

**FY2022
BECKY YOUNG
RECIDIVISM
REDUCTION
ANNUAL REPORT**

BECKY YOUNG RECIDIVISM REDUCTION ANNUAL REPORT



NOVEMBER 2022



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Office of the Secretary
Reentry Unit

Inquiries regarding this
report may be directed to:
DOCReentry@wisconsin.gov



Kevin A. Carr

Secretary

Wisconsin Department of
Corrections

SECRETARY'S MESSAGE



During Fiscal Year 2022, our agency proved to be resilient achievers with services and programming returning to near pre-pandemic operating levels for those under our supervision. Our staff handled the challenges and worked diligently to maintain a safe and healthy environment for those under our care and for our fellow colleagues. Such work highlights the importance of investing in positive change to help individuals succeed and understand that every person, every family, and every community matters.

The 2022 Becky Young Recidivism Reduction Annual Report highlights key evidence-based programs and initiatives that target recidivism reduction. We are dedicated to investments found to be most effective in changing individual's lives for the better. Through collaboration with our external stakeholders, we are able to provide key programs to support individuals in their journey for success. Whether it's providing mental health support through Opening Avenues to Reentry Success (OARS); initiating pre- and post-release employment resources in Windows to Work (W2W) and teaching of new skills through our Career and Technical Education (CTE) Academies; or preparing our staff to deliver evidence-based curricula like Thinking for a Change (T4C), Becky Young funds provide the foundation for positive change.

I am thrilled to share the department's efforts and commitment in helping individuals gain positive skills and support systems to ultimately help better themselves. I encourage our criminal justice partners, legislators, and the general public to read the report in its entirety to see the full breadth of our efforts to change lives while reducing recidivism. This work ultimately supports our Department's driving goal to serve Wisconsin, impact lives.

REENTRY DIRECTOR'S MESSAGE



As the Wisconsin Department of Corrections (DOC) Reentry Director, I want to share with you our Fiscal Year 2022 Becky Young Community Corrections Recidivism Reduction Annual Report. 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 FY22, many of our programs began to operate at full capacity again, working tirelessly to move past the pandemic. While there were hurdles throughout the fiscal year, services were adjusted to meet the needs of our clients or temporarily halted to mitigate risk and protect the health of participants and staff. Despite the challenges, programs continued to offer important services with many programs offering services to more individuals than ever before. Below are just a few excellent examples of our efforts and accomplishments during the previous fiscal year:

- Windows to Work (W2W) participants who released in FY22 had 184 episodes of employment throughout the fiscal year, with an average wage of \$16.74, which is \$2.35 more than FY21. Additionally, the employment rate for W2W participants who released in FY22 is 66.2%, which is 19.8 percentage points higher than FY21 outcomes. Lastly, Windows to Work strengthened the transfer process between workforce development boards in order to better serve individuals releasing to the community. This resulted in 180 transfer enrollments in FY22, more than any other fiscal year in Windows to Work program history.
- The Opening Avenues to Reentry Success (OARS) offered wraparound mental health services to 430 clients in FY22. 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.
- The Career and Technical Education (CTE) initiative enrolled the most participants (226) in program history. Additionally, the DOC is procuring a sixth mobile lab to solidify our commitment to providing educational opportunities in high-demand fields.
- Reentry Legal Services (RLS) attorneys assisted 603 clients with 116 cases having Social Security benefits awarded.
- 73.2% of persons releasing from incarceration were determined eligible for Medicaid programs.
- University of Cincinnati Corrections Institute (UCCI) partnered with the Division of Community Corrections (DCC) to become the first in the nation to pilot an open enrollment Cognitive-Behavioral Interventions for Substance Abuse (CBI-SA) curriculum.
- DOC staff completed 31,983 COMPAS Assessments during FY22.
- Residential Service Programs provided structured living and services to 472 individuals throughout FY22, up 140 individuals which is 42% increase compared to FY21.
- DOC's Research and Policy Unit reported updated recidivism measures in FY22.

I encourage everyone to review the report in full and learn how DOC programs are making successful investments in reentry opportunities. It is my honor to serve as the DOC Reentry Director, and report program outcomes and accomplishments that truly make a difference in the lives of so many across the state.



Silvia Jackson, Ph.D.
Reentry Director

Wisconsin Department of
Corrections

BECKY YOUNG APPROPRIATION LEGISLATIVE STATUTES

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.

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

EXPENDITURES BY CATEGORY



TOTAL FY22 EXPENDITURES:
\$13,504,143

COMMUNITY SUPPORT SERVICES

\$7,802,539
57.8%

COGNITIVE-BEHAVIORAL PROGRAMS

\$239,372
1.8%

EVIDENCE-BASED PRACTICES AND STAFF DEVELOPMENT

\$301,221
2.2%

STAFF POSITIONS

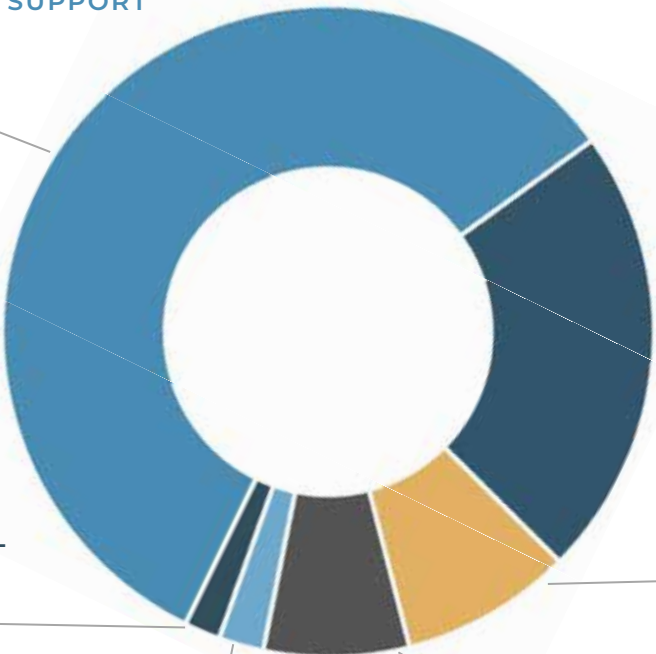
\$977,206
7.2%

EMPLOYMENT STRATEGIES

\$3,030,235
22.4%

EVALUATION AND DATA COLLECTION

\$1,153,568
8.5%



COMMUNITY SUPPORT SERVICES

- Opening Avenues to Reentry Success (OARS)
- Residential Programs
- Reentry Legal Services (RLS)
- 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)
- Career and Technical Education (CTE) Initiatives
- DOC Mobile Labs
- Community Corrections Employment Program (CCEP)
- DAI Employment Support Specialists (ESS)
- DOC Job Centers

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 (BTM) Project Manager

EVIDENCE-BASED PRACTICES

- University of Cincinnati Corrections Institute (UCCI)
- Staff and Program Materials
- Motivational Interviewing (MI)
- Parenting Inside Out (PIO-90)
- Staff Development
- Certified Peer Specialists (CPS)

COGNITIVE BEHAVIORAL PROGRAMS

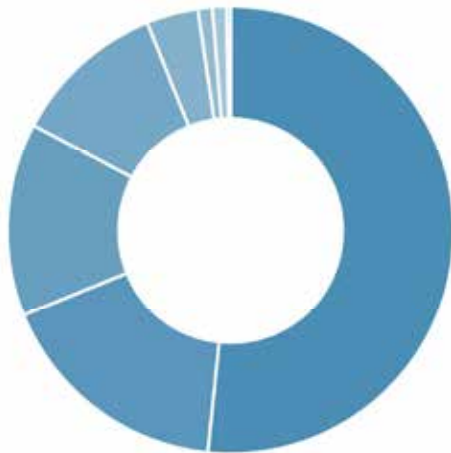
- Thinking for a Change (T4C)
- Moral Reconciliation Therapy (MRT)
- Dialectical Behavior Therapy (DBT)

EXPENDITURES BY PROGRAM



COMMUNITY SUPPORT SERVICES

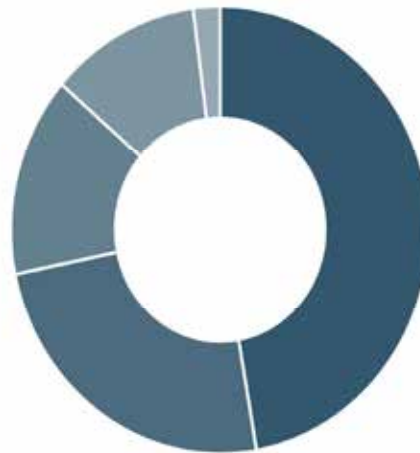
\$7,802,539



■ OARS	\$4,029,492
■ Residential Programs	\$1,343,343
■ Rentry Legal Services	\$1,085,552
■ RVCP	\$868,986
■ CPOP	\$291,276
■ DRC	\$81,629
■ Jail Programs	\$79,759
■ DOT ID Cards	\$22,500

EMPLOYMENT STRATEGIES

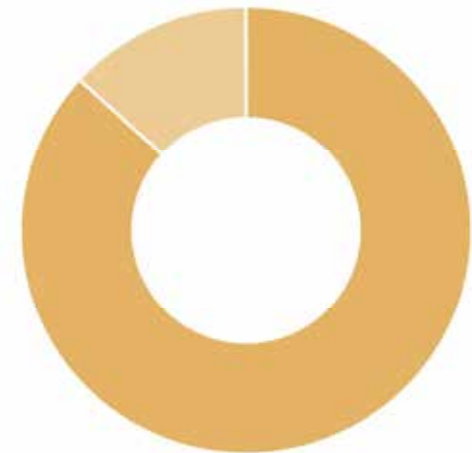
\$3,030,235



■ Windows to Work	\$1,430,581
■ CTE	\$744,899
■ Employment Support Specialists	\$439,958
■ Mobile Labs	\$352,301
■ CCEP	\$62,400
■ Job Centers	\$94

EVALUATION AND DATA COLLECTION

\$1,153,568



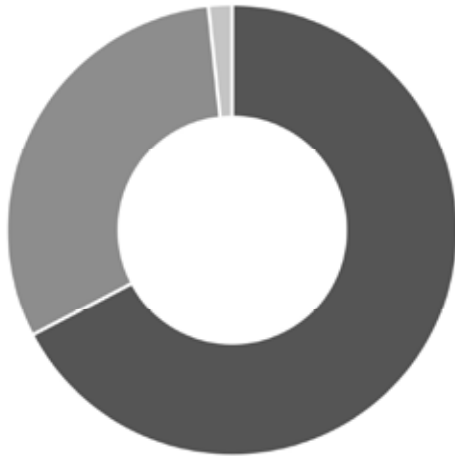
■ Northpointe	\$1,001,096
■ Bureau of Technology Management Project Manager	\$152,472

EXPENDITURES BY PROGRAM



STAFF POSITIONS

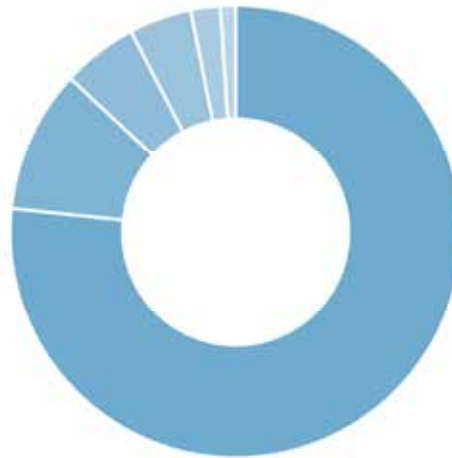
\$977,206



 Division of Community Corrections (6 FTE)	\$657,605
 Office of the Secretary (2 FTE, 1 contracted)	\$303,088
 Division of Adult Institutions (1 LTE)	\$16,513

EVIDENCE-BASED PRACTICES AND STAFF DEVELOPMENT

\$301,221



 UCCI	\$230,930
 Staff and Program Materials	\$30,802
 MI	\$16,320
 PIO-90	\$13,475
 Staff Development	\$6,389
 CPS	\$3,304

COGNITIVE BEHAVIORAL PROGRAMS

\$239,372



 MRT	\$117,903
 DVT4C	\$74,799
 T4C	\$35,750
 DBT	\$10,920

OPENING AVENUES TO REENTRY SUCCESS

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



In partnership with the Department of Health Services (DHS), the Opening Avenues to Reentry Success (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 with the goal of 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 returning to the community. 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 releasing from facilities supported by the Reentry Legal Services (RLS) program are also referred to RLS for Social Security Application Assistance.

The OARS program can provide 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 case management, monitoring, and treatment during a difficult period of reintegration immediately following release to the community. Frequent case manager contacts are critical in helping participants make the transition.

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 2022 OUTCOMES

430

PARTICIPANTS SERVED

246

AVERAGE DAILY POPULATION (ADP)

\$16,275

COST PER PARTICIPANT

Participant Success Story

"I would like to thank them for all they have done for me! OARS recommended places to find work and I'm happy to report that I now feel pretty confident about functioning in the world and have found a job, thanks to OARS and my whole support team at WCS. OARS even found me a mentor with a similar past who has been very supportive and has helped me in time of crisis. I'm currently working and slowly adjusting to being independent. Your programs help reintegrate individuals formerly incarcerated back into society and stabilize our lives so that we can function. I am eternally grateful to OARS and WCS! You guys rebuild lives!!! Thank you for everything you've done and for making the world a better place, one person at a time!!!!"

- OARS Participant

OARS RECIDIVISM OUTCOMES



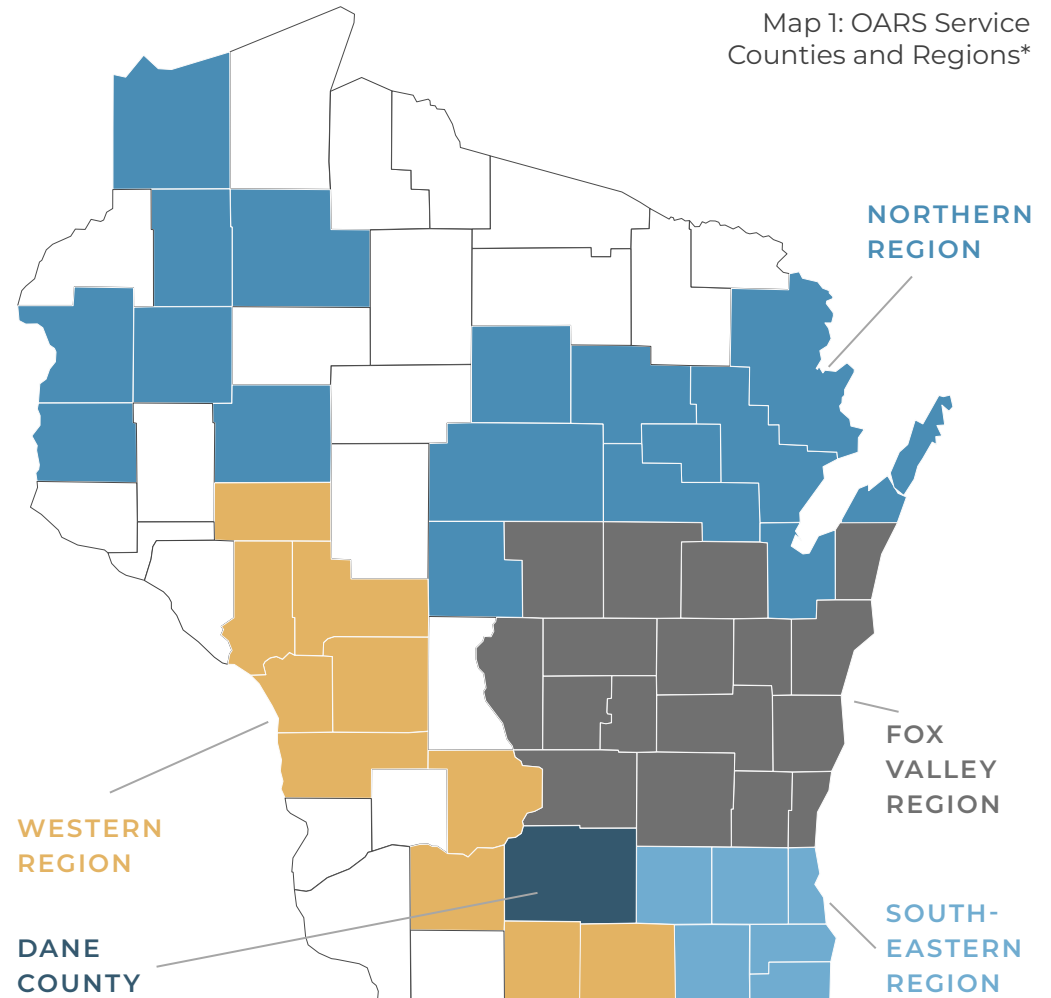
FY2022 Highlights

In Fiscal Year 2022, the OARS program served 430 participants with an Average Daily Population of 246. The average cost per participant in FY22 was \$16,275, which increased by \$1,111 from \$15,164 in FY21. OARS program specialists noted that the cost per participant increase was due to higher cost of living expenses from service providers and subcontractors and increased housing costs.

Below are some of the FY2022 highlights:

- The OARS program discussed incorporating Medication Assisted Treatment (MAT) into the list of services offered to participants. MAT is the use of medications in combination with mental/behavioral health counseling, which has been found to be an effective treatment option for opioid use disorders (OUD) and to help some people sustain their recovery. As more and more Division of Adult Institutions (DAI) sites begin offering MAT upon release, OARS is working to allow for proper pre-release planning and medical arrangements post-release.
- OARS specialists attended approximately ten Division of Community Corrections (DCC) unit meetings across the state with the goal of educating DCC staff on the OARS program and referral process.
- OARS program specialists connected participants with the local Wisconsin Emergency Rental Assistance (WREA) programs. By connecting participants to emergency rent assistance, OARS specialists were able to use funding previously spent on housing for other supportive services.
- Long-term care is a vital component to the OARS program. DHS and DOC OARS program specialists expanded their collaboration with long-term care programming across the state to help OARS participants access Family Care programs as soon as possible including prior to release from prison.

Map 1: OARS Service Counties and Regions*



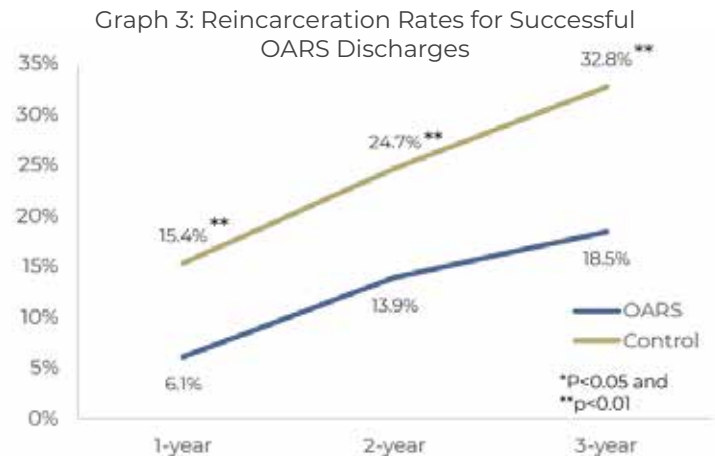
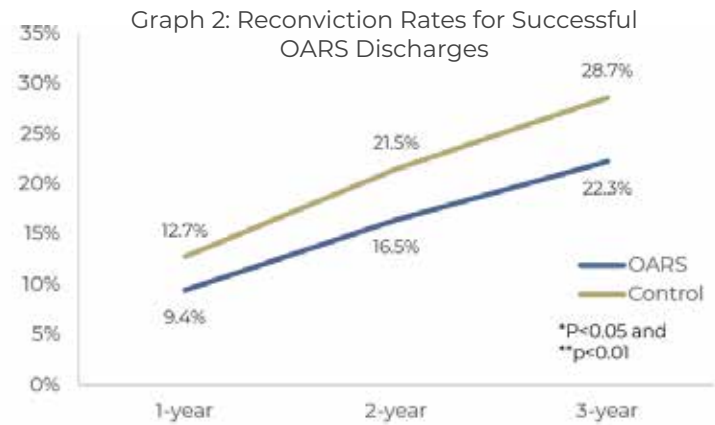
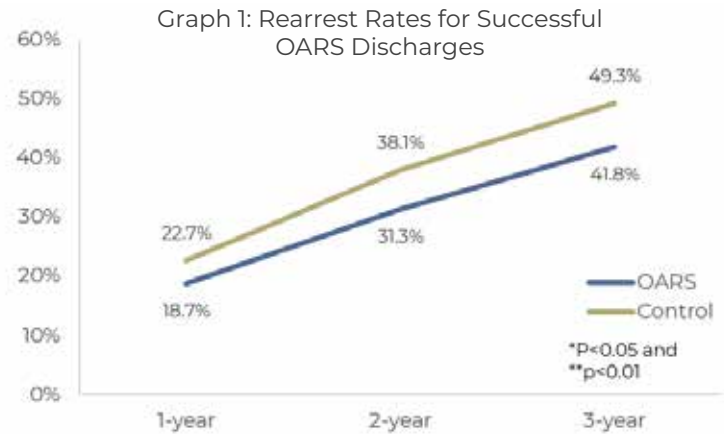
* Counties that are white do not have OARS services

OARS RECIDIVISM OUTCOMES

The graphs to the right show rearrest, reconviction, and reincarceration rates for successful OARS discharges. Descriptions of these measures are available in the recidivism section of this report (PG 36). Successful OARS discharges include only OARS participants who successfully completed the program. While not shown in graphs, recidivism data for all OARS participants includes everyone enrolled for at least one day in the program beginning in FY14. 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 not occurred by chance and can be attributed with more confidence to completion of the program rather than other factors.

Individuals successfully completing the program show positive rearrest, reconviction, and reincarceration recidivism trends. Statistically significant differences (displayed with an asterisk in the graphs to the right) in reincarceration rates (graph 3) are observed for all three follow-up periods, compared to the control group for successful OARS discharges. The one-year rate reflects a 9.3 percentage point difference, the two-year rate demonstrates a 10.8 percentage point difference, and the three-year rate reflects a 14.3 percentage point difference in reincarceration rates between successful completers and the control group. While all follow-up periods when viewing reincarceration rates display statistical significance, the three-year follow-up period indicates successful completers are reincarcerated at lower rates than non-participants with similar characteristics even years after leaving the supportive services provided by the OARS program.

OARS participants may not successfully discharge from the program for reasons such as moving to a county not covered by the OARS program, rule violations, or revocation. The differences in recidivism rates between all OARS participants and those successfully discharging from the program demonstrate the success of program intervention.



REENTRY LEGAL SERVICES

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



Reentry Legal Services (RLS) provides individuals with potentially disabling mental illness and other disabling conditions access to civil legal services as they prepare to release from prison. The Department of Corrections (DOC) contracts with Legal Action of Wisconsin, a nonprofit civil legal aid firm, to facilitate the RLS program. Legal Action of Wisconsin attorneys represent individuals in DOC custody, providing application assistance and advocacy, primarily focused on Social Security programs.

RLS attorneys are expert benefit specialists who advocate for individuals who may meet the Social Security Administration's definition of disability. Attorneys begin representing incarcerated individuals for Social Security disability application 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. 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 Social Security Administration (SSA), DOC, the Disability Determination Bureau (DDB), the Office of Hearings Operations (OHO), and the Department of Health Services (DHS), 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.

RLS program provides a valuable service to its clients and to the Department of Corrections. Social Security application assistance is time-consuming for release planners, and can take them away from more complex and individualized services they provide individuals prior to release. The RLS attorneys provide assistance in 13 DOC facilities and the Wisconsin Resource Center serving 603 clients. Clients often face unique and complex challenges, but the RLS programs have historically provided success rates that are higher than the national SSA award rates. In addition to saving time and energy, it has been shown that people with a preexisting disability releasing from custody who receive public benefits have a lower rate of recidivism than those releasing without benefits.¹ This reduced rate of recidivism has a tangible impact on public safety and costs associated with incarceration.²

¹ Nico Badaracco, Marguerite Burns, "The Effects of Medicaid on Post-Incarceration Employment and Recidivism," Wiley Library, Health Services Research Vol. 52 Issue S2. September 15, 2021. <https://onlinelibrary.wiley.com/doi/abs/10.1111/1475-6773.13752>

² Matthew Dummermuth, "Reducing Recidivism in Released Offenders Improves Public Safety," U.S. Department of Justice, Office of Justice Programs, June 19, 2019. <https://www.ojp.gov/archives/ojp-blogs/2019/reducing-recidivism-released-offenders-improves-public-safety>

Fiscal Year 2022 OUTCOMES

603

CLIENTS SERVED

116

CLIENTS AWARDED BENEFITS

44%

AWARD RATE (COMPARED TO 36%
NATIONAL AVERAGE)

RLS SUCCESS STORY

A Legal Action of Wisconsin Attorney worked with a client who suffered from many severe mental health issues, including Schizoaffective Disorder, Depression, and Borderline Intellectual Functioning. In addition to helping this client obtain Supplemental Security Income (SSI), Attorney Delaney assisted with FoodShare, Badgercare, and FoodShare Employment & Training (FSET). They were able to help the client find mental health services upon his release, and they helped the client with back payment issues related to his SSI. Due to the delays SSA has experienced since the beginning of the pandemic, clients oftentimes have payment calculation issues. Having the RLS attorney help with this matter was a great benefit to the client.

REENTRY LEGAL SERVICES



Although operations are beginning to normalize, COVID-19’s impact on the disability determination process is still being felt. The health emergency has had wide-ranging impacts and has slowed the processing of Social Security applications. The Social Security Administration has only recently reopened its offices to allow for in-person client appointments, and hearings are still being held remotely in most cases. The average wait time for a case at the Disability Determination Bureau increased significantly.¹

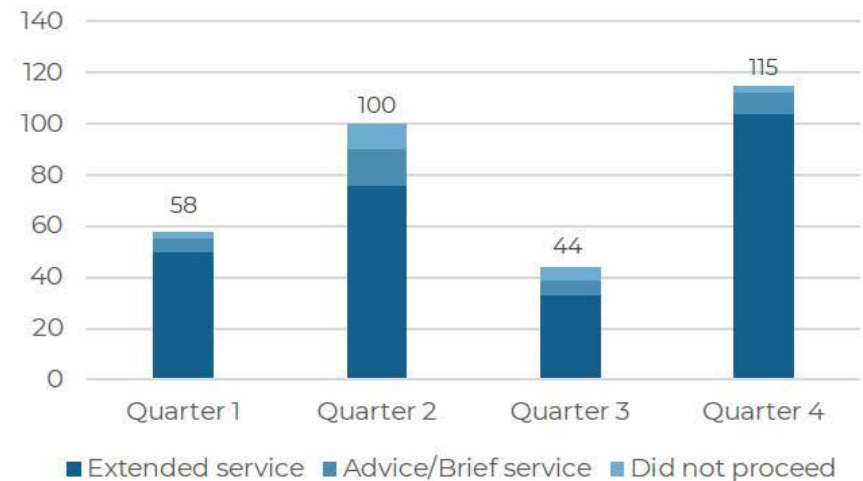
Overall, RLS served a lower number of individuals in FY22, with 603 clients receiving services, compared to 886 in FY21. Even with fewer clients in the program, case closures and award rates were very similar in both years, indicating processing times have increased significantly while caseloads remained stable. Processing times have increased due to staffing shortages at field offices and the Disability Determination Bureau (DBB) with cases taking eight months or longer to get assigned at the DBB.

In FY22, RLS closed 264 extended service Social Security cases. There were 116 cases awarded benefits, resulting in a 44% award rate. In comparison, the SSA’s new national award rates for Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) for workers in 2021 calculated award rates of 36%. RLS attorneys work with a challenging population and exceed SSA’s national award rates. Additionally, longer wait times for cases also creates challenges for clients and staff alike. As shown in Graph 1, the RLS program served a total of 603 clients in FY22, and closed a total of 317 cases during the fiscal year.² Graph 2 illustrates the impact of increased processing times. In FY21, 27% of cases were approved pre-release compared to 3% in FY22. Historically, RLS attorneys would begin working with clients 4-6 months in advance of release, which often allowed enough time to procure a decision prior to release. Currently the process is taking 8-9 months or more at the Disability Determination Bureau, which leaves a majority of clients’ months after release without a decision.

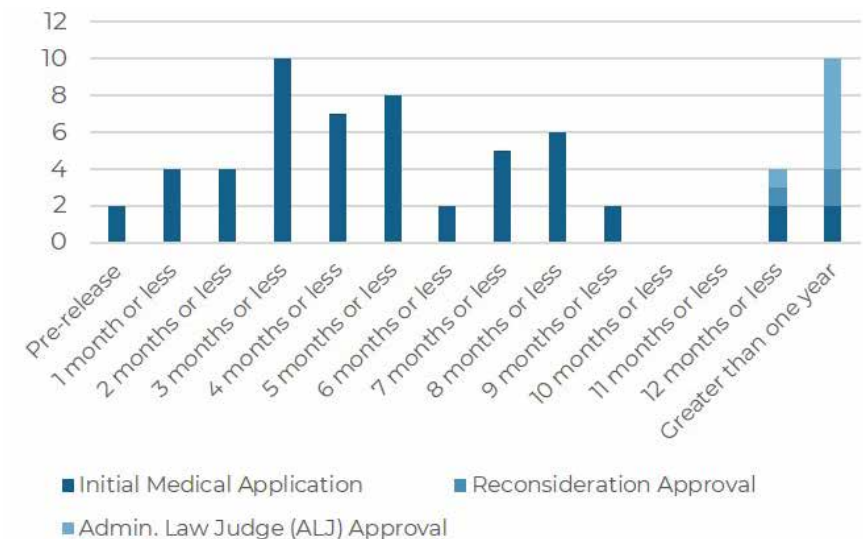
1 Lorie Konish, “You’re on Hold Forever.’ Social Security Applicants Complain About Agency’s Long Waits,” CNBC. February 16, 2022. <https://www.cnbc.com/2022/02/16/social-security-beneficiaries-applicants-complain-about-long-waits.html>.

2 The three category definitions are as follows: Extended service – filed an application/recon/hearing/assisted with Badger Care; Advice/Brief service – advised on public benefits/how to get reinstated but did not file application; Did not proceed – client maybe declined services after intake, stopped the process at a mid-point (possibly due to death of client or additional time to serve), client may not have been eligible for SSI/SSDI so could not file an application.

Graph 1: FY22 RLS Case Closures



Graph 2: Approvals in Relation to Release Date

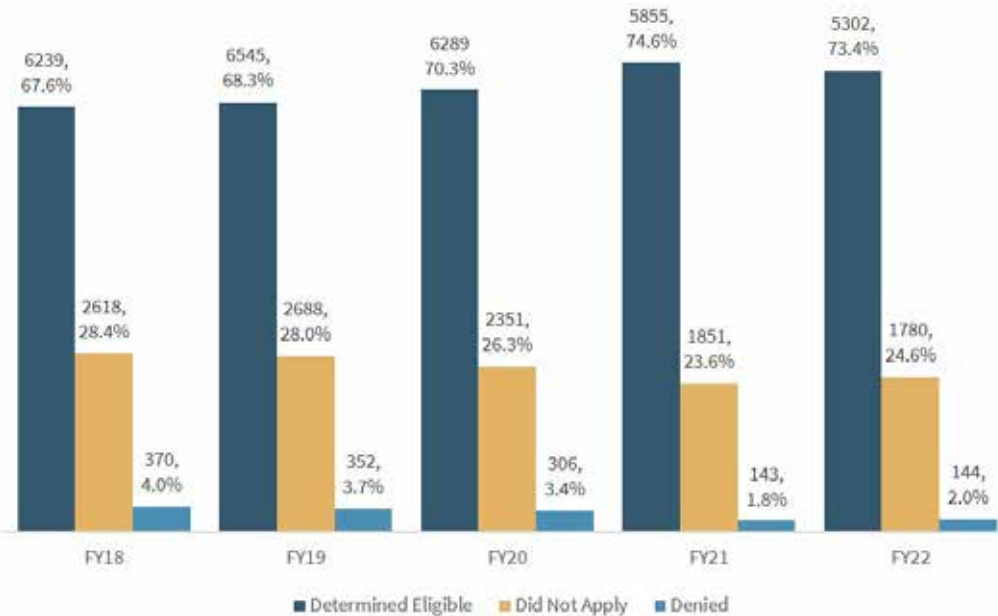


MEDICAID ASSISTANCE AT RELEASE FROM PRISON

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



Graph 1: Medicaid Eligibility Determination Totals and Rates



The Department of Corrections (DOC), Department of Health Services (DHS), 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 needed treatment for acute and chronic medical conditions, mental illness, and substance use disorders upon release. In FY22, there were 7,226 individuals released from prison that fit criteria for the purpose of this evaluation (See 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 FY22, there were 5,302 individuals determined eligible for Medicaid programs, meaning 73.4 percent of people releasing from incarceration were determined eligible: 68.0 percent were determined eligible the month prior to release, 25.5 percent the month of release, and 6.5 percent the month following release. Approximately 24.6 percent of individuals did not apply during these months and 2.0 percent of the population was denied.

The DOC population continued to feel the effects of the COVID-19 pandemic in FY22. As seen in the graph, the total number of individuals included in the report decreased from 7,849 in FY21 to 7,226 this fiscal year; a result of decreases in the prison population during the pandemic. While the overall eligibility determination rate decreased by 1.2 percentage points from FY21 to FY22, it is still higher than all year's pre-pandemic rates. This may be due to the pandemic providing motivation for individuals preparing to release from prison to establish eligibility and health access while also giving promise to higher determination eligibility rates in the future.

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 839 successful applications, representing 16 percent of the total in FY22.

RESIDENTIAL PROGRAMS

301.068(2)(a, b, d); 301.068(3)(a-d); 301.068 (4)



The Department of Corrections has adapted residential services to accommodate the needs of its population. Included in the 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. The two models are listed below:

1. Community Residential Program (CRP) provides residential care, treatment, service coordination, and step-down non-residential services to clients.
2. Residential Services Program (RSP) includes substance use disorder services certified under DHS Chapter 75. This is a cognitive-based treatment program that provides case management.

The Division of Community Corrections operates three residential programs across the state; Portage House, Addams House, and Marshall House. Our CRP/RSP programs saw an increase of participants throughout FY22 as compared to the previous year due to lessening impacts of COVID-19. In FY21, the lower numbers were a result of bed restrictions, a limit on intakes, and temporary program closures related to COVID-19. While COVID-19 impacted services in FY22, it affected services to a lesser degree.

PORTAGE HOUSE

Portage House, operated by Portage County Health and Human Services since 1973, serves adult male correctional clients who are sentenced to community corrections with the Wisconsin DOC. 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.

The Community Residential Program facility provides 24-hour residential care, services, and supervision. 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. A total of 12 male residential beds (program slots) are continuously available to the Department of Corrections.

Portage House served 63 clients in FY22 and had a total of 57.1% completion rate in the fiscal year, with 20 clients continuing services into the FY23. Portage House had a lower completion rate this FY22 compared to the previous year, but this may be a result of a high number of clients continuing services into FY23.

Simple Completion Rate:

DCC program completion rates reported in the Becky Young report utilize a simple completion rate formula. The simple completion rate captures completions that could be attributed to the client only. For example, if program participation ended due to a program provider leaving, or a program being cancelled, those records are excluded from the calculation of the rate.

The simple completion rate is calculated as: $\text{Total Number of Completions} / (\text{Total Number of Completions} + \text{Disciplinary Terminations})$.

The simple completion rate is utilized for the following sections: Residential Programs, Rock Valley Community Programs, Community Partnership Outreach Program, Day Report Center, Community Corrections Employment Program, and Cognitive Behavioral Programs. A table with program outcomes is shown on PG 42.

RESIDENTIAL PROGRAMS

ADDAMS HOUSE

Addams House Residential Services Program 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 Chapter 75 and 83.

Addams House provides substance abuse and limited co-occurring mental health services to female clients who are under supervision within the DOC 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).

Throughout FY22, Addams House continued their systems to connect clients who are currently on Medication Assisted Treatment (MAT) or wish to pursue MAT services via community vendors.

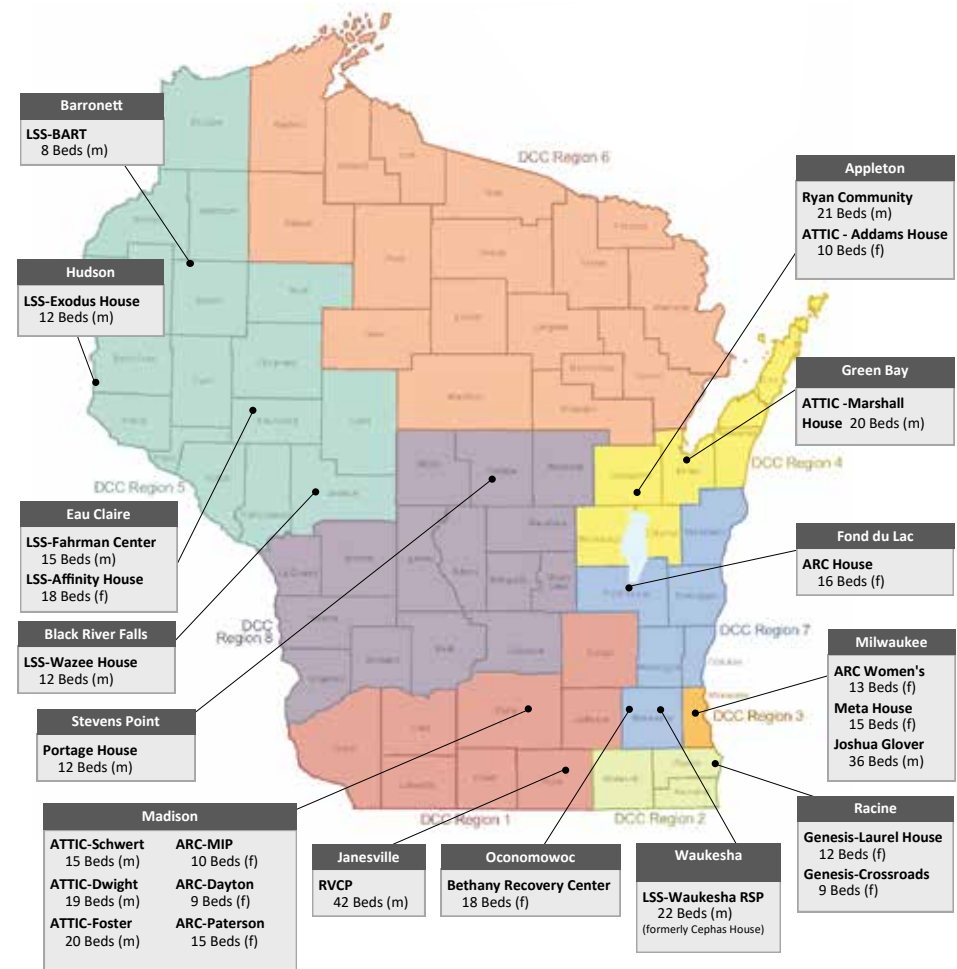
Addams House served 54 clients in FY22 and had a total of 74.4% completion rate in the FY22, with 7 clients continuing services into the FY23.

MARSHALL HOUSE

Marshall House is located in Green Bay, Wisconsin and is operated by ATTIC Correctional Services (ACS). Marshall House is a residential services program licensed under WI DHS Chapter 75 and 83. The program offers substance use disorder treatment, cognitive-behavioral programming, and individual counseling to participants in the Wisconsin Department of Corrections (DOC), 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 131 clients in FY22 and had a total of 62.1% completion rate in the FY22, with 15 clients continuing services into the FY23.

DCC Residential Treatment Facilities*



Revised for July 2022

* Of the map above, only Portage House, Addams House, Marshall House, and RVCP are funded by Becky Young funds.

ROCK VALLEY COMMUNITY PROGRAMS

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

Rock Valley Community Programs (RVCP), as a parent organization, offers a variety of services to both correctional and non-correctional clients. Services available at RVCP 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 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 DOC, with 30 beds dedicated to their general programming and 12 beds for correctional clients diagnosed with a co-occurring disorder. The aim of the program is to assist individuals 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; CBISA)
- Moral Recognition Therapy (MRT)
- Thinking for a Change (T4C)
- Wellness Action Recovery Plan (WRAP) group
- Anger Management (AM)
- 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-Employment)
- 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 there is 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 Program RSP served 224 clients during FY22, with a total of 60.1% completion rate, and 39 clients continuing services into the FY23.

Turning Point Supportive Housing Services

Turning Point is a Supportive Housing Services program and is located on the RVCP Campus, providing housing for up to 20 residents. Services offered at Turning Point include:

- Hands-On Case Management
 - 24/7 monitoring by residential security officers
- Individual Counseling by Certified Substance Abuse Counselors and Social Workers
- Medication management
- Employment preparation and services, available to all residents seeking local employment, through Employment Specialists

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 FY22, Turning Point was able to provide services to 133 clients and 18 were continuing services into the following fiscal year. The completion rate for FY22 was 51.3%. The Turning Point program began in FY21, the number of participants served in FY22 was nearly four times the amount as compared to FY21 due to having the program run the full 12 months of the fiscal year.

COMMUNITY PARTNERSHIP OUTREACH PROGRAM

301.068(2)(a, b and 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 (DCC) in Green Bay (DCC Region 4) , and operated by Options Treatment Programs, Inc., the services provided include residence assistance, transportation assistance, facilitates access to services, 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.

As a direct result of program accessibility through telehealth services, CPOP has increased access to this program throughout region 4. The increased use of telehealth services has overcome previous barriers of transportation, childcare, costs, schedule conflicts with pro-social events, and ability to get to one location in Green Bay.

Program numbers remain reduced during this calendar year and are attributed to length of time needed to obtain a referral to CPOP as well as the necessity to educate Agent of Record (AOR) regarding CPOP services.

According to the most recent data collected from the Program Data Collection System (PDCS) and WIDOC-DCC:

- 136 clients participated in the program during FY22
- 33 clients continued to receive services into the next fiscal year
- Overall 32.5% of the participants completed the CPOP program



DAY REPORT CENTER

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



In fiscal year 2022, the DOC Division of Community Corrections maintained a contract with the Benedict Center in Milwaukee to offer a variety of therapeutic and supportive services to DOC correctional clients. Supported by Becky Young funds, the Benedict Center operates a gender responsive Day Report Center (DRC) for women. This program provided a number of services including certified SUD assessments, SUD Treatment, family support services, and more.

The goals of the DRC program are:

- 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

The pandemic continues to impact many of the program's services, yet therapeutic virtual services continue to be a highlight for this program. These services include individual counseling sessions tailored to individualized needs, client check-ins, individual wellness checks, crisis management, and safety planning. The virtual programming connection continues to create additional benefits to the program such as increased access to clients, more one-on-one time with staff, and improved flexibility. The Benedict Center offers cell phones to clients who are in need and when telehealth video is not an option. Despite the pandemic, the Benedict Center and DCC were able to pivot to meet the needs of the clients they serve.

The Benedict Center DRC served 101 clients in FY22 and had a total of 71.4% completion rate in the FY22, with 29 clients continuing services into the FY23.

COUNTY JAIL RECIDIVISM REDUCTION PROGRAMS

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



DOC continued their collaboration and partnership with Green Lake County Correctional Facility (GLCCF) and Bayfield County Jail. Both jails continue to rise above COVID-19 challenges by implementing innovative approaches and delivering quality and safe services for PIOC.

GLCCF utilized several cognitive-based approaches including Dialectical Behavior Therapy (DBT), the Schema program, Epictetus, and House of Healing. Furthermore, GLCCF partners with Green Lake County Health and Human Services to provide Moral Recognition Therapy (MRT), mental health, and substance abuse treatment. Educational programs are provided in partnership with Moraine Park Technical College (MPTC). Services were halted mid-year due to staff shortages. However, programs have resumed and will continue to run as designed in FY23.

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. Between two licensed therapists, Bayfield County Jail provided 187 individual sessions and 88 group sessions. Site visits and collaboration between the Reentry Unit and Bayfield County Jail have resumed and discussions are ongoing to develop more robust, incentive-based systems to increase retention in the program. 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 FY22, GLCCF served 37 unique participants. Participant outcomes include 46% administrative termination, 5% refusing services, 33% successful completions, and 16% continuing services into next fiscal year. Bayfield County Jail served 39 participants with all participants successfully completing all parts of their treatment plan. Moving into FY23, 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, as well as a renewed focus on participant retention.

Success Story from Bayfield County

"One male client experienced a lifetime of substance abuse behaviors, while remaining employed full-time. The client was convicted of OWI 4th resulting in a 12-month jail sentence and a 2-year probation sentence pending successful completion of Treatment Court. During his stay, the client worked through his anger, frustration, and denial, while improving his coping skills with weekly sessions. He chose to begin his recovery work while focusing on a plan of action for his release into the community. Although there were setbacks, the client eventually successfully completed Treatment Court, while also beginning to earn a master's degree. The client was also recently featured in a commercial related to his employment."

- Barb Flynn, Criminal Justice Coordinator

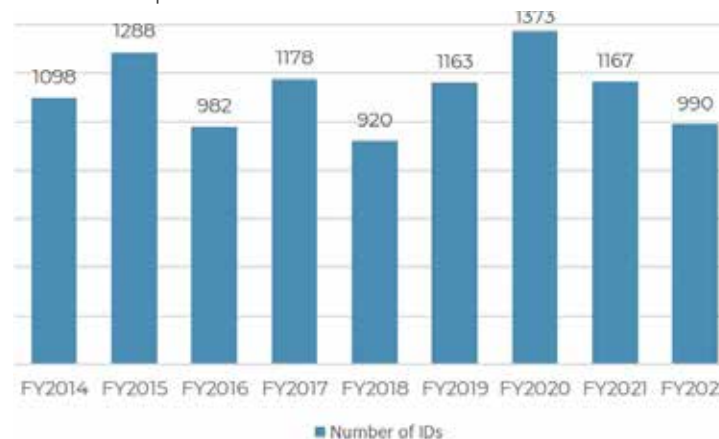
DOT ID CARDS

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 below details the total number of driver's licenses and state identification cards issued during each fiscal year utilizing Becky Young funds. Please note that other ID's were issued using other methods, such as DOC institution staff taking individuals to the Division of Motor Vehicles (DMV). In FY22, 990 Driver's License and IDs were issued to persons in our care.

Graph 1: Number of ID's issued FY14 - FY22



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 18 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.

FY22 OVERVIEW

In-person programming resumed in July of 2021 at the Division of Adult Institution (DAI) program sites. This was a great accomplishment as the Windows to Work Coaches were able to meet with program participants in person and build rapport during the pre-release curriculum phase of programming. Due to a COVID-19 outbreak in the winter of FY22, facilities were closed down for a period of time to contracted employees from January 2022 through February 2022 which delayed planned cohorts. In-person programming resuming at county jail sites varied and was based on county jail site-specific protocols. By the Spring of FY22, all county jail programs were open for in-person programming.

Windows to Work expanded to three additional maximum-security sites after DOC received \$200,000 in the 2021 Act 58, 21-23 biennial budget. The Reentry Unit, DAI sites and the 11 WDB's worked collaboratively to develop an agreement and implemented a process to offer this employment programming to a high-risk population that were not previously eligible for employment programming while incarcerated. Programming at Columbia Correctional Institution (CCI) started in November of 2021, followed by Waupun Correctional Institution (WCI) in February of 2022 and Wisconsin Secure Program Facility (WSPF) in March of 2022. A combined 49 individuals at CCI, WCI and WSPF were able to become employment ready during their reentry phase of their confinement time. The feedback received from the participants at these sites

PARTICIPANT SUCCESS STORIES

"This is a great program. It helped me with everything I needed and more. The Coach who does the program Brent does a really good job and went out of his way to meet my every need and it is a blessing." – WCI Participant and Walworth County Resident

"It was a experience that will benefit a lot of people like myself and hope this program continues it's work helping people that really need it." – WCI Participant and Milwaukee County Resident

"They've done a superb job of getting me re-integrated into society; sticking with me to success" - OCI Participant and Racine County Resident

"If you apply what you learned in that program, you won't have any problems out here. Thank you guys for all the help it made a big difference this time around." – GBCI Participant and Winnebago County Resident

"I would like to say Windows to Work is a great program." – OSCI Participant and Winnebago County Resident

"They (Coaches) did a very good job and it was perfect! And thank you for everything!" – CCI Participant and Dane County Resident



WINDOWS TO WORK



has been very positive and they have expressed gratitude towards the program on their exit surveys. It should be noted that start dates for programming at WCI and WSPF were delayed due to new W2W facilitator hiring processes, awaiting construction of the new WSPF program building, and the DAI facility shut down due to COVID-19 in January and February of 2022.

A Continuous Quality Improvement (CQI) plan was implemented in FY22 with all DAI facilities having group observations conducting by the Reentry Employment Coordinator and Reentry Evidence-Based Program Manager, who are CQI trained by the University of Cincinnati Corrections Institute (UCCI). Group facilitator feedback and group skill development plans focusing on strengths and skill development was given to facilitators. There were a total of 22 group observations conducted.

The Reentry Employment Coordinator also met with all 11 WDB Directors throughout the fiscal year to review FY22 program participant enrollment data, program end codes, program employment and education episodes and exit survey data. These meetings gave the WDB Directors knowledge in program goal and objective performances, and an opportunity to discuss programming challenges and successes.

In order to strengthen the Windows to Work program and improve employment outcomes, the Reentry Unit made numerous administrative and curriculum program improvements in FY22:

1. In an effort to increase enrollments and better serve individuals who will be releasing to the community, the Windows to Work program allows for transfers between Workforce Development Board areas. During FY22, DOC and WDBs collaborated to enhance and strengthen the Windows to Work Case Transfer process. The new process gives additional opportunities for the receiving coach to build rapport with participants releasing to their area when they enter into the post-release phase of the Windows to Work program. For example, within the final 60 days of the participant's proposed release, the originating Coach and receiving Coach are to schedule and conduct a phone call with the participant to review and identify any additional resources and reentry planning for the post-release phase of the program. In FY22, the WDB areas enrolled a combined 180 transfer enrollments, which is the highest amount in program history. This is a great example of how a collaborative effort between the WDBs can lead to more opportunities for Persons in Our Care.
2. The Windows to Work program manual was updated in July 2021 and placed in the DOC Electronic Case Reference Manual (ECRM). The ECRM is a department-wide electronic case reference manual that is web-based and searchable. This included the formalization of Windows to Work forms and the implementation of the Windows to Work SharePoint site for DOC staff and Windows to Work program providers. The ECRM was created to be all inclusive and a single source of information for DOC Case Management business process. The Manual identifies the duties and roles of DOC staff in each division, including but not limited to responsibilities, timelines, form completion, authority, and oversight mechanisms that ensure consistency, continuity, and quality. This has allowed program providers and DOC staff to have easier access to the program manual and business process.
3. In FY22, Windows to Work offered training to current DCC staff and new DCC Agents during Agent Basic Training. The virtual training provided a program overview to DCC Agents with the goal of enhancing communication and collaboration with the Windows to Work Coach during the participant's pre-release and post-release phase of programming.
4. The Program Data Collection System (PDCS) is used by DOC staff and external community providers to enter and collect outcome data for Appropriation 112 funded programs. In an effort to increase accurate data outcomes, DOC developed a W2W specific PDCS provider training which all coaches completed. Additionally, the W2W PDCS provider user guide was updated and enhanced. The Reentry Employment Coordinator also conducted monthly PDCS data reviews to increase the accuracy of enrollment, employment and education data for reporting purposes.
5. In FY22, Windows to Work cognitive behavioral curriculum component transitioned to the University of Cincinnati's version 3 of Cognitive Behavioral Intervention-Employment Adult. All new Windows to Work Coaches were trained in the new curriculum while current Coaches were offered booster training sessions to review the changes and updates in the version 3 curriculum. The new Windows to Work coaches training also focused on curriculum fidelity, managing group dynamics, problem solving solutions to group facilitation barriers, and additional resource opportunities. Other training opportunities that WI DOC offered to Windows to Work Coaches to increase facilitation skills included Motivational Interviewing training and Core Correctional Practices training

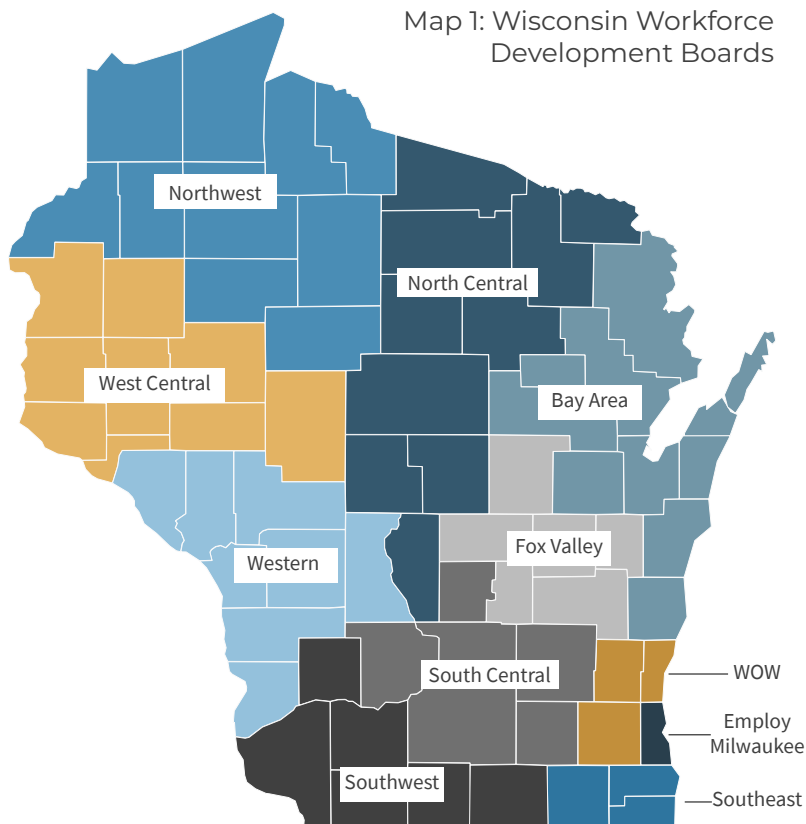
WINDOWS TO WORK: ENROLLMENT OUTCOMES



FY22 enrollment data is shown to the right. Each Workforce Development Board has two enrollment categories that are defined as:

- New enrollment: A participant being admitted into the program at a participating site during their incarceration by the assigned WDB.
- Transfer enrollment: 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.

Those that are listed as Continuing Services are participants who were enrolled in the W2W program during FY22 and their active program status has continued into FY23.



FISCAL YEAR 2022 ENROLLMENT DATA

NORTH WEST

New Enrollments: 17
Transfer Enrollments: 10
Continuing Services: 15

WEST CENTRAL

New Enrollments: 52
Transfer Enrollments: 14
Continuing Services: 37

WESTERN

New Enrollments: 35
Transfer Enrollments: 5
Continuing Services: 14

SOUTHWEST

New Enrollments: 60
Transfer Enrollments: 18
Continuing Services: 33

NORTH CENTRAL

New Enrollments: 25
Transfer Enrollments: 18
Continuing Services: 22

FOX VALLEY

New Enrollments: 85
Transfer Enrollments: 13
Continuing Services: 52

EMPLOY MILWAUKEE

New Enrollments: 49
Transfer Enrollments: 24
Continuing Services: 47

W-O-W

New Enrollments: 3
Transfer Enrollments: 18
Continuing Services: 17

BAY AREA

New Enrollments: 57
Transfer Enrollments: 27
Continuing Services: 32

SOUTH CENTRAL

New Enrollments: 78
Transfer Enrollments: 22
Continuing Services: 60

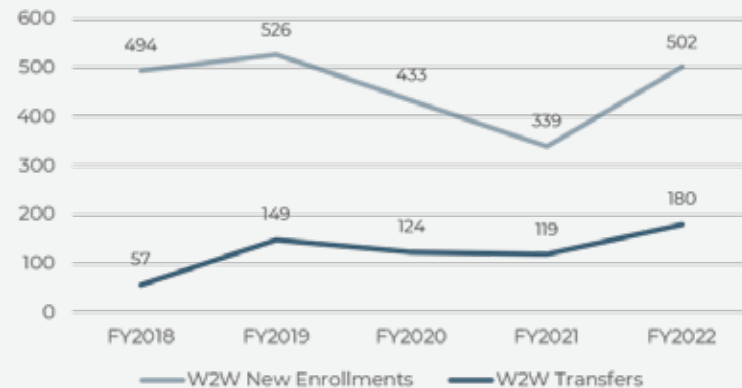
SOUTHEAST

New Enrollments: 41
Transfer Enrollments: 11
Continuing Services: 30

FY22 TOTAL

New Enrollments: 502
Transfer Enrollments: 180
Continuing Services: 359

W2W New Enrollments and Transfers FY18-FY22



WINDOWS TO WORK: EMPLOYMENT OUTCOMES



TOTAL EMPLOYMENT EPISODES THAT BEGAN IN FY22 BY OCCUPATION

- Production: 242
- Construction and Extraction: 48
- Food Preparation and Serving: 44
- Building and Grounds, Cleaning and Maintenance: 23
- Installation, Maintenance, and Repair: 21
- Sales: 12
- Transportation and Material Moving: 12
- Personal Care and Service: 6
- Business and Financial Operations: 4
- Healthcare Support: 4
- Management: 4
- Office and Administrative Support: 3
- Community and Social Services: 2
- Arts, Design, Entertainment, Sports, and Media: 1
- Farming, Fishing, and Forestry: 1
- Military Specific: 1



Windows to Work Coaches provide services for approximately 12 months post-release or until the individual finds employment and it is determined by the Coach that the participant has shown stability in the community, stability in their employment status, and completion of their individual employment goals. 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 ensures that Windows to Work participants are linked with potential job opportunities in the community, as well as other relevant resources. Table 1 shows in FY22 there were 278 participants in the Windows to Work program released to the community with 184 of the released participants receiving at least one employment episode resulting in a 66.2% employment rate of those participants released. Employment episodes are defined as a specific period of employment that started in the current fiscal year. The average wage of the 184 participants who were released to the community was \$16.74 per hour. Of the participants who received employment after release, it took an average of 33 days from release for them to gain employment.

The data on the left displays the occupation types of the total employment episodes that began in FY22 for all W2W participants. This may include participants who released in FY21, but did not obtain employment until FY22. The top three occupational categories were production, construction and extraction, and food preparation and serving.

TABLE 1: BREAKDOWN OF W2W PARTICIPANTS WHO RELEASED IN FY22

BOARD AREA	# OF RELEASES	# WITH EMPLOYMENT EPISODE	AVERAGE WAGE	AVERAGE TIME TO EMPLOYMENT	# WITH NO EMPLOYMENT	EMPLOYMENT RATE
Bay Area	37	24	\$16.54	21.9	13	64.9%
Fox Valley	27	16	\$15.82	22.3	11	59.3%
Employ Milwaukee	54	27	\$15.85	45.6	27	50.0%
North Central	15	10	\$16.84	30.2	5	66.7%
Northwest	17	11	\$16.26	41.6	6	64.7%
South Central	27	23	\$16.89	32.2	4	85.2%
Southeast	23	16	\$17.85	32.3	7	69.6%
Southwest	15	9	\$15.94	33.1	6	60.0%
West Central	29	23	\$16.13	33.7	6	79.3%
Western	15	10	\$17.54	33.1	5	66.7%
WOW	19	15	\$19.43	37.3	4	78.9%
Total	278	184	\$16.74	33.1	94	66.2%

* Average wage and average time to employment for the first employment. Participants released towards the end of the fiscal year had less time to find employment.

WINDOWS TO WORK: EMPLOYMENT RATES AND RECIDIVISM OUTCOMES



The DOC measures recidivism in three ways: rearrest, reconviction and reincarceration (PG 36). 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 graphs 1-4 on PG 26 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.

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.

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

WINDOWS TO WORK PARTICIPATING FACILITIES

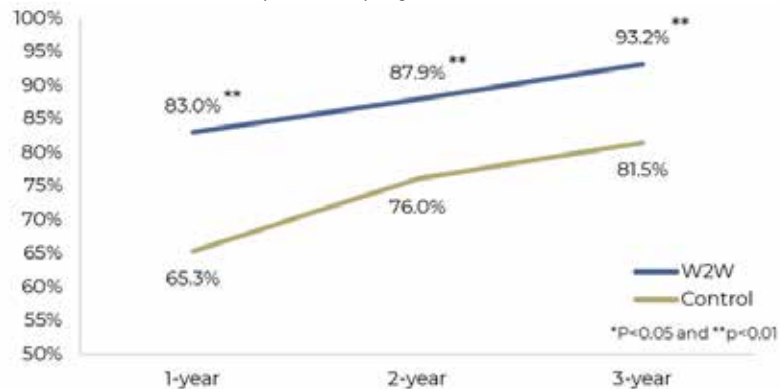
- Adams County Jail
- Chippewa Valley Correctional Treatment Facility
- Columbia Correctional Institution
- Douglas County Jail
- Fox Lake Correctional Institution
- Green Bay Correctional Institution
- Jackson Correctional Institution
- Kettle Moraine Correctional Institution
- Milwaukee Secure Detention 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
- Taycheedah Correctional Institution
- Washington County Jail
- Waukesha County Jail
- Waupun Correctional Institution
- Wisconsin Secure Prison Facility
- Wood County Jail

WINDOWS TO WORK: EMPLOYMENT RATES AND RECIDIVISM OUTCOMES

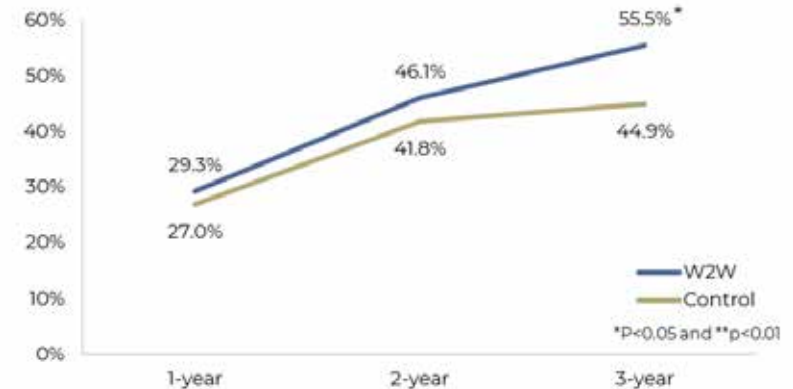


W2W participants were more successful obtaining employment than the control group, with statistically significant higher employment rates across all follow-up periods. Employment rates of participants after a one-year period were 17.7 percentage points higher than the control group. Employment rates of W2W participants after a two-year period were 11.9 percentage points higher than the control group and 11.7 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. Recarceration 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 year. Rearrest rates for individuals who successfully completed the W2W program were higher than rates for the control group across all reported follow-up periods, with statistical significance after three years. While there is no evidence to suggest a statistically significant difference in reconviction rates, individuals who successfully completed W2W did have 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 W2W may have less of an impact on recidivism.

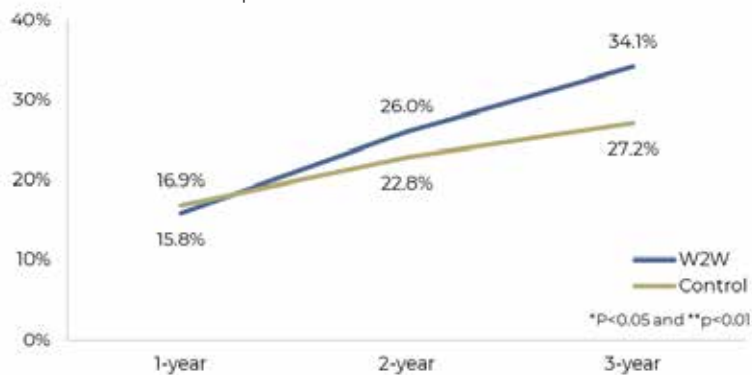
Graph 1: Employment Rates



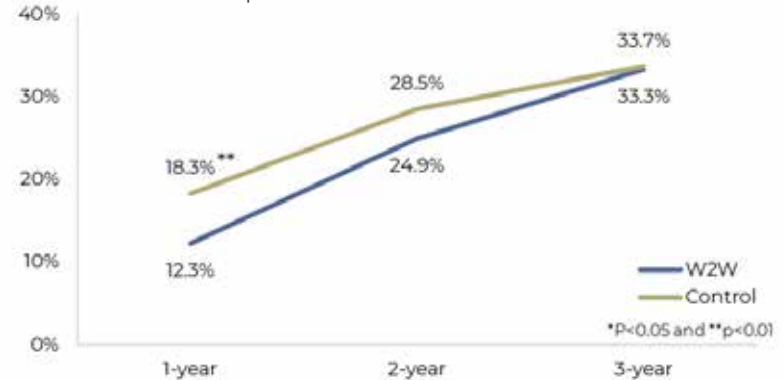
Graph 2: Rearrest Rates



Graph 3: Reconviction Rates



Graph 4: Recarceration Rates



CAREER AND TECHNICAL EDUCATION INITIATIVES

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



Providing the opportunity to receive postsecondary education while incarcerated benefits individuals, their families and their communities. The DOC offers Career and Technical Education (CTE)/ Vocational Programs in some capacity in 17 different institutions and across 24 different program areas. It should be noted that this section only reports on CTE Academies for the Correctional Center System and mobile lab vocational training programs that utilize Becky Young funds. 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 seven 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. Additionally, many of the CTE programs have recently been approved by the State of Wisconsin Bureau of Apprenticeship Standards/WI Apprenticeship Advisory Council as certified pre-apprenticeship programs. This change benefits the student as they are awarded a DWD pre-apprenticeship certificate along with any WTCS credentials. As a leader in apprenticeship, Wisconsin relies heavily on partnerships to develop high quality, effective programs that address the state's workforce needs. These approved programs can play a valuable role in assisting participants in developing new skills and preparing for Registered Apprenticeship opportunities.

FIELDS OF STUDY

In FY22 there were minimal program opportunities that were suspended due to COVID-19 which resulted in CTE trainings being offered near pre-pandemic levels. DOC remains committed to providing training in high-demand fields for those releasing from incarceration as well as expanding vocational training opportunities when funding is available to do so. DOC coordinates with local technical colleges and utilizes labor market trends in determining fields of study for Persons In Our Care. During FY22, DOC offered contracted training in Industrial/ Mechanical Maintenance (with Madison College, Gateway Technical College, Northeast Wisconsin Technical College and Western Technical College), Computer Numerical Control Operator (with Gateway Technical College, Western Technical College) and Welding (with Milwaukee Area Technical College, Moraine Park Technical College, Southwest Wisconsin Technical College), Heavy Equipment Operator (Nicolet Area Technical College) and Carpentry Essentials (Madison College). All of these fields are projected for statewide growth, and past program graduates have found success in obtaining employment during incarceration (through the DOC Work Release program) and after release from incarceration with an average starting hourly wage of \$15.72 across all programs.

FY22 HIGHLIGHTS

90.2%

COMPLETION RATE

68.5%

EMPLOYMENT RATE POST-RELEASE

27.7

DAYS UNTIL EMPLOYMENT

\$19.36

AVERAGE WAGE POST RELEASE

52%

EMPLOYED IN PRODUCTION FIELD

CAREER AND TECHNICAL EDUCATION (CTE) INITIATIVES



PROGRAM TRAINING OUTCOMES

There were 226 individuals served through the various CTE academies in FY22 (mix of funding sources, including Becky Young funding). Of these, 173 individuals completed programs during FY22 (or were continuing programming in FY23), while 19 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.

The data presented on this page displays fiscal year outcomes since 2015. While in Fiscal Year 2021 there was a decrease in services due to the coronavirus pandemic, in FY22 we reached our highest number of program participants to date. Additionally, nearly half of CTE participants are finding careers in the production field from FY15-FY22.

Graph 1: Employment Outcomes by Fiscal Year for CTE / Mobile Lab Program Participants

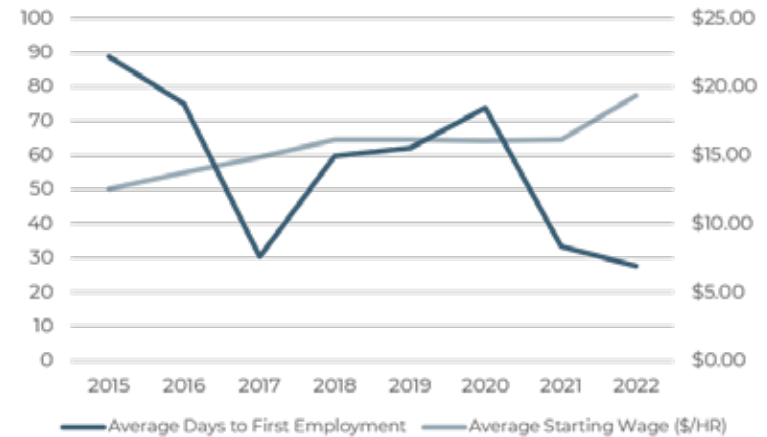


TABLE 1: CTE / MOBILE LAB PROGRAM COMPLETIONS WITH WORK RELEASE EMPLOYMENT WHILE INCARCERATED

FISCAL YEAR	PROGRAM PARTICIPANTS	PROGRAM COMPLETIONS (CURRENTLY ENROLLED)	COMPLETION PERCENTAGE	WORK RELEASE EMPLOYMENT WHILE INCARCERATED	PERCENT OF CTE/MOBILE LAB COMPLETERS WITH WORK RELEASE EMPLOYMENT	AVERAGE WORK RELEASE WAGE FOR CTE/MOBILE LAB PROGRAM COMPLETERS (\$/HR)
2015	33	27	81.8%	-	-	-
2016	84	82	97.6%	35	42.7%	\$12.83 (n=23)
2017	54	45	83.3%	32	71.1%	\$14.09 (n=29)
2018	144	141	97.9%	84	59.6%	\$14.21 (n=72)
2019	189	169	89.4%	122	72.2%	\$14.34 (n=116)
2020	155	118	76.1%	41	34.7%	\$14.81 (n=40)
2021	105	100	95.2%	20	20%	\$19.07 (n=18)
2022	226	173 (34)	90.1%*	63	36.4%	\$18.59 (n=62)
2023	28	0(27)	-	-	-	-
Total	1016	855	88.7%**	397	46.4%	\$15.13 (n=360)

*Does not include the 34 students currently enrolled for FY22

** Does not include the 61 enrolled students between FY22 and FY23

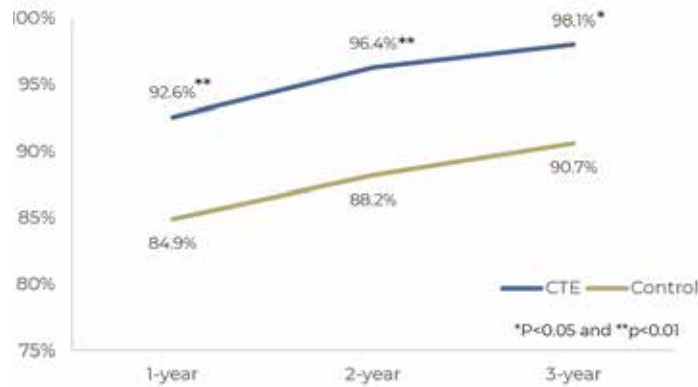
CAREER AND TECHNICAL EDUCATION (CTE) INITIATIVES RECIDIVISM DATA



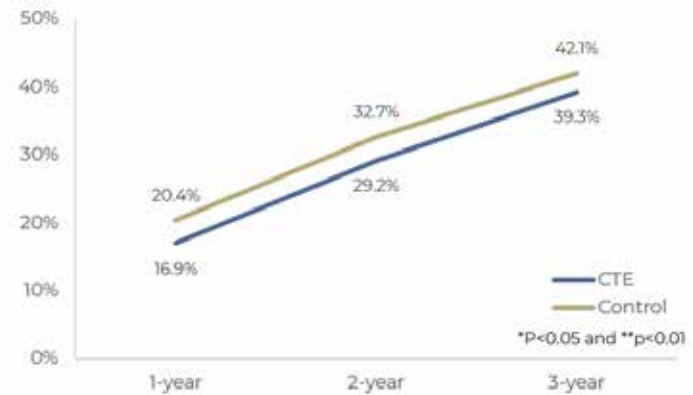
The graphs below show employment, rearrest, reconviction, and reincarceration rates for two groups: individuals who successfully completed Reentry funded CTE mobile lab and short-term CTE academies and a comparable control group. CTE completers and those in the control group share similar characteristics and are matched using a statistical method called propensity score matching. This allows for a comparison of outcomes for the participants who successfully completed CTE and the control group by controlling for variations in characteristics that could impact recidivism and 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. Descriptions of these measures are available in the recidivism section of this report (PG 36).

Individuals successfully completing CTE programs show positive rearrest, reincarceration, and reconviction recidivism trends. Individuals who successfully completed CTE had significantly higher employment rates for all three follow-up periods, compared to the control group. The one-year rate reflects a 7.7 percentage point difference, the two-year rate demonstrates an 8.2 percentage point difference, and the three-year rate reflects a 7.4 percentage point difference in employment rates between successful completers and the control group. Statistically significant differences (displayed with an asterisk in the graphs below) in reconviction rates are observed for all three follow-up periods, compared to the control group. The one-year rate reflects a 6.5 percentage point difference, the two-year rate demonstrates a 9.5 percentage point difference, and the three-year rate reflects a 21.2 percentage point difference in reconviction rates between successful completers and the control group. In addition, there is a 6.6 percentage point difference in reincarceration rates between the successful completers and control group after two-years. This difference was statistically significant.

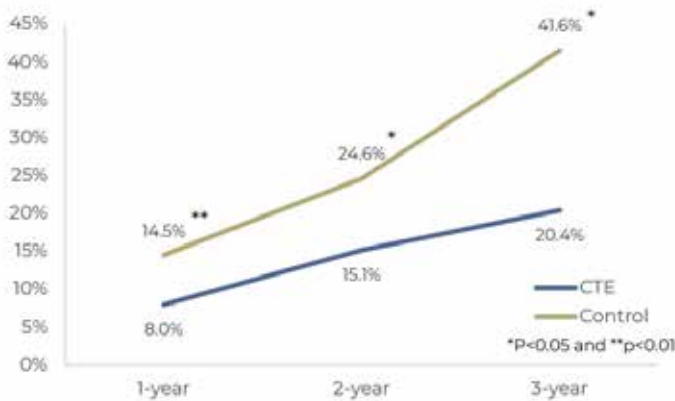
Graph 1: Employment Rates



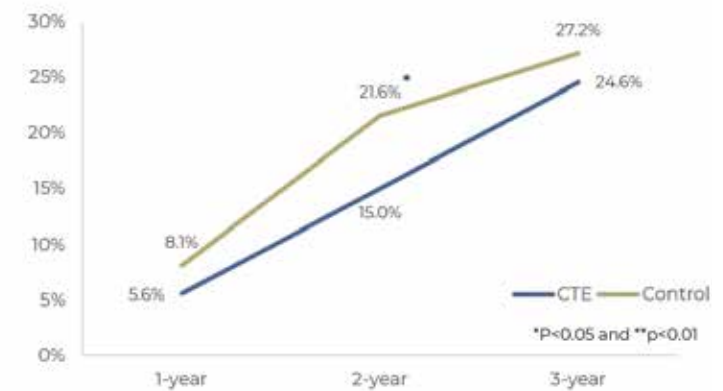
Graph 2: Rearrest Rates



Graph 3: Reconviction Rates



Graph 4: Reincarceration Rates



DOC MOBILE LABS

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



One of the most important things career training in prison can provide is a credential that's recognized on the outside. 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 DOC has a total of five DOC mobile labs.

The DOC procured a sixth mobile training lab in FY22. 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 increase training capacity in the area of Computer Numerical Control (CNC) to PIOC. The new CNC lab is currently under construction and is scheduled to be delivered to Racine Correctional Institution (RCI) in May 2023. DOC utilizes DWD Fast Forward grant funding to provide instruction for the CNC program and contracts with Gateway Technical College. The oldest DOC mobile lab at RCI will be repurposed and relocated within the Division of Adult Institution to increase vocational program training opportunities.

Below displays program completion data since 2015. From 2015-2019, the RCI CNC Lab was the only operational lab and had a total of 109 students complete the program. From 2019-2022, four other labs have become operational with 294 students completing programs across the five programs.

TABLE 1: MOBILE TRAINING LAB PROGRAM COMPLETIONS BY FISCAL YEAR

FISCAL YEAR	FISCAL YEAR TOTAL	RCI CNC LAB	NLCI ELECTRO-MECHANICAL LAB	JCI CNC LAB	TCI WELDING LAB	RYOCF MECHATRONICS LAB
2015	8	8	-	-	-	-
2016	32	32	-	-	-	-
2017	19	19	-	-	-	-
2018	23	23	-	-	-	-
2019	27	27	-	-	-	-
2020	57	9	-	35	13	-
2021	68	10	21	12	15	10
2022	67	11	18	11*	15	12
Total	301	139	39	58	43	22

* The JCI CNC lab was not operational from January - June 2022 due to there being no hired instructor from Western Technical College. Therefore, in FY22, the JCI mobile lab was only able to run one cohort resulting in fewer students trained.

DOC's FIVE MOBILE LABS

RCI CNC MOBILE LAB

- Location: Racine Correctional Institution
- WTCS Partner: Gateway Technical College
- Certificate / Degree Earned: CNC Operator
- Total Credits: 14

NLCI ELECTRO-MECHANICAL LAB

- Location: New Lisbon Correctional Institution
- WTCS Partner: Western Technical College
- Certificate / Degree Earned: Electro-Mechanical Service Certificate
- Total Credits: 12

JCI CNC LAB

- Location: Jackson Correctional Institution
- WTCS Partner: Western Technical College
- Certificate / Degree Earned: CNC Operator Certificate & CNC Set Up Certificate
- Total Credits: 13

TCI WELDING LAB

- Location: Taycheedah Correctional Institution
- WTCS Partner: Moraine Park Technical College
- Certificate / Degree Earned: Welding Certificate
- Total Credits: 10

RYOCF MECHATRONICS LAB

- Location: Racine Youthful Offender Correctional Facility
- WTCS Partner: Gateway Technical College
- Certificate / Degree Earned: Mechatronics Technical Certificate
- Total Credits: 18



INSTITUTION-BASED JOB CENTERS

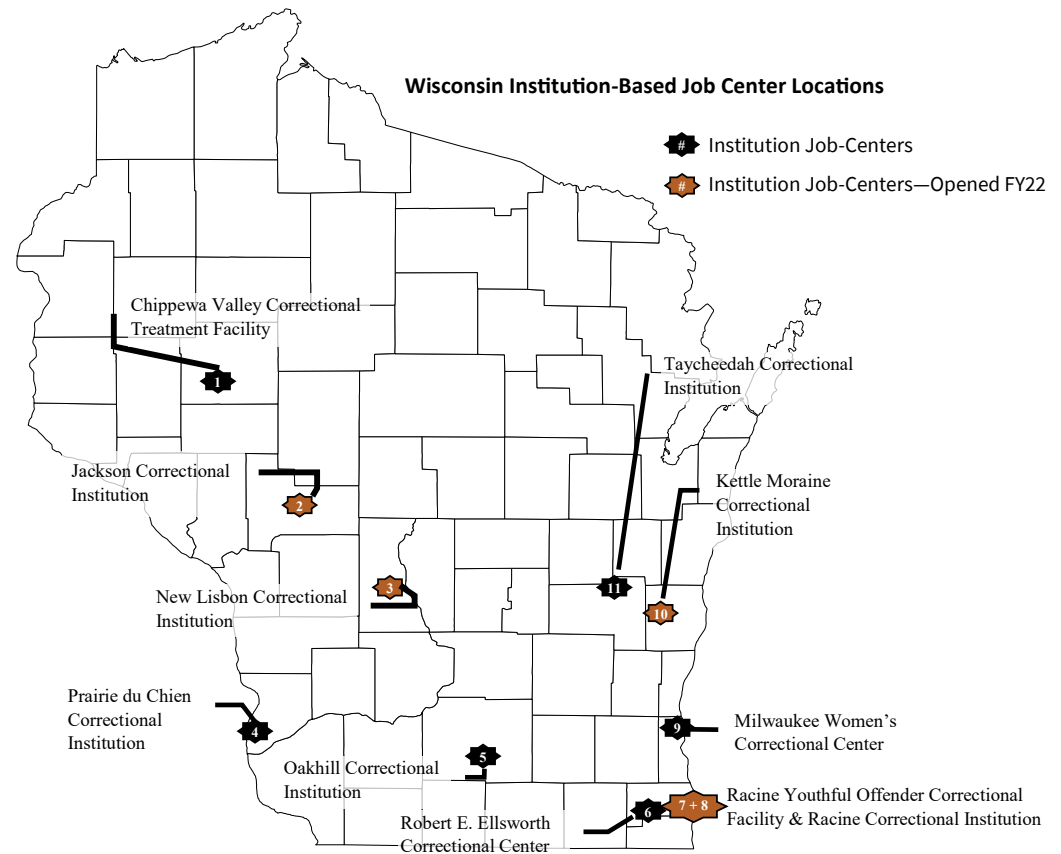
301.068(2)(d); 301.068(3)(b)



In 2018, the Wisconsin Department of Corrections (DOC) and the Wisconsin Department of Workforce Development (DWD) partnered together to create the first institution-based job center in Wisconsin at Oakhill Correctional Institution (OCI). Since the opening of this first institution-based job center, the DOC and DWD have expanded this partnership to operate ten institution-based job centers and one mobile job center. Five institution-based job centers opened during Fiscal Year 2022 and they are noted in the map on this page.

The goal of the institution-job centers is to provide programs and services to Persons In Our Care (PIOC) who may face a host of barriers when obtaining employment after their release from incarceration. In order to reduce barriers to employment and promote successful reentry for incarcerated individuals, a coordinated strategy across agencies and systems is needed. At job centers, individuals have the ability to create Job Center of Wisconsin (JCW) accounts to develop resumes, search and apply for jobs, receive career guidance and planning, access services and information for veterans, apprenticeships, and individuals with disabilities. Additionally, PIOC are able to conduct phone interviews with employers in DOC job centers and schedule in-person interviews for when they are released from the institution. Multiple individuals utilizing the job center have received job offers with a starting wage of \$20 an hour and benefits prior to their release. These success stories highlight the innovative partnership between DOC and DWD.

In FY22, 353 JCW accounts were created at institution-job centers, which allows for PIOC to get an effective and important head start for successful reentry employment outcomes. Additionally, 475 persons in our care utilized the institution-job centers, which reflects an increase from 236 serviced in FY 2021. This increase highlights the importance of the five institution-based job center locations opening in FY22, which reflects increased opportunities for PIOC to obtain vital services and programming for successful employment reentry outcomes.



The opening of these eleven institution-job centers reflect the core mission statements of the DWD and DOC:
DWD: “To deliver effective and inclusive services to meet Wisconsin’s diverse workforce needs”
DOC: “To provide opportunities for positive change and success”

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 (WE), On-the-Job Training (OJT), and educational & training assistance. Employment Program Coordinators (EPC) use evidence-based practices and work closely with employers and other community agencies to provide employment opportunities and additional employment-related assistance as needed.

DCC has a total of eight EPC positions that are aligned with the eight DCC regions with Becky Young funds supporting 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 by 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.

Below are the eligibility criteria for CCEP enrollment:

- Priority given to Probable or Highly Probable Employment Need per COMPAS
- Anyone on community supervision is eligible.
- Eligible as determined through DAI Reach In process.
- Minimum of six (6) months of community supervision remaining at time of referral.
- Willing to fully participate in program.
- Not receiving similar services from another agency (SSI, SSDI, DVR, Workforce Development Boards, or any Community Based Organizations or contracted services providing employment assistance).
- No legal or other barriers that would preclude participation in competitive full-time employment.
- No unresolved criminogenic needs that would preclude participation in competitive fulltime employment. (Examples: Active AODA problems; Day Treatment requirements that would preclude participation)

Candidates for services are identified while incarcerated or when on supervision in the community. The EPC work with eligible people in our care (PIOC) nearing release 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 activities including employer engagement and employment 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, attend job and resource fairs, and coordinate and refer participants to training opportunities with technical colleges and other community providers. Finally, EPC work closely with Workforce Development Boards and the Department of Workforce Development in the coordination of employment related opportunities and activities. In addition to the above services, the program 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.

Below are highlights on initiatives that certain Regions accomplished this past year:

New Services

- Milwaukee County secured a CDL contract with Future Logistic CDL Training School. In FY22, 12 clients enrolled in the program with 6 completions and 6 still currently enrolled.
- Region 3 contracted with Trusted Care Transportation and partnered with Argus Tech Staffing Agency to connect clients to employers.

Community Outreach

- During the summer of 2022, CCEP held a career and resource fair in Milwaukee that serviced over 50 DOC active supervised clients. EPC from different regions joined in the efforts to support the program. There was a total of 12 employers, who enjoyed the quality of candidates who attended the event.

COMMUNITY CORRECTIONS EMPLOYMENT PROGRAM / DAI EMPLOYMENT SUPPORT SPECIALISTS



- CCEP plays a key role in collaborating with resources in the community such as Workforce Development, Veterans' Services, DVR, Non-Profit Organizations, FSET, and other entities that offer training, services and jobs to our clients. During the Fall 2021, CCEP helped to bring DWD, Foxconn and Racine County together to collaborate in services and hundreds of jobs for Racine and Kenosha. CCEP also helped Kenosha County Correctional (KCC) place several clients into long-term jobs with Foxconn.
- The EPC work with staff to bring opportunities to the incarcerated population. The EPC refers clients to WRTP Big Step Construction Training Program, where clients complete the training and obtain worthwhile careers in the trades. CCEP collaborated in the Big Step discussions to encourage them to bring this training inside Racine Youth Offender Correction Facility (RYOCF). This would provide opportunities for young men releasing from RYOCF to obtain employment in in-demand trade jobs.
- During the spring, Region 3 EPC secured a partnership with Suits for Success in Illinois, who have donated 300 garments for clients on active supervision. The clothing consists of suits, ties, slacks, jeans, polo shirts, and button-down collared shirts.
- In addition, CCEP works with RYOCF, KCC and RCI staff to teach a monthly class to clients on accessing services and employment once they return to the community. The class has been positive and increased interest in programs and collaboration between services and facilities.
- In the Summer 2022, CCEP began working with the new Racine Police Chief to discuss educating police officers on services and organizations in an effort to increase the officers' options when answering calls in the community.

FY22 Data Highlights:

Out of a total of 658 clients who participated in the program during FY22, according to a count from some CCEP EPC's approximately 208 clients obtained employment. Of those, 15 clients enrolled in training programs and 25 enrolled in on-the-job trainings. The rest of the employed clients were a result of direct placements.

In FY22, a total of 253 clients completed the CCEP program. There was 45 less clients who completed the program when compared to the previous fiscal year. This was in part due to lower enrollment in the CCEP program during this past year. The EPC noted that employment has been more readily accessible for our clients.

Table 1 to the right displays employment rates using new hire and wage data from DWD and client reported employment tracked in COMPAS for all clients who enrolled in the CCEP. Since 2017, 2,220 CCEP participants have obtained employment, resulting in an employment rate of 69.6%.

TABLE 1: CCEP EMPLOYMENT RATES			
FISCAL YEAR	TOTAL STARTS	# OBTAINED EMPLOYMENT*	EMPLOYMENT RATE
2017	730	431	59.0%
2018	471	352	74.7%
2019	624	460	73.7%
2020	886	654	73.8%
2021**	479	323	67.4%
Total	3,190	2,220	69.6%

* A participant was considered employed if they obtained employment while in CCEP
 ** FY 2021 only includes participants who were enrolled prior to 4/1/2021.

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 contract for Employment Support Specialist (ESS) positions at eight DAI centers. These sites include: Gordon Correctional Center, John Burke Correctional Center, Kenosha Correctional Center, McNaughton Correctional Center, Oregon Correctional Center, Sanger B. Powers Correctional Center, Thompson Correctional Center, and Winnebago Correctional Center. During FY2022 persons in our care were able to participate in work release opportunities. Some of the programming and support provided by the ESS include facilitation of Cognitive Behavioral Interventions for Offenders Seeking Employment (CBI-EMP), obtaining Social Security cards, birth certificates, driver's licenses, and ID cards. ESS also worked with the center staff to keep an open line of communication with potential employers, facilitated resume building workshops, and assisted persons in our care with obtaining documents to gain employment once released back into the community. Overall, ESS's at the eight institutions supported by Becky Young funds served over 600 persons in our care throughout FY22.

NORTHPOINTE SUITE

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



In Fiscal Year 2022, DOC partnered with equivant/Northpointe for ongoing licensing, maintenance, and support of the COMPAS risk and needs assessment and the 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, Pre-Sentence Investigation, and the Unified Case Plan.

Over 12 states and approximately 80 jurisdictions across the country 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. 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 licensing and maintenance, Becky Young funding also subsidized 405 hours of development time, technical support, and project management. These services allowed DOC to enhance reporting capabilities for better outcome tracking, and create significant workflow efficiencies for staff to maximize their time spent with DOC clientele.

Highlights for FY22

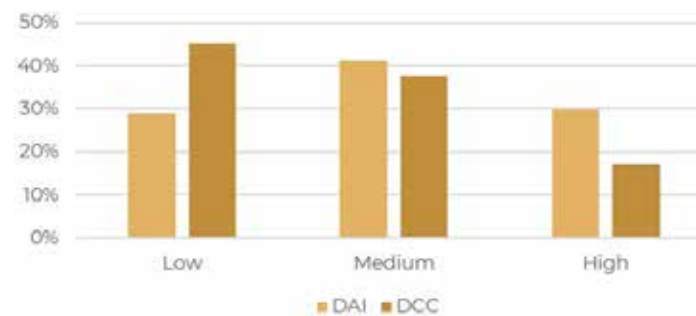
DOC and equivant/Northpointe collaborated to add geo-location and validation services to the address fields in the software. When staff now enter a client address into COMPAS, they go through the geo-location and validation process before the address can be saved. This new feature has proved to be beneficial in the following ways:

1. Noticeable improvement in the accuracy of the address data being entered into the software
2. Improved client accountability
3. Enhanced public safety for staff and law enforcement
4. Significant reduction in mailing costs as more mail is successfully delivered versus being returned.

Chart 1 takes a closer look at the most recent completed assessment in FY22 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 three categories: Low, Medium, 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, the top eight criminogenic needs are broken out by Division according to the most recent assessment completed for each PIOC and client in FY22. 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 FY22, a total of 31,983 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 lifecycle (e.g. Intake, Supervision, Discharge) dictates the type of assessment used. Chart 3 depicts the cumulative increase over time in adult assessments completed since COMPAS went live in FY11. Additionally, Chart 3 Table displays the cumulation of assessments from FY11 to FY22, totaling 499,346.

Throughout FY22, equivant/Northpointe collaborated with Wisconsin and other customers as they revised the Standard COMPAS Core risk and needs assessment to make it a shorter, more transparent and easier to administer instrument. The revised assessment ("COMPAS-R Core") was implemented throughout the DOC on August 29, 2022. Greater detail will be provided in the FY23 report.

Chart 2: Criminogenic Needs by Division

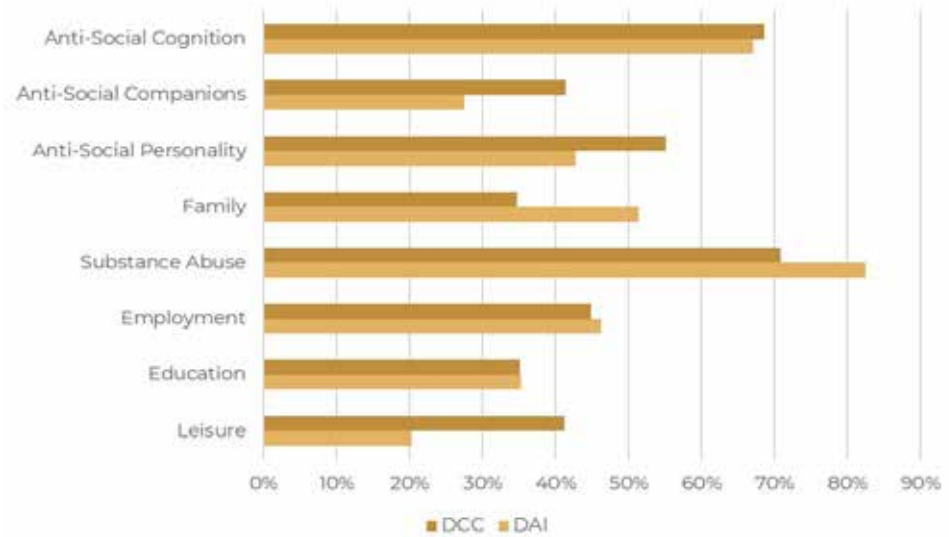
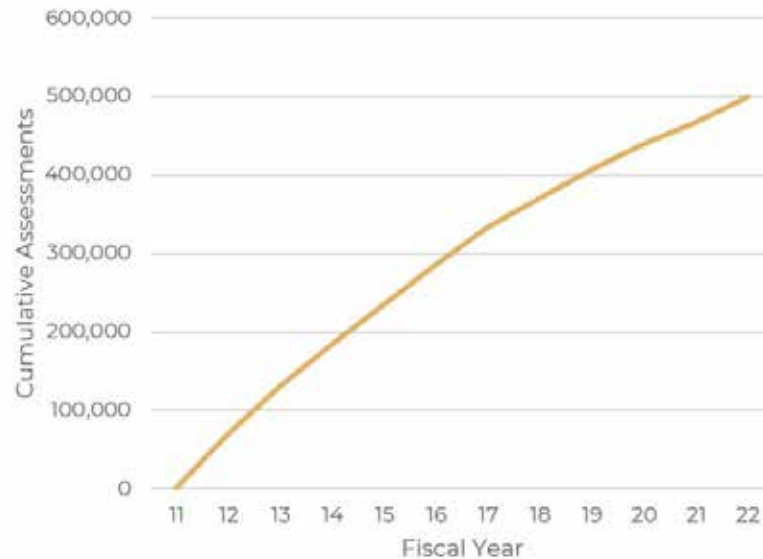


Chart 3: Cumulative Assessments FY11 - FY22



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 reoffending, and ultimately to shift resources to focus on those clients.

With more data becoming available in recent years, the DOC now reports 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 has continued to report on its primary recidivism measure as in previous reports, which is now 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.

TABLE 1: RECIDIVISM RATES BY FOLLOW-UP PERIOD				
RELEASE YEAR	FOLLOW-UP PERIOD	REARREST RATE	RECONVICTION RATE	REINCARCERATION RATE
2019	1-year	29.3%	16.3%	10.8%
2018	2-year	43.7%	26.5%	27.7%
2017	3-year	51.8%	34.3%	39.2%

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 offense¹

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 supervision²

REINCARCERATION:

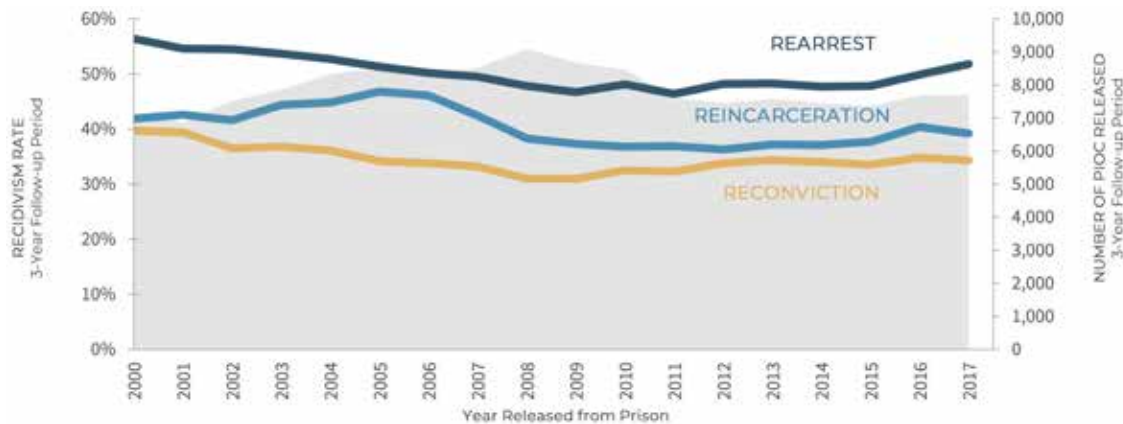
Following an episode of incarceration with the WI DOC, to be admitted to a WI DOC prison for either a revocation, a revocation with a new sentence, or a new sentence

¹ 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.

² 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.

To learn more about the Research and Policy Unit’s recidivism data please [click here](https://doc.wi.gov/Pages/DataResearch/Recidivism.aspx) or visit <https://doc.wi.gov/Pages/DataResearch/Recidivism.aspx>.

RECIDIVISM AFTER RELEASE



RECIDIVISM TRENDS FROM 2000-2017

Shown in the chart to the left, 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 8.2% (4.6 percentage points) between 2000 and 2017. Reconviction rates steadily decreased between 2000 and 2008, and have been slightly increasing ever since, with an increase of 10.6% (3.3 percentage points) between 2008 and 2017. Since the beginning of the reporting period, reincarceration rates have been consistently higher than reconviction rates, and after a sharp decrease (18.2%, or 8.5 percentage points, for the three-year rate) between 2005 and 2008, have remained relatively stable in recent years.

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 38 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 home-maker, 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 AFTER PRISON



Employment rates for three different follow-up periods are presented below. 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. Additionally, it should be noted that an error was discovered in employment rate calculations reported in past years. The correction of that error accounts for increases in employment rates for releases between 2014 and 2019 compared to those reported previously.

Table 1 below displays employment rates for individuals released from DAI facilities. From calendar year 2014 - 2020, there has been a total of 55,403 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 releases from 2017 having the highest rate of 76.1% and 2020 releases having the lowest rate of 66.8%. In the 2-year follow-up releases, employment rates were the lowest for 2019 releases at 75.7% and the highest at 81.4% in 2017. A similar trend can be seen as well with the 3-year follow-up with the lowest rate of 80.8% for 2014 releases and the highest rate of 84.3% for 2017 releases. 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.

TABLE 1: EMPLOYMENT RATES FOR DAI RELEASES

RELEASE YEAR (CALENDAR)	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	5,203	69.0%	7,478	5,673	75.9%	7,444	6,018	80.8%
2015	7,465	5,283	70.8%	7,403	5,812	78.5%	7,359	6,118	83.1%
2016	7,799	5,778	74.1%	7,738	6,205	80.2%	7,681	6,432	83.7%
2017	7,802	5,935	76.1%	7,750	6,310	81.4%	7,689	6,478	84.3%
2018	8,240	6,248	75.8%	8,154	6,548	80.3%	8,076	6,694	82.9%
2019	8,363	5,948	71.1%	8,272	6,264	75.7%	-	-	-
2020	8,196	5,475	66.8%	-	-	-	-	-	-
Total	55,403	39,870	72.0%	46,795	36,812	78.7%	38,249	31,470	83.0%

UNIVERSITY OF CINCINNATI CORRECTIONS INSTITUTE

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



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 FY22, we continued to partner with the University of Cincinnati Corrections Institute (UCCI), which is nationally recognized for its work at the federal, state, and local government level, as well as in the private sector with professional organizations. As we transition to consistent service delivery under COVID-19 protocols and new initiatives to further our commitment to evidence-based practices, our work focused on multiple training opportunities, staff development, and technical assistance throughout the Division of Adult Institutions (DAI) and the Division of Community Corrections (DCC).

NEW INITIATIVES

Open Enrollment CBI-SA Pilot

In FY22, UCCI partnered with DCC to support the development of their new Treatment Unit consisting of a new Clinical Supervisor position and regional Treatment Specialist positions. As a first for the nation, Wisconsin piloted an open enrollment Cognitive-Behavioral Interventions for Substance Abuse (CBI-SA) curriculum. The curriculum allows for clients to enroll in the program at any time compared to a closed-ended curriculum, where clients enroll in closed cohorts. Using an open enrollment format, DCC hopes to increase retention and responsiveness within the program. Within the pilot, DCC staff participated in group observations and feedback, focus groups to provide feedback to the curriculum, and ongoing development of curriculum modifications and materials. The pilot is scheduled to continue into FY23 with additional group observations and focus groups. Ultimately, DOC and UCCI hope to finalize version two of the new curriculum and increase participation in the new format.

Chart 1: Virtual Training Certification by Curriculum - Community Providers

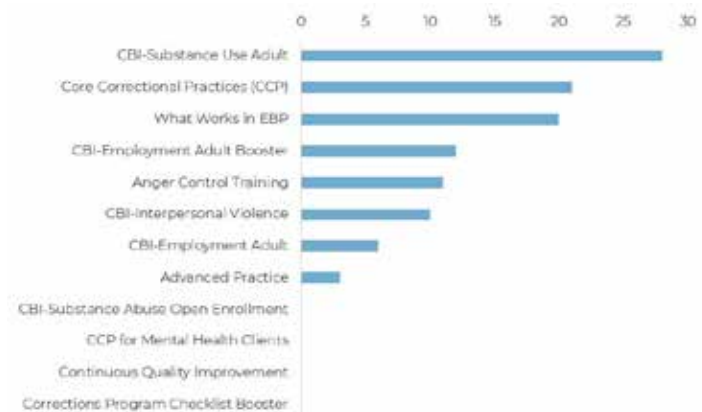


Chart 2: Virtual Training Certification by Curriculum - DOC Staff



UNIVERSITY OF CINCINNATI CORRECTIONS INSTITUTE



CASE PLAN TRAINING DEVELOPMENT

Over FY22, DOC collaborated with UCCI to develop an individualized one-day case plan training to coincide with new software functionality in COMPAS. In response to staff feedback, development focused on collaboration and development of case plans using Wisconsin-specific language and the new COMPAS functionality. Over FY23, UCCI will train approximately 525 DOC staff, as well as certify 42 DOC trainers to maintain long-term sustainability.

TRAINING OPPORTUNITIES

Building off the work in FY21, twenty-three training sessions were delivered using both a virtual platform and in-person training sessions. Trainings included UCCI's Cognitive-Behavioral Interventions series in Substance Use Adult, Employment Adult, Interpersonal Violence, and Advanced Practice; Core Correctional Practices (CCP); Core Correctional Practices for Mental Health Clients; What Works in Evidence-Based Practices; Anger Control Training plus Social Skills; Continuous Quality Improvement (CQI); and booster sessions for Substance Use Adult, Employment, and the Correctional Program Checklist 2.0. DOC maintained a similar level of training services with 206 staff trained in FY22 compared to 207 staff in FY21.

In FY22, DOC increased training offerings to include Core Correctional Practices (CCP) for Mental Health Clients in DCC and transitioning to version 3 of the CBI-SUA and CBI-EA curricula. CCP for Mental Health Clients teaches DCC Agents to apply the concepts of CCP to the unique needs of clients with mental health behaviors. Due to the success of the training, six additional sessions will be offered in FY23. Additionally, DAI focused on transitioning to updated versions of the substance use and employment curricula. New facilitator manuals were purchased and several virtual webinars were offered to assist in the transition. Such approaches will ensure the curricula continues to be delivered with fidelity and DOC staff are supported in their facilitation efforts.

FUTURE PRIORITIES

Looking forward to FY23, Correctional Program Checklist (CPC) program evaluations will resume after a two-year pause due to the COVID-19 pandemic. Evaluator quarterly meetings are actively occurring and schedules are in development. Additionally, six new evaluators will be certified in FY23. The CPC Action Planning process for providers continues to be under revision with a renewed focus on collaboration and input from programs.

A program redesign of the Earned Release Program will begin in FY23 at Racine Correctional Institution (RCI). This will be the second redesign effort and will focus on program fidelity, behavior management systems (i.e. contingency management), and staff coaching. Kick-off is tentatively scheduled for late Fall 2022 and will be a collaboration between UCCI, the Reentry Unit, and DAI Office of Program Services (OPS).

Lastly, both virtual and in-person training sessions will occur with a department-wide training rollout for the "Case Planning Using the COMPAS Results" training. Other training offerings will include the listed curricula above, as well as CPC-Group Assessment (CPC-GA) training. Implementation will continue to be supported by the Reentry Unit, DAI-OPS, DCC Purchase of Goods and Services (POGS) team, and the DCC Treatment Unit.

"CBI-SA Open Enrollment pilot has allowed for the regional treatment specialists to work closely with the agents to provide SUD treatment to clients in a much more timely fashion. The program also allows re-entry without waiting and starting over. The program is used in every region we have a treatment specialist so it allows for a client to continue treatment even when they transfer regions. The clients appreciate the flexibility of in person or virtual treatment, especially in ATR situations."

- DCC Regional Treatment Specialist

MOTIVATIONAL INTERVIEWING

301.068(5)



Motivational Interviewing (MI) is one of eight principles for effective intervention. MI is 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 FY22, DOC hosted 25 training days for the Division of Adult Institutions – Social Workers/Treatment Specialists, Division of Community Corrections – Agents and DOC Contracted Staff. In total there were 373 individuals trained during FY22, which is up 19% compared to FY21 numbers.

The Trainings included MI Basic Day 1 & Day 2, MI Day 3 – Peer Learning Group, MI Advanced Application, and Responding to Sustain Talk & Discord.

TABLE 2: PROGRAM OUTCOMES BY FISCAL YEAR

MI SESSIONS	DAI ATTENDEES	DCC ATTENDEES	DMS ATTENDEES	CONTRACTED STAFF
MI Basic Day 1	69	2	1	5
MI Basic Day 2	68	2	1	5
MI Day 3 - Peer Learning Group	21	0	0	0
MI Advanced Application	40	54	1	0
Responding to Sustain Talk & Discord	31	73	0	0
Total	229	131	3	10

PARENTING INSIDE OUT 90-HOUR

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



As a collaboration between the Reentry Unit, Division of Adult Institutions (DAI), and the Sandra Rosenbaum School of Social Work at University of Wisconsin-Madison, the Parenting Inside Out-90 Hour (PIO-90) program is offered at all three women facilities: Taycheedah Correctional Institution, Robert E. Ellsworth Correctional Center, and Milwaukee Women’s Correctional Center, as well as at one male facility: Green Bay Correctional Institution.

Developed in the State of Oregon, PIO-90 is a research-based curriculum targeting parent management skills using a cognitive-behavioral and collaborative approach between the parenting coach and the participant. Participants hope to gain skills to strengthen their own parenting and communication styles, while also building a stronger and collaborative relationship with their child’s caregivers in the community.

The WI DOC continues to improve upon parenting offerings and recently trained eleven new facilitators in FY22. Such expansion will allow for more individuals to be served at the current sites and provide additional support for our current facilitators. We also continue to partner with the Sandra Rosenbaum School of Social Work to provide technical assistance and support for our facilitators.

PIO-90 TESTIMONIALS

“Parenting Inside Out was the most helpful group experience I’ve had since I been in prison. Our coaches do an amazing job running the class because they also participate by sharing their own personal memories of parenting their kids and also the way they were raised by their own parents...To a person who is really committed, this group can be life changing. It has a lasting effect on mine.” – participant at GBCI

“I learned so many tools and skills that not only will help me as a parent but in life also dealing with people. The one tool or skill we learned that is universal is effective communication and listening. I am a father of three beautiful little girls ages 6, 7, and 8 years old and I am truly grateful for the opportunity to take this program.” – participant at GBCI

COGNITIVE BEHAVIORAL PROGRAMS

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



Cognitive Behavioral Program (CBP) services are offered in both DAI institutions and the community in order to address criminogenic needs at every stage of the offender lifecycle. First, correctional clients are screened using the COMPAS assessment, which identifies programs needed for the client. Identifying programs needed is a critical step, as it is crucial to identify criminogenic needs in order to increase the client's opportunity for success. The top four criminogenic needs are antisocial companions, antisocial personality/temperament, and family/marital.

The objectives of Cognitive Behavioral Programs include teaching specific strategies or 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. These programs combine two types of cognitive interventions: cognitive restructuring (changing the thinking patterns, attitudes, and beliefs that lead to offending) and cognitive skills training (learning and practicing reasoning, problem-solving, and social skills).

As evidenced in other programs, the COVID 19 pandemic forced DCC to adjust services, and increase virtual program delivery beyond regional boundaries. In FY22, 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.

For FY22, DCC focused the Becky Young funding on supporting our rural CBP Providers in Region 6 and Region 4. CBP Programs in Region 6 and 4 provided services to 762 correctional clients in FY22 and had a total of 61.7% completion rate in FY22, with 146 clients continuing services into FY23.

TABLE 1: FISCAL YEAR 2022 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	762	146	169	105	61.7%	210	34.9%
CCEP	658	181	253	91	73.5%	19	69.7%
CPOP	136	33	13	27	32.5%	50	14.4%
DRC	101	29	15	6	71.4%	32	28.3%
RSP/CRP	472	81	208	127	62.1%	8	60.6%
TLP	133	18	59	56	51.3%	0	51.3%

Notes

Data was limited as follows:

1. Numbers are only from statuses that occurred in FY22
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. Total Rate = # Completions/Total # of Completions, Disciplinary Terminations, and Absence Only

LOOKING FORWARD



- Procure a sixth DAI vocational training mobile lab focused on Computer Numerical Control (CNC) and establish a new mobile lab CTE program at a maximum security prison
- Implement the COMPAS-R Assessment
- Initiate a pilot and evaluate the results of the ODARA domestic violence screening assessment in DAI and DCC
- Increase PIOC access to Reentry Legal Services (RLS) legal representation
- Conduct a program redesign at Racine Correctional Institution (RCI) for the Earned Release Program (ERP)

Contact Us:

3099 E Washington Avenue
Madison, WI 53704

Email: DOCREentry@wisconsin.gov

Web: <https://doc.wi.gov/Pages/About-DOC/ReentryUnit.aspx>

Phone: (608) 240-5000



State of Wisconsin
Department of Corrections

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