



Council On Offender Reentry 2016 Annual Report

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October, 2016

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Message from the Council Chairperson Silvia R. Jackson, Ph.D., Wisconsin Department of Corrections Reentry Director:



The Council on Offender Reentry was created by 2009 Wisconsin Act 28 for the purpose of coordinating reentry initiatives across state agencies and local service providers. Our mission is to identify and review existing reentry policies, programs, and procedures to ensure these are aligned with evidence-based practices. Implementing these practices promotes offender success during community reintegration.

The Council brings together state agencies and community stakeholders to review current DOC programming initiatives and enhance the cohesive continuum of care for men and women returning to our communities. Successful offender reentry enhances public safety and reduces recidivism.

Council membership is comprised of State Agency Secretaries, or their designees, and community stakeholders (see page 3 for more detail). The Chairperson is the DOC Reentry Director Silvia Jackson as designated by DOC Secretary Jon Litscher.

The Council's activities in Fiscal Year 2016 focused on vocational training, employment resources, substance abuse treatment, mental health services, and motivational interviewing to support successful reintegration into the community. The enclosed report highlights detailed information on these efforts, as well as several other interdepartmental projects. On an annual basis, the Council on Offender Reentry submits a report to the Governor and to the chief clerk of each house of the legislature.

On behalf of the Council on Offender Reentry, it is a pleasure to share with you this comprehensive report of our 2016 activities.

Statutory Authority for Council on Offender Reentry

The Council on Offender Reentry is dedicated to coordinating reentry initiatives across the State of Wisconsin and providing a public forum for the various stakeholders of the Criminal Justice System. The Council was created by 2009 Wisconsin Act 28. The statute articulates the purpose of the Council, as well as its membership. It also illustrates the meaning and content of the Annual Report, which is distributed to the legislature.

Creation of Council on Offender Reentry:
Wis. Stats. 15.145 (5)

Purpose of Council on Offender Reentry:
Wis. Stats. 301.095

Membership to the Council on Offender Reentry:
Wis. Stats. 15.145(5)

Statutory Authority for Council on Offender Reentry: Wis. Stats. 301.095

Wis. Stats. 301.095, "Council on Offender Reentry," delineates the Council's purpose as follows:

1. Inform the public as to the time and place of council meetings and, for at least one meeting per year, encourage public participation and receive public input in a means determined by the chairperson.
2. Coordinate reentry initiatives across the state and research federal grant opportunities to ensure initiatives comply with eligibility requirements for federal grants.
3. Identify methods to improve collaboration and coordination of offender transition services, including training across agencies and sharing information that will improve the lives of the offenders and the families of offenders.
4. Establish a means to share data, research, and measurement resources that relate to reentry initiatives.
5. Identify funding opportunities that should be coordinated across agencies to maximize the use of state and community-based services as the services relate to reentry.
6. Identify areas in which improved collaboration and coordination of activities and programs would increase effectiveness or efficiency of services.
7. Promote research and program evaluation that can be coordinated across agencies with an emphasis on research and evaluation practices that are based on evidence of success in treatment and intervention programs.
8. Identify and review existing reentry policies, programs, and procedures to ensure that each policy, program, and procedure is based on evidence of success in allowing an offender to reenter the community, improves the chances of successful offender reentry into the community, promotes public safety, and reduces recidivism.
9. Promote collaboration and communication between the department and community organizations that work in offender reentry.
10. Work to include victims in the reentry process and promote services for victims, including payments of any restitution and fines by the offenders, safety training, and support and counseling, while the offenders are incarcerated and after the offenders are released.
11. Annually submit a report to the governor, any relevant state agencies, as identified by the council, and to the chief clerk of each house of the legislature for distribution to the legislature under s. 13.172 (2) that provides information on all of the following:
 - a. The progress of the council's work.
 - b. Any impact the council's work has had on recidivism.
 - c. The effectiveness of agency coordination and communication.
 - d. The implementation of a reentry strategic plan.
 - e. Recommendations on legislative initiatives and policy initiatives that are consistent with the duties of the council.

FY16 Meeting Dates

The Council is directed to hold meetings at least four times a year. All meeting notices are posted via the WI-DOC public website and in the Wisconsin State Journal. Members of the public are invited to attend all meetings. In FY16 the Council met on the following dates:

- October 23, 2015
- January 14, 2016
- March 31, 2016
- June 22, 2016



Membership: Wis. Stats. 15.145(5)

The Council shall consist of 21 members, and the appointed members shall serve for 2-year terms and may be appointed for a maximum of two consecutive terms. The Chairperson of the council shall be the Secretary of Corrections or the Reentry Director, as decided by the Secretary of Corrections. The Chairperson may appoint subcommittees and the Council shall meet no less frequently than four times per year at a date and location to be determined by the Chairperson. Members of the Council shall include the Secretary of Corrections, or his or her designee; the Secretary of Workforce Development, or his or her designee; the Secretary of Health Services, or his or her designee; the Secretary of Children and Families, or his or her designee; the Secretary of Transportation, or his or her Designee; the Attorney General, or his or her designee; the Chairperson of the Parole Commission, or his or her designee; the State Superintendent of Public Instruction; the Reentry Director as appointed by the Secretary of Corrections; current or former judge, as appointed by the Director of State Courts; an individual who has been previously convicted of, and incarcerated for, a crime in Wisconsin, as appointed by the Secretary of Corrections; and the following persons, as appointed by the governor:

- (a) A law enforcement officer.
- (b) A representative of a crime victim rights or crime victim services organization.
- (c) A representative of a faith-based organization that is involved with the reintegration of offenders into the community.
- (d) A representative of a county department of human services.
- (e) A representative of a federally recognized American Indian tribe or band in this state.
- (f) A representative of a nonprofit organization that is involved with the reintegration of offenders into the community and that is not a faith-based organization.
- (g) A district attorney.
- (h) A representative of the office of the state public defender.
- (i) An academic professional in the field of criminal justice.
- (j) A representative of the Wisconsin Technical College System.

Council Members during Fiscal Year 2016

Chairperson	Silvia Jackson, Reentry Director, DOC	Formerly Incarcerated Ex-Offender	Jerome Dillard, Reentry Coordinator, Dane County Jail
Department of Corrections	Patrick Hughes, Assistant Deputy Secretary	Law Enforcement Officer	Mark Podoll, Sheriff, Green Lake County
Department of Workforce Development	Scott Jansen, Administrator, Division of Employment & Training	Victims Services	<i>(Pending Appointment)</i>
Department of Health Services	Beth Dodsworth, Conditional Release Program Supervisor, Division of Care and Treatment Services	Faith-Based-Organization	<i>(Pending Appointment)</i>
Department of Children and Families	Jamie Elder, Director, Office of Urban Development	County Department of Human Services	Jason Witt, Director, La Crosse County Human Services
Department of Transportation	Ann Perry, Director, Bureau of Driver Services	American Indian Tribe/Band	<i>(Pending Appointment)</i>
Attorney General	Paul Connell, Senior Counsel, Department of Justice	Nonprofit Organization	<i>(Pending Appointment)</i>
Parole Commission	Steve Landreman, Parole Commissioner	District Attorney	Kent Lovern, Chief Deputy District Attorney, Milwaukee County
Department of Public Instruction	Carolyn Stanford-Taylor, Assistant State Superintendent, Division of Learning Support	State Public Defender	Michael Tobin, Deputy State Public Defender
Judge (current or former)	Honorable Lisa Stark, WI Court of Appeals	Academic Professional, Criminal Justice	<i>(Pending Appointment)</i>
		Wisconsin Technical College System	Chuck Brendel, Associate Dean of Economic and Workforce Development

Topics Presented in FY16

Meeting 1— October 23, 2015

Technology, Job Centers, Vocational Training for Offenders

During the first meeting of fiscal year 2016, the Council on Offender Reentry focused on employment. Agency representatives discussed a variety of statewide projects, including vocational and employment initiatives from the Department of Workforce Development, Workforce Development Boards, the Department of Corrections, and the Wisconsin Technical College System.

Department of Workforce Development Plans for Expanded use of Technology for Inmates in the Prison System

Andy Janssen, Program and Policy Analyst, Department of Workforce Development

The Department of Corrections (DOC) Divisions of Adult Institutions (DAI) and Division of Juvenile Corrections (DJC) participated in testing several career exploration assessment tools from the Department of Workforce Development (DWD) Bureau of Job Services. A pilot project is planned for DOC to allow incarcerated inmates at Kettle Moraine, Oakhill, Taycheedah, and Racine Youthful Offender Correctional Institutions the opportunity to utilize the full scope of career assessment and exploration tools available on the Job Center of Wisconsin website, including: ACT WorkKeys, ACT Career Ready 101, Career Cruising, CareerLocker, and TapDance Live. DOC staff will be trained to proctor exams and administer assessments, and offenders will continue to be assessed and tracked by DWD for five years following their release from prison.

American Job Center at Milwaukee House of Correction

Chytania Brown, Vice President of Planning and Grants Compliance, Employ Milwaukee

Employ Milwaukee (formerly known as Milwaukee Area Workforce Investment Board or MAWIB) received a \$500,000 two-year grant from the Department of Labor to establish a specialized job center in a correctional setting. This project will create a job center inside the Milwaukee House of Correction (HOC). The job center will allow staff to conduct job readiness assessments with approximately 750 offenders, who will then complete an Individual Development Plan (IDP) based on this assessment. Approximately 125 offenders will be successfully enrolled in programs and services identified in the IDP, both prior to and after release into the community. Construction of the job center at HOC is in process with an anticipated completion near the end of the calendar year. The lab will include ten computers and a classroom for workshops.



Employ Milwaukee is planning a specialized job center in the House of Correction (HOC). Offenders will complete job readiness assessments, the results of which will be used to identify pre- and post-release services and programs in Individual Development Plans (IDPs).

American Job Center at the Dane County Jail

Seth Lentz, Director of Program Development and Operations, Workforce Development Board of South Central Wisconsin

The Workforce Development Board of South Central Wisconsin received a \$500,000 two-year grant from the Department of Labor to establish a job center at the Dane County Jail. This program will be based on a condensed version of Windows to Work, a collaboration between DOC and the state's 11 workforce development boards (WDB) to provide pre- and post-release interventions to incarcerated men and women. The goal is to provide cognitive interventions and work readiness training so that individuals are prepared to enter the workforce following their release from incarceration. On an annual basis, approximately 120 offenders will be screened and 100 offenders will be enrolled in programming and services. Post-release training will be provided through the Workforce Innovation and Opportunity Act (WIOA).

Milwaukee Area Technical College and Department of Corrections Partner to Provide Accelerated Computer Numerical Control (CNC) Training for Department of Corrections Offenders

Dorothy Walker, Dean, Milwaukee Area Technical College School of Technology and Applied Sciences

Milwaukee Area Technical College (MATC) was awarded a Wisconsin Fast Forward grant from Department of Workforce Development (DWD) to offer a 14-week, 14-credit Computerized Numerical Control (CNC) technical education certificate program for select Department of Corrections (DOC) inmates. The college partnered with the DOC to provide this accelerated training program at their downtown Milwaukee campus. Participants must meet the following eligibility requirements:



- On Division of Community Corrections (DCC) supervision in Region 3 (Milwaukee County) or incarcerated in a Milwaukee work release center (Felmers O. Chaney Correctional Center, Marshall E. Sherrer Correctional Center, Milwaukee Women's Correctional Center);
- Have a minimum of 12 months supervision or is within 18 months of release if incarcerated;
- Have a diploma, GED, or HSED;
- Have a 9th grade or above math and reading levels on the Test of Adult Basic Education (TABE).

Accelerated courses in this program provide credits toward a one-year technical diploma. Students earn a certificate after completing 14 credits, and they have the option of pursuing the full CNC program diploma by completing the remaining requirements of the program. The first cohort of 13 offenders attended training during third shift, and 11 participants successfully completed the program. The second cohort of 14 offenders on DCC supervision attended training second shift, and eight graduated. The third cohort, in progress at the time of this Council meeting, consisted of 14 females from the Milwaukee Women's Correctional Center. (Update: All 14 members of the third cohort graduated in December 2015. The fourth cohort began in January 2016 and all fourteen participants successfully completed the program in April 2016.)



Offenders work with CNC machinery at the Milwaukee Area Technical College (MATC) Downtown Campus as part of a 14-week, 14-credit technical education certificate program.

Meeting 2 — January 14, 2016

Substance Abuse Treatment Initiatives and Program Standards

During the second meeting of FY16, the Council focused on initiatives related to substance abuse treatment and reentry. Specific topics discussed included the Evidence-Based Department of Corrections Substance Abuse Program Standards, Earned Release Program Redesign, substance abuse treatment in community corrections, and the Substance Abuse Prevention and Treatment Block Grant funding.

Department of Corrections Evidence-Based Substance Abuse Program Standards

Holly Audley, Evidence-Based Program Manager, Department of Corrections

The Wisconsin Department of Corrections (DOC) created Evidence-Based Substance Abuse Treatment Standards through a collaborative, cross-divisional, and interagency process. The purpose of these standards includes the following:

- Increase the effectiveness and consistency of service delivery throughout DOC;
- Carefully consider fiscal and human resources;
- Identify subordinate goals, objectives, and outcomes to form the basis of a policy and procedure guide;
- Guide curriculum development and implementation;
- Identify offender risk, needs, and responsivity factors and incorporate them into all aspects of treatment and treatment design;
- Maximize service impact by ensuring continuity of care;
- Utilize evidence-based practices to continually improve program quality and effectiveness.

Standards are aligned with the University of Cincinnati Corrections Institute's Evidence-Based Correctional Program Checklist criteria, reflect the National Institute of Corrections' Principles of Effective Intervention, and are grounded in the "What Works" recidivism reduction research. Service standards, curriculum criteria, staff credentialing and training standards, and quality assurance guidelines are delineated within each standards document. The DOC promulgated Executive Directive 84 in October of 2015. This directive mandates the development of division-specific implementation teams dedicated to working toward a phased approach to alignment with evidence-based program standards. This alignment work will be initiated in the Division of Adult Institutions, the Division of Community Corrections, and the Division of Juvenile Corrections.

Department of Corrections Earned Release Program Redesign: Overview of Cognitive-Behavioral Interventions for Substance Abuse (CBISA)

Lonnie Krueger, Advanced Practice Social Worker, Certified Substance Abuse Counselor, Drug Abuse Correctional Center

The following CBISA curriculum overview was distributed and the program's six modules were discussed:

Optional Module: Pre-Treatment	In preparation for the group, these sessions explore resistance to treatment in general and typical reasons people are reluctant to enter a substance abuse program. The optional module aims to eliminate this type of discussion during the curriculum sessions. (3 sessions)
Module 1: Motivational Enhancement	The Motivational Enhancement module aims to increase motivation to engage in the substance abuse intervention and includes an exploration of personal values, goals and resistance. (5 sessions)
Module 2: Cognitive Restructuring	Participants are taught to pay special attention to the thoughts that place them at risk to abuse substances. Those thoughts are then restructured to reduce the risk of addictive behaviors and increase the possibility of positive goal achievement. (4 sessions)
Module 3: Emotional Regulation	This section uses a behavioral approach to understand, manage, and control feelings, i.e. cravings and urges. (8 sessions)
Module 4: Social Skills	Social skills instruction, including modeling, trying, receiving feedback, and practicing. (11 sessions)
Module 5: Problem Solving	Problem solving is critical for successfully navigating the world. This skill involves both cognitive and behavioral abilities and relies on a person's capacity to think about the problem objectively, identifying a variety of often complex factors. (7 sessions)
Module 6: Success Planning	Participants create an individualized plan based on risky situations they identified in the beginning of the curriculum. The plan integrates the behavior chain format originally introduced in the cognitive restructuring model. (7 sessions)

Lutheran Social Services Affinity House Residential Treatment Facility

Laurie Lessard, Director, Lutheran Social Services

Lutheran Social Services operates Affinity House, an 18-bed facility in Eau Claire, Wisconsin serving women referred by the Department of Corrections (DOC) for the gender-specific treatment program. Affinity House provides inpatient and residential services and is licensed under Department of Health Services (DHS) administrative rules, as cited in Chapters DHS 83 (Community-Based Residential Facilities) and DHS 75 (Community Based Substance Abuse Service Standards). This facility is funded through the DHS Substance Abuse Block Grant. In 2015, Affinity House provided services to 94 DOC clients. Approximately 48% of those clients were diagnosed with both a substance use disorder and a mental health disorder. Clients receive a contracted number of dosage hours to address the top four criminogenic needs. A client's length of stay is based on her individual needs and the length of time required for her to successfully complete the program. Evidence-based and trauma-informed programming includes: inpatient substance abuse treatment (3 weeks); transitional residential treatment (14 weeks); or non-substance abuse, criminogenic need-focused treatment (14 weeks).

Attic Correctional Services at Madison Day Report Center

Vicki Trebian, President/CEO, and David Gebhardt, Substance Abuse Counselor, Attic Correctional Services

Attic Correctional Services at the Madison Day Report Center (DRC) provides non-residential AODA programming to Division of Community Corrections clients in the Madison area. Upon referral, a substance abuse assessment is completed to match the offender to an appropriate Attic treatment service. Available treatment groups include:

Substance Abuse Outpatient Groups	The focus of this group is substance abuse education for offenders who have had no prior treatment or those who, if clinically indicated, have previously been involved in treatment. Groups meet for 2 hours, once per week for 12 weeks, for a total of 24 program hours.
Substance Abuse Intensive Outpatient (IOP) Groups	Cognitive intervention approach focusing on substance abuse education for offenders who have had no prior treatment experience or those who, if clinically indicated, have previously been involved in treatment. Participants receive education on chemical dependence, substance abuse, and the effects dependency and abuse have on an offender's life. Participants practice social skills and self-control, create a recovery plan, and develop relapse prevention skills. IOP groups meet for three sessions each week for ten weeks, and each session lasts three hours.
Substance Abuse Dual Disorder Outpatient Groups	These treatment groups provide access to comprehensive, integrated treatment for offenders with co-occurring treatment issues. These groups meet once a week for two hours for a period of 12 weeks.
Substance Abuse Aftercare	Upon completion of one of the above treatment groups an offender may participate in Substance Abuse Aftercare. This aftercare substance abuse treatment is conducted at a lower intensity with a goal of assisting the offender to maintain and expand on the gains made in primary-level care. An aftercare group meets for two hours once per week for 16 weeks.
Substance Abuse Relapse Prevention Groups	The goal of this 'booster' form of treatment is to stabilize and return the offender to community living following a structured re-exposure to program elements. These elements are designed to address the issues with which the offender was having difficulty in the community. Needed elements are identified in the treatment plan which is submitted to the agent of record. These groups meet for two hours once each week for 25 weeks.
Substance Abuse Intensive Outpatient (IOP) One-to-one Counseling Sessions	The goal of this individualized treatment approach is to stabilize and return the offender to community living. Treatment includes addressing dynamic risk factors and gender-specific issues as related to substance abuse. Other treatment resources provide education and promote a substance-free lifestyle. The individualized counseling is responsive to the problems the offender exhibits or encounters in community living. IOP one-to-one counseling sessions meet for 30 minutes once per week for four weeks.
Certified Substance Abuse Treatment Services for Act 100 OWI Clients	This treatment is offered to offenders who qualify under Wisconsin's Act 100. This open-ended group consists of 12 sessions of outpatient intervention followed by 16 sessions of continuing Certified Substance Abuse Aftercare groups, for a total of 56 total program hours.

Overview of Substance Abuse Prevention and Treatment Block Grant

Joyce Allen, Director, Bureau of Prevention Treatment and Recovery, Department of Health Services; Lori Goeser, Criminal Justice Coordinator & Human Services Crisis Disaster Response Coordinator, Department of Health Services; and Erin Thorvaldson, Reentry Cross Divisional Coordinator, Department of Corrections

Joyce Allen gave an overview of the Substance Abuse Prevention and Treatment Block Grant (SABG) funded by the Substance Abuse and Mental Health Services Administration (SAMHSA). Erin Thorvaldson detailed the DOC's initiatives funded under the SABG. Substance abuse services are provided throughout the Division of Adult Institutions, Division of Community Corrections (DCC), and Division of Juvenile Corrections serving nearly 400 offenders per year. Substance abuse services are offered through residential programs at Taycheedah Correctional Institution (TCI) and Lincoln Hills School, as well as four community residential programs for DCC offenders. Services target offenders identified with a substance abuse need on the COMPAS assessment. Offenders receive evidence-based programs and interventions both in the institution and the community to reduce their likelihood of committing crime and improve their ability to abstain from alcohol and drug use. At TCI, staff members strive to create an environment supported by trauma-informed principles. Ongoing training efforts help staff develop and implement trauma-informed care, an initiative being developed further with the Fostering Futures initiative in FY17. In FY16, the SABG outlined several goals and objectives for each of the three divisions. Goals and objectives identified for FY16 include but are not limited to the following:

- Improved attitude towards law and authority figures related to their substance abuse, as measured on the Texas Christian University Criminal Thinking Scales (TCUCTS) Criminal Rationalization domain scale;
- Positive offender satisfaction with the cognitive-based, substance abuse services measured on evaluations upon exit from the program;
- At least 50% of offenders will be employed or enrolled in school;
- At least 80% of urinalyses will be negative for offenders during program participation;
- For FY17, similar goals and objectives have been identified and programs will make improvements in services based on semi-annual performance reports and guidance from the Department of Health Services.



Meeting 3 — March 31, 2016

Mental Health Services and Motivational Interviewing Initiatives

The Council's third meeting of the fiscal year focused on reentry services for individuals with mental illness and motivational interviewing initiatives in the Department of Health Services and the Department of Corrections. The DOES, OARS, and Conditional Release programs were highlighted by community providers.

Conditional Release Program

Glenn Larson, Director of Community Forensic Services, Department of Health Services

Individuals found not guilty by reason of mental disease or defect (NGI) can be placed in the community by the courts. The Conditional Release Program is responsible for providing treatment and supervision to these individuals so they can live safely and productively in the community. Regional case management is used to provide better information regarding offenders who are committed or in the community. Case Managers individualize treatment plans, while DHS staff create program policies and operational protocols, and provide effective oversight and quality control over each regional team's activities. The DHS Conditional Release Program is considered a national leader in community forensic services. It has been studied by organizations in England, Japan, Australia, and New Zealand.

Disabled Offenders Economic Security (DOES) Project

Katie Alft, Project Assistant Director, DOES Project

Legal Action of Wisconsin (LAW), a non-profit law firm that provides free civil legal services to low-income people, is in its second 5-year collaboration with the Department of Corrections. LAW attorneys assist inmates in 13 different correctional institutions and centers who have severe mental illness and/or developmental disabilities and who are within six to nine months of release. LAW staff assist these clients filing applications for Badger Care and SSI/SSDI benefits. The attorneys provide advocacy, representation on appeals, help clients transition into the community, and assist in obtaining other benefits for which they are eligible. During FY15, Legal Action attorneys represented 458 offenders applying for Social Security benefits, with 294 gaining benefits (64.2% success rate).

Opening Avenues to Reentry Success (OARS) Program

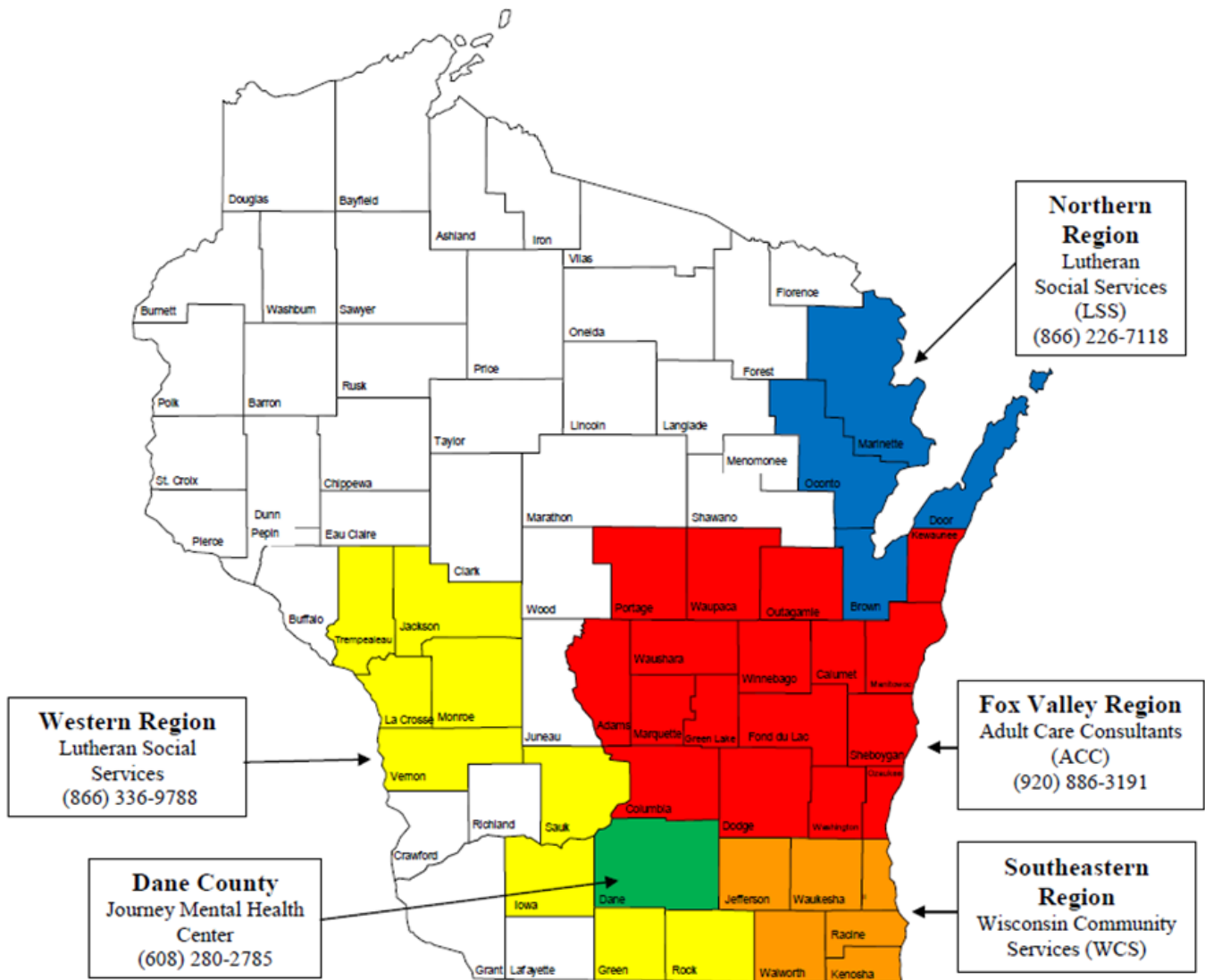
Tammy Walker, Co-Owner, and Alyssa Fisher, Case Manager, Adult Care Consultants

The Opening Avenues to Reentry Success (OARS) program is a joint venture between the State of Wisconsin's Department of Corrections (DOC) and Department of Health Services (DHS). The purpose of this voluntary program is to fund, coordinate, and administer quality reentry services to the highest need and risk-based population of mentally ill offenders as they prepare for their release from prison and transition to the community.

Adult Care Consultants employs ten case managers who provide case management to offenders releasing on Conditional Release and through the Earned Release Program. These case managers cover eleven counties and are based in the Fox Valley region.

Case managers in the OARS program have all been trained in the use of Motivational Interviewing and are actively employing these approaches, resulting in clients feeling empowered rather than mandated to make changes and follow the rules. Case managers also participate in ongoing peer learning groups to hone Motivational Interviewing techniques.

The map below shows the counties of release in which eligible offenders can receive services through the OARS program. The newest regions added are the Western Region, the Northern Region, and Dane County.



Motivational Interviewing Training and Sustainability Initiative

Scott Caldwell, Motivational Interviewing Consultant, Department of Health Services

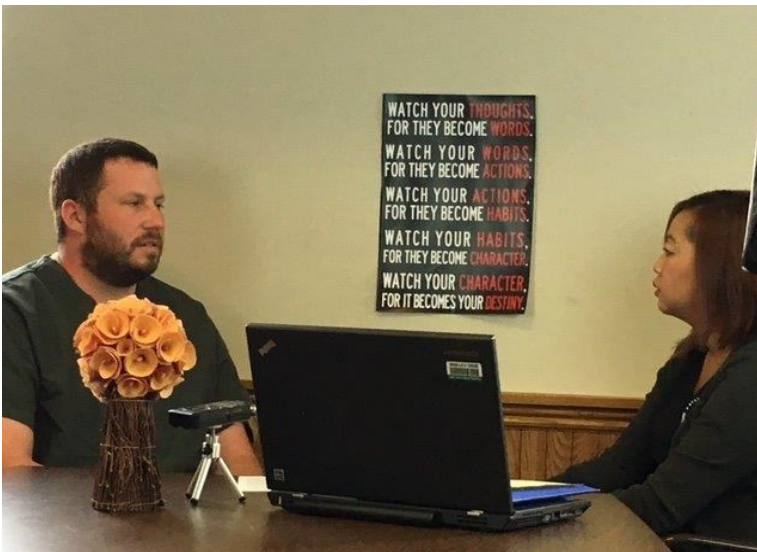
Vonda Benson, Motivational Interviewing Implementation & Fidelity Specialist and Trainer

Motivational interviewing (MI) is a well-established evidence-based practice for addressing a range of behavior problems across diverse systems. The method originated over thirty years ago. Its effectiveness is grounded in the process of exploring and strengthening a person's own motivations and commitment to change. Enhancing Intrinsic Motivation is one of the eight evidence-based principles for effective interventions. Wisconsin Department of Corrections (DOC) has committed to helping selected staff utilize Motivational Interviewing to enhance offender behavior change conversations.

The transition to MI as outlined by National Institute of Corrections (NIC) begins with staff attending an initial two-day training and continuing to participate in ongoing peer learning group meetings. Per NIC, agencies should expect full transition to MI techniques to take up to five years.

DOC first began training staff in Motivational Interviewing (MI) techniques in 2005. Service providers contracted through Department of Health Services (DHS) and the DOC are now required to be trained in the use of MI. In 2010 Division of Community Corrections staff received two-day MI training coupled with their training in the COMPAS risk/needs assessment tool. In November, 2014, the DOC Reentry team adopted MI as an evidence-based practice, forming the MI Sustainability Committee to plan Department-wide implementation.

With assistance from Scott Caldwell at DHS, the committee developed the MI Sustainability Plan, which was approved by the DOC Reentry Executive Team in August, 2015. The plan includes training select DOC staff to fidelity standards in MI and integrating MI into every day change conversations. Staff targeted for training include DCC agents and supervisors, Division of Adult Institutions program staff, and Division of Juvenile Corrections agents and supervisors. A one-day Peer Learning Group training is provided to staff who have already received MI training. Participants are involved in monthly Peer Learning groups to continue practicing their MI skills. In January of 2016, Vonda Benson began a two-year term in the Reentry Unit as an MI Sustainability and Fidelity Specialist and Trainer to oversee the DOC MI Project.



For more information, please reference the National Registry of Evidence-based Programs and Practices at www.samhsa.gov/nrepp and the US Department of Justice guide to implementing MI in corrections, found at <http://static.nicic.gov/Library/025556.pdf>.

Above: Adams Probation Office staff listen to a conversation of someone practicing their Motivational Interviewing skills. Staff note when they hear a question, reflection, or affirmation.

Left: PaMee Chang, Substance Abuse Counselor at Chippewa Valley Correctional Treatment Facility (CVCTF), practices MI in a role play with Aaron Heitman, CVCTF social worker, who is playing the role of the inmate.

Meeting 4 — June 22, 2016

Collaborations on Vocational and Job Readiness Skills Training

The fourth meeting of the year focused on vocational programs, apprenticeships, and interagency partnerships created to promote initiatives in this area. Specifically, this meeting included presentations from Madison College, the Department of Corrections, and the Department of Workforce Development's Division of Employment and Training.

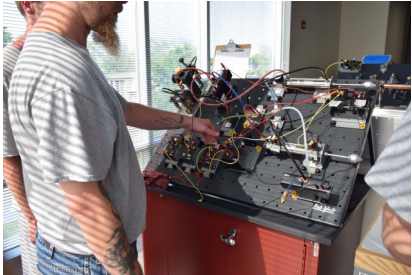
Madison College Presentation on Industrial Maintenance Training Academy

Karen Johnson Kretschmann, Workforce Development Program Manager, Madison College

In early 2016, Department of Corrections (DOC) established a pilot project with Madison College to provide an accelerated industrial maintenance training to incarcerated men at Oregon and Thompson Correctional Centers. Industrial Maintenance was chosen as a field of study due to the demand from employers in the Madison area, as there were 206 maintenance job postings in August 2015 with 59 of those in the Madison district. Additionally, the median wage for Industrial Maintenance Mechanics in the Madison College district is \$18.80/hour. The pilot training included coursework in blueprint reading, machine tool math,

fluid power, and a variety of metal processes such as machining, welding, brazing, and cutting. Participants also obtained OSHA-30

certification, and earned 11 credits and received 36 hours non-credit Math and Employability Skills & Support during the course of training. In addition to college credits, participation in this pilot provided offenders with connections to employers and job placement resources. Upon release, offenders can continue the program to earn an Industrial Maintenance Mechanic one-year technical diploma (27 credits), Industrial Mechanic-HVAC (34 credits), and Industrial Maintenance Technician two-year diploma (62 credits).



Vocational Programs and Apprenticeships in Department of Corrections

Margaret Carpenter, Education Director, Department of Corrections

The Department of Corrections (DOC) offers GED/HSED courses and opportunities for continued career and technical education. Partnerships with ten Wisconsin Technical Colleges allow DOC to offer 25 Wisconsin certified technical college programs in the Division of Adult Institutions (DAI) prison system, including 14 apprenticeships in the following careers: Auto Body Repair, Baker, Carpenter, Computer Operator, Custodial Worker, Drafter (Mechanical), Heating/Ventilation/Air Conditioner Installer and Technician, Horticulturist, Maintenance Repair Technician, Off-Set Press Operator, Prep Cook, Restaurant Cook, Tool and Die Maker, and Welder. There are three categories of apprenticeship programs: starter, finisher, and full programs. Starter programs provide the student with the related instruction component of their apprenticeship training. Finisher programs involve only the paid on-the-job training component of the apprenticeship, without the related instruction. Full programs offer both components and allow the student to complete all apprenticeship requirements.



Council on Workforce Investment: Offender Reentry Workforce Program

Scott Jansen, Administrator, Division of Employment & Training, Department of Workforce Development

The Council on Workforce Investment is charged with "aiding Wisconsin employers in finding the workers they need and providing resources to enable workers to access training for in-demand careers with the ultimate goal of moving Wisconsin's economy forward."¹ As part of the Council's workforce development strategy, Wisconsin Departments of Corrections, Workforce Development, and Health Services are partnering with local Workforce Development Boards to assist offenders with their successful community reintegration. The goal of the program is to provide offenders with targeted job training based on the geographic area where they will be released. Additional goals include preparing offenders for good paying jobs that lead to financial stability, aiding in reducing recidivism, and meeting the workforce demands of businesses across Wisconsin.

1. Governor's Council on Workforce Investment, <http://www.wi-cwi.org/>

Message from Jon Litscher, Wisconsin Department Of Corrections Secretary:



I am pleased to share the FY16 Annual Report for the Governor’s Council on Offender Reentry. The Council embodies the spirit of collaboration and teamwork, as agency representatives statewide work together to address issues relating to offender reentry.

This annual report highlights the areas of focus for each of the quarterly meetings. The topics highlighted include vocational training, employment resources, substance abuse treatment, mental health services, and motivational interviewing. These are just some of the areas that can affect an offender’s path to succeeding in the community after release from incarceration.

The Council is tasked with exploring issues like these so departments and agencies throughout the state can identify areas for continued growth and make positive changes to improve Wisconsin’s criminal justice system. Bringing representatives together from such diverse agencies broadens the collective perspective and assists in this process.

The area of job readiness training has received noteworthy attention during this past year, serving as a great example of the power of collaboration. Two county correctional facilities received funding to create new American Job Centers for inmates preparing for community employment. Milwaukee House of Correction offenders will be able to complete job readiness assessments, which provide information about areas of need, and Individual Development Plans, which identify programs and services related to job readiness. Dane County received funding to support a jail-based job center which will provide pre-release services to offenders through a Career Coach and assist in the transition from jail to the community.

New career and technical education (CTE) initiatives have been developed for the state’s releasing offenders as well. Milwaukee Area Technical College has partnered with the Department of Corrections (DOC) to train offenders in Computerized Numerical Control (CNC) training, and Madison College has partnered with DOC to train offenders in Industrial Maintenance Mechanics. These programs are foundational for employment in high demand fields, as well as for degree completion in these areas.

Thank you for your supporting the continued efforts of the Governor’s Council on Offender Reentry.



Mission

- **Protect** the public, our staff, and those in our charge.
- **Provide** opportunities for positive change and success.
- **Promote**, inform, and educate others about our programs and successes.
- **Partner** and collaborate with community service providers and other criminal justice entities.

Core Values

We are accountable to each other and the citizens of Wisconsin.

- We manage our resources in an efficient, effective, sustainable, and innovative manner.
- We demonstrate competence and proficiency in the work necessary to accomplish our mission.
- We take individual responsibility for how we plan, perform, and manage our work.

We do what’s right – legally and morally – as demonstrated by our actions.

- We value courage, candor, and conviction of purpose.
- We expect ethical behavior and integrity in all we do.
- We require honesty, adherence to the law, and the fair and equitable treatment of others.

We recognize employees as the department’s most important resource.

- We work towards building a workforce of diverse individuals who achieve great things together.
- We recognize exemplary performance.
- We advocate in the best interest of our workforce.

We value safety for our employees, the people in our charge, and the citizens we serve.

- We provide the resources and training necessary for employees to safely accomplish our mission.
- We operate safe and secure facilities.
- We offer opportunities for offenders to become productive members of their communities.

We expect competence and professionalism in our communications, demeanor, and appearance.

- We demonstrate knowledge and skills within our areas of responsibility.
- We respond effectively and appropriately in our interactions and communications.
- We treat all people with dignity and respect.
- We recognize that we have one opportunity to make a positive first impression.

EVERY PERSON, EVERY FAMILY, EVERY COMMUNITY MATTERS