



# BECKY YOUNG RECIDIVISM REDUCTION ANNUAL REPORT

2021

Office of the Secretary  
Reentry Unit

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# SECRETARY'S MESSAGE



The COVID-19 Pandemic challenged the Wisconsin Department of Corrections during the entirety of state fiscal year 2021. The Department responded to the crisis to protect the health and safety of persons in our care and our staff. We implemented Center for Disease Control (CDC) and Department of Health Services (DHS) guidance to interrupt the spread of the virus in our facilities and in our communities. Facility staff valiantly shouldered the added work with their ongoing responsibilities to maintain safe, secure, and healthy environments for persons in our care. Vaccine approvals mid-year led to the development of a distribution plan, while continuing to maintain efforts to limit the spread of the virus. Department staff worked tirelessly to adhere to existing guidance, respond to the many changes, and implement the vaccination plan, saving lives in the process.

Necessary Department functions did not stop under these challenging circumstances. Persons in our care were released from DOC facilities, and their programming and planning needs remained critically important. Program facilitators and reentry planners utilized creativity and innovation to provide evidence-based services to meet the needs of the population. The Department quickly developed standards, infrastructure, and business process to utilize technology; establishing remote platforms to maintain contacts and provide programming.

This report highlights efforts funded by the Becky Young Community Corrections Recidivism Reduction Appropriation to reduce recidivism. This appropriation provides hope to persons in our care and opportunities to develop employment skills, address mental health concerns, and to take advantage of curricula designed to address the needs that contributed to their incarceration or supervision. The report also highlights how many of these programs implemented new delivery methods and efforts to maintain pro-social contacts in the community during the health emergency. These efforts ultimately supported the Department's mission to provide persons in our care opportunities for positive change and success.

Sincerely,

Kevin A. Carr  
Wisconsin Department of Corrections Secretary



**I BELIEVE THAT FROM THE MOMENT A PERSON WALKS THROUGH OUR DOORS, FOR WHATEVER REASON, IF THEY SINCERELY WANT TO CHANGE THEIR LIVES AND ENGAGE IN PROGRAMMING, WE HAVE AN OBLIGATION TO PROVIDE IT.**

**- SECRETARY KEVIN A. CARR**

# REENTRY DIRECTOR'S MESSAGE



As the Wisconsin Department of Corrections (DOC) Reentry Director, I want to share with you our Becky Young Community Corrections Recidivism Reduction Annual Report for Fiscal Year 2021 (FY21). This report highlights the programs and services offered throughout the state that utilize evidence-based practices and promote public safety with the goal of reducing recidivism.

In FY21, many of our programs worked through challenges to provide valuable services to community partners and persons in our care. Services were either adjusted to meet the needs of our clients during the global pandemic or temporarily halted to mitigate risk and protect the health of participants and staff. Through the adversity, programs persisted, adapted, and excelled. They found new ways to connect with clients and deliver more targeted resources.

These are just a few excellent examples of our efforts and accomplishments during the previous fiscal year:

- The Opening Avenues to Reentry Success (OARS) offered wraparound mental health services to 463 clients in FY21, a 17% increase from the previous fiscal year. Individuals who successfully completed the OARS program demonstrated lower recidivism rates than individuals with similar characteristics, with the difference in reincarceration rates being statistically significant.
- Windows to Work (W2W) participants had 318 episodes of employment throughout FY21, with an average wage of \$14.84. Additionally, the program was expanded to its first maximum security prison at Green Bay Correctional Institution.
- Reentry Legal Services (RLS) attorneys offered virtual or telephonic intake interviews in order to continue services. In FY21, 886 clients received services with 151 cases having Social Security benefits awarded.
- 74.6% of persons releasing from incarceration were determined eligible for Medicaid programs.
- A fifth mobile training lab was procured in collaboration with the Department of Workforce Development. The Mechatronics lab was delivered to Racine Youthful Offenders Correctional Facility (RYOCF) in FY21 with the first cohort starting their training in the early FY22.
- From FY20 to FY21 University of Cincinnati Corrections Institute (UCCI) increased virtual training from 129 to 207 exhibiting a 61% increase in staff training over one year.



- DOC Staff completed 28,347 COMPAS Assessments during FY21.
- Residential Service Programs provided structured living and services to 332 individuals throughout FY21.
- DOC's Research and Policy Unit released a new recidivism report using multiple measures of recidivism for the first time. The three measures (rearrest, reconviction, and reincarceration) will allow the DOC to provide the most comprehensive view of recidivism patterns.

These are just some of the outcomes and investments made with Becky Young funding in FY21. I encourage everyone to review the report in full to discover how DOC programs are adapting and to see the successful investments in reentry opportunities. It is my honor to serve as the DOC Reentry Director, and to report program outcomes and accomplishments that truly make a difference in the lives of so many across the state.

Sincerely,

Silvia Jackson, Ph.D.  
Reentry Director

# BECKY YOUNG APPROPRIATION LEGISLATIVE STATUTES



## **Wis Stat: 20.410 (1)(ds)**

Becky Young Community Corrections: recidivism reduction community services. The amounts in the schedule to provide services under s. 301.068 to persons who are on probation, or who are soon to be or are currently on parole or extended supervision, following a felony conviction, in an effort to reduce recidivism.

## **Wis Stat: 301.068 (1)**

The department shall establish community services that have the goals of increasing public safety, reducing the risk that offenders on community supervision will reoffend, and reducing by 2010-11 the recidivism rate of persons who are on probation, parole, or extended supervision following a felony conviction. In establishing community services under this section, the department shall consider the capacity of existing services and any needs that are not met by existing services.

## **Wis Stat: 301.068 (2)**

The community services to reduce recidivism under sub. (1) shall include all of the following:

### **Wis Stat: 301.068 (2)(a)**

Alcohol and other drug treatment, including residential treatment, outpatient treatment, and aftercare.

### **Wis Stat: 301.068 (2)(b)**

Cognitive group intervention.

### **Wis Stat: 301.068 (2)(c)**

Day reporting centers.

## **Wis Stat: 301.068 (2)(d)**

Treatment and services that evidence has shown to be successful and to reduce recidivism.

## **Wis Stat: 301.068 (3)**

The department shall ensure that community services established under sub. (1) meet all of the following conditions:

### **Wis Stat: 301.068 (3)(a)**

The community services target offenders at a medium or high risk for revocation or recidivism as determined by valid, reliable, and objective risk assessment instruments that the department has approved.

### **Wis Stat: 301.068 (3)(b)**

The community services provide offenders with necessary supervision and services that improve their opportunity to complete their terms of probation, parole, or extended supervision. The community services may include employment training and placement, educational assistance, transportation, and housing. The community services shall focus on mitigating offender attributes and factors that are likely to lead to criminal behavior.

### **Wis Stat: 301.068 (3)(c)**

The community services use a system of intermediate sanctions on offenders for violations.

### **Wis Stat: 301.068 (3)(d)**

The community services are based upon assessments of offenders using valid, reliable, and objective instruments that the department has approved.

## **Wis Stat: 301.068 (4)**

The department shall develop a system for monitoring offenders receiving community services under this section that evaluates how effective the services are in decreasing the rates of arrest, conviction, and imprisonment of the offenders receiving the services.

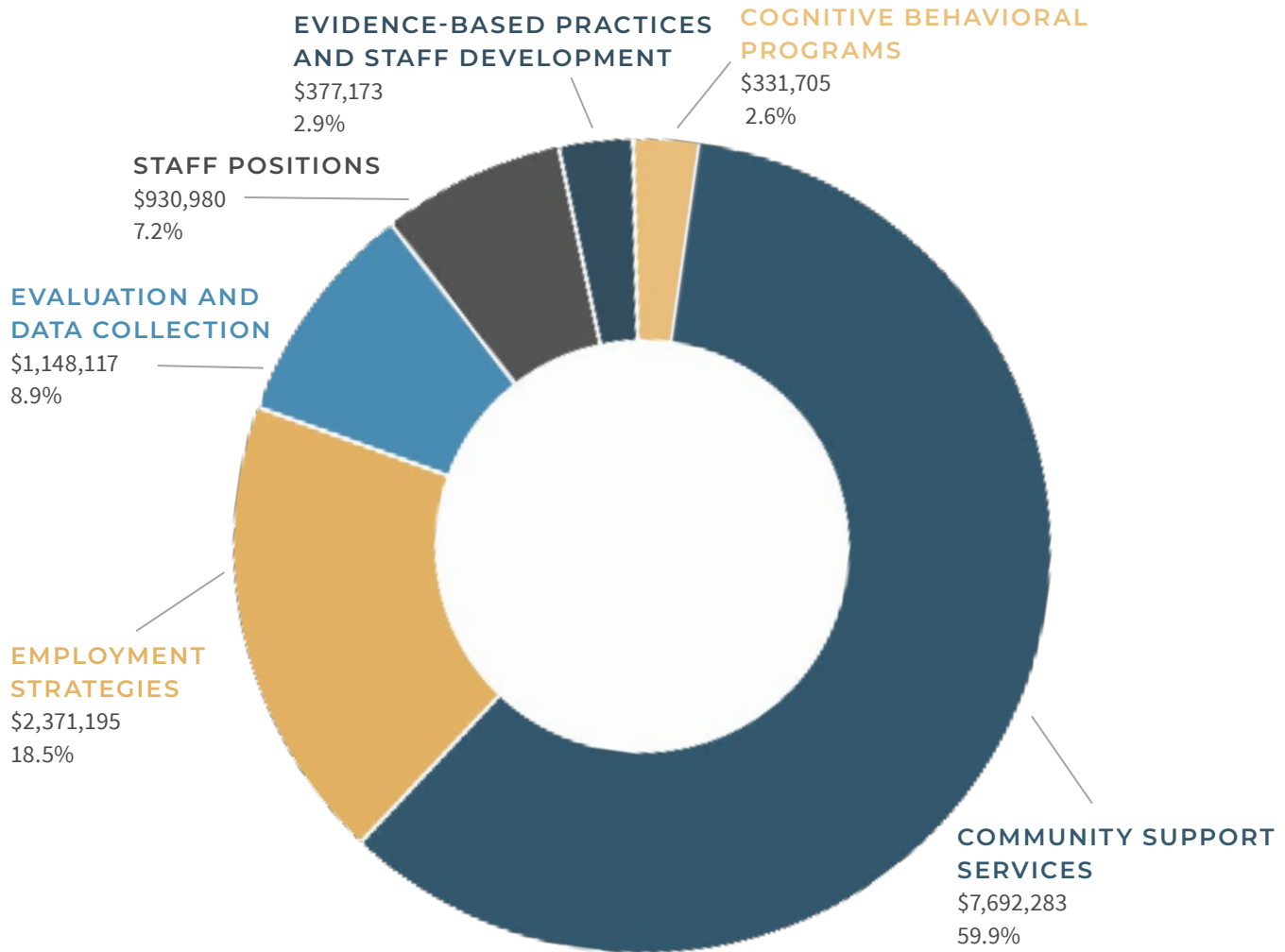
## **Wis Stat: 301.068 (5)**

The department shall provide to probation, extended supervision, and parole agents training and skill development in reducing offenders' risk of reoffending and intervention techniques and shall by rule set forth requirements for the training and skill development. The department shall develop policies to guide probation, extended supervision, and parole agents in the supervision and revocation of offenders on probation, extended supervision, and parole and develop practices regarding alternatives to revocation of probation, extended supervision, or parole. To the extent practicable, the department shall incorporate the practices into the system developed under s. 301.03 (3) (a).

## **Wis Stat: 301.068 (6)**

The department shall annually submit a report to the governor, the chief clerk of each house of the legislature for distribution to the appropriate standing committees under s. 13.172 (3), and the director of state courts. The report shall set forth the scope of the community services established under sub. (1); the number of arrests of, convictions of, and prison sentences imposed on offenders receiving the community services under this section; and the progress toward recidivism reduction.

# EXPENDITURES BY CATEGORY



## COMMUNITY SUPPORT SERVICES

- Opening Avenues to Reentry Success (OARS)
- Reentry Legal Services (RLS)
- Residential Programs
- Rock Valley Community Programs (RVCP)
- Community Partnership Outreach Program (CPOP)
- Day Report Center (DRC)
- County Jail Recidivism Reduction Programs
- DOT ID Cards

## EMPLOYMENT STRATEGIES

- Windows to Work (W2W)
- DOC Mobile Labs
- Career and Technical Education (CTE) Initiatives
- Community Corrections Employment Program (CCEP)
- DAI Employment Support Specialists (ESS)

## STAFF POSITIONS

- Division of Community Corrections - 6 FTE
- Office of the Secretary - 2 FTE, 1 Contracted position
- Division of Adult Institutions - 1 LTE

## EVALUATION AND DATA COLLECTION

- Northpointe Suite / COMPAS
- Bureau of Technology Management Project Manager

## EVIDENCE-BASED PRACTICES

- University of Cincinnati Corrections Institute (UCCI)
- Motivational Interviewing

## COGNITIVE BEHAVIORAL PROGRAMS

- Thinking for Change (T4C)
- Moral Reconciliation Therapy (MRT)

# EXPENDITURES BY PROGRAM



## COMMUNITY SUPPORT SERVICES

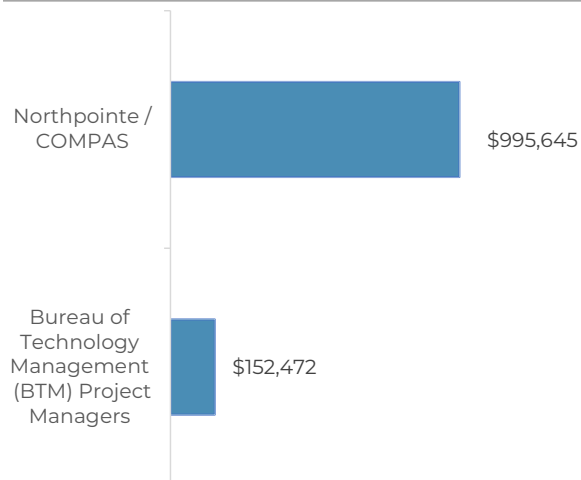
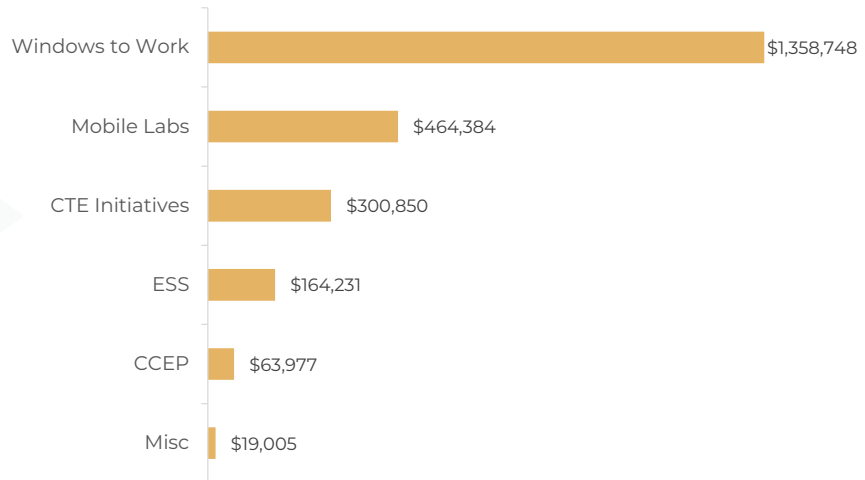
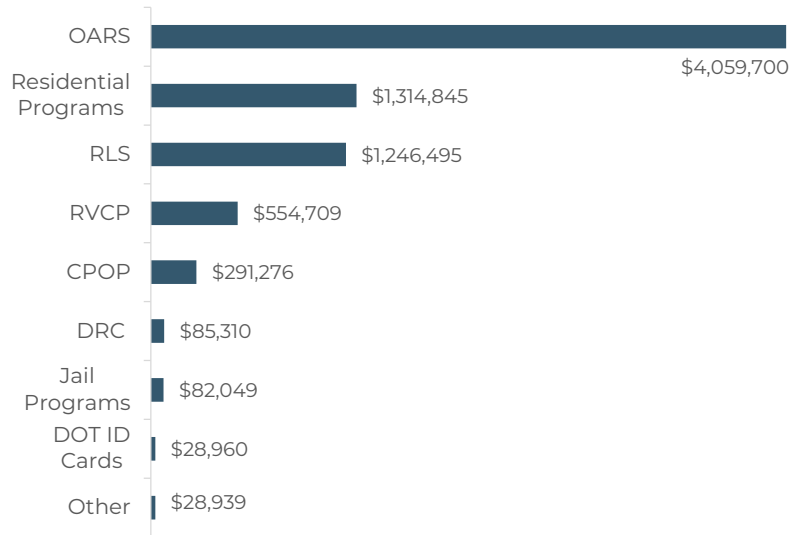
\$7,692,283

## EMPLOYMENT STRATEGIES

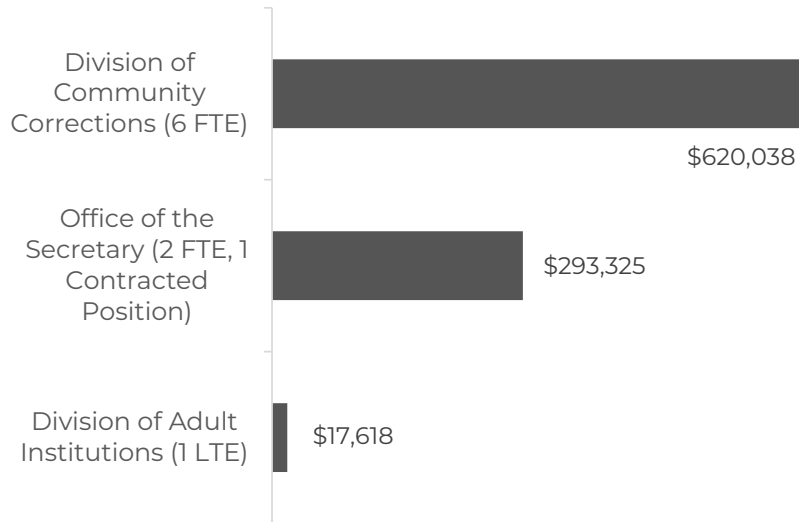
\$2,371,195

## EVALUATION AND DATA COLLECTION

\$1,148,117

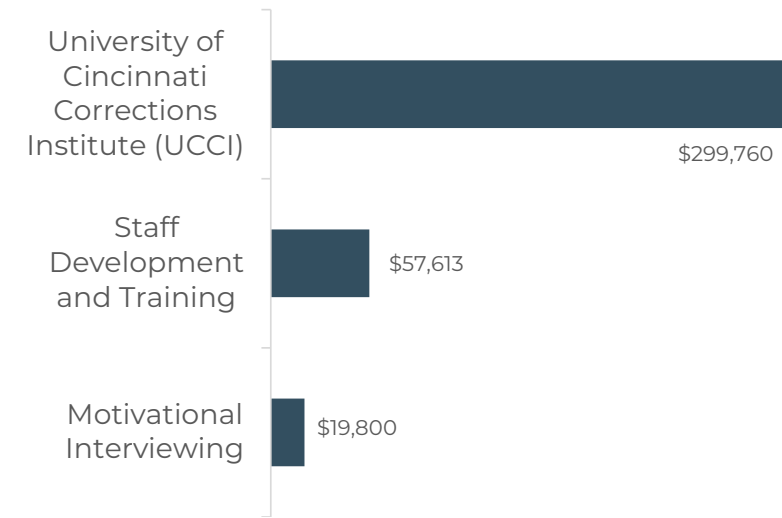


# EXPENDITURES BY PROGRAM



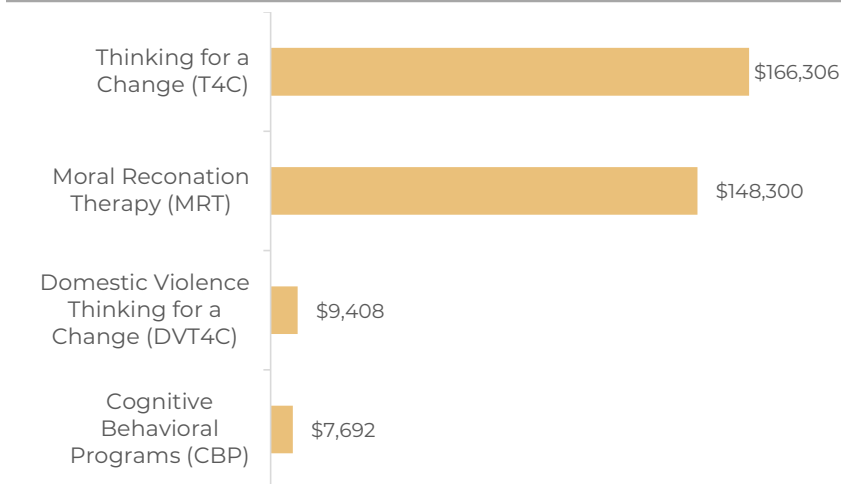
## STAFF POSITIONS

\$930,980



## EVIDENCE-BASED PRACTICES AND STAFF DEVELOPMENT

\$377,173



## COGNITIVE BEHAVIORAL PROGRAMS

\$331,705



# OPENING AVENUES TO REENTRY SUCCESS

301.068(2)(a-d); 301.068(3)(a-c); 301.068(5)



The Opening Avenues to Reentry Success (OARS) Program is a Department of Corrections program provided in partnership with the Department of Health Services (DHS). The OARS program serves individuals releasing from prison with serious mental illness and who are assessed at a moderate or high risk to commit new crimes. The program provides intensive case management and housing while linking participants to psychiatric treatment and other individualized needs. Program staff work closely with participants to address the drivers of participants' criminal behavior, interrupting cyclical incarceration. The vision of the OARS program is to enhance public safety by supporting the successful transition, recovery, and self-sufficiency of clients with significant mental health needs as they reintegrate into the community.

Facility social workers refer potential participants to DHS OARS specialists six to eight months prior to release from prison. Contracted case managers enter facilities to conduct enrollment interviews. The case managers work closely with enrolled participants, DHS OARS program specialists, facility social workers, and Division of Community Corrections (DCC) agents to determine participant clinical needs and criminogenic risk factors. Case managers also spend time in DOC facilities building trust and therapeutic rapport with participants. The team develops Individual Service Plans (ISP) and encourages participants to stay engaged with treatment and programming during the pre-release phase. OARS participants housed at a facility offering Reentry Legal Services can participate in this program as well.

The OARS program can provide participants services for up to two years in the community. Contracted case management agencies utilize a person-centered approach and motivational interviewing in participant contacts. Motivational interviewing encourages participants to develop intrinsic motivation to engage in their own recovery and identify personal risk factors that could lead to reoffending. Case managers help participants adhere to medication regimens, establish psychiatric stability, and make decisions that improve mental health and recovery from addiction. The OARS team provides creative case management, monitoring, and treatment following release to the community.

As participants positively adjust, supportive contacts can begin to taper and the focus shifts toward self-sufficiency. Case managers encourage participants to reduce reliance on program funds through education, employment, or other needed county-based services. When these supports are in place and participants meet criteria, individuals can be successfully discharged.

## Fiscal Year 2021 OUTCOMES

**463**

PARTICIPANTS SERVICED

**266**

AVERAGE DAILY POPULATION

**\$15,164**

COST PER PARTICIPANT

### Participant Success Story

Jesenia R. is an ambitious and driven thirty-four-year-old Hispanic woman who released from TCI at the end of April 2021 after serving a nine-month sentence. Prior to her release, Ms. R. expressed a great amount of motivation and energy when discussing her post-release goals. Just months after her release, Ms. R. has re-enrolled in school with the intention of earning her High School Equivalency Diploma (HSED) while simultaneously excelling in her full-time role as a custodian in New Berlin, WI. Ms. R. frequently expresses her gratitude towards the OARS program for providing the proper reentry tools and resources necessary for her to regain control of her life and allowing her to become a contributing member of society.

# OARS RECIDIVISM OUTCOMES

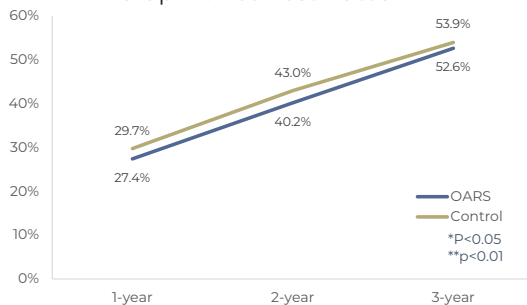


The graphs below show rearrest, reconviction, and reincarceration rates for two populations. Descriptions of these measures are available in the recidivism section of this report (PG 31). The first population is represented by the three graphs under the heading “All OARS Participants” and includes everyone enrolled for at least one day in the program beginning in FY14. The second population, shown in graphs titled “Successful OARS Discharges” includes only OARS participants who successfully completed the program during the same timeframe. Both populations are compared to control groups with similar characteristics and matched using a statistical method called propensity score matching. This allows for a comparison of outcomes for the two populations and the control groups by controlling for variations in characteristics that could impact recidivism. Statistically significant differences between outcomes are those that are large enough to have no occurred by chance and can be attributed with more confidence to completion of the program rather than other factors.

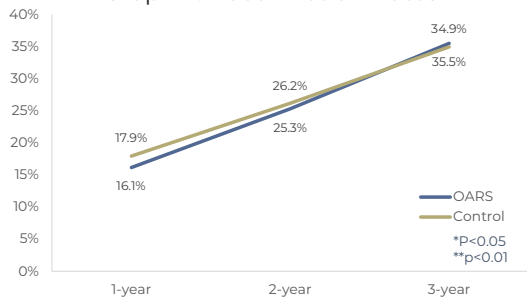
The three recidivism rates for All OARS Participants and the control group do not show statistically significant differences. That may be attributed to the inclusion of individuals who left the program prior to release from prison. Individuals successfully completing the program show positive rearrest, reincarceration, and reconviction recidivism trends. Statistically significant differences (displayed with an asterisk in the graphs below) in reincarceration rates are observed for all three follow-up periods, compared to the control group. The one-year rate reflects a 9 percentage point decrease, the two-year rate demonstrates a 11.2 percentage point decrease, and the three-year rate reflects a 10.5 percentage point decrease in reincarceration rates between successful completers and the control group. The three-year follow-up period is critical because it indicates successful completers are reincarcerated at lower rates than non-participants with similar characteristics, even after leaving the supports provided by the OARS program. These differences in recidivism rates between all OARS participants and those successfully discharging from the program demonstrate the success of program intervention. The differences also point out the importance of providing these services to individuals diagnosed with serious mental illness leaving prison.

## ALL OARS PARTICIPANTS

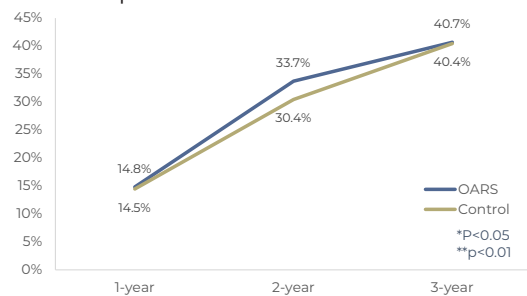
Graph 1: Rearrest Rates



Graph 2: Reconviction Rates

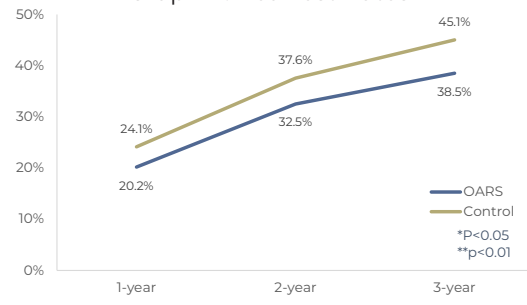


Graph 3: Reincarceration Rates

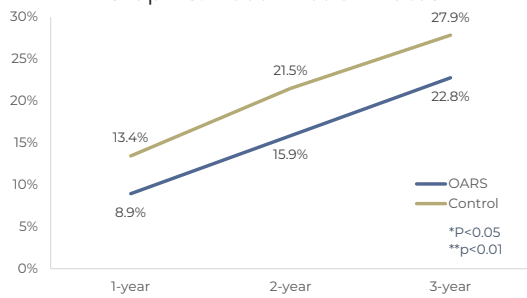


## SUCCESSFUL OARS DISCHARGES

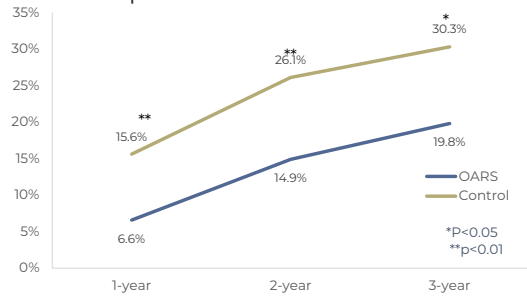
Graph 4: Rearrest Rates



Graph 5: Reconviction Rates



Graph 6: Reincarceration Rates



# REENTRY LEGAL SERVICES

301.068(2)(d); 301.068(3)(b); 301.068(5)



The Reentry Legal Services (RLS) program is a partnership between Legal Action of Wisconsin and the Wisconsin Department of Corrections. RLS attorneys provide civil legal aid, primarily social security application assistance and advocacy, to individuals preparing to release from prison with potentially disabling conditions.

Social Security disability application processes can be lengthy and confusing. Many individuals in this population could not complete them without assistance. Attorneys begin representing incarcerated individuals approximately six months prior to release from prison. The attorneys prepare disability applications and submit them on their clients' behalf. Attorneys continue to represent their clients after release, until they have attained benefits or appeals are exhausted, while considering both the merit of the case and program resources.

RLS attorneys are expert benefit specialists who advocate for individuals who may meet the Social Security Administration's (SSA) definition of disability. The attorneys work with their clients throughout the application process and advocate for their interests. The attorneys may assist clients applying for public benefits such as Medicaid, Medicaid Savings Programs, and FoodShare. They can also provide help with legal concerns surrounding housing, employment programs, and other issues that impact a client's successful community reintegration, although Social Security advocacy is the primary focus of RLS.

RLS attorneys' skilled and individualized representation has proven to increase the likelihood that clients receive the benefits for which they qualify as soon as possible after their release dates. Professional relationships with the SSA, DOC, the Disability Determination Bureau (DDB), and the Department of Health Services, as well as RLS staff members' expert procedural knowledge result in more timely and accurate disability determinations for RLS clients. The RLS program significantly reduces the processing time for cases awaiting hearings.

The Reentry Legal Services program provides a valuable reentry function for the individuals returning to Wisconsin communities. RLS attorneys sometimes represent clients in federal district court cases and litigated two such cases this past year. These cases addressed issues where SSA was not following its own regulations or laws on issues that potentially impact many clients in similar circumstances as the RLS client population.

Fiscal Year 2021

## OUTCOMES

151

CLIENTS AWARDED BENEFITS

27%

OF CLIENTS CASES APPROVED PRE-RELEASE

### RLS SUCCESS STORY

Attorney Christina Balisteri worked with a client who had been denied disability benefits multiple times in the past, including at a recent Administrative Law Judge hearing. When RLS represented her, she was again denied on her initial application and on reconsideration, primarily because her DOC records didn't fully show the extent and severity of her health conditions. In the meantime, the client was homeless after her release from prison, and struggled with PTSD, depression, anxiety, and severe pain. She tried to work but was unable to sustain a job due to her symptoms. Even though SSA wasn't holding in-person hearings during the pandemic, RLS requested that the client's hearing be fast-tracked due to her homelessness, and arranged for the client to attend via video. Attorney Balisteri assured that the client was able to meaningfully participate, including providing her with transportation to the local Legal Action office. This allowed them to appear together, and took the burden of navigating the necessary technology off the client. The client received a fully favorable decision at her hearing, which includes substantial back pay. The client now has her own apartment and will have a stable income.

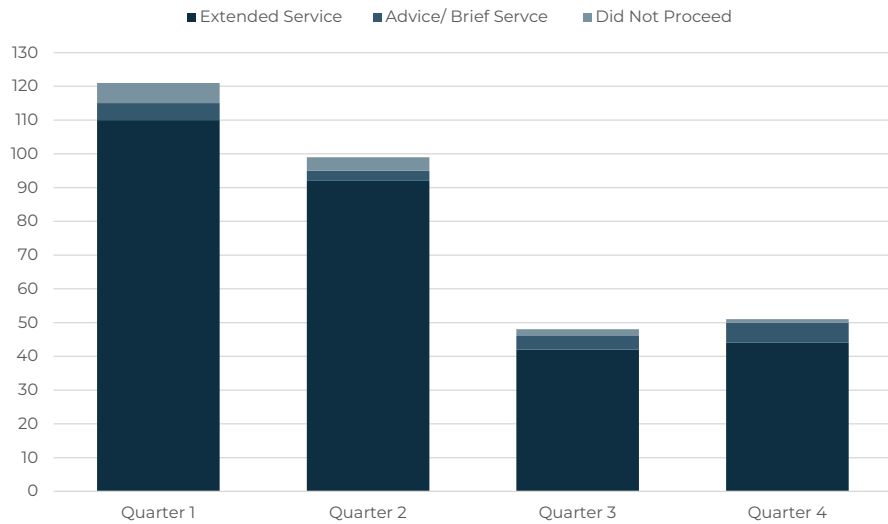
# REENTRY LEGAL SERVICES



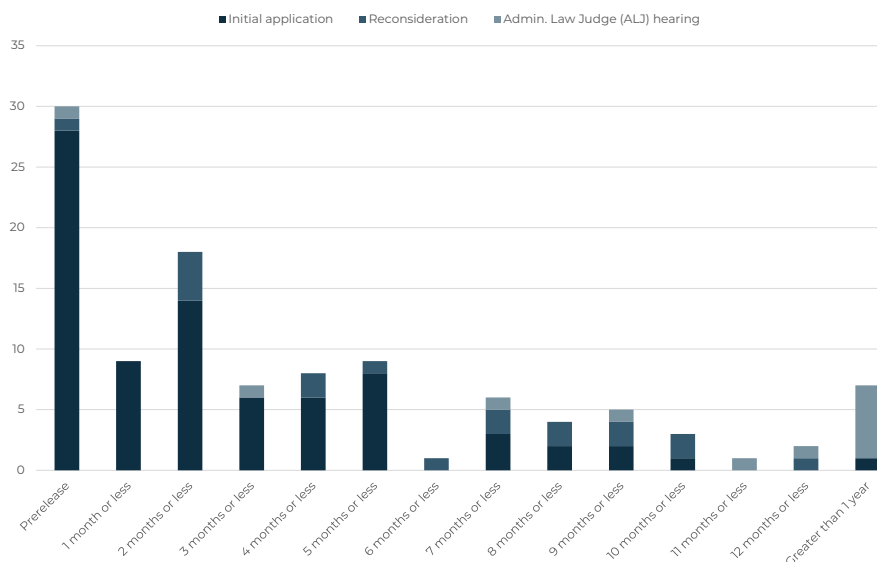
RLS attorneys worked diligently through the pandemic to prevent service disruptions. Facilities reduced professional visits, but provided increased access to virtual platforms so attorneys could continue to conduct intake interviews. Facility staff assisted with the logistics of sharing paperwork and collecting signatures. The health emergency has had wide-ranging impacts outside of the Department, and appears to have slowed the processing of Social Security applications during the fiscal year. For instance, RLS served a higher number of individuals in FY21, with 886 clients receiving services, compared to 652 clients in FY20. Even with the additional clients in the program, case closures and award rates were very similar in both years, indicating processing times have increased.

In FY21, RLS closed 288 extended service Social Security cases. There were 151 cases awarded benefits, resulting in a 52 percent award rate. In comparison, the SSA reported new national award rates for Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) for workers in 2018. SSA calculated award rates of 32.6 percent and 26.1 percent, respectively. RLS attorneys work with a challenging population and far exceed SSA's national award rates. The RLS program served a total of 886 clients in FY21, and closed a total of 319 cases during the fiscal year, as indicated in Graph 1. Graph 2 illustrates the importance of RLS attorney involvement from the beginning of cases, with 27 percent of cases approved pre-release. It also depicts the importance of continued advocacy in the community, with 8 percent of cases approved 12 months or more after release.

Graph 1: FY21 RLS Case Closures



Graph 2: Approvals in Relation to Release Date



# MEDICAID ASSISTANCE AT RELEASE FROM PRISON

301.068(2)(d); 301.068(3)(b); 301.068(5)



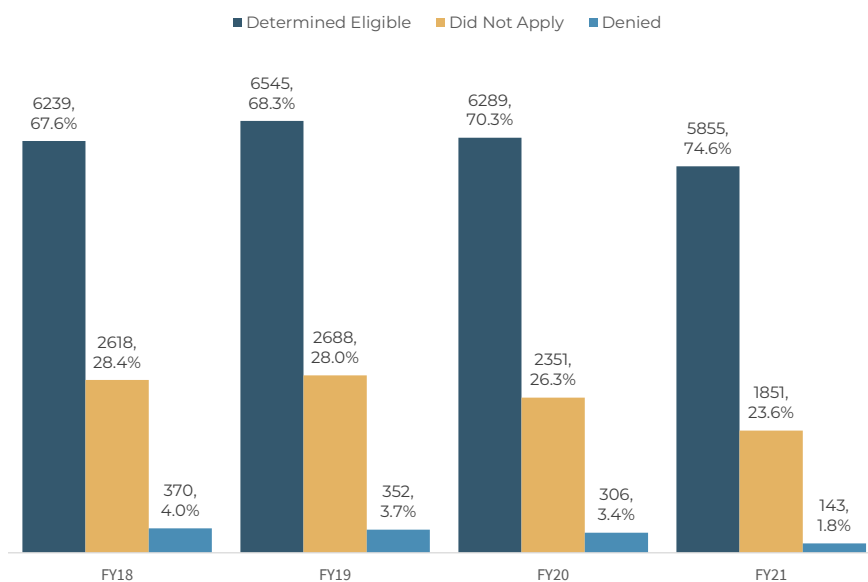
The Department of Corrections, Department of Health Services, and Income Maintenance (IM) agencies partner to provide individuals in DOC custody the opportunity to apply for Medicaid prior to release from incarceration. Individuals leaving prison with Medicaid eligibility determined can access medications and treatment for acute and chronic medical conditions, mental illness, and substance use disorders upon release. In FY21, there were 7,849 individuals released from prison that fit criteria for the purpose of this evaluation as shown in Graph 1. This includes youth or adults incarcerated longer than 30 days in DOC custody and released from DOC facilities, county jails, the Wisconsin Resource Center, and Mendota Juvenile Treatment Center.

In FY21, there were 5,855 individuals determined eligible for Medicaid programs, meaning 74.6 percent of people releasing from incarceration were determined eligible: 48 percent were determined eligible the month prior to release, 47 percent the month of release, and 5 percent the month following release. Approximately 23.6 percent of individuals did not apply during these months and 1.8 percent of the population was denied.

The DOC population experienced many effects from COVID-19 during FY21. As seen in the Graph 1, the total number of individuals included in the report decreased from 8,859 in FY20 to 7,849 this fiscal year; a result of decreases in the prison population during the pandemic. The trends over the four-year period are positive, with eligibility determination rates increasing and the percentages of denials and those not applying decreasing. Denials may have been reduced this year due to rules DHS implemented during the health emergency to ensure health access for members. It is also quite likely that the pandemic provided motivation for individuals preparing to release from prison to establish eligibility and health access.

The Reentry Legal Services (RLS) program also provides Medicaid application assistance. Legal Action of Wisconsin provides three paralegals who facilitate applications at Oshkosh Correctional Institution (OSCI), Taycheedah Correctional Institution (TCI), Milwaukee Secure Detention Facility (MSDF), Robert E. Ellsworth Correctional Center (REECC), and Racine Correctional (RCI)/Sturtevant Transitional Facility (STF). RLS submitted 858 successful applications, representing 15% of the total in FY21.

Graph 1: Medicaid Eligibility Determination Totals and Rates



## FY21 POLICY CHANGE

The Wisconsin Department of Health Services (DHS) now suspends, rather than terminates eligibility for Medicaid members upon incarceration. This process allows individuals entering periods of incarceration to maintain their Medicaid eligibility while still ensuring that Medicaid does not pay for health services during incarceration. This suspended status assists community households that include an incarcerated member, makes the administrative process of reinstating Medicaid coverage easier at release, and may increase access to health care for people returning to the community.

# RESIDENTIAL PROGRAMS

301.068(2)(a, b, d); 301.068(3)(a-d); 301.068

The Department of Corrections adapted residential services to accommodate the needs of its population. In this report, there are two models of community-based residential facilities (CBRF) that are licensed under DHS 83 Wisconsin Administrative Code and supported by the Becky Young funds.

- Community Residential Program (CRP) provides residential care, treatment, service coordination, and step-down non-residential services to clients.
- Residential Services Program (RSP) includes substance use disorder services certified under DHS 75. The program offers case management with cognitive based treatment that is evidence-based measured in dosage or treatment hours.

The Division of Community Corrections operates three residential programs across the state; Portage House, Addams House, and Marshall House.

## PORTAGE HOUSE

Portage House, operated by Portage County Health and Human Services, has been providing services to adult male clients who are sentenced to community corrections with the Wisconsin DOC since 1973. Portage House provides a structured living and learning experience, with the aim of helping clients develop the skills necessary for independent, sober, and responsible living.

In January 2014, Portage House adapted a model of residential services referred to as Community Residential Program (CRP). This program is designed to allow a client to obtain services based on the COMPAS assessment of individual risks and needs. The program offers interventions to provide high dosage hours of treatment for medium and high-risk individuals utilizing evidence-based practices that reduce recidivism. Interventions include a step-down non-residential service for clients who are transitioning to off-site residential locations or their own housing. It is the intent of the program that clients who are not participating in the residential component of the CRP will be housed in existing DOC contracted housing or in the client's own residence while completing the proposed program. Clients may return to the facility for completion of dosage hours. A CRP is expected to provide an environment that includes support and supervision assisting clients in making the transition to independent living.

At Portage House, clients are assigned to one of three tracks with flexibility to move between tracks of programming, as needed, based on progress.

- The first track is a structured inpatient program averaging a 90-120 day stay. Four beds are set aside for this type of programming. The main focus of this program is substance use disorder treatment, employment services, and basic living skills.
- The second track is a structured inpatient program averaging a 120 day stay. Eight beds are set aside for this type of programming that allows the client to live at the facility, attend sub-contracted services, participate in cognitive behavioral programming, and attend AODA/SUD services off site. The client is also connected with a community mentor.
- Finally, the third track is a non-residential outpatient treatment program with nine slots available. These clients receive group and individual services, as well as optional mentor services.

Portage House served 48 clients in FY21 and had a 65.8% completion rate in the fiscal year.



## RESIDENTIAL PROGRAMS



### ADDAMS HOUSE

Addams House Residential Services Program (RSP), in Appleton, Wisconsin, is operated by ATTIC Correctional Services (ACS), which is a private nonprofit agency. ACS has been in existence since 1977 and operates programs throughout the state including: residential programs, day report centers, transitional living, and outpatient community treatment groups. Addams House has been in operation since 2015 and is licensed by the State of Wisconsin as a community-based residential facility under DHS 83 and DHS Chapter 75.

Addams House provides substance abuse and limited co-occurring mental health services to female clients who are under supervision with the Wisconsin Department of Corrections, Division of Community Corrections. Addams House has 10 beds to provide services for clients who have an identified substance use disorders need. The program is designed to last 90-120 days, based on clients' needs and progress. Addams House provides several groups including: Cognitive Behavioral Interventions for Substance Abuse (CBI-SA), life skills, co-occurring disorders, trauma, aftercare, and Thinking for a Change (T4C).

In FY21, Addams House initiated systems to connect clients who are currently on Medication Assisted Treatment (MAT) or wish to pursue MAT services via community vendors. Addams House served 35 clients in FY21 and had a 63% completion rate in the FY21.

### MARSHALL HOUSE

Marshall House is located in Green Bay, Wisconsin. Marshall House is also operated by ATTIC Correctional Services (ACS). Marshall House is a residential services program licensed under WI DHS Chapter 83 and DHS Chapter 75. The program offers substance use disorder treatment, cognitive-behavioral programming, and individual counseling to participants in the Wisconsin Department of Corrections, Division of Community Corrections (DCC). There are currently 20 beds available and the length of stay is projected to last 90-120 days.

Marshall House served 100 clients in FY21 and had a total of 66.7% completion rate in the FY.

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# ROCK VALLEY COMMUNITY PROGRAMS

301.068(2)(a, b and d); 301.068(3)(a-d)



### Rock Valley Community Programs Mental Health Services

Rock Valley Community Programs (RVCP), as a parent organization, offers a variety of services to both correctional and non-correctional clients. These services include assessment, case management, substance abuse treatment, mental health treatment, and community service monitoring. The program began in Beloit, WI in 1971 as a four-bed halfway house, and moved to its current location in Janesville, WI in 1998. As a whole, the organization serves adult males who are under the supervision of the Wisconsin Department of Corrections (DOC) or the Federal Bureau of Prisons (BOP), homeless veterans, and those in need of crisis stabilization. The RVCP community based residential facility (CBRF) is

funded primarily by the Wisconsin Department of Corrections, with 30 beds dedicated to their general programming and 12 beds for clients diagnosed with a co-occurring disorder. The aim of the program is to assist those who have a substance use disorder in obtaining sobriety, for those who have a co-occurring disorder in addressing and stabilizing mental health issues, and assist clients with community reintegration as productive and law-abiding citizens with the ability to maintain their sobriety. The program addresses client's needs with the following services:

- Substance abuse treatment (Cognitive Behavioral Interventions for Substance Abuse; CBI-SA)
- Moral Reconciliation Therapy (MRT)
- Thinking for a Change (T4C)

## ROCK VALLEY COMMUNITY PROGRAMS



- Wellness Action Recovery Plan (WRAP) group
- Anger management
- Carey Guide Groups (Family and Anti-Social Companion)
- Life skills groups (Independent Living Skills, Stress and Anxiety, Self-Esteem)
- Employment group (Cognitive Behavioral Interventions for Employment; CBI-EMP)
- Leisure and recreation groups
- Individual sessions with case managers

In addition to services listed above, the Dual Diagnosis residential care includes a psychiatric evaluation upon placement in the facility. As applicable to the client's treatment plan, services include: weekly medication monitoring; individual sessions; group treatment that focus on mindfulness; meditation; wellness; recovery; and maintaining physical, psychological, and spiritual aspects of an individual's health. There is also case management and reintegration planning and a well-developed Wellness Recovery Action Plan.

Rock Valley Community Programs served 149 clients in the Dual Diagnosis residential care track during FY21, with a 50.5% completion rate.

### Turning Point Supportive Housing Services

In FY21, the Division of Community Corrections expanded services with the assistance of Becky Young funds. Turning Point is located on the Rock Valley Community Programs Campus, and provides supportive housing for up to 20 residents. Services offered at Turning Point include:

- Hands-on case management
- Individual counseling by certified substance abuse counselors and social workers
- Medication management
- Employment preparation and services, available to all clients seeking local employment

These services are reserved for individuals who are under supervision of the DOC, experiencing residential instability or homelessness, and are able to regain stability with moderate intervention, assistance, and services utilization within a 120-day period.

During the short months that it was operating in FY21, Turning Point was able to provide services to 35 clients and 12 were continuing services into the following fiscal year.

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# COMMUNITY PARTNERSHIP OUTREACH PROGRAM

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



The Community Partnership Outreach Program (CPOP) is often the bridge that provides knowledge and skills to individuals who otherwise may not be able to access community resources or have the skills necessary to transition from incarceration. Offered by the Division of Community Corrections in Region 4, and operated by Options Treatment Programs, Inc., the services provided include: residence assistance, employment training and placement, family reunification, pro-social relationships, substance abuse services, and restorative justice opportunities. To strengthen the core services of the program and better align with evidence-based practices, CPOP focuses on addressing anti-social thoughts and anti-social companions throughout the programming. In its entirety, CPOP is a program that makes a difference every day in the lives of its participants.

In order to continue to offer services during the COVID-19 pandemic, CPOP linked virtual programming to program participants. This increase opened many doors to participants which strengthened program delivery, improved flexibility for clients, and reduced barriers related to childcare, transportation, and other costs.

The pandemic affected the number of participants DCC was able to serve this year. Services had to be placed on hold for a small timeframe. However, services resumed via virtual programming and were maintained via virtual programming for the remainder of FY21. In FY21, 125 clients participated in the program, with 19 continuing services into FY22 and 13 completing the program in FY21. Overall, the simple completion rate of the program during FY21 was 22.4%.



# DAY REPORT CENTER

301.068(2)(a-d); 301.068(3)(a-d)



In FY21, the DOC Division of Community Corrections, maintained a contract with the Benedict Center (DRC) in Milwaukee to offer a variety of therapeutic and supportive services to correctional clients. Supported by Becky Young funds, the Benedict Center operated a female Day Report Center. This program provides a number of services including:

- Certified substance use disorder (SUD) assessments
- SUD outpatient services
- Cognitive behavioral therapy
- Anger management
- Anti-social companion
- Life skills
- Family support services
- Employment readiness
- Dialectical behavioral therapeutic (DBT) skills support
- Therapeutic telehealth services (also referred to as virtual programming)

The goals of the DRC program are:

- To promote abstinence from mood-altering chemicals and recovery from addiction
- Promote positive lifestyle changes to avoid further legal difficulties
- Reduce jail and prison overcrowding by providing options/diversions to clients
- Provide structure and monitoring to assist clients in successful reintegration
- Increase employment experience and basic living skills to prepare clients for self-sufficiency and independence

- Assist clients in restructuring their cognitive thought processes
- Enhance relationship skills with pro-social support systems
- Reduce crime/recidivism

While the pandemic impacted many of the program's services, it also offered a chance to innovate and adapt to better meet the needs of clients. The DCC and Benedict Center added therapeutic telehealth services which included individual counseling sessions tailored to individualized needs, client check-ins, individual wellness checks, crisis management, and safety planning. While filling the pause in in-person services, the telehealth connection created additional benefits to the program such as increased access to clients, more one-on-one time with staff, and improved flexibility. Additionally, the Benedict Center was able to offer cell phones to clients who were in need and when telehealth video was not an option. Despite the pandemic, the Benedict Center and DCC were able to pivot to meet the needs of the clients they serve.

In FY21, out of 100 clients who attended/accessed services at the Day Report Center, 54 clients completed the program successfully and 17 continued services into FY22. The successful completion rate for FY21 was up by 41% as compared to FY20 data, demonstrating that adaption of therapeutic telehealth services has been able to support client programming effectively.

To see a comprehensive table of DCC program outcomes, please visit page 36.

## DCC SUCCESS STORY

The work was slow, every time it seemed that something was checked off the list, two more appeared. She then had a relapse with methamphetamine which required her to complete residential programming due to the risk of her being pregnant. When she returned to Options she not only requested the same CPOP clinician, but remained open minded to all of the recommendations that were given. When asked what brought her back she remarked "I believed in it and trusted in you guys." As time passed she established stable housing with her sister, reconnected with the rest of her family, had a healthy baby, reestablished custody of her children, and was approved for housing assistance. She is currently in the process of finding her first apartment for her and her children, started working part time, and taking tests to obtain her GED. What was it about this program that was different for her? "It wasn't just about using, it helps me with life situations and gives me the structure and guidance for a better and productive life," the client answered. She went on to say "I built a strong bond with people in the program and they gave me the support and I trusted them. I never had to doubt for any reason that I had their support and belief in me."

- CPOP Participant

# COUNTY JAIL RECIDIVISM REDUCTION PROGRAMS

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



The DOC continued their collaboration and partnership with Green Lake County Correctional Facility (GLCCF) and Bayfield County Jail. Despite challenges related to the COVID-19 pandemic, both jails implemented innovative approaches to deliver quality and safe services to PIOC.

GLCCF utilized several cognitive-based approaches including Dialectical Behavior Therapy (DBT), the Schema program, Epictetus, and Parenting Inside Out. Furthermore, GLCCF partners with Green Lake County Health and Human Services to provide Moral Reconciliation Therapy (MRT), mental health, and substance abuse treatment. Educational programs are provided in partnership with Moraine Park Technical College (MPTC).

Bayfield County Jail utilized a similar approach with the use of DBT, cognitive-behavioral programming, substance abuse assessment services, gender-responsive dual diagnosis programming for female PIOC's, mental health assessment services, and individual mental health therapy. As part of their ongoing commitment to research-based services, Bayfield County Jail purchased updated curricula and materials to implement over the next fiscal year.

In FY21, GLCCF served 36 unique participants over 38 stays. Participant outcomes include 29 percent administrative termination, 37 percent successful completions, and 34 percent continuing services into next fiscal year. Bayfield County Jail served 50 participants through 284 individual sessions with all participants successfully completing all parts of their treatment plan. Moving into FY22, DOC and the County Jail Recidivism Reduction Programs plan to collaborate further on data collection and analysis to report on more detailed outcomes in the future.

## Success Story from Bayfield County

“At Bayfield County, one participant entered the Hybrid (OWI and Drug) Court program upon release. He initially resisted his meetings with the contracted therapist at the jail, but had a lightbulb moment in session three regarding his years of drinking behaviors, job terminations, and denial of the role alcohol played in his decisions. Eventually, he made the connection and let the jail staff know every Monday morning that he wanted to meet with the therapist as soon as she arrived. At this time, he is in Phase 3 of the Treatment Court program, is maintaining his sobriety, and completed his second master’s degree level course.”

- Barb Flynn, Criminal Justice Coordinator

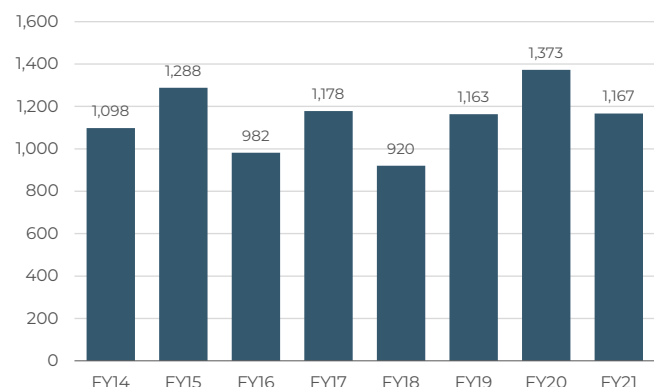
# DOT ID CARDS

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



DOC continues to work with individuals prior to release to help them obtain their driver’s license or state identification card. State identification cards are required in obtaining a residence, employment and to apply for state and federal benefits, making assistance in obtaining these cards essential to reentry success. DOC works collaboratively with the Wisconsin Department of Transportation to help persons in our care obtain these vital documents prior to their return to the community. The chart to the right details the total number of driver’s licenses and state identification cards issued during each fiscal year. In FY21, 1,167 of Driver’s License and IDs were issued to persons in our care.

Graph 1: Number of ID's FY14 - FY21



# WINDOWS TO WORK

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



Windows to Work (W2W) is a pre- and post-release program designed to address criminogenic needs that can lead to recidivism, including employment, education, anti-social cognition, anti-social personality, and anti-social companions. DOC contracts with each of Wisconsin's 11 Workforce Development Boards (WDB) to provide, or subcontract to provide, a Windows to Work program at one of the selected 15 adult institutions and six county jails. Pre-release programming is made up of five core components: 1) Cognitive Intervention, 2) General Work Skills and Expectations, 3) Financial Literacy, 4) Community Resources, 5) Job Seeking, Applications, and Resumes. At the adult institution sites, the pre-release curriculum begins approximately three to 12 months prior to a participant's release. The jail site timeline of the pre-release curriculum varies by site due to the transient nature of the population and instruction is conducted in a more individualized manner. Following a participant's release from incarceration, the Windows to Work Coach provides job search and job retention services for approximately 12 months post-release or until the participant finds employment and remains stable in that employment. Participants also receive assistance in accessing available community resources such as food, shelter, clothing, transportation, and other services. Each WDB area is also afforded funding for client services such as work supplies, clothing, bus passes, state identification, driver's license, tuition, rent subsidies, on-the-job training, work experiences, and program services to assist with employment barriers.

## FY21 OVERVIEW

The Windows to Work program found opportunities and alternatives during the pandemic this fiscal year. While a majority of sites were closed to Windows to Work Coaches, they pivoted in order to continue offering services to persons in our care. Coaches created program packets of assignments and curriculum that were mailed or dropped off at sites while phone calls and virtual visits were conducted with the assistance of DOC staff when possible. Not only did Coaches pivot for services, they also met on a monthly basis to brainstorm and collaborate on how they could continue to engage program participants while ensuring health, safety, and well-being of all program participants.

Amidst the difficulties of the pandemic, the maximum security pilot project at Green Bay Correctional Institution was placed on hold shortly after starting their first cohort in March 2020. Packet work groups began in October 2020 and virtual groups in March 2021. This represented a huge success displaying that the Windows to Work program can be implemented in a maximum-security prison.

## PARTICIPANT SUCCESS STORIES

"I have been a drug addict for over half of my life. My addiction had ruined me. I was in and out of prison for a total of eight years... now I am 18 months out, have my own place, a great paying job, and I'll be four years sober. The Windows to Work program helped me out immensely both inside and out. Because of them they taught me numerous job employability skills, budgeting, etc. I owe a lot of gratitude.

- Kyle, SCI Participant

"Brent was absolutely awesome and helped tremendously with the transfer from prison into regular life. Thank you again very much.

- Nathaniel, RGCI Participant

"Thanks to Windows to Work, I know how to deal with certain issues in a work environment and dealing with all situations. I think if I had this type of resource during my first incarceration, I truly believe I would've been a little more successful in my job search, only if I had this type of help from Windows to Work/ job coach. So I want to take the time out and say "Thanks to all of the staff members that had something to do with Windows to Work."

- Pierre, GBCI Participant



# WINDOWS TO WORK: ENROLLMENT OUTCOMES

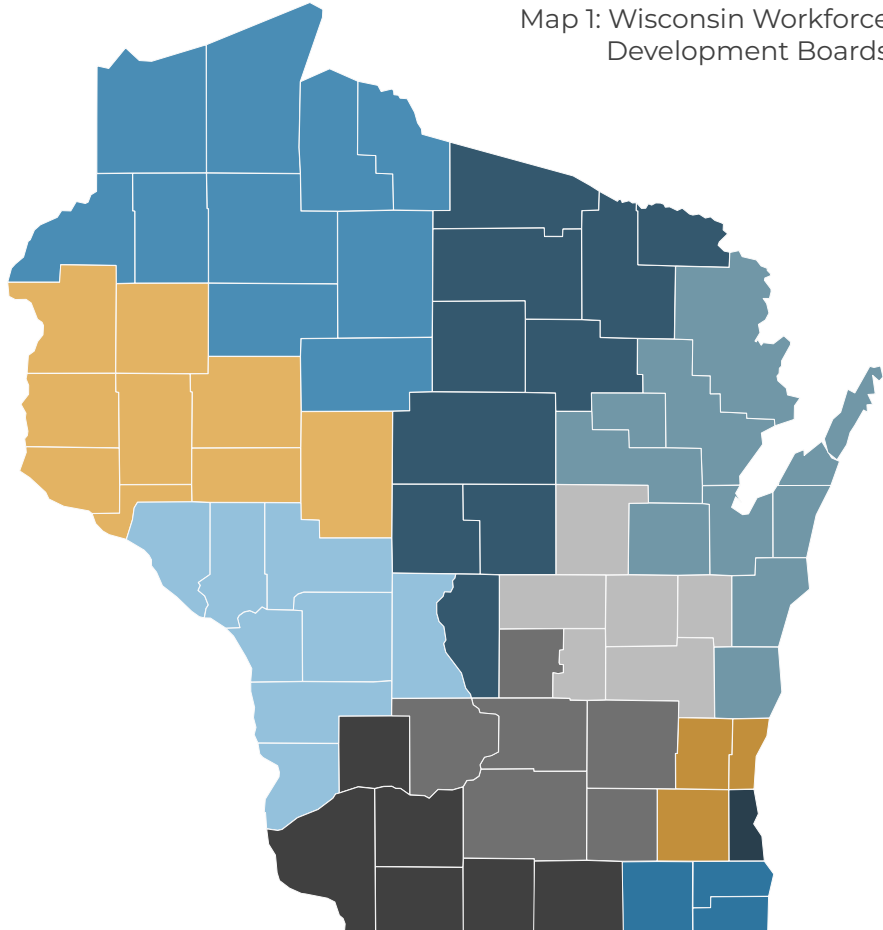


## ENROLLMENT DATA BY WORKFORCE DEVELOPMENT BOARD

Enrollment data is critical to measuring the success of the Windows to Work program. Each Workforce Development Board has three enrollment categories that they define as:

- **New Enrollment** – A participant being admitted into the program at a participating site during their incarceration by the assigned WDB.
- **Continuing Services** – A participant who was enrolled in the Windows to Work program and their active program status has continued into FY22.
- **Transfer Enrollments** - A participant who enrolled in the program at a participating site while incarcerated, but was transferred to another WDB area Coach for the post-release portion of the program due to the area they were releasing to.

Map 1: Wisconsin Workforce Development Boards



## FISCAL YEAR 2021 ENROLLMENT DATA

### NORTH WEST

New Enrollments: 35  
Continuing Services: 26  
Transfer Enrollments: 8

### SOUTHWEST

New Enrollments: 21  
Continuing Services: 19  
Transfer Enrollments: 11

### EMPLOY MILWAUKEE

New Enrollments: 16  
Continuing Services: 19  
Transfer Enrollments: 6

### BAY AREA

New Enrollments: 50  
Continuing Services: 45  
Transfer Enrollments: 28

### WEST CENTRAL

New Enrollments: 29  
Continuing Service: 25  
Transfer Enrollments: 7

### SOUTH CENTRAL

New Enrollments: 31  
Continuing Services: 24  
Transfer Enrollments: 11

### W-O-W

New Enrollments: 9  
Continuing Services: 13  
Transfer Enrollments: 9

### NORTH CENTRAL

New Enrollments: 14  
Continuing Services: 17  
Transfer Enrollments: 13

### WESTERN

New Enrollments: 27  
Continuing Services: 23  
Transfer Enrollments: 8

### SOUTHEAST

New Enrollments: 33  
Continuing Services: 38  
Transfer Enrollments: 8

### FOX VALLEY

New Enrollments: 75  
Continuing Services: 32  
Transfer Enrollments: 14

### FY21 TOTAL

New Enrollments: 340  
Continuing Services: 281  
Transfer Enrollments: 123

# WINDOWS TO WORK: EMPLOYMENT OUTCOMES



Windows to Work Coaches provide services for approximately 12 months post-release or until the individual finds employment and remains stable in that employment. The structure for the post-release phase of the program will vary from area to area based on available resources and funds. At a minimum, each agency shall ensure that Windows to Work participants are linked with potential job opportunities in the community, as well as all other relevant resources. The Coach shall collaborate with the DCC Agent to assist participants with job search and job retention activities.

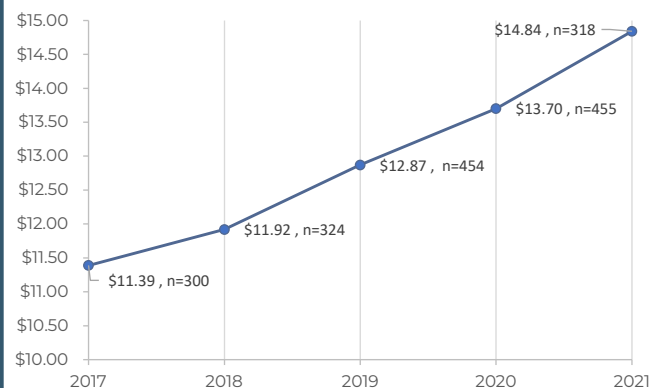
Table 1 shows a breakdown of employment episodes for W2W participants who released in FY21 along with their wages and average time to obtain employment. From participants that were released in FY21, 97 had an employment episodes throughout the fiscal year. The average wage across all workforce development boards was \$14.39. The W2W highlights includes all active program participants who continued services from FY20 into FY21 and had a start date of a new employment episode fall in FY21.\*

## W2W Employment Highlights

- 318 episodes of employment during FY21\*\*
- \$14.84 average wage\*\*\*
- 50% of episodes occurred in the Production industry
- 97% employed by an unsubsidized job

## Windows to Work Average Wage across Fiscal Years

Over the past five fiscal years, the Average Wage of Windows to Work participant employment episodes have grown from \$11.39 an hour to \$14.84.\* This represents a **30%** increase over five years.\*\*



\* Employment episodes are grouped into the fiscal year in which they started for county jail and DAI site enrollments.

\*\* In the chart above, n is the number of job episodes that started in each designated fiscal year.

TABLE 1: BREAKDOWN OF W2W PARTICIPANTS WHO RELEASED IN FY21

WORKFORCE DEVELOPMENT BOARD	# OF RELEASES	# WITH EMPLOYMENT EPISODE	AVERAGE WAGE	AVERAGE TIME TO EMPLOYMENT	# WITH NO EMPLOYMENT	EMPLOYMENT RATE
Bay Area	44	18	\$14.75	34.2	26	40.9%
Fox Valley	21	9	\$14.60	35.9	12	42.9%
Employ Milwaukee	19	6	\$15.22	51.0	13	31.6%
North Central	11	9	\$12.28	38.9	2	81.8%
Northwest	16	9	\$12.29	65.0	7	56.3%
South Central	20	7	\$15.55	48.7	13	35.0%
Southeast	19	13	\$14.08	34.9	6	68.4%
Southwest	12	3	\$14.75	46.7	9	25.0%
West Central	22	7	\$15.04	28.4	15	31.8%
Western	16	9	\$15.33	20.8	7	56.3%
WOW	9	7	\$15.22	30.6	2	77.8%
Total	209	97	\$14.39	38.3	112	46.4%

\* Participants include county jail and DAI site enrollments

\*\* Episodes include the start date of the employment episode fell in FY21 for county jail and DAI site enrollments

\*\*\* Average wage is measured from 318 employment episodes during FY21 for county jail and DAI site enrollments

# WINDOWS TO WORK: EMPLOYMENT RATES AND RECIDIVISM OUTCOMES



The DOC measures recidivism in three ways: rearrest, reconviction and reincarceration (PG 31). DOC also examines employment outcomes for W2W. An individual was considered employed if they obtained full-time or part-time employment, were enrolled in school, were receiving social security income or disability benefits, reported being a homemaker, or reported being retired. For the W2W program, one, two and three-year follow-up periods were calculated beginning on the day an individual successfully completed the program.

Using a statistical method called propensity score matching, a control group was created consisting of people who were not enrolled in W2W and whose characteristics were similar to those who successfully completed W2W. This allowed for a comparison of outcomes for program completers and non-participants by controlling for variations in characteristics that could impact recidivism or employment. Statistically significant differences between outcomes are those that are large enough to have not occurred by chance and can be attributed with more confidence to completion of the program rather than other factors.

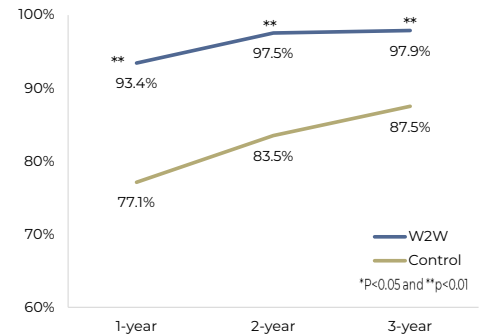
The data presented in the graphs show outcomes for individuals who successfully completed the full W2W program, and outcomes for the control group.\* It is important to note that W2W is a pre- and post-release program. Therefore, it is imperative to examine recidivism and employment outcomes for the participants who fully completed W2W rather than just those who only completed the pre-release portion of the program as done in previous years.

W2W participants were more successful obtaining employment than the control group, with statistically significant higher employment rates across all follow-up periods. Employment rates of participants after a one-year period were 16.3 percentage points higher than the control group. Employment rates of W2W participants after a two-year period were 14.0 percentage points higher than the control group and 10.4 percentage points higher than the control group after a three-year period. This data suggests that completion of the full W2W program has a positive impact on obtaining employment.

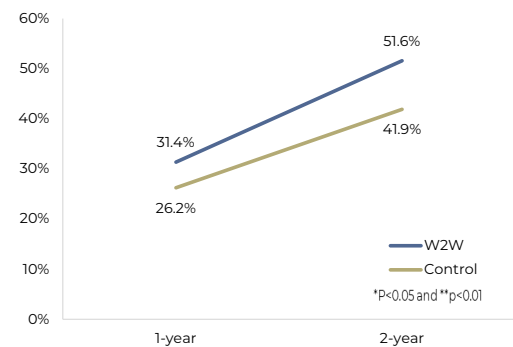
Reincarceration rates for individuals who successfully completed W2W were lower than rates for the control group across all reported follow-up periods, with statistical significance after one and two years. While there is no evidence to suggest a statistically significant difference in rearrest and reconviction rates, individuals who successfully completed W2W did have higher rearrest rates after one and two-years, as well as higher reconviction rates after two and three-years compared to the control group. The focus of W2W is obtaining and maintaining employment. While employment is one of the lesser four criminogenic needs, which can directly relate to an individual's likelihood to re-offend, it is not one of the top criminogenic needs, therefore may have less of an impact on recidivism.

Since 2017, W2W has utilized the Cognitive Behavioral Interventions for Offenders Seeking Employment (CBI-EMP) curriculum. W2W began reporting on recidivism when these changes were introduced. This intervention relies on a cognitive behavioral approach to teach participants strategies for identifying and managing high risk situations related to obtaining and maintaining employment. The use of this evidence-based curriculum that focuses on employment has shown to improve and maintain employment rates for participants who complete the program.

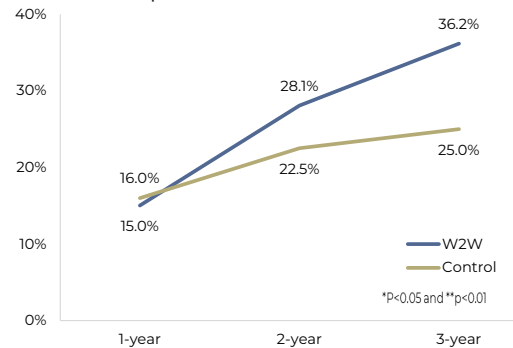
Graph 1: Employment Rates



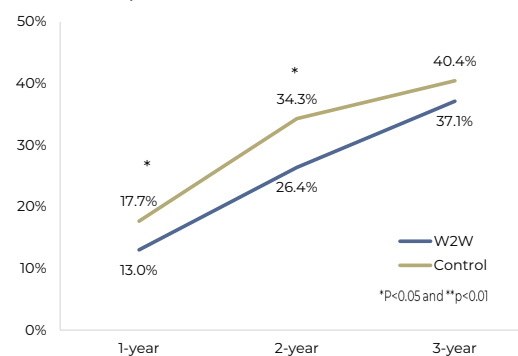
Graph 2: Rearrest Rates



Graph 3: Reconviction Rates



Graph 4: Reincarceration Rates



\* This data does not include jail enrollments. Also, in the charts on the right, one asterisk represents 95% confidence that the relationship is statistically significant and two asterisks represents 99% confidence.

# WINDOWS TO WORK: LOOKING FORWARD

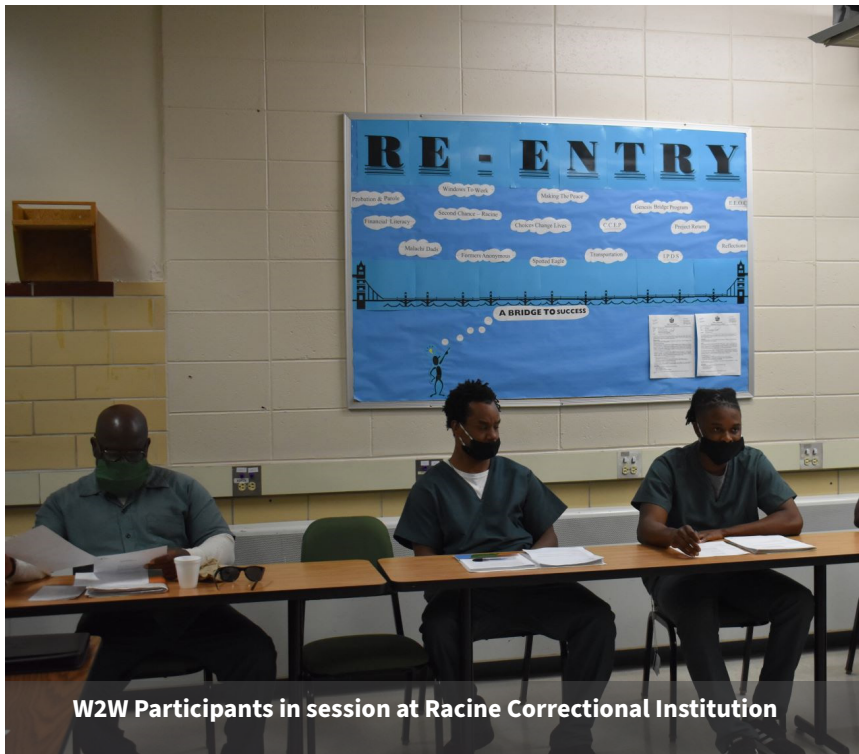


## LOOKING FORWARD TO FY22

Windows to Work program is an employment program that focuses on one of the lesser four of the criminogenic need areas. The program has shown to help PIOC find and retain employment when they reenter the community. Although W2W has shown rearrest and reconviction rates to be higher for program participant completors across most follow-up years, participant completors are reincarcerated at a lower rate and getting employed at higher rates than those who didn't participate in the program. Moving into FY22, the Windows to Work program plans to address areas for improvement by:

- Developing and implementing a Continuous Quality Improvement process to ensure that program staff are facilitating the program to fidelity
- Arrange a group observation schedule to monitor at minimum two cohorts a year at each participating DAI facility
- Holding quarterly meetings with Workforce Development Board leadership to discuss program outcomes and address any needs for improvement
- Audit program manual processes, case files, and data collection systems

By focusing on these efforts, we hope to strengthen the Windows to Work program. It is our goal that programs will be run to fidelity, PIOC will be properly assessed and served through this program, and ultimately, Windows to Work will continue to grow participant's employment skills upon returning to the community.



W2W Participants in session at Racine Correctional Institution

## PARTICIPATING FACILITIES

- Adams County Jail
- Chippewa Valley Correctional Treatment Facility
- Columbia Correctional Institution
- Douglas County Jail
- Fox Lake Correctional Institution
- Green Bay Correctional Institution
- Jackson Correctional Institution
- Kettle Moraine Correctional Institution
- Milwaukee Secure Detention Facility
- New Lisbon Correctional Institution
- Oakhill Correctional Institution
- Oshkosh Correctional Institution
- Prairie du Chien Correctional Institution
- Racine Correctional Institution
- Racine Youthful Offender Correctional Facility
- Redgranite Correctional Institution
- Rock County Jail
- Stanley Correctional Institution
- Taychedah Correctional Institution
- Washington County Jail
- Waukesha County Jail
- Waupun Correctional Institution
- Wisconsin Secure Prison Facility
- Wood County Jail

# CAREER AND TECHNICAL EDUCATION INITIATIVES

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



DOC offers Career and Technical Education (CTE)/ Vocational Programs in some capacity in 17 different institutions and across 24 different program areas. These programs are connected to the Wisconsin Technical College System (WTCS) member colleges and include program areas such as: Barbering/Cosmetology, Cabinet Making/Cabinetry, Masonry, and Machine Tool Operations, among others. During the course of the past six plus years, DOC has expanded on its existing programming to offer several short-term CTE training opportunities to better prepare persons in our care for employment in high-demand fields. DOC contracts with local WTCS member colleges to provide these training academies, which often occur on campus and culminate in the individual earning a technical diploma, or certificate within the span of approximately two to four months.

## FIELDS OF STUDY

Due to COVID-19, many programming opportunities were suspended, however DOC remains committed to providing training in high-demand fields for those releasing from incarceration. DOC coordinates with local technical colleges and utilizes labor market trends in determining fields of study for persons in our care. During FY21, DOC offered contracted training in Industrial/Mechanical Maintenance (with Madison College, Gateway Technical College, and Western Technical College), Computer Numerical Control Operator (with Gateway Technical College, Western Technical College) and Welding (with Moraine Park Technical College, Southwest Wisconsin Technical College). All of these fields are projected for statewide growth, and past program graduates have found success in the job market after release from incarceration (average starting hourly wage of \$15.08 across all programs).

## PROGRAM OUTCOMES

While the impact of COVID-19 on correctional programming was significant, there were 93 individuals served through the various CTE academies in FY21 (mix of funding sources, including Becky Young funding). Of these, 80 individuals completed programs during FY21 (or were continuing programming in FY22), while 13 were terminated, released without program completion, or withdrew from programs. The additional data provided here covers the various programs since their inception, as this allows for sufficient time for individuals to earn a credential, release to the community, and obtain employment. Outcomes in Table 1, Table 2, and Chart 1 are based on available data in WICS and COMPAS as of 10/05/21.

**TABLE 1: PROGRAM SUCCESS BY FISCAL YEAR**

FISCAL YEAR	PROGRAM PARTICIPANTS	PROGRAM COMPLETIONS	COMPLETION PERCENTAGE	CURRENTLY ENROLLED
2015	33	27	81.8%	
2016	84	82	97.6%	
2017	54	45	83.3%	
2018	144	141	97.9%	
2019	189	169	89.4%	
2020	155	131	84.7%	
2021	93	80	96.3%*	10
2022	43	-	-	43
TOTAL	795	675	90.9%**	53

\*Does not include the 10 students currently enrolled for FY21

\*\* Does not count the 53 enrolled students



# CAREER AND TECHNICAL EDUCATION (CTE) INITIATIVE



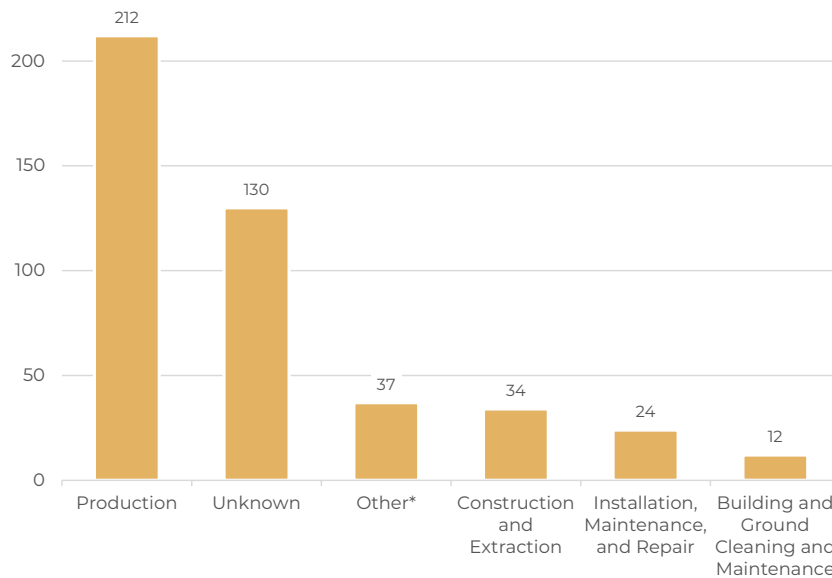
## PROGRAM OUTCOMES FY15 - FY21

The data presented below displays the fiscal year outcomes since 2015. While in Fiscal Year 2021 there was a decrease in services due to the coronavirus pandemic, since 2018 program participation and program release outcomes have stayed at a high level. Additionally, nearly half of CTE participants are finding careers in the production field from FY15-FY21.

TABLE 2: PROGRAM OUTCOMES BY FISCAL YEAR

FISCAL YEAR	RELEASED AND ELIGIBLE FOR WORK	EMPLOYED AT SOME POINT FOLLOWING RELEASE	AVERAGE DAYS TO FIRST EMPLOYMENT	AVERAGE STARTING WAGE (\$/HR.)
2015	27	25	88.9	\$12.55
2016	81	74	75.7	\$13.75
2017	45	41	26.9	\$14.38
2018	137	123	50.7	\$15.91
2019	134	112	64.6	\$15.99
2020	104	72	61.9	\$15.11
2021	15	2	125	\$14.00
2022	-	-	-	-
TOTAL	543	449	60.74	\$15.09

Graph 1: Post Release Occupation Category



\*Includes: Food Preparation and Serving Related; Transportation and Material Moving; Architecture and Engineering

## HIGHLIGHTS

**90.9%**

COMPLETION RATE

**82.6%**

EMPLOYMENT RATE POST-RELEASE

**60.7**

DAYS UNTIL EMPLOYMENT

**\$15.09**

AVERAGE WAGE POST RELEASE

**47%**

EMPLOYED IN PRODUCTION FIELD

# DOC MOBILE LABS

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



DOC offers Adult Basic Education (ABE) and GED preparation and testing in most DOC facilities and vocational training in 24 areas of study across 17 institutions. In an effort to expand educational and vocational opportunities, the Reentry Unit has invested in expansion of mobile classrooms in medium security prisons to bring high demand field training. Today we have a total of five DOC mobile labs.

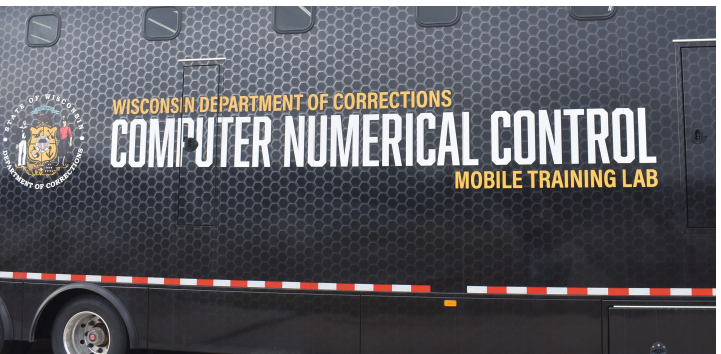
The DOC procured a fifth mobile training lab in FY21. This project is part of a continued collaboration between DOC and the Department of Workforce Development, Division of Employment & Training (DWD DET) to improve pre-release workforce training opportunities for PIOC releasing within Wisconsin. DOC purchased this lab to provide training in Mechatronics to PIOC. Nomad Global Communication Solutions was awarded the contract for construction of mobile labs. The Mechatronics lab was delivered to Racine Youthful Offender Correctional Facility (RYOCF) in June 2021. DOC utilizes DWD Fast Forward grant funding to provide instruction for the Mechatronics program and contracts with Gateway Technical College. The first cohort is scheduled to begin in the Fall 2021. Students participating in the Mechatronics training will earn 18 college credits and a Mechatronics Technical Certificate from Gateway. Gateway will provide three cohorts per fiscal year within the mobile lab.

In FY20, DOC procured the fourth mobile training lab to provide training in Computer Numerical Control (CNC). This lab was purchased with Becky Young Funding and delivered to Jackson Correctional Institution (JCI) in February 2021. The first cohort of 12 JCI CNC students began training in the mobile lab in May 2021 with instruction provided by Western Technical College. In August 2021, 12 students completed training earning 13 credits obtaining CNC Operator and CNC Set Up certificates. The other DOC mobile training labs include Electromechanical Maintenance (instruction provided by Western Technical College) with placement at New Lisbon Correctional Institution, Welding (instruction provided by Moraine Park Technical College) with placement at Taycheedah Correctional Institution, and CNC Operator (instruction provided by Gateway Technical College) with placement at Racine Correctional Institution. Funding for instruction will continue to be provided through resources allocated by DWD.

Below displays program completion data since 2015. From 2015-2019, the RCI CNC Lab was the only operational lab and had a total of 101 students complete the program. From 2019-2021, three other labs have become operational with 105 students completion programs across the four programs.

**TABLE 1: PROGRAM COMPLETIONS BY FISCAL YEAR**

FISCAL YEAR	RCI CNC LAB*	NLCI ELECTRO-MECHANICAL LAB	JCI CNC LAB	TCI WELDING LAB
2015	8	-	-	-
2016	32	-	-	-
2017	19	-	-	-
2018	23	-	-	-
2019	27	-	-	-
2020	9	-	35	13
2021	-	21	12	15
<b>TOTAL</b>	<b>110</b>	<b>21</b>	<b>47</b>	<b>28</b>



\*Services were postponed in FY21 due to the COVID-19 pandemic

# INSTITUTION-BASED JOB CENTERS

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



It is well established that justice involved individuals face a host of barriers when attempting to obtain employment, particularly after release from incarceration. Further, it is clear that individuals with barriers to employment benefit from coordinated strategies across agencies and systems. DOC has placed an emphasis on integrating correctional and workforce strategies for individuals releasing from incarceration through the expansion of career and technical education opportunities, and the development of correctional-workforce development partnerships. The Wisconsin Departments of Corrections and Workforce Development created the first institution based job center in the state of Wisconsin in 2018 at the Oakhill Correctional Institution (OCI).

Through these projects, persons in our care have the ability to create unique Job Center of Wisconsin (JCW) accounts to develop resumes, search and apply for jobs, complete the National Career Readiness Certificate (NCRC), improve keyboarding skills and access to services for veterans, registered apprenticeships and individuals with disabilities. PIOC will then be able to transition seamlessly to receiving services at the community-based job centers.

In FY21, DOC and DWD established additional institution-based job centers in Chippewa Valley Correctional Facility (CVCTF), Robert Ellsworth Correctional Center (REECC), and the Prairie du Chien Correctional Institution (PDCI). Further, by the end of 2021 DOC and DWD will have opened a total of 10 institution-based job centers throughout Wisconsin, including a mobile job center designed to provide services at facilities with limited interior institution space. Due to the COVID-19 pandemic many services in the institution job centers were suspended however, DOC and DWD remain committed to providing workforce services and activities within DOC facilities.

In FY21, institution-based job centers served 236 persons at six facilities. (Milwaukee Women's Correctional Center, Oakhill Correctional Institution, Prairie du Chien Correctional Institution, Robert E. Ellsworth Correctional Center, Chippewa Valley Correctional Treatment Facility, and Taycheedah Correctional Institution)



The Chippewa Valley Correctional Treatment Facility (CVCTF) Job Center was completed in partnership with DWD.

## JOB CENTER SERVICES

- Bonding
- Career Guidance
- Career Planning
- Case Management
- Information on Assessment Services
- Information on Career Counseling Services
- Information on In-Demand Occupations
- Initial Assessment
- Job Center Information
- Labor Market Information
- Mock Interviews and Real Interviews
- One-Stop Orientation
- Referral to Employer
- Referral to Online Job Boards
- Referred to Other Services (Non- WIOA Programs, WIOA Program or Program Area, Vocational Rehabilitation Services, Veterans Services)
- Resume Development

# COMMUNITY CORRECTIONS EMPLOYMENT PROGRAM

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



The Community Corrections Employment Program (CCEP) is a statewide program designed to assist clients in acquiring the skills necessary to obtain and maintain employment in a competitive work environment. CCEP has three main components: work experience, on-the-job training, and educational and training assistance. Employment Program Coordinators (EPC) use evidence-based practices and work closely with employers and community agencies to provide employment opportunities and additional employment related assistance. DCC has a total of eight EPC positions that are aligned with the eight DCC regions. Becky Young Funds support three of the eight EPC positions. The EPC assess and place clients into services based on the individuals' level of skill and work readiness. The level of programming and services for each individual is determined utilizing the Resource-Allocation and Service-Matching Tool. The tool provides the framework for determining the appropriate employment-related interventions by risk and job-readiness level.

Candidates for services are identified while incarcerated or when on supervision in the community. EPC's work with eligible PIOC to connect them with services and employment prior to or immediately upon release, during the CCEP reach-in component. In addition, EPC staff conduct a variety of activi-

ties including employer engagement and employer readiness groups that assist participants in the community in areas, such as resume building and interviewing skills, while working directly with employers for job placement. The EPC staff also provide presentations to community stakeholders and institution staff/PIOC, they attend job and resource fairs, and coordinate and refer participants to training opportunities with technical colleges and other community providers. Finally, these employment coordinators work closely with Workforce Development Boards and the DWD in the coordination of employment related opportunities and activities. The program also funds work experience, on-the-job training, and educational and training assistance opportunities. CCEP also supports employers regarding work opportunity tax credits and bonding. All of the services offered are prioritized and achieved based on the needs of each community in the region.

In FY21, the challenges met in our community affected the number of participants CCEP was able to serve. Services were placed on hold for a brief period. During FY21, 891 clients participated in CCEP, 126 clients continued to receive services into the next fiscal year, and 298 clients successfully completed the program.

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# DAI EMPLOYMENT SUPPORT SPECIALISTS

301.068(3)(b)



DAI Center System is committed to providing re-entry employment programs that will assist successful reintegration into the community for persons in our care. The Becky Young Funds have allowed DAI to partially contract for Employment Support Specialist (ESS) positions at five DAI centers. These sites include: Kenosha Correctional Center, McNaughton Correctional Center, Oregon Correctional Center, Sanger B. Powers Correctional Center, and Winnebago Correctional Center. Due to the COVID-19 pandemic, services

provided by ESS's were limited to obtaining Social Security cards, birth certificates, driver's licenses, ID cards, and teaching Cognitive Behavioral Interventions for Offenders Seeking Employment (CBI-EMP) modules. Although procedures were everchanging, the ESS's maintained professionalism while continuing to provide services.

Overall, ESS's at the five institutions support by Becky Young funds served 286 persons in our care throughout FY21.

# NORTHPOINTE SUITE

301.068(3)(a); 301.068(3)(d)



DOC continued its partnership in Fiscal Year 2021 with Equivant/Northpointe for ongoing license and support of the COMPAS risk, needs, and case management system. The COMPAS system provides an actuarial decision-support tool, which allows DOC staff to align with several evidence-based principles including targeting medium and high-risk clientele for services that address criminogenic needs. COMPAS also provides a comprehensive case management module in which DOC documents and stores social history information (education, employment, substance use history, etc.), violation disposition information, rewards and incentives, drug testing, rules of supervision, and the Unified Case Plan.

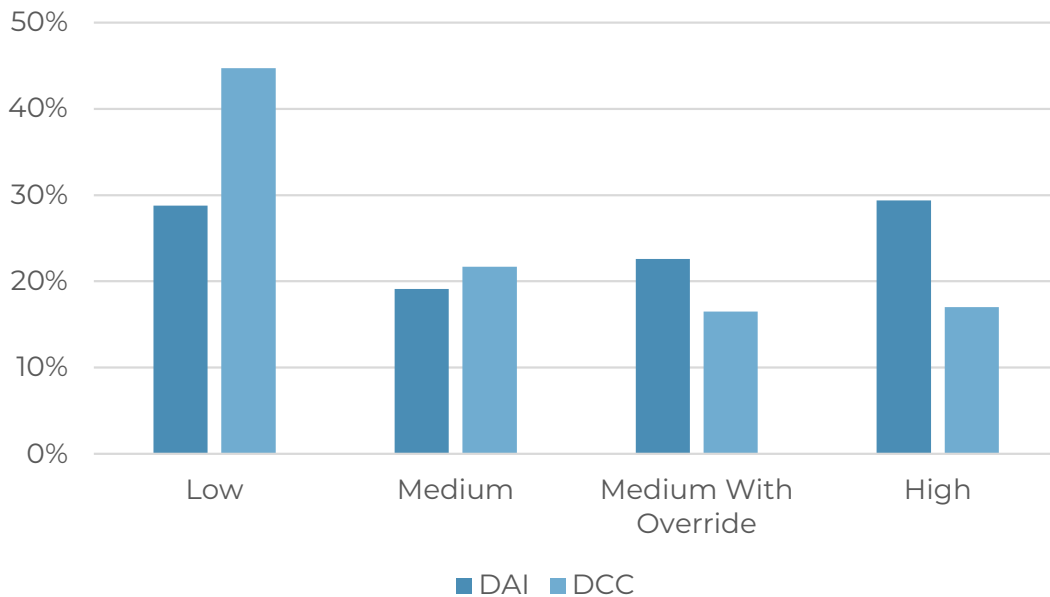
Over 12 states, approximately 80 jurisdictions across the country, and Victoria, AU utilize the COMPAS Risk and Needs Assessment. The COMPAS assessment is a validated instrument (both internally and externally). Despite being validated in other states and jurisdictions, the statewide COMPAS implementation in Wisconsin requires continuous validation. COMPAS was normed on a Wisconsin population in February of 2016, which means the assessment is now based on a geographically representative client population. Likewise, it has been exposed to inter-rater reliability testing and measurement under a Continuous Quality Improvement framework. DOC continues to implement quality assurance measures to ensure assessment fidelity.

In addition to license and maintenance, Becky Young funding subsidizes approximately 405 hours of development time, technical assistance, and project management. These services allowed DOC to enhance reporting capabilities for better outcome tracking, create workflow efficiencies for staff to maximize their time spent with DOC clientele, and continue to enhance functionality of the Evidence-Based Response to Violations module.

Chart 1 takes a closer look at the most recent completed assessment in FY21 for each person in our care. COMPAS identifies both the risk and criminogenic needs of the assessed client. Risk levels demonstrate recidivism risk within the next three years in the community. Risk is separated into four categories: Low, Medium, Medium with Override Consideration (Medium-High), and High, and is identified by a decile score within the COMPAS software. For example, if a client scores a four on the scale then this indicates that 60 percent of a similar population has a higher risk to recidivate than him or her.

As indicated on Chart 1, a larger portion of the Division of Community Corrections (DCC) completed assessments scores were Low Risk, while a larger portion of the Division of Adult Institutions (DAI) completed assessments scores were High Risk.

Chart 1: Risk Level by Division



# NORTHPOINTE SUITE



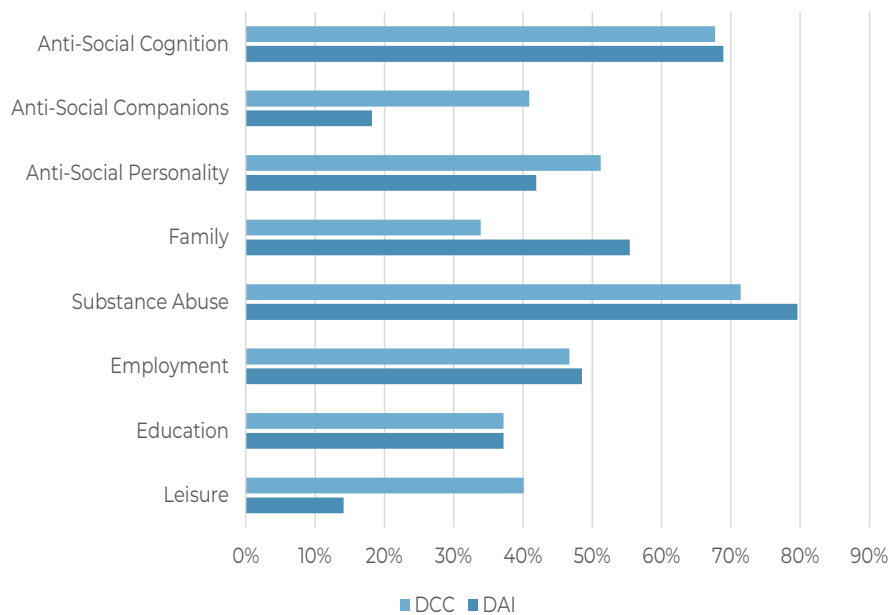
Just as COMPAS provides a recidivism risk level, the criminogenic needs of the client are also rated on a decile scale. In Chart 2 below, the top eight criminogenic needs are broken out by Division according to the most recent assessment completed for each person in our care in FY21. As the chart shows, substance abuse impacts DAI and DCC. As the case management process begins with each client, these criminogenic needs are analyzed and the driving needs as understood through COMPAS are collaboratively identified for intervention.

It is important to note the work completed by the DOC staff and the progress made in conducting assessments with our client population. In FY21, a total of 28,347 assessments were completed. This number includes all COMPAS assessments, specifically, the Wisconsin Primary Needs (WPN), Core, Legacy, Reentry, and Gender-Responsive assessments. The client’s position in the life cycle (e.g. Intake, Supervision, Discharge) dictates the type of assessment used. Table 1 depicts the cumulative increase over time in adult assessments completed since COMPAS went live in FY11. Additional Table 1 displays the cumulation of assessments from FY11 to FY21, totaling 467,843.

DOC and Northpointe continue to work towards ongoing enhancements related to the Evidence-Based Response to Violation module, clarified assessment language, and communication and workflow efficiencies between and within divisions. For FY22, the DOC will be transitioning to the revised COMPAS Core assessment, which will be 37% shorter and will be fully transparent in scoring.

TABLE 1: ASSESSMENTS BY FISCAL YEAR		
FISCAL YEAR	ASSESSMENTS	CUMULATIVE ASSESSMENTS
2011	1,541	1,541
2012	68,091	69,632
2013	61,460	131,092
2014	52,792	183,884
2015	51,914	235,798
2016	50,911	286,709
2017	46,682	333,391
2018	37,637	371,028
2019	36,328	407,356
2020	32,140	439,496
2021	28,347	467,843

Chart 2: Criminogenic Needs by Division



# RECIDIVISM AFTER RELEASE FROM PRISON

## WI DOC RESEARCH AND POLICY UNIT

301.068(4)



Reducing recidivism is a vital part of the mission of the Wisconsin Department of Corrections. Clients may participate in treatment and programming under DOC custody, but it is in the community where they put into practice what they have learned. Fewer crimes mean fewer victims and safer neighborhoods. An accurate understanding of recidivism allows DOC to begin to examine who is at a greater risk for re-offending, and ultimately to shift resources to focus on those clients.

With more data becoming available in recent years, the DOC is now able to report on multiple measures of recidivism. Tracking and reporting on multiple measures of recidivism is best practice and provides the most comprehensive view of recidivism patterns. However, consistency in measurement is also important to allow for comparisons from year to year, which is why DOC will continue to report on its primary recidivism measure as in previous reports, which will now be referred to as “reconviction.” The WI DOC now measures recidivism in three ways: Rearrest, Reconviction, and Reincarceration.

The date a client becomes a recidivist varies between the three measures; rearrest and reconviction use the date the offense occurs as the date of the recidivism event, while reincarceration uses the prison admission date.

### DOC’S THREE MEASURES OF RECIDIVISM

#### REARREST:

Following an episode of incarceration with the WI DOC, to be arrested in Wisconsin for a new criminal offense<sup>1</sup>

#### RECONVICTION:

Following an episode of incarceration with the WI DOC, to commit a criminal offense that results in a new conviction and sentence to WI DOC custody or supervision<sup>2</sup>

#### REINCARCERATION:

Following an episode of incarceration with the WI DOC, to be admitted to a WI DOC prison for either a revocation, a revocation with a new sentence, or a new sentence

<sup>1</sup> Arrest data comes from the Wisconsin Department of Justice (DOJ), and therefore must be matched with the DOC’s existing data. During this matching process, a very small number of individuals released each year may be dropped due to missing information.

<sup>2</sup> Prior to 2021, reconviction was termed ‘recidivism’ and was the DOC’s primary and only measure of recidivism. The definition of this measure of recidivism has not changed and is consistent with past reporting – the only change is the name of the measure.

TABLE 1: RECIDIVISM RATES BY FOLLOW-UP PERIOD

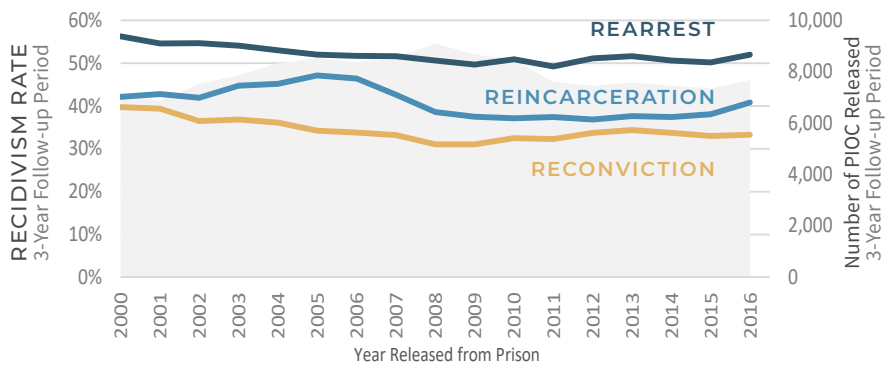
RELEASE YEAR	FOLLOW-UP PERIOD	REARREST RATE	RECONVICTION RATE	REINCARCERATION RATE
2018	1-year	31.1%	15.2%	15.0%
2017	2-year	44.5%	26.1%	32.7%
2016	3-year	52.0%	33.3%	40.8%

## RECIDIVISM AFTER RELEASE



### RECIDIVISM TRENDS FROM 2000-2018

Shown in the chart to the right, rearrest rates have been higher than reconviction and reincarceration rates for all release years, but have generally decreased over the reporting period, with the three-year rate decreasing by 7.6% (4.3 percentage points) between 2000 and 2016. Reconviction rates steadily decreased between 2000 and 2008, with a small increase thereafter. Since the beginning of the reporting period, reincarceration rates have been consistently higher than reconviction rates, and after a sharp decrease (18.6%, or 8.5 percentage points, for the three-year rate) between 2005 and 2008, have remained relatively stable in recent years.



To learn more about the Research and Policy Unit’s recent August 2021 Recidivism report, please [click here](#) or visit <https://doc.wi.gov/Pages/DataResearch/Recidivism.aspx> to view the report.

# EMPLOYMENT AFTER PRISON

## WI DOC RESEARCH AND POLICY UNIT

301.068(4)



The DOC considers employment to be an important element in successfully transitioning individuals from incarceration to the community. The data presented on PG 33 is a result of a collaboration with the Department of Workforce Development (DWD) in which DOC receives regular extracts of employment-related data from DWD. Using a combination of this data and information collected from individuals on community supervision, DOC is able to report on employment outcomes for individuals released from prison.

For this analysis, an individual was considered “employed” if they were employed full-time or part-time, indicated that they were enrolled in school, were receiving social security income or social security disability benefits, reported being a homemaker, or reported being retired. Only those people who were released from a period of incarceration due to completing the confinement portion of their sentence or revocation were included. If someone was released more than once during a calendar year, the last release in the year was used as their starting point for the follow-up period.

Employment rates for three different follow-up periods are presented on the next page. A follow-up period is the timeframe during which an individual is tracked to determine if employment was obtained. One-, two-, and three-year follow-up periods were calculated beginning on the day an individual was released from prison. Individuals who passed away prior to the end of a follow-up period were removed from the analysis of that follow-up period. Employment rates represent the number of people who obtained employment divided by the total number of people who were released.



# EMPLOYMENT AFTER PRISON



Table 1 below displays employment rates for individuals released from DAI facilities. From calendar year 2014 - 2019, there has been a total of 47,215 clients released from DAI facilities. While releases have increased over the last few years, employment rates have stayed relatively stable for the 1-year follow-up period with a high of 63.9% in 2017 and a low of 57.2% in 2014. In the 2-year follow-up releases, employment rates grew from a low of 64.7% in 2014 to a high of 72.9% in 2017. A similar trend can be seen as well with the 3-year follow-up with a low of 71.1% in 2014 to a high of 79.7% in 2017.

It should be noted that some individuals who did not obtain employment within the designated follow-up period may have been reincarcerated during that time, precluding them from obtaining employment. In addition, the follow-up periods overlap with the COVID-19 pandemic, which may have impacted an individual's ability to find employment.



A student at Robert E. Ellsworth Correctional Center working with a variety of tools in the Computer Numerical Control (CNC) program.

TABLE 1: EMPLOYMENT RATES FOR DAI RELEASES

RELEASE YEAR	1-YEAR FOLLOW-UP			2-YEAR FOLLOW-UP			3-YEAR FOLLOW-UP		
	# OF RELEASES	# EMPLOYED	EMPLOYMENT RATE	# OF RELEASES	# EMPLOYED	EMPLOYMENT RATE	# OF RELEASES	# EMPLOYED	EMPLOYMENT RATES
2014	7,538	4,309	57.2%	7,478	4,842	64.7%	7,445	5,295	71.1%
2015	7,465	4,527	60.6%	7,403	5,123	69.2%	7,359	5,542	75.3%
2016	7,801	4,813	61.7%	7,741	5,477	70.8%	7,684	5,951	77.4%
2017	7,806	4,988	63.9%	7,754	5,655	72.9%	7,694	6,133	79.7%
2018	8,242	5,116	62.1%	8,158	5,941	72.8%	-	-	-
2019	8,363	4,987	59.6%	-	-	-	-	-	-
TOTAL	47,215	28,740	60.9%	38,534	27,038	70.2%	30,182	22,921	75.9%

# UNIVERSITY OF CINCINNATI CORRECTIONS INSTITUTE

301.068(1); 301.068(2)(a-d); 301.068(3)(a-d); 301.068(4)



## PROGRAM DESCRIPTION

The DOC has emerged as a leader in evidence-based practices and remains committed to ongoing development of policies and procedures supported in research. To reinforce this commitment in FY21, we continued to partner with the University of Cincinnati Corrections Institute (UCCI), who is nationally recognized for their work on the federal, state, and local government level, as well as in the private sector with professional organizations. Faced with the challenge of providing resources during the COVID-19 pandemic, our work had a renewed focus on virtual training, staff development, and technical assistance throughout the Division of Adult Institutions (DAI) and the Division of Community Corrections (DCC).

## VIRTUAL TRAINING

Due to the ongoing barriers of COVID-19, virtual training continued to be offered in lieu of in-person delivery. Building off the work in FY20, most of UCCI's curricula was converted to virtual delivery with shorter but more frequent virtual sessions and an additional module focused on virtual facilitation skills. Curricula trainings included UCCI's Cognitive Behavior Interventions series in Substance Abuse, Employment, and Advanced Practice; Core Correctional Practices (CCP), Anger Control Training plus Social Skills, and Continuous Quality Improvement (CQI). From FY20, total virtual training participants increased from 129 to 207 representing a 61% increase over one fiscal year.

Chart 1: Virtual Training Certification by Curriculum - Community Providers

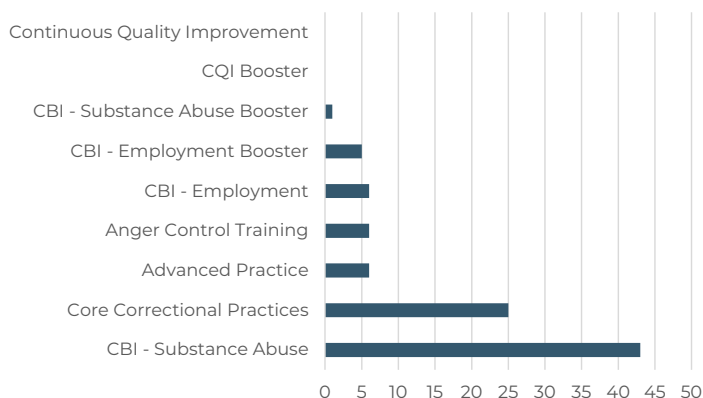
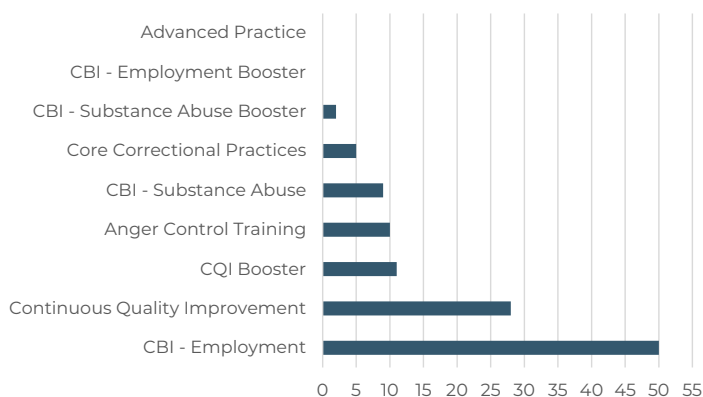


Chart 2: Virtual Training Certification by Curriculum - DOC Staff



“Shifting to synchronous training allowed UCCI to support the correctional community during an extraordinary time. Across the state, we conducted 35 virtual training events (and counting) on evidence-based practices so that professionals could continue to deliver services with confidence and fidelity. Trainings span from cognitive behavioral interventions to practices for continuous quality assurance. What we’ve seen through it all is a commitment to the safety, security, and support of justice-involved persons.”

- Stephanie Speigel, Ph.D.  
UCCI Research Associate

# UNIVERSITY OF CINCINNATI CORRECTIONS INSTITUTE



## QUALITY ASSURANCE AND FIDELITY

In alignment with the National Institute of Corrections (NIC) principles of “Measure Relevant Practices” and “Measurement Feedback”, the divisions focused on training and implementation of the Continuous Quality Improvement (CQI) group observation tools and onboarding of a new Program Fidelity Specialist. Through both full certification and booster trainings, DAI staff are now prepared to implement the tools as part of effective program delivery. DCC partnered with UCCI and Cara Thompson to provide Core Correctional Practices (CCP) Training for Trainers (T4T) training and certification for 12 staff members. Additionally, Cara onboarded a third fidelity coach to the Continuous Quality Improvement initiative by providing training in coding and coaching as well as a T4T training on the Core Correctional Practices for Clients with Mental Illness booster curriculum.

## FUTURE PRIORITIES

The COVID-19 pandemic presented several challenges for implementation of new curricula and projects. Correctional Program Checklist (CPC) program evaluation efforts were paused over FY21. However, by the end of FY21, quarterly meetings with evaluators have resumed and initial plans to start conducting evaluations in FY22 are in development. Additionally, the CPC Action Planning process for providers is under revision to enhance collaboration between providers, evaluators, and contract managers.

As the DOC continues to develop enhancements to the case plan process, a new case planning training began development and will continue into FY22. Other initiatives that have moved to FY22 include the training and implementation of an open-ended CBI-SA curriculum and a new Cognitive Behavioral Interventions for Interpersonal Violence (CBI-IPV) curriculum with an open-ended delivery option.

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# MOTIVATIONAL INTERVIEWING

301.068(5)



Motivational Interviewing (MI) is one of the eight principles for effective intervention. DOC adopted MI as a key communication component to enhance the intrinsic motivation for persons in our care. DOC understands the importance of incorporating MI with reentry services, and has collaborative conversation for strengthening a person’s own motivation and commitment to change.

Through the funds in FY21, DOC hosted 17 training days for Division of Adult Institutions - Social Workers/Treatment Specialist, Division of Community Corrections – Agents, and DOC Contracted Staff. In a collaborative effort, DOC invited the Division of Workforce Development, Veteran’s Outreach Program and Job Center Employment and Training staff to attend MI training to assist their work with those in DOC’s care. In total there were 313 individuals trained during FY21.

The trainings included MI Basic Day 1 & 2, MI Day 3 – Peer Learning Groups and MI Intermediate. Becky Young Funds covered DAI, DCC, and Contract Staff trainings.

<b>MI TRAINING</b>	<b>DAI</b>	<b>DCC</b>	<b>Contracted Staff</b>
MI Basic Day 1	53	0	59
MI Basic Day 2	53	0	53
MI Intermediate	43	20	0
MI Day 3-PLG	32	0	0
<b>Total</b>	<b>181</b>	<b>20</b>	<b>112</b>

# COGNITIVE BEHAVIORAL PROGRAMS

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



The Cognitive Behavioral Program (CBP) is an institution and community-based program with the goal of reducing anti-social cognition through cognitive restructuring and cognitive skills training. Offered by DAI and DCC, CBP teaches evidence-based strategies and techniques that enable participants to:

1. Identify the specific thoughts that support criminal behavior (self-observation)
2. Recognize the pattern and consequences of thinking
3. Utilize reasoning, problem-solving, self-talk, and social interaction skills as a means of controlling and changing thinking
4. Recognize and evaluate potential choices and make a conscious decision to change or not to change a behavior

By using these strategies and techniques, CBP challenges anti-social cognitions in participants, a top criminogenic need, in order to reduce recidivism. As evidenced in other programs, the COVID-19 pandemic forced the Division of Community Corrections (DCC) to adjust services, and increase virtual program delivery beyond regional boundaries. In FY21, DCC regions joined forces to deliver services across state considering limitations of in-person services and technology barriers in rural areas. In addition, the increase in virtual programming allowed participation of clients who may have had limited access to services in areas where DCC had no qualified providers, and barriers, such as limited transportation.

Even though we had less statewide participants (2,307) than the previous year, the completion rates in FY21 increased to 66.1%. This is a 22% completion rate increase from the previous year (44% in FY20). There were 390 participants who continued services into FY22.

**TABLE 1: FISCAL YEAR 2021 SUMMARY OF DCC PROGRAM RATES**

PROGRAM INFORMATION	ADDITIONAL STATISTICS		SIMPLE COMPLETION RATE			ADDING ABSENCE ONLY	
	PROGRAM TYPE	TOTAL SERVED	CONTINUING INTO FY22	COMPLETIONS	DISCIPLINARY TERMINATIONS	RATE	ABSENCE ONLY
CBP	2,307	390	582	299	66.1%	678	37.3%
CCEP	891	126	298	130	69.6%	31	64.9%
CPOP	125	19	13	45	22.4%	25	15.7%
DRC	100	17	7	49	12.5%	13	10.1%
RSP/CRP	332	71	142	95	59.9%	0	59.9%
TLP	35	12	7	15	31.8%	0	31.8%

**Notes**

Data was limited as follows:

1. Numbers are only from statuses that occurred in FY21
2. CBP includes ALL CBP programming funded by Becky Young
3. DRC was limited specifically to the Benedict Center.
4. Simple Completion Rate = # Completions/Total # Completions and Disciplinary Terminations
5. Absence Only Rate = # Completions/Total # of Completions, Disciplinary Terminations, and Absence Only

# LOOKING FORWARD



The Wisconsin Department of Corrections is committed to creating strategies that reduce recidivism and build stronger communities. Here are a few ways we plan to reinforce that commitment in FY22:

- 1** Implement the revised COMPAS Core Assessment (COMPAS-R) while deploying a strategic communication strategy
- 2** Expand Windows to Work programming to three additional maximum-security prisons
- 3** Develop domestic violence program standards that meet the needs of all persons in our care across DAI, DCC, and DJC
- 4** Plan, develop, and launch institution-based job centers in DAI sites in coordination with DWD and local workforce development boards
- 5** Address continuity of care across divisions for youth, persons in our care, and clients with substance use disorder treatment needs and serious mental health needs

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