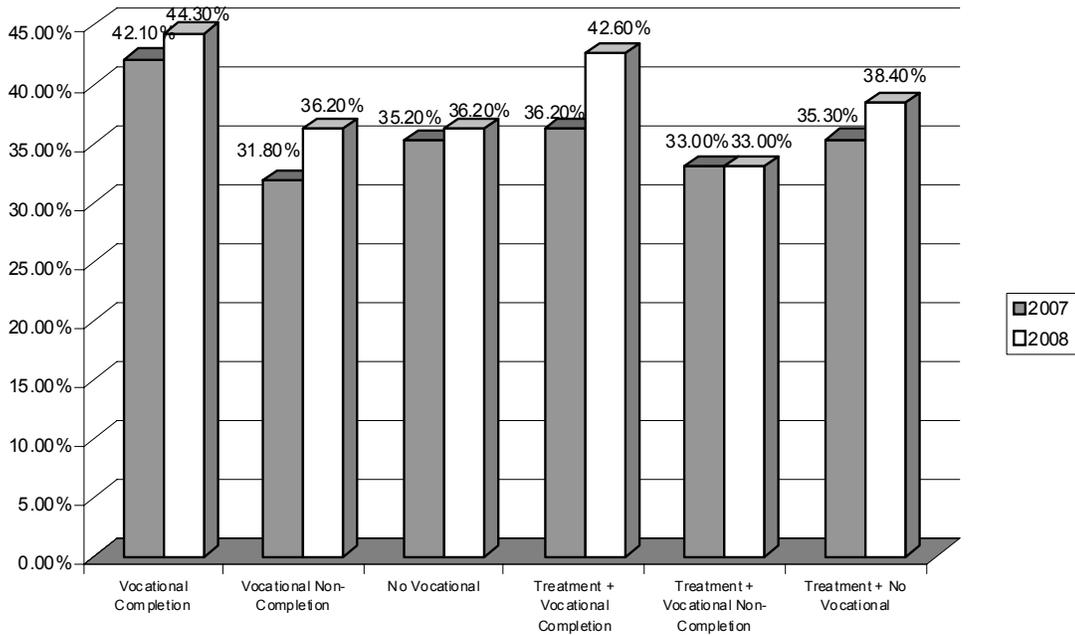
## Retained Employment 3 Consecutive Quarters



### Employed on First Anniversary



### Earnings Increased Over the Year



## DATA ANALYSIS

- 62.7% of the Prison and State Jail (PSJ) *Vocational Completion* group were employed compared to 51.4% of those in the *Non-Vocational* comparison group.
- 66.5% of the Intensive Treatment Program (ITP) *Vocational Completion* group were employed compared to 61.1% respectively of those in the *Non-Vocational* comparison group.
- 70.3% of the PSJ and 72.5% of the ITP *Vocational Completion* groups were employed in occupations related to training.
- The *Vocational Completion* group had higher average annual earnings than the *Vocational Non-Completion* and *Non-Vocational* groups.
- Offenders in the *Vocational Completion* group who were employed in an occupation related to training had higher average salary differences than those in the *Vocational Completion* group who were employed in fields unrelated to their training.
- A higher percentage of offenders in the *Vocational Completion* group retained employment for three consecutive quarters and were employed on their first anniversary of initial employment compared to those in the *Vocational Non-Completion* and *Non-Vocational* comparison groups.
- A higher percentage of offenders in the *Vocational Completion* group had an earnings increase over the first year of employment compared to those in the *Vocational Non-Completion* and *Non-Vocational* comparison groups.
- For all age groups and educational levels, offenders in the PSJ *Vocational Completion* group had higher or equal employment retention rates than those in the *Vocational Non-Completion* and *Non-Vocational* comparison groups.
- For offenders who achieved a GED/HSD, the completion of vocational training improved employment retention rates for all offenders in the PSJ group.
- For offenders in the PSJ *Vocational Completion* group, college degrees, working in occupations related to training, GED/High School Diploma, and industry certification were the highest employment retention factors.
- For offenders in the ITP *Vocational Completion* group, a college degree and working in occupations related to training were the highest employment retention factors.

## **STUDY LIMITATIONS**

- Detainers or lack of a valid SSN eliminated 35,517 ex-offenders from the study.
- Wage/employment data for this study was based on available TWC information. Earnings data were not available for ex-offenders who may have been working, but may have been paid on a cash or day-labor basis, and/or for those who may have had federal, military or out-of-state employment.
- Specific hourly/weekly/monthly income information was not available. Income was available as quarterly income.
- Information relative to specific job responsibilities was not available for offenders in the study. TWC data indicates employment by industry, not by specific occupation or job. While Parole occupation/job data is more specific, the data is not available for all offenders.

## **FUTURE STRATEGIES**

- Continue efforts to improve percentage of valid SSN data.
- Continue efforts to identify strategies to obtain job specific information from other entities.
- Continue exploring options for determining employment and income for those employed offenders whose income may not be available through the TWC UI wage data.
- Continue evaluation of those who participated in intensive treatment programs and attempt to disaggregate data by type of program completion.
- Include as a separate study group, individuals who participated in college vocational programs, but not WSD programs. [Note: Programmers in the WSD Computer Services Department are in the process of developing a new computer application to process HB 2837 release cohort data. When completed, the new application is expected to be able to disaggregate and report college program data.]

## **CONSIDERATIONS**

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

## **ADDITIONAL DATA**

Additional data is available in the following tables:

- NAICS Vocational Employment & Training by Industry
- WSD Enrollment & TDCJ Population Statistics
- Employment by Course

**NAICS VOCATIONAL EMPLOYMENT & TRAINING BY INDUSTRY**

NAICS Industry Breakdown for Vocational Completion Group									
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	21	0.4%	12	57.1%	10	0.3%	5	50.0%
112	Animal Production	4	0.1%	3	75.0%	3	0.1%	2	66.7%
113	Forestry and Logging	1	0.0%	0	0.0%	1	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	19	0.4%	11	57.9%	12	0.4%	11	91.7%
211	Oil and Gas Extraction	9	0.2%	7	77.8%	5	0.2%	5	100.0%
212	Mining (except Oil and Gas)	5	0.1%	5	100.0%	2	0.1%	2	100.0%
213	Support Activities for Mining	117	2.3%	99	84.6%	98	3.2%	71	72.4%
221	Utilities	11	0.2%	9	81.8%	1	0.0%	1	100.0%
236	Construction of Buildings	153	3.1%	121	79.1%	119	3.9%	107	89.9%
237	Heavy and Civil Engineering Construction	142	2.9%	125	88.0%	86	2.8%	66	76.7%
238	Specialty Trade Contractors	436	8.8%	355	81.4%	309	10.1%	252	81.6%
311	Food Manufacturing	152	3.1%	91	59.9%	87	2.8%	50	57.5%
312	Beverage and Tobacco Product Manufacturing	4	0.1%	3	75.0%	0	0.0%	0	0.0%
313	Textile Mills	4	0.1%	4	100.0%	4	0.1%	0	0.0%
314	Textile Product Mills	4	0.1%	3	75.0%	4	0.1%	3	75.0%
315	Apparel Manufacturing	1	0.0%	1	100.0%	2	0.1%	1	50.0%
316	Leather and Allied Product Manufacturing	1	0.0%	0	0.0%	1	0.0%	0	0.0%
321	Wood Product Manufacturing	80	1.6%	56	70.0%	35	1.1%	27	77.1%
322	Paper Manufacturing	14	0.3%	11	78.6%	6	0.2%	5	83.3%
323	Printing and Related Support Activities	18	0.4%	14	77.8%	8	0.3%	8	100.0%

## NAICS Industry Breakdown for Vocational Completion Group

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
324	Petroleum and Coal Products Manufacturing	11	0.2%	8	72.7%	0	0.0%	0	0.0%
325	Chemical Manufacturing	12	0.2%	8	66.7%	8	0.3%	5	62.5%
326	Plastics and Rubber Products Manufacturing	68	1.4%	59	86.8%	25	0.8%	23	92.0%
327	Nonmetallic Mineral Product Manufacturing	46	0.9%	37	80.4%	30	1.0%	26	86.7%
331	Primary Metal Manufacturing	26	0.5%	23	88.5%	14	0.5%	12	85.7%
332	Fabricated Metal Product Manufacturing	158	3.2%	125	79.1%	128	4.2%	95	74.2%
333	Machinery Manufacturing	65	1.3%	51	78.5%	48	1.6%	39	81.3%
334	Computer and Electronic Product Manufacturing	7	0.1%	6	85.7%	3	0.1%	2	66.7%
335	Electrical Equipment, Appliance, and Component Manufacturing	8	0.2%	6	75.0%	2	0.1%	1	50.0%
336	Transportation Equipment Manufacturing	61	1.2%	48	78.7%	38	1.2%	35	92.1%
337	Furniture and Related Product Manufacturing	52	1.0%	38	73.1%	46	1.5%	32	69.6%
339	Miscellaneous Manufacturing	15	0.3%	11	73.3%	9	0.3%	7	77.8%
423	Merchant Wholesalers, Durable Goods	125	2.5%	99	79.2%	79	2.6%	63	79.7%
424	Merchant Wholesalers, Nondurable Goods	69	1.4%	47	68.1%	42	1.4%	34	81.0%
425	Wholesale Electronic Markets and Agents and Brokers	13	0.3%	8	61.5%	9	0.3%	8	88.9%
441	Motor Vehicle and Parts Dealers	57	1.1%	45	78.9%	39	1.3%	25	64.1%
442	Furniture and Home Furnishings Stores	16	0.3%	12	75.0%	17	0.6%	11	64.7%
443	Electronics and Appliance Stores	4	0.1%	3	75.0%	2	0.1%	0	0.0%

## NAICS Industry Breakdown for Vocational Completion Group

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
444	Building Material and Garden Equipment and Supplies Dealers	36	0.7%	35	97.2%	21	0.7%	19	90.5%
445	Food and Beverage Stores	54	1.1%	32	59.3%	39	1.3%	26	66.7%
446	Health and Personal Care Stores	2	0.0%	1	50.0%	4	0.1%	2	50.0%
447	Gasoline Stations	45	0.9%	37	82.2%	27	0.9%	17	63.0%
448	Clothing and Clothing Accessories Stores	22	0.4%	14	63.6%	10	0.3%	7	70.0%
451	Sporting Goods, Hobby, Book, and Music Stores	6	0.1%	2	33.3%	2	0.1%	2	100.0%
452	General Merchandise Stores	19	0.4%	12	63.2%	17	0.6%	14	82.4%
453	Miscellaneous Store Retailers	20	0.4%	12	60.0%	26	0.8%	15	57.7%
454	Nonstore Retailers	8	0.2%	8	100.0%	4	0.1%	3	75.0%
481	Air Transportation	0	0.0%	0	0.0%	1	0.0%	0	0.0%
482	Rail Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
483	Water Transportation	2	0.0%	2	100.0%	3	0.1%	3	100.0%
484	Truck Transportation	129	2.6%	93	72.1%	90	2.9%	69	76.7%
485	Transit and Ground Passenger Transportation	8	0.2%	6	75.0%	10	0.3%	8	80.0%
486	Pipeline Transportation	0	0.0%	0	0.0%	1	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	52	1.0%	38	73.1%	52	1.7%	34	65.4%
491	Postal Service	0	0.0%	0	0.0%	0	0.0%	0	0.0%
492	Couriers and Messengers	8	0.2%	5	62.5%	4	0.1%	4	100.0%
493	Warehousing and Storage	27	0.5%	22	81.5%	21	0.7%	19	90.5%
511	Publishing Industries (except Internet)	3	0.1%	2	66.7%	8	0.3%	5	62.5%

## NAICS Industry Breakdown for Vocational Completion Group

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
512	Motion Picture and Sound Recording Industries	1	0.0%	0	0.0%	1	0.0%	1	100.0%
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	7	0.1%	7	100.0%	4	0.1%	4	100.0%
518	Internet Service Providers, Web Search Portals, and Data Processing Services	2	0.0%	1	50.0%	2	0.1%	2	100.0%
519	Other Information Services	2	0.0%	1	50.0%	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	6	0.1%	4	66.7%	4	0.1%	3	75.0%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	2	0.0%	2	100.0%	1	0.0%	1	100.0%
524	Insurance Carriers and Related Activities	5	0.1%	4	80.0%	4	0.1%	3	75%
525	Funds, Trusts, and Other Financial Vehicles	2	0.0%	1	50.0%	3	0.1%	3	100.0%
531	Real Estate	25	0.5%	18	72.0%	26	0.8%	21	80.8%
532	Rental and Leasing Services	27	0.5%	18	66.7%	19	0.6%	15	78.9%
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	116	2.3%	94	81.0%	71	2.3%	61	85.9%
551	Management of Companies and Enterprises	4	0.1%	2	50.0%	5	0.2%	4	80.0%

### NAICS Industry Breakdown for Vocational Completion Group

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
561	Administrative and Support Services	1558	31.3%	1247	80.0%	1037	33.8%	830	80.0%
562	Waste Management and Remediation Services	39	0.8%	30	76.9%	26	0.8%	21	80.8%
611	Educational Services	6	0.1%	5	83.3%	12	0.4%	7	58.3%
621	Ambulatory Health Care Services	42	0.8%	36	85.7%	24	0.8%	17	70.8%
622	Hospitals	2	0.0%	1	50.0%	2	0.1%	2	100.0%
623	Nursing and Residential Care Facilities	20	0.4%	14	70.0%	8	0.3%	4	50.0%
624	Social Assistance	38	0.8%	29	76.3%	23	0.8%	19	82.6%
711	Performing Arts, Spectator Sports, and Related Industries	10	0.2%	5	50.0%	3	0.1%	3	100.0%
712	Museums, Historical Sites, and Similar Institutions	3	0.1%	2	66.7%	0	0.0%	0	0.0%
713	Amusement, Gambling, and Recreation Industries	26	0.5%	11	42.3%	16	0.5%	11	68.8%
721	Accommodation	66	1.3%	51	77.3%	44	1.4%	34	77.3%
722	Food Services and Drinking Places	559	11.2%	343	61.4%	359	11.7%	242	67.4%
811	Repair and Maintenance	189	3.8%	143	75.7%	101	3.3%	64	63.4%
812	Personal and Laundry Services	42	0.8%	22	52.4%	28	0.9%	20	71.4%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	4	0.1%	3	75.0%	6	0.2%	5	83.3%
814	Private Households	5	0.1%	2	40.0%	0	0.0%	0	0.0%
921	Executive, Legislative, and Other General Government Support	23	0.5%	11	47.8%	18	0.6%	13	72.2%
922	Justice, Public Order, and Safety Activities	0	0.0%	0	0.0%	0	0.0%	0	0.0%

### NAICS Industry Breakdown for Vocational Completion Group

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 Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
923	Administration of Human Resource Programs	0	0.0%	0	0.0%	1	100.0%
924	Administration of Environmental Quality Programs	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%	1	0.0%
926	Administration of Economic Programs	0	0.0%	0	0.0%	0	0.0%
927	Space Research and Technology	0	0.0%	0	0.0%	0	0.0%
928	National Security and International Affairs	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.

## WSD ENROLLMENT & TDCJ POPULATION STATISTICS

<b>HB 2837 Effectiveness Study Career and Technical Education (CTE)</b>	
Number of TDCJ Releasees (April 1, 2006 through March 31, 2007)	74,408
Number Who Participated in CTE Training (September 1, 2006 through August 31, 2007)	11,160
Percent Who Participated in CTE Training	15%
Number in Windham School District (WSD) Study Group	36,875
Number of CTE Completers in WSD Study Group	8,045
Percent CTE Completers in WSD Study Group	21.8%

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

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

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

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

## Employment Data by Career & Technical Education Course

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						Courses Related to Occupations Needed in These Industries Having the Fastest Growth
	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	Number of Local Workforce Development Identifying This Trade as a Priority Occupation	Percent of Local Workforce Development Identifying This Trade as a Priority Occupation	
Automotive Collision Repair & Refinishing	30	18	60.00%	13	72.22%	22	13	59.09%	8	61.54%	9	32.1%	✓
Automotive Specialization (Air Conditioning/Heating)	91	56	61.54%	38	67.86%	44	29	65.91%	19	65.52%	24	85.7%	✓
Automotive Specialization (Brakes)	127	86	67.72%	54	62.79%	76	50	65.79%	26	52.00%	24	85.7%	✓
Automotive Specialization (Electronics)	43	27	62.79%	16	59.26%	22	14	63.64%	4	28.57%	24	85.7%	✓
Automotive Specialization (Engine Performance)	69	54	78.26%	32	59.26%	62	48	77.42%	30	62.50%	24	85.7%	✓
Automotive Specialization (Transmission)	68	41	60.29%	25	60.98%	47	31	65.96%	19	61.29%	24	85.7%	✓
Bricklaying/Stone Masonry	96	67	69.79%	35	52.24%	67	37	55.22%	24	64.86%	9	32.1%	
Building Trades I	8	5	62.50%	3	60.00%	57	40	70.18%	24	60.00%	5	89.3%	✓
Business Computer Information Systems I	382	217	56.81%	116	53.46%	186	131	70.43%	62	47.33%	24	85.7%	✓
Business Computer Information Systems II	406	264	65.02%	145	54.92%	248	150	60.48%	81	54.00%	24	85.7%	✓
Business Image Management & Multimedia	30	19	63.33%	8	42.11%	18	15	83.33%	7	46.67%	25	89.3%	✓
Computer Maintenance Technician	126	86	68.25%	44	51.16%	54	40	74.07%	24	60.00%	22	78.6%	✓
Construction Carpentry	495	320	64.65%	193	60.31%	318	214	67.30%	123	57.48%	25	89.3%	✓
Culinary Arts	39	33	84.62%	23	69.70%	8	4	50.00%	2	50.00%	9	32.1%	✓
Custodial Technician	213	136	63.85%	74	54.41%	114	91	79.82%	54	59.34%	1	3.6%	✓
Diesel Mechanics	66	43	65.15%	23	53.49%	30	20	66.67%	11	55.00%	26	92.9%	✓
Diversified Career Preparation*	0	0	0%	0	0%	0	0	0%	0	0%	28	100%	✓
Electrical Trades	501	312	62.28%	182	58.33%	247	164	66.40%	102	62.20%	28	100%	✓

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 Priority Occupation	Percent of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Course Related to Occupations Needed in Texas Industries Having the Fastest Growth
	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	266	182	68.42%	102	56.04%	142	98	69.01%	49	50.00%	26	92.9%	√
Horticulture	101	65	64.36%	35	53.85%	62	32	51.61%	19	59.38%	1	3.6%	√
Introduction to Construction Careers	129	76	58.91%	39	51.32%	220	163	74.09%	94	57.67%	25	89.3%	√
Landscape Design, Construction & Maintenance	230	153	66.52%	84	54.90%	128	90	70.31%	57	63.33%	5	17.9%	√
Machine Shop CAD/CAM	24	16	66.67%	12	75.00%	9	7	77.78%	4	57.14%	22	78.6%	√
Major Appliance Service Technology	103	65	63.11%	38	58.46%	64	36	56.25%	22	61.11%	27	96.4%	√
Mill & Cabinetmaking	192	111	57.81%	65	58.56%	116	83	71.55%	47	56.63%	24	85.7%	√
Painting & Decorating	74	53	71.62%	31	58.49%	40	27	67.50%	12	44.44%	17	60.7%	√
Personal & Family Development	65	43	66.15%	28	65.12%	26	19	73.08%	9	47.37%	28	100%	√
Piping Trades/Plumbing	318	204	64.15%	121	59.31%	236	154	65.25%	76	49.35%	26	92.6%	√
Plant Maintenance	72	47	65.28%	29	61.70%	25	21	84.00%	14	66.67%	28	100%	√
Sheet Metal	25	15	60.00%	11	73.33%	19	9	47.37%	6	66.67%	26	92.9%	√
Small Engine Repair	168	111	66.07%	59	53.15%	96	63	65.63%	32	50.79%	26	92.9%	√
Technical Introduction to Computer-Aided Drafting	177	111	62.71%	62	55.86%	88	56	63.64%	25	44.64%	5	17.9%	
Trucking Driving	84	66	78.57%	42	63.64%	55	41	74.55%	23	56.10%	26	92.9%	√
Welding	277	180	64.98%	100	55.56%	202	136	67.33%	75	55.15%	28	100%	√
<b>Total</b>	<b>5095</b>	<b>3282</b>	<b>64.42%</b>	<b>1882</b>	<b>57.34%</b>	<b>3148</b>	<b>2126</b>	<b>67.54%</b>	<b>1184</b>	<b>55.69%</b>			

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

## 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 1<sup>st</sup> of each year summarizing the progress and implementation of the requirements listed above.

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

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

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

- WSD uses the following TWC LMCI data reports:
  - High Priority Occupations & Clusters (for each of the 28 Workforce Development Boards)
  - Texas Top 15 Occupations Adding the Most Jobs...2002-2012
  - Texas Top 15 Fastest Growing Occupations...2002-2012
  - Texas Top 15 Annual Average Job Openings...2002-2012
  - Texas Top 10 Industries Adding the Most Jobs...2002-2012
  - Texas Top 10 Fastest Growing Industries...2002-2012
  - Texas Employment Growth By Major Occupation...2002-2012
  - Texas Employment Growth Rate By Major Occupation...2002-2012
  - Texas Employment by Occupations
  - Texas Employment by Industry
- Job fairs are conducted for offenders at their units of assignment.

- Job recruiters are encouraged to interview offenders at their units of assignment prior to release.
- Contact is made with Local Workforce Development Boards to assess Project RIO Services and employment opportunities for ex-offenders.
- Windham School District uses the TWC labor market reports listed above when determining vocational course offerings. Vocational course offerings are adjusted based on current and projected labor market demands and legal considerations for jobs (the impact felony convictions have on ex-offender employment in those trades).
- The following table depicts the alignment of WSD vocational courses with TWC employment information. Additional information is available on pages 45-46.

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

## 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 Priority Occupation	Percent of Local Workforce Development Boards Identifying This Trade as a Priority Occupation	Course Related to Occupations Needed in Texas Industries Adding the Most Jobs	Course Related to Occupations Needed in Texas Industries Having the Fastest Growth
Diesel Mechanics	26	92.9%	√	√
Diversified Career Preparation	28	100%	√	√
Electrical Trades	28	100%	√	
Heating, Ventilation, Air Conditioning & Refrigeration	26	92.9%	√	
Horticulture	1	3.6%	√	
Introduction to Construction Careers	25	89.3%	√	
Landscape Design, Construction & Maintenance	5	17.9%	√	
Machine Shop CAD/CAM	22	78.6%		√
Major Appliance Service Technology	27	96.4%	√	
Mill & Cabinetmaking	24	85.7%	√	
Painting & Decorating	17	60.7%	√	
Personal & Family Development	28	100%	√	√
Piping Trades/Plumbing	26	92.6%	√	
Plant Maintenance	28	100%	√	
Sheet Metal	26	92.9%	√	
Small Engine Repair	26	92.9%	√	√
Technical Introduction to Computer-Aided Drafting	5	17.9%		
Trucking Driving	26	92.9%	√	√
Welding	28	100%	√	√