

# BECKY YOUNG RECIDIVISM REDUCTION ANNUAL REPORT

---

## FISCAL YEAR 2025



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**FISCAL YEAR 2025**  
(FY25)  
JULY 1, 2024 - JUNE 30, 2025

**Office of the Secretary  
Reentry Unit**

Inquiries regarding this  
Report may be directed to:  
[DOCReentry@wisconsin.gov](mailto:DOCReentry@wisconsin.gov)

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**Jared Hoy**  
Secretary

Wisconsin  
Department of Corrections

# SECRETARY'S MESSAGE



I am excited to share here the 2025 Becky Young Recidivism Reduction Annual Report, which highlights some key Wisconsin Department of Corrections (DOC) programs and initiatives that target recidivism reduction. In 2009, Act 28 created the Becky Young Community Corrections Recidivism Reduction Community Services Appropriation (Appropriation 112) to fund, implement, and expand reentry initiatives across the DOC and with community partners. Since that time, thousands of clients have received services through Appropriation 112, and this report (as well as those from prior years) provides an overview of some of the ways in which the Department has invested in evidence-based practices and programs.

Appropriation 112 allows DOC to invest resources to address some of our more pressing needs. Rapid connection to post-release employment can be a key contributor to an individual's long-term success after release from incarceration. Programs like our contracted Career & Technical Education (CTE) academies, Windows to Work, and our institution-based job labs all demonstrate increased employment rates for individuals versus comparison groups. We continue to see significant substance use needs in our population, and investments in Residential Service Programs (RSP) and Community Transition Services Centers (CTSC) are efforts to address critical stabilizing factors for those reentering the community.

I encourage our criminal justice partners, legislators, and the general public to read through the report to see the impact that the Becky Young Community Corrections Recidivism Reduction Appropriation has for those in our care. Our Department is committed to making decisions based on evidence, and adapting and changing to improve outcomes for those in our care and our communities. We have a responsibility to provide services and resources to those in our charge, and I am proud of the efforts of our staff and community partners to provide meaningful opportunities for positive change.

## BECKY YOUNG APPROPRIATION LEGISLATIVE STATUTES

### [Wis Stat: 20.410 \(1\)\(ds\)](#)

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

### [Wis Stat: 301.068 \(1 - 6\)](#)

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.

# Reentry - Guiding Principles

Reentry emerged as a top priority for the DOC in late 2005 through a strategic planning effort with the Center for Effective Public Policy. In 2009, Act 28 created the Becky Young Community Corrections Recidivism Reduction Community Services Appropriation to fund, implement, and expand reentry initiatives across the DOC and with community partners.

Implementing evidence-based practices is a priority for the Department of Corrections. The principles of evidence-based practice meet the community's needs in terms of quality, efficiency, and effectiveness. Research demonstrates that these principles will result in increased public safety through improved client outcomes, while holding the individuals in our care accountable. Accordingly, all DOC staff share a common approach and commitment to enhancing public safety through evidence-based practices.

DOC adheres to the National Institute of Corrections (NIC) Eight Guiding Principles of Effective Intervention for Risk and Recidivism Reduction. As a philosophical guide, these principles influence the initiatives, programs, policies, and statistical measurements of the interventions offered to persons in our care. Beginning at intake, DOC utilizes the COMPAS Risk and Needs Assessment to assess a client's risk of reoffending and to identify programmatic or criminogenic needs. This assessment (and case planning process) influences all stages of the client lifecycle, including program enrollment and supervision structure. This report details how these guiding principles influence our work at all stages of the reentry process, from admission to custody through discharge from supervision.

## ACRONYMS

The following are a list of acronyms used commonly throughout this report

<b>BY -</b>	<b><i>Becky Young</i></b>
<b>DOC -</b>	<b><i>Department of Corrections</i></b>
<b>FY -</b>	<b><i>Fiscal Year</i></b> <ul style="list-style-type: none"><li>The Fiscal Year runs from July 1st to June 30th of the following year. An individual who released from prison between July 1, 2019 and June 30, 2020 would be considered a FY2020 release.</li></ul>
<b>NIC -</b>	<b><i>National Institute of Corrections</i></b>
<b>PIOC -</b>	<b><i>Persons in our Care</i></b>
<b>DAI -</b>	<b><i>Division of Adult Institutions</i></b>
<b>DCC -</b>	<b><i>Division of Community Corrections</i></b>
<b>COMPAS -</b>	<b><i>Correctional Offender Management Profiling for Alternative Sanctions</i></b>

## DATA DISCLAIMERS AND DEFINITIONS

Please reference pages [22 - 23](#) for data disclaimers and definitions utilized in this report.



Learn More about DOC's Reentry Programming:

Email: [DOCReentry@wisconsin.gov](mailto:DOCReentry@wisconsin.gov)

Web: <https://doc.wi.gov/Pages/AboutDOC/ReentryUnit/ReentryUnitHome.aspx>



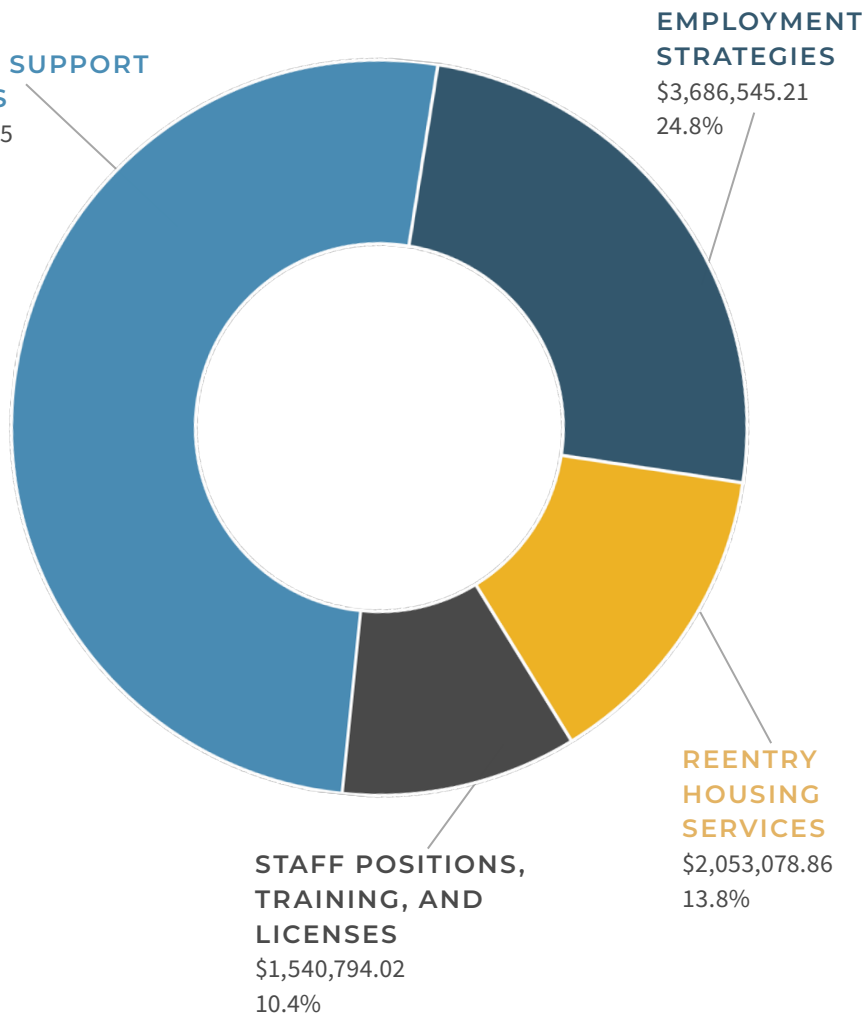
# EXPENDITURES BY CATEGORY



**TOTAL FY25 EXPENDITURES:**  
\$14,839,550.74

## REENTRY SUPPORT SERVICES

\$7,559,132.65  
50.9%



## REENTRY SUPPORT SERVICES

Opening Avenues to Reentry Success (OARS)	\$ 3,874,731
Reentry Legal Services (RLS)	\$ 1,591,429
Northpointe Suite / COMPAS	\$ 1,156,321
Contracted Cognitive Behavioral Programs & Materials	\$ 473,781
Community Partnership Outreach Program (CPOP)	\$ 305,370
County Jail Recidivism Reduction Programs	\$ 132,135
State ID Cards	\$ 17,816
Pre-Release Portfolios for Clients	\$ 7,550

## EMPLOYMENT STRATEGIES

Windows to Work (W2W)	\$ 1,907,780
Career and Technical Education (CTE) Academies	\$ 801,002
Employment Support Specialists	\$ 405,169
DAI Institution Job Lab Contracted Staffing	\$ 352,555
Career and Technical Education (CTE) Mobile Labs	\$ 157,639
Community Corrections Employment Program (CCEP)	\$ 62,400

## REENTRY HOUSING SERVICES

Residential Programs	\$ 1,971,449
Community Transition Support Center (CTSC)	\$ 81,630

## STAFF POSITIONS, TRAINING, AND LICENSES

Division of Community Corrections - 6 FTE*	\$ 639,918
Office of the Secretary - 2 FTE, 1 Contracted Position	\$ 341,911
Staff Development and Training	\$ 321,470
Bureau of Technology Management Staffing	\$ 230,000
Peer Specialist Exams/Certification	\$ 5,095
Electronic Case Reference Manual Annual License	\$ 2,400

\*FTE : Full-Time Equivalent Position

# RECIDIVISM AFTER RELEASE REPORT

## WI DOC RESEARCH AND POLICY UNIT

● ● 301.068(4)

Reducing recidivism is a vital part of the mission of the Wisconsin DOC. Fewer crimes mean fewer victims and safer neighborhoods. An accurate understanding of recidivism allows the DOC to examine who is at a greater risk for reoffending and shift resources to focus on those clients. As more data is collected and available, the DOC has been able to report on multiple measures of recidivism. Tracking multiple measures of recidivism is best practice for program evaluation and providing a comprehensive view of recidivism patterns.

The DOC measures recidivism in three ways: rearrest, reconviction, and reincarceration. Definitions and data disclaimers utilized in this section and throughout the Becky Young Report can be found on [pages 22 - 23](#).

TABLE 1: RECIDIVISM RATES BY FOLLOW-UP PERIOD

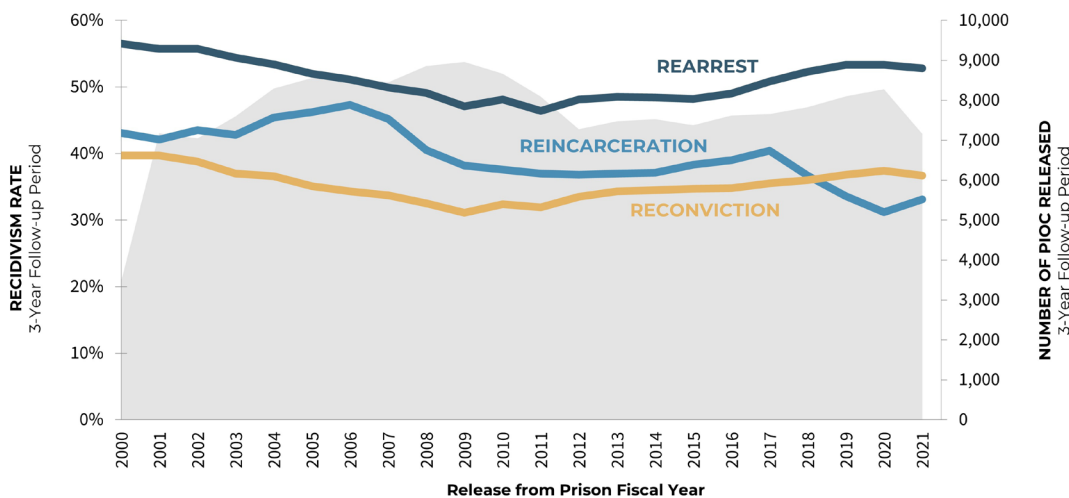
RELEASE FISCAL YEAR	FOLLOW-UP PERIOD	REARREST RATE	RECONVICTION RATE	REINCARCERATION RATE
2023	1-year	29.8%	17.4%	14.3%
2022	2-year	43.7%	28.3%	27.3%
2021	3-year	52.8%	36.7%	33.1%

## RECIDIVISM TRENDS FROM FY2000 - FY2021

### Rearrest

Over the reporting period, FY2000 to FY2021, rearrest rates have been consistently higher than reincarceration and reconviction rates. The rearrest rate reached its peak (56.5%) in FY2000. Between FY02 to FY11 rearrest rates steadily declined, reaching its lowest point in FY11 (46.4%). Since FY11, rates have remained between 48% to 53%. In FY21, the rearrest rate reached 52.8%.

Figure 1: Three-Year Recidivism Rates and Number of People in our Care Released, by Year



### Reconviction

The reconviction rates have been relatively steady for the entirety of the reporting period, hovering between 30% to 40%. Like reincarceration, reconviction reached its peak early in the reporting period (FY2001 at 39.7%). Between FY2002 and FY2009, reconviction rates steadily declined and reached its lowest point in FY09 with a rate of 31.1%. Post FY10, the rates have consistently fluctuated in the mid-30% range. The gap between reincarceration and reconviction rates shrank in FY18 and FY19 was the first time the reconviction rate surpassed the reincarceration rate (by 3.2%). FY21 had a slightly larger difference, 3.6%, between the reconviction rate (36.7%) and reincarceration rate (33.1%).

### Reincarceration

Reincarceration rates have been higher than reconviction rates for nearly the entire period. Between FY2000 to FY2006, reincarceration rates steadily increased. FY06 marked the peak of reincarceration with a rate of 47.3%. Reincarceration rates declined after the peak, and remained relatively stable hovering around 36%-38% from FY09 to FY15. Since then, rates started to increase again (peaking again at 40.4% in FY17). As previously mentioned, FY19 was the first time the reconviction rate was higher than the reincarceration rate. Reincarceration reached its lowest point in FY20 with a rate of 31.2%, but increased to 33.1% in FY21.

Recidivism Data is published on the DOC's Public Website - [Release from Prison Recidivism Dashboard](#).

# NORTHPOINTE SUITE

● ● 301.068(3)(a); 301.068(3)(d)

The Department continued to partner with equivant/Northpointe in FY25 for ongoing licensing, maintenance, and support of the Northpointe Suite software system. Department staff utilize the Northpointe Suite to achieve an appropriate level of supervision, create individualized case plans that address criminogenic needs, and complete ongoing case management.

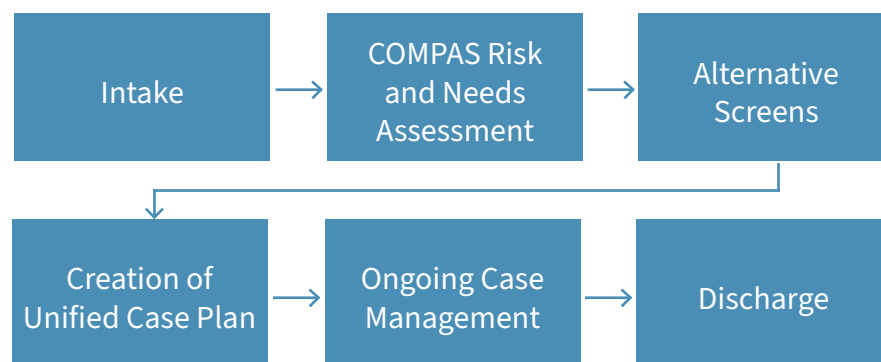
## COMPAS - Risk Need Responsivity Model

NIC's Risk Need Responsivity (RNR) model states the risk and needs of clients should determine the strategies appropriate for addressing the client's criminogenic factors. These factors, or needs, are researched to have a direct link to offending and are dynamic, or have the ability to change. The RNR model guides case management and includes the following three principles:

1. **Risk principle:** Utilize an actuarial risk assessment to determine risk level and match services to the client's risk of reoffending. Higher risk clients should receive more intensive interventions.
2. **Need principle:** Assess criminogenic needs and target them in treatment.
3. **Responsivity principle:** Maximize the client's ability to learn by providing cognitive behavioral treatment and tailor interventions to an individual's strengths.

## Client Lifecycle

The lifecycle is a framework for how a client moves through the Wisconsin criminal justice system and the decision points informed by the COMPAS assessment along the way. From the time of arrest through eventual discharge, the Department uses the lifecycle as a framework for establishing meaningful practices and interventions across jurisdictions.



## NORTHPOINTE SUITE - CASE MANAGEMENT

**Risk and Need Assessments** provide an empirically based assessment tool that results in a more accurate statistical probability of recidivism than judgment alone. Department staff and county partners utilize the COMPAS assessment to determine risk level and criminogenic need levels for clients. The COMPAS assessment is administered at one of the first meetings with a case manager and throughout the term of supervision or incarceration. The COMPAS assessment is the foundation of case planning and case management. In FY25, Department staff completed 29,181 COMPAS assessments.

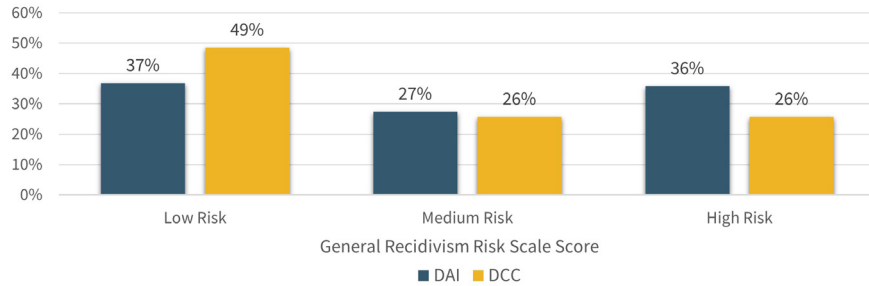
**Unified Case Planning** is a collaborative approach in which case managers and clients develop an individualized case plan rooted in the findings of the COMPAS assessment. Case plans target individual criminogenic needs, set long-term and short-term goals for clients, measure progress and allow for adjustments as needed. In FY25, Department staff created 23,887 new case plans.

**Case Management** links client data together from individual assessment outcomes, case plans, programs, and notes, while offering critical functionality for Pre-Sentence Investigation (PSI), reporting, and a comprehensive Workload Manager to oversee agency operations and caseload. The Northpointe Suite allows staff to track and manage all case processing events, set reminders, and easily oversee rewards, graduated sanctions, and drug testing.

# NORTHPOINTE - COMPAS ASSESSMENT DATA

## Risk Level by Division

Based on most recent COMPAS assessment completed in FY25



## Risk Level by Division

The risk level determined in the COMPAS assessment guides program priority, program dosage, program placement, determining reclassification (DAI only), level of supervision (DCC only), and responding to violations (DCC only).

The Risk Level by Division chart to the left illustrates the risk levels of the most recently complete-calculated assessments in FY25 by Division. Risk levels determine recidivism risk within the next three years in the community and include Low Risk, Medium Risk, and High Risk.

## Criminogenic Needs by Division

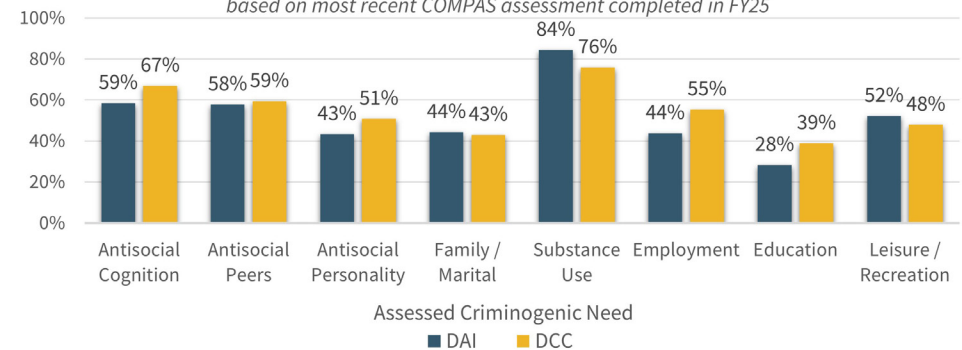
Aligned with the Need Principle, the COMPAS assessment evaluates the eight criminogenic need areas researched to have a direct link to offending: Antisocial Cognition, Antisocial Peers, Antisocial Personality, Family/Marital, Substance Use, Employment, Education, and Leisure/Recreation.

Criminogenic need areas are scored as Unlikely, Probable, and Highly Probable. A score of Probable or Highly Probable indicates intervention is necessary in the criminogenic need area to reduce recidivism. Department staff utilize criminogenic needs for case planning, program intensity, program assignment (DAI only), program priority (DCC), and agent and treatment interventions when responding to violations (DCC only).

The Criminogenic Need by Division chart to the right indicates the percentage of probable and highly probable criminogenic need areas by division.

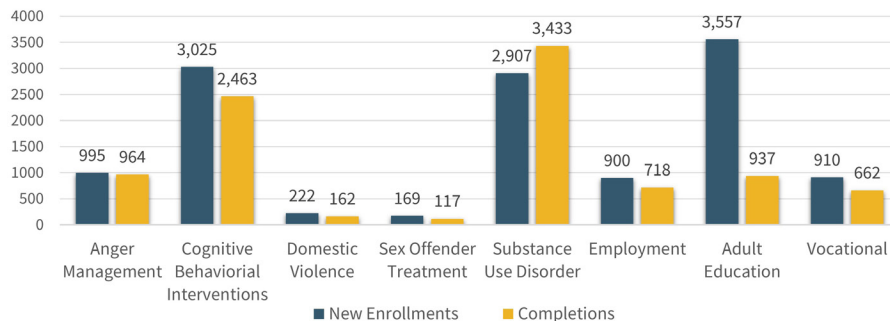
## Criminogenic Need by Division

Scores indicate Probable or Highly Probable Need Area to Target for Interventions based on most recent COMPAS assessment completed in FY25



## Primary Programs - Enrollments and Completions

FY25 New Enrollments and Completions (DAI Only)



## DAI Primary Programs - New Enrollments and Completions

As mentioned, the assessed risk and criminogenic needs are crucial in determining program placement, program priority, program assignment, and program intensity in DAI. The chart to the left, Primary Programs - Enrollments and Completions, reflects the number of new primary program enrollments in DAI and the number of program completions in FY25. Notably, Primary Program Enrollment increased by 1,338 and Primary Program Completions increased by 793 in FY25. The highest number of program enrollments is for Adult Education, while the highest number of program completions are for Substance Use Disorder and Cognitive Behavioral Interventions, aligning with the two highest needs areas in FY25 (Substance Use and Antisocial Cognition).

The [Primary Programs Dashboard](#) and other data dashboards can be found on the Data and Research Page on the DOC's website (<https://doc.wi.gov/pages/home.aspx>).



# OPENING AVENUES TO REENTRY SUCCESS

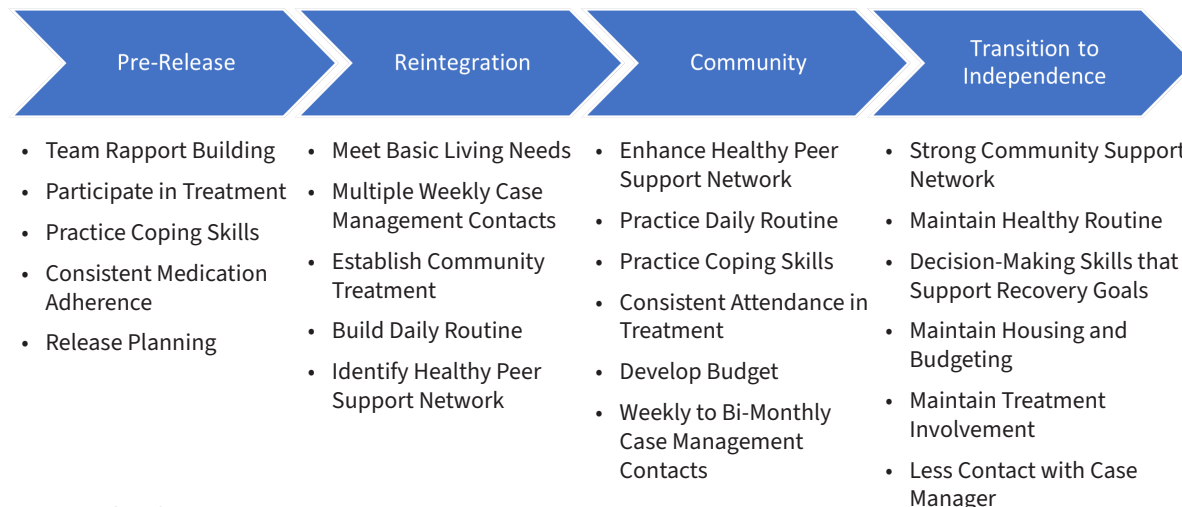
● ● 301.068(2)(a-d); 301.068(3)(a-c); 301.068(5)

The Opening Avenues to Reentry Success (OARS) program is provided in partnership with the Department of Health Services (DHS). Program staff work closely with participants to address the drivers of criminal behavior, interrupting cyclical incarceration while enhancing public safety by supporting a successful reentry of clients with significant mental health needs.

The OARS program serves individuals releasing from prison with serious mental illness and who are assessed at a medium or high risk of recidivism based on the most recent COMPAS assessment. DAI facility social services staff identify and refer potential participants prior to release. Contracted Forensic Coordinators engage participants in the development of a team in the pre-release phase. The team consists of the participant, facility social services staff, DHS OARS Program Specialists, Contracted Forensic Coordinators, and DCC Agents. The team develops Individual Service Plans that evolve as goals are achieved and additional needs are realized.

This intensive case management model links clients to community resources for everything from psychiatric treatment to transportation. Utilization of person-centered approaches and motivational interviewing help participants adhere to medication regimens, establish psychiatric stability, and make decisions that support improved mental wellness and recovery.

Participants may continue in OARS for up to two years post release. As participants go through reintegration and move towards independence the OARS contacts taper and the focus shifts toward self-sufficiency through access to community-based services.

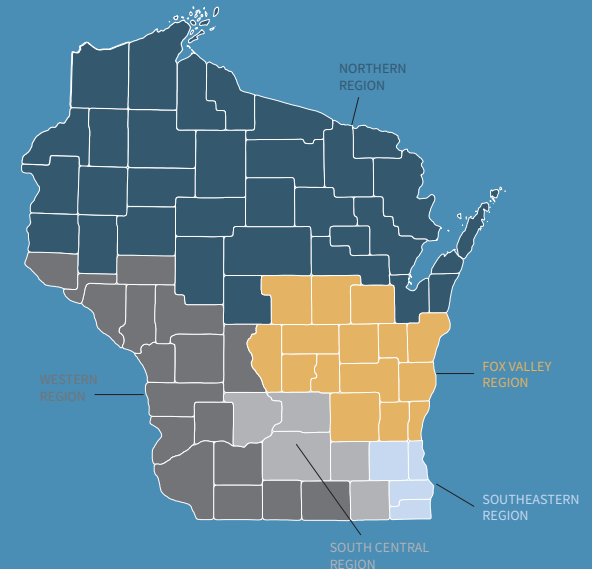


## Fiscal Year 2025 OUTCOMES

**301**  
PARTICIPANTS SERVED

**200**  
AVERAGE DAILY POPULATION (ADP)

**\$12,872**  
COST PER PARTICIPANT



### PARTICIPANTS SERVED IN FY25 BY REGION

Fox Valley	73	Northern	75
South Central	39	Southeastern	79
Western	35		
Total		301	

Reentry Support Services

## OARS RECIDIVISM OUTCOMES



The graphs to the right show the rearrest, reconviction, and reincarceration rates for those who successfully completed the OARS program (OARS Completers) and their control group counterparts (OARS Control Group) from FY18 - FY25. Information regarding this data and p-values represented by the asterisks can be reviewed on [page 22 - 23](#). In effect more asterisks represent higher levels of confidence that an effect is present. According to each of the three recidivism measures, the differences between the OARS Completers and the OARS Control Group were statistically significant.

Results indicate the OARS Completers consistently had lower rates of recidivism across all measures in each follow-up period besides the three-year follow-up period in Rearrest. OARS Completers had a three-year rearrest rate 7.1% less than the Control Group, but this difference is not considered statistically significant. The OARS Completers had a three-year reconviction rate 11.2% less than the control group and three-year reincarceration rate 14.9% less than the control group that were considered statistically significant.

It is notable these differences in recidivism rates continued into the three-year follow-up period. These trends suggest that the completion of OARS can help lower recidivism over an extended period of time.

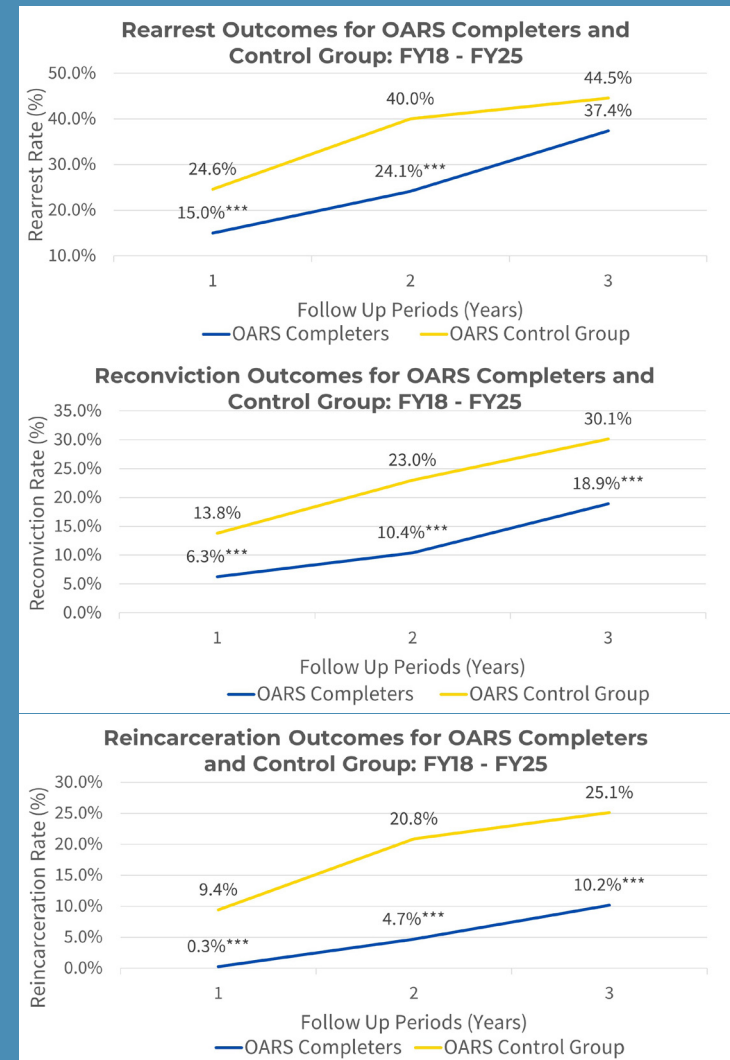
### OARS Testimonials

"[My case manager] has had a major impact on my life, in helping me with a transition back into the community. I'm very thankful for my services."

"[My case manager] helped me when my mental health was not right."

"Good program, helps with returning to the community."

"My case manager has helped me in many ways since being out of prison, always being respectful and care and concern for my well-being."



## COMMUNITY PARTNERSHIP OUTREACH PROGRAM (CPOP)

● ● 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 successfully from incarceration to the community. Operated by Options Treatment Programs, Inc., in DCC Region 4, the services provided include residence assistance, transportation assistance, employment training and placement, family reunification, pro-social relationships, substance abuse services, and restorative justice opportunities. Access to CPOP services has increased through the use of virtual services, which continued throughout FY25. This model serves to reduce barriers to access programming, including childcare costs, schedule conflicts with pro-social events, and transportation issues.

According to data collected from the Program Data Collection System (PDCS), 189 clients participated in the program in FY25 with 54 clients successfully completing the program and 69 clients continuing enrollment into FY26.

# REENTRY LEGAL SERVICES

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

The Reentry Legal Services (RLS) program provides individuals with significant mental illness and other disabling conditions access to civil legal services as they prepare to release from prison. Legal Action of Wisconsin attorneys and paralegals represent individuals in DOC custody at 17 facilities, providing BadgerCare+ application assistance and advocacy for Social Security. 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. This reduced rate of recidivism has a tangible impact on public safety and costs associated with incarceration.

RLS attorneys are expert benefit specialists who advocate for individuals who may meet the Social Security Administration's (SSA) definition of disability. Attorneys begin representing incarcerated individuals approximately six to nine 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. A client's application and appeals process can take months to years. The SSDI Application and appeals process is detailed below.

## Social Security Disability Income (SSDI) Application & Appeals Process

**1. Initial Application/ Reinstatement of Benefits**  
A Social Security Disability Income (SSDI) Application is submitted.

**2. Reconsideration Appeal**  
If an application is denied, RLS Attorneys may look to appeal and receive a claim review by the Social Security Administration (SSA)

**3. Administrative Law Judge (ALJ) Hearing**  
An ALJ can hear the case within 60 days of a denied reconsideration appeal. The ALJ will use information from the case, medical, and vocational experts to help decide the case.

**4. Appeal Council Review**  
The Appeals Council looks for a flawed ALJ decision before granting claim review. This is not a legal review.

**5. Federal Court Review**  
If the ALJ hearing is unsuccessful, federal judges will hear disability cases without juries and look for legal errors in the application and review process. This is not a disability review.

# MEDICAID ASSISTANCE AT RELEASE FROM PRISON

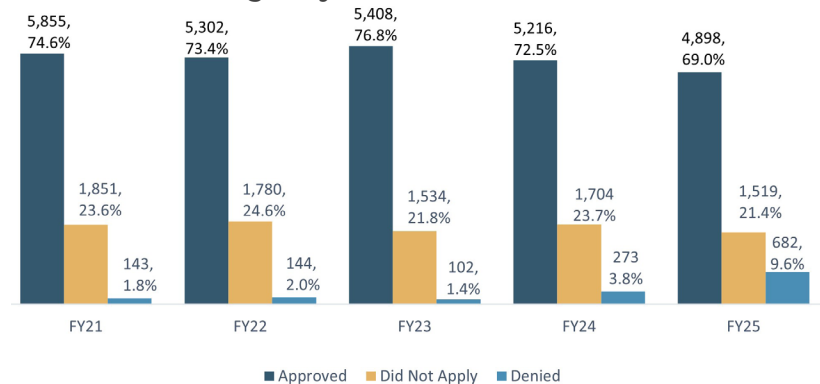
● ● 301.068(2)(d); 301.068(3)(b); 301.068(5)

The DOC, DHS, and Income Maintenance (IM) agencies partner to provide individuals in DOC custody the opportunity to apply for Medicaid (MA) prior to release from incarceration. Individuals leaving prison with MA approval have health insurance to access medications and treatment for acute and chronic medical conditions, mental health, and substance use disorders upon release. In FY25, there were 7,099 individuals released from prison that fit the criteria for this evaluation as shown in the chart to the right. 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 FY25, 4,898 individuals were approved for Medicaid programs. This accounts for 69.0% of people released from incarceration that met BadgerCare+ eligibility in FY25. Approximately 21.4% of individuals did not apply for Medicaid in FY25. The FY25 denial rate increased 5.8% over FY24 due to a variety of reasons. As continuous coverage ended, individuals now need to annually renew their BadgerCare+ application. If mailing addresses are not updated, individuals may not know they are up for renewal. Some individuals may decide there is no reason to renew as BadgerCare+ is suspended during their incarceration, while others may not have even known they had Medicaid coverage.

For the full FY25 DOC Medicaid Report and past Medicaid Reports, please visit [Reentry Unit's Annual Reports Page](#).

## Medicaid Eligibility Determination Totals and Rates



■ Approved ■ Did Not Apply ■ Denied

Reentry Support Services

# CONTRACTED COGNITIVE BEHAVIORAL PROGRAMS

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

DOC staff provide Cognitive Behavioral Program (CBP) interventions in both DAI and DCC and the DOC contracts for CBP services within DAI and DCC. CBP services address criminogenic needs such as Antisocial Cognition, Antisocial Peers, Antisocial Personality, and Family/Marital. CBP programs are offered in the institution and in the community, in order to address the need at every stage of their DOC lifecycle.

**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 antisocial 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.

CBP programs combine two types of cognitive interventions: cognitive restructuring (changing the thinking patterns, attitudes, and beliefs that lead to offending) and cognitive skills training (practicing reasoning, problem-solving, and social skills).

Contracted CBP Services supported by BY funds include Anger Management, Domestic Violence Interventions, Moral Reconciliation Therapy, Substance Use Disorder Services, Thinking for a Change, and Parenting Inside-Out. In FY25, 1,081 Clients successfully completed contracted CBP services in programs across the state that received BY funds.

# COUNTY JAIL RECIDIVISM REDUCTION PROGRAMS

● 301.068(2)(a-d); 301.068(3)(b)

DOC continued its collaboration and partnership with Green Lake County Correctional Facility (GLCCF) and Bayfield County Jail to reduce recidivism in their communities.

GLCCF utilizes a cognitive-based approach founded in Dialectical Behavior Therapy (DBT). DBT helps participants improve emotional regulation and problem solving by offering individual therapy and skills training groups. GLCCF partners with Green Lake County Health and Human Services to provide Moral Reconciliation Therapy (MRT), mental health, and substance abuse treatment. Educational programs are provided in partnership with Moraine Park Technical College (MPTC). In FY25, GLCCF served 77 unique participants.

Bayfield County Jail utilizes a similar approach with the use of DBT, cognitive-behavioral programming, substance abuse assessment services, gender-responsive dual diagnosis programming for female clients, mental health assessment services, and individual mental health therapy. Between two licensed therapists, Bayfield County Jail served 49 unique participants providing 270 individual sessions and 39 group sessions.

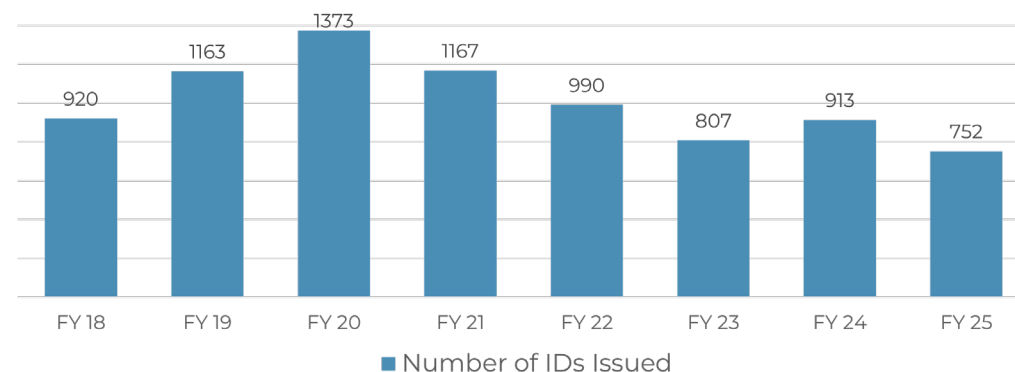


# STATE ID CARDS

● 301.068(3)(b); 301.068(3)(d)

DOC works with persons in our care prior to release to help them obtain state identification (ID) cards. State ID cards are required in obtaining a residence, employment, and to apply for state and federal benefits, making these ID cards essential to reentry success. DOC works collaboratively with the Wisconsin Department of Transportation (DOT) to help persons in our care obtain these vital documents prior to their return to the community. The graph to the right details the total number of state ID cards issued from FY18 through FY25 utilizing Becky Young funds. Please note that driver's licenses and/or ID's that were issued using other methods, such as DOC institution staff taking individuals to the Division of Motor Vehicles (DMV), are not included in these figures.

Number of ID's issued FY18 - FY25 paid through BY Funds



# EMPLOYMENT AFTER RELEASE REPORT

● ● ● 301.068(4)

The DOC considers employment to be an important element in successfully transitioning individuals from incarceration to the community. The data presented below is a result of a collaboration with the Department of Workforce Development (DWD) which regularly provides data to the DOC. Using a combination of DWD data and information collected from individuals on community supervision, the DOC is able to report on employment outcomes for individuals released from prison. Employment data disclaimers and definitions for this report can be found on [pages 22-23](#). It should be noted that some individuals who did not obtain employment within the designated follow-up period may have been reincarcerated, which prevented them from obtaining employment.

From FY14 to FY24, there were 79,905 PIOC released from DAI facilities. From FY14 to FY18 in the 1-year follow-up period, the employment rate steadily increased each year and reached its highest point (76.4%) in FY18. The employment rate steadily decreased each subsequent release FY reaching its lowest point (62.9%) in FY24. Successively longer follow-up periods yielded higher employment rates. Similar trends to the 1-year follow-up period are seen in the 2-year and 3-year follow-up periods. The 2-year steadily increased and reached its highest point (81.4%) in FY17, while the 3-year reached its highest point (84.5%) in FY17 as well. Each steadily decreased from their high points in FY17 to their low points in FY23 and FY22 respectively.

EMPLOYMENT RATES FOR DAI RELEASES									
RELEASE FISCAL YEAR	1-YEAR FOLLOW-UP			2-YEAR FOLLOW-UP			3-YEAR FOLLOW-UP		
	# OF RELEASES	# EMPLOYED	EMPLOYMENT RATE	# OF RELEASES	# EMPLOYED	EMPLOYMENT RATE	# OF RELEASES	# EMPLOYED	EMPLOYMENT RATE
2014	7,364	5,067	68.8%	7,318	5,586	76.3%	7,287	5,872	80.6%
2015	7,165	5,141	71.8%	7,108	5,575	78.4%	7,076	5,842	82.6%
2016	7,401	5,403	73.0%	7,347	5,828	79.3%	7,301	6,044	82.8%
2017	7,438	5,637	75.8%	7,389	6,012	81.4%	7,338	6,199	84.5%
2018	7,658	5,853	76.4%	7,597	6,171	81.2%	7,534	6,288	83.5%
2019	8,152	5,983	73.4%	8,069	6,283	77.9%	7,978	6,456	80.9%
2020	8,426	5,805	68.9%	8,312	6,252	75.2%	8,226	6,460	78.5%
2021	7,290	4,959	68.0%	7,194	5,334	74.1%	7,129	5,514	77.3%
2022	6,550	4,597	70.2%	6,471	4,811	74.3%	6,420	4,928	76.8%
2023	6,109	4,120	67.4%	6,062	4,353	71.8%	-	-	-
2024	6,352	3,998	62.9%	-	-	-	-	-	-
<b>Total</b>	<b>79,905</b>	<b>56,563</b>	<b>70.8%</b>	<b>72,867</b>	<b>56,205</b>	<b>77.1%</b>	<b>66,289</b>	<b>53,603</b>	<b>80.9%</b>





# INSTITUTION-BASED JOB LABS

● 301.068(2)(d); 301.068(3)(b)

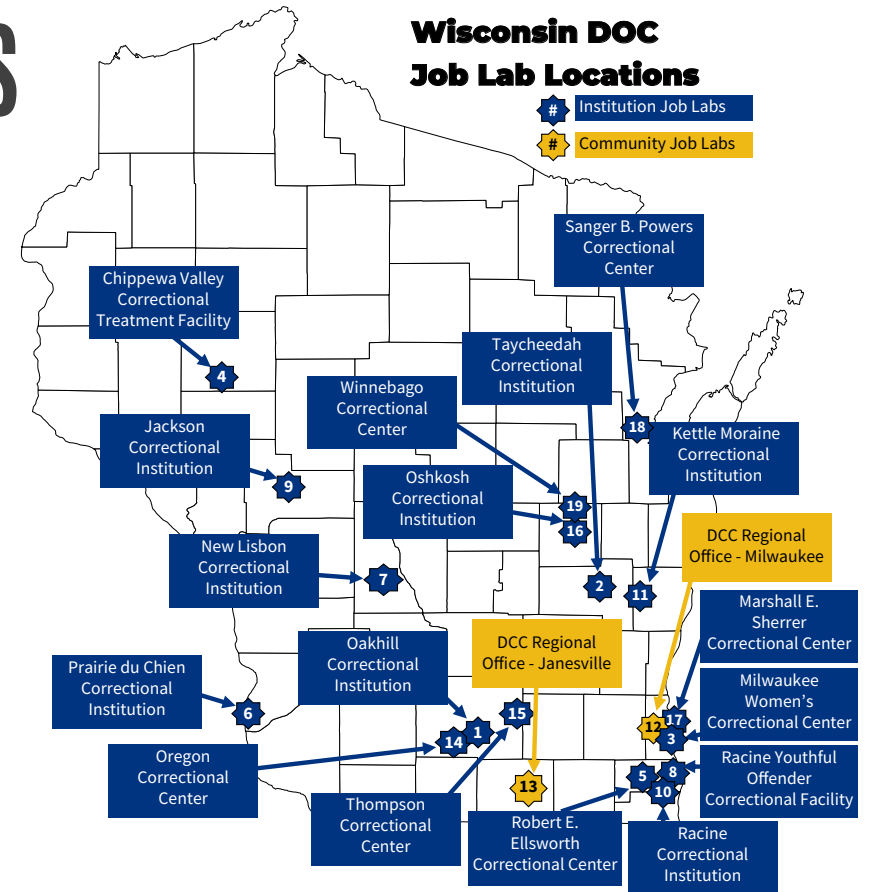
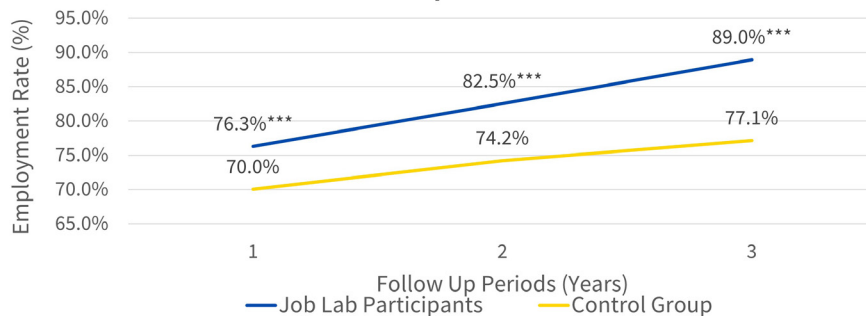
In 2018, DOC and DWD partnered to create the first institution-based job lab in Wisconsin at Oakhill Correctional Institution. Since then, DOC and DWD have expanded this partnership to operate 17 institution-based job labs and two community-based job labs at DCC regional field offices. In FY25, the DOC opened nine new job lab locations and the Job Lab Tracking (JOLT) application was introduced in November 2024. JOLT provides a structured application for job lab staff to track data metrics for job lab usage; including services, applications, and interviews within the labs.

The goal of the institution-based job labs is to provide employment programs and services to 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. In job labs, 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, and access services and information for veterans, apprenticeships, and individuals with disabilities.

Since JOLT was implemented in FY25 (November 2024), 1,561 PIOC visited institution-based job labs with 9,382 recorded visits, which allows PIOC to get an effective and important head start for successful reentry employment outcomes. Additionally, PIOC are able to conduct phone and virtual interviews with employers in DOC job labs and schedule in-person interviews for when they are released from the institution. In FY25, there were 347 interviews completed within the institutions, with 29 job offers received prior to an individual's release.

The graph below shows the employment rates for individuals released between FY22 to FY25, who attended a job lab location while incarcerated. The Control Group was constructed using propensity score matching with Job Lab Participants. Job Lab Participants did obtain employment at a statistically significant level compared to the Control Group across all follow-up periods. This indicates receiving pre-release employment services at a job lab can have lasting statistical effects, lasting up to three years post-release in employment.

**Employment Outcomes for Job Lab Participants and Control Group: FY22 - FY25**



## Job Lab Testimonial

The Oshkosh Correctional Institution (OSCI) Job Lab certainly contributed to my success story. I am now working at a very successful company in Wisconsin, where I am projected to make \$73,290 per year, and I expect to make over \$80,000 next year. I would not have seen this opportunity if it wasn't for the wonderful help of Ms. Kat and the many other people that work behind the scenes of the OSCI Job Lab. Thank you so much for all the help, support, and encouragement! Please keep doing what you are doing!

- OSCI Job Lab Participant



# CAREER AND TECHNICAL EDUCATION INITIATIVES

● 301.068(2)(d); 301.068(3)(b)

In order to strengthen and enhance employment opportunities and outcomes for individuals returning to their communities after incarceration, the DOC provides pre-release employment and training programs utilizing Becky Young funds. The DOC provides Career and Technical Education (CTE) programming by contracting with local Wisconsin Technical College System (WTCS) member colleges. This partnership includes offering training academies that often occur on the WTCS campus or initiatives within the DOC facility utilizing mobile classrooms. These trainings result in the individual earning a technical diploma or certificate in a high demand field, within the span of approximately two to four months.

Additionally, many of the CTE programs have been approved by the State of Wisconsin Bureau of Apprenticeship Standards/WI Apprenticeship Advisory Council as certified pre-apprenticeship programs. This benefits the student as they are awarded a Department of Workforce Development (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 play a vital role in assisting participants in developing new skills and preparing for registered apprenticeship opportunities.

## ACADEMIES

CTE Academies occur at Wisconsin Correctional Center System (WWCS) locations, which are minimum-security facilities that are focused on release and living in the community. Individuals at academies will travel to the WTCS campus and upon completion of the Academy can earn work release opportunities while incarcerated. In FY25, 157 individuals completed Academies and 101 of those that completed programming in FY25 earned work release employment. The average work release wage for a FY25 Academy completer was \$18.74 per hour. In the table below is a summary from FY20 - FY25 of Academy participants and work release employment for those who completed programming.



ACADEMIES PROGRAM OUTCOME SUMMARY - FY20 - FY25					
FISCAL YEAR	PROGRAM PARTICIPANTS	PROGRAM COMPLETIONS	COMPLETION PERCENTAGE	WORK RELEASE EMPLOYMENT WHILE INCARCERATED	AVERAGE WORK RELEASE WAGE FOR ACADEMY COMPLETERS (\$/HR)
FY20	124	110	88.7%	72	\$14.68
FY21	11	10	90.9%	7	\$17.63
FY22	113	110	97.3%	61	\$18.43
FY23	170	154	90.6%	114	\$19.05
FY24	150	142	94.6%	99	\$19.54
FY25	163	157	96.3%	101	\$18.74
<b>Total</b>	<b>731</b>	<b>683</b>	<b>93.4%</b>	<b>454</b>	<b>\$18.28</b>

### FY25 ACADEMY FIELDS OF STUDY

*Computer Numerical Control (CNC) Operator*

- Gateway Technical College

*Electro-Mechanical*

- Madison College

*Industrial Maintenance*

- Northeast Wisconsin Technical College

*Machine Tool Operator*

- Northwoods Technical College

*Welding*

- Gateway Technical College
- Milwaukee Area Technical College
- Moraine Park Technical College
- Nicolet Area Technical College
- Southwest Wisconsin Technical College

# CAREER AND TECHNICAL EDUCATION INITIATIVES

## MOBILE LABS

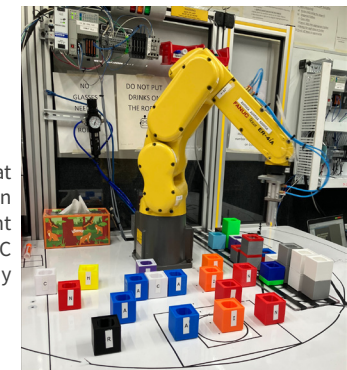
In FY25 the DOC operated and contracted with our WTCS partners to deliver training programs in five mobile labs at DAI institutions. The DOC primarily utilized DWD Fast Forward grant funding to contract for the instructional costs of these programs. In FY22 the DOC procured a sixth mobile training lab to increase training capacity in the area of Computer Numerical Control (CNC) for PIOC's. The new CNC lab was delivered to Racine Correctional Institution (RCI) in September 2023 and began delivering training in FY24. RCI's old mobile lab (& DOC's first mobile lab) was repurposed to offer an Outdoor Power Equipment Certificate at Redgranite Correctional Institution (RGCI) and the program began in FY25. In FY25, a mobile lab was moved from New Lisbon Correctional Institution to Robert E. Ellsworth Correctional Center with Mechatronics instruction beginning in FY26.



**Left** - Inside view of the RYOCF Mechatronics Mobile Lab. Up to twelve persons in our care are able to receive state of the art training in the field of Mechatronics (a multidisciplinary field that refers to the skill sets needed in the contemporary, advanced, automated manufacturing industry). Clients earn a Mechatronics Technical Certificate upon completion of the program.



**Left** - Students working in the new REECC Mechatronics Mobile Lab



**Right** - A student's final project at RYOCF's Mechatronics Mobile Lab Open House and Industry Day. The student programmed the equipment for DOC staff and community partners to play Wheel of Fortune.

### DOC's SIX MOBILE LABS

#### RCI CNC Mobile Lab

- Gateway Technical College

#### Robert E. Ellsworth Correctional Facility (REECC) Mechatronics Mobile Lab\*

- Gateway Technical College

#### Kettle Moraine Correctional Institution (KMCI) CNC Mobile Lab\*\*

- Moraine Park Technical College

#### Taycheedah Correctional Institution (TCI) Welding Mobile Lab

- Moraine Park Technical College

#### Racine Youthful Offender Correctional Facility (RYOCF) Mechatronics Mobile Lab

- Gateway Technical College

#### RGCI Outdoor Power Equipment Mobile Lab

- Fox Valley Technical College

### MOBILE TRAINING LAB PROGRAM COMPLETIONS BY FISCAL YEAR

FISCAL YEAR	FISCAL YEAR TOTAL	RCI CNC LAB	REECC MECHATRONICS LAB*	KMCI CNC LAB**	TCI WELDING LAB	RYOCF MECHATRONICS LAB	RGCI OUTDOOR POWER EQUIPMENT LAB
2015 - 2019	101	101	-	-	-	-	-
2020	52	4	-	35	13	-	-
2021	66	10	21	12	13	10	-
2022	85	23	18	11	15	18	-
2023	80	9	20	17	20	14	-
2024	65	9	-	24	21	11	-
2025	92	20	-	23	20	15	14
<b>Total</b>	<b>541</b>	<b>176</b>	<b>59</b>	<b>122</b>	<b>102</b>	<b>68</b>	<b>14</b>

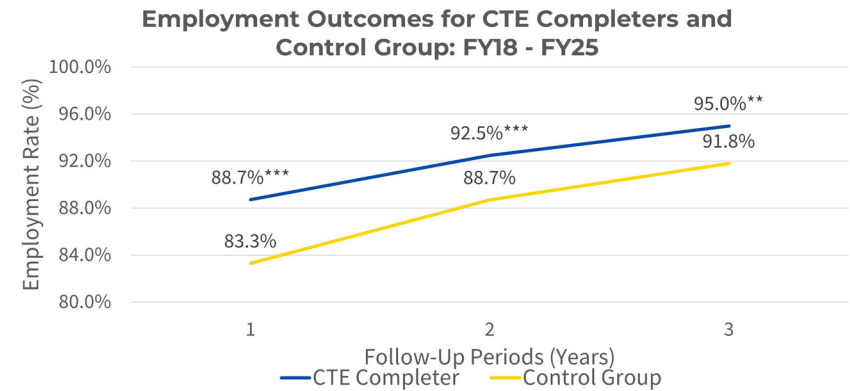
\* The REECC Mobile Lab was previously located at New Lisbon Correctional Institution and offered an Electro-Mechanical Certificate in FY21 - FY23, but had been unsuccessful in hiring an instructor in FY24. The decision was made to move the mobile lab to REECC. REECC's Mobile Lab is preparing to offer a Mechatronics Certificate in FY26.

\*\*Prior to FY23, the KMCI CNC Mobile Lab was located at Jackson Correctional Institution and offered an Electromechanical certificate in FY20 and a CNC Certificate in FY21 and FY22.

## CTE INITIATIVES EMPLOYMENT DATA



The graph to the right shows the employment rates for individuals released between FY18 to FY25. The CTE Completers group are individuals who successfully completed a CTE academy or mobile lab program. The CTE Control Group was constructed using propensity score matching with CTE Completers. CTE Completers did obtain employment at a statistically significant level compared to the CTE Control Group across all follow-up periods with the largest effect noted at the one-year and two-year follow-up period. The three-year follow-up period is still statistically significant, but at a lesser rate. The differences between the two groups indicate that finishing a CTE program can have lasting effects, with statistical impacts lasting up to three years post-release in employment.



### CTE & W2W Success Story

Mr. Preston Boggs took advantage of many opportunities while incarcerated at Oakhill Correctional Institution, including the Electrical Maintenance & Basic Industrial Power program. In the summer of 2024, he completed 16 credits and earned a technical diploma from Madison College. He also enrolled in Windows to Work (W2W) prerelease. He reported that his W2W Coach ensured he had a cell phone upon release to follow up with job leads and he was provided with bus passes. Within a few months after his release from incarceration, he was able to obtain a job in the maintenance department at Sub-Zero in Fitchburg. He reports that the classes he took at Oakhill made him immediately eligible for pay increases. He's made impressive strides with securing employment in the field (earning upward of \$30 per hour). He has used Reentry Programs to achieve stability in his return to the community.

# WINDOWS TO WORK



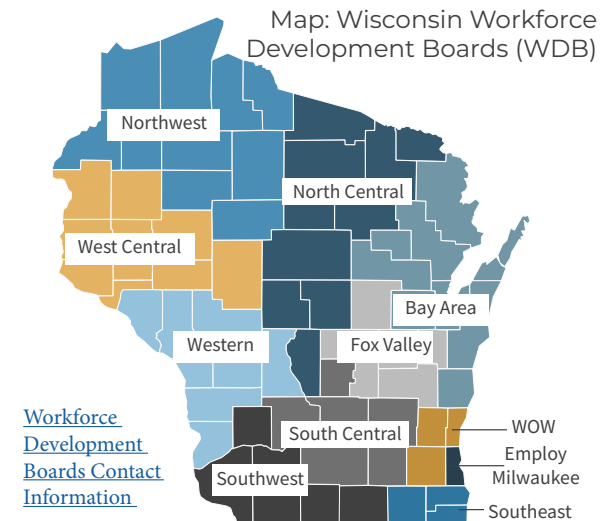
301.068(2)(d); 301.068(3)(b)

Windows to Work (W2W) is a pre- and post-release program designed to address the following criminogenic needs that can lead to recidivism: Employment, Education, Antisocial Cognition, Antisocial Personality, and Antisocial Peers. 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 three 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, and 5) Job Seeking, Applications, and Resumes.

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 has found employment and stability in their community. Participants also receive assistance in accessing available community resources such as food, shelter, clothing, transportation, and other services.

### FY25 Programmatic Outcomes

During FY25, there were 177 participants who successfully completed the Windows to Work program, which is 48 more participants than FY24. Successful Completion includes the completion of the pre-release curriculum phase of the program and the post-release case management phase. 430 participants who were actively involved in programming in FY25 continued to be active in the program and receiving services into FY26. End Code descriptions and data disclaimers for W2W can be found on [pages 22-23](#).



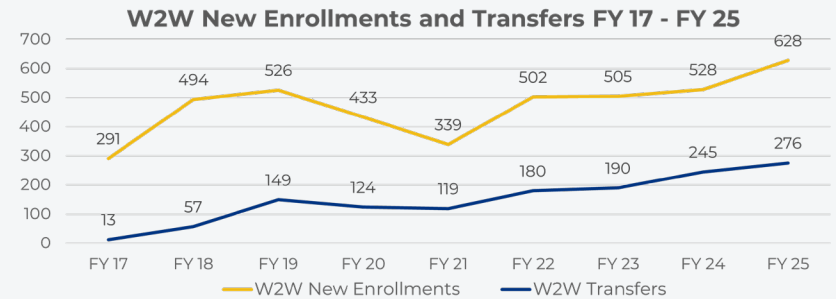
**TABLE 1: END CODES FOR W2W PARTICIPANTS IN FY25**

	ADMIN TERMINATION	CLIENT REFUSAL	CONTINUING SERVICES	DISCIPLINARY TERMINATION	SUCCESSFUL COMPLETION
<b>W2W End Codes</b>	<b>42</b>	<b>46</b>	<b>430</b>	<b>324</b>	<b>177</b>



## WINDOWS TO WORK ENROLLMENT DATA

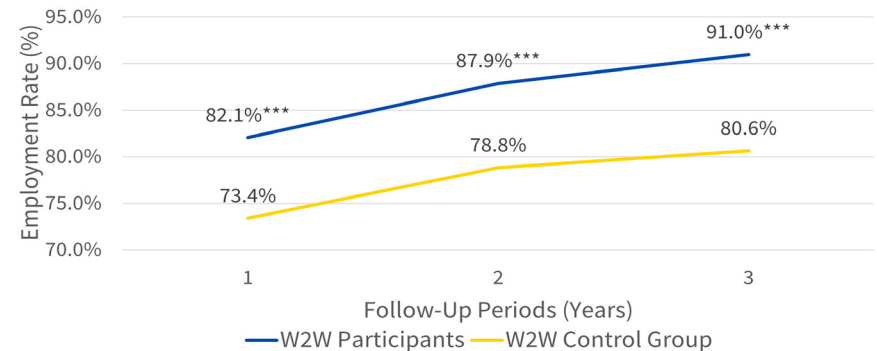
The Windows to Work program enrolled 628 new participants and had 276 transfer enrollments in FY25. New enrollments increased by 100 from FY24 to FY25. Transfer enrollments have continued to increase year over year since additional funding in FY18 allowed WDBs to increase their capacity to accept transfer enrollments.



## WINDOWS TO WORK EMPLOYMENT OUTCOMES

The graph to the right shows the employment rates for individuals who successfully completed the pre-release portion of the W2W program (W2W Participants) between FY18 - FY25. The W2W Control Group was constructed using propensity score matching with W2W Participants. A p-value was calculated to determine "statistical significance" and more asterisks represent a higher level of confidence that a statistically significant effect is present. W2W Participants obtained employment at a statistically significant level compared to the W2W Control Group across all follow-up periods, which indicates completing the pre-release portion of W2W has statistical impacts on employment lasting up to three years post-release.

**Employment Rate for W2W Participants and W2W Control Group FY18-FY25**



During FY25, there were 444 employment episodes for W2W participants with an average wage of \$17.69. The information to the right shows the data by occupation type.

### EMPLOYMENT EPISODES IN FY25 BY OCCUPATION TYPE

Production	179	Sales & Related Occupations	18
Food Preparation & Serving	82	Personal Care & Service	16
Construction & Extraction	35	Other (Healthcare, Management, Community and Social Services, Office and Administrative	14
Installation, Maintenance, & Repair	33	Support, Protective Service, and Arts/Design)	
Building, Grounds Cleaning, & Maintenance	32	Farming, Fishing, & Forestry	11
Transportation & Material Moving	24		

## COMMUNITY CORRECTIONS EMPLOYMENT PROGRAM (CCEP)

● ● ● 301.068(2)(d); 301.068(3)(b)(c)

CCEP is a statewide program designed to assist clients in acquiring the skills necessary to obtain and maintain employment in a competitive work environment. DCC has eight Employment Program Coordinator (EPC) positions aligned with the eight DCC regions to oversee the CCEP program. CCEP has three main components for which program funds can be used: work experience, on-the-job training, and educational/training assistance.

EPCs work with eligible PIOC nearing release to connect them with services and employment prior to, or immediately upon release. 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. EPC work closely with employers and community agencies to provide employment opportunities and employment related assistance. CCEP also supports employers regarding work opportunity tax credits and bonding. In FY25, 134 participants successfully completed the CCEP program.

## DAI EMPLOYMENT SUPPORT SPECIALISTS (ESS)

● ● ● 301.068(3)(b)

Becky Young funds assisted DAI to contract for Employment Support Specialists (ESS) at nine DAI locations: John Burke Correctional Center (CC), Kenosha CC, McNaughton CC, Milwaukee Women's CC, Oakhill Correctional Institution, Oregon CC, Robert E. Ellsworth CC, Sanger B. Powers CC, and Winnebago CC.

The ESS staff assist clients in obtaining the necessary vital documents to obtain employment such as Social Security Cards, birth certificates, driver's licenses, and state ID cards. They also facilitate Cognitive Behavioral Interventions - Employment Adult (CBI-EA). The ESS work with DAI staff to keep an open line of communication with work release employers and facilitate resume building.



# RESIDENTIAL PROGRAMS

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

The DOC continues to operate Residential Service Programs to accommodate the needs of its population. BY funds help support four residential service programs across the state. They are highlighted in the map to the right and listed below.

- **Residential Service Programs (RSP)** are models of community-based residential facilities (CBRF) that are licensed under DHS 83 Wisconsin Administrative Code. The RSP model includes substance use disorder services certified under DHS 75 at most facilities. All RSP facilities offer case management with cognitive based treatment that is evidence-based; measured in dosage or treatment hours.

## RESIDENTIAL PROGRAMS

**Addams House RSP**, operated by Alternative to Traditional Incarceration of Citizens (ATTIC) Correctional Services, provides treatment for substance use and co-occurring mental health services to female correctional clients who have an identified substance use disorder need. The program, located in Appleton, is designed to last up to 90 days, and provides interventions including Cognitive Behavioral Interventions for Substance Abuse (CBI-SA), Thinking for a Change (T4C), and assistance in accessing Medication Assisted Treatment (MAT).

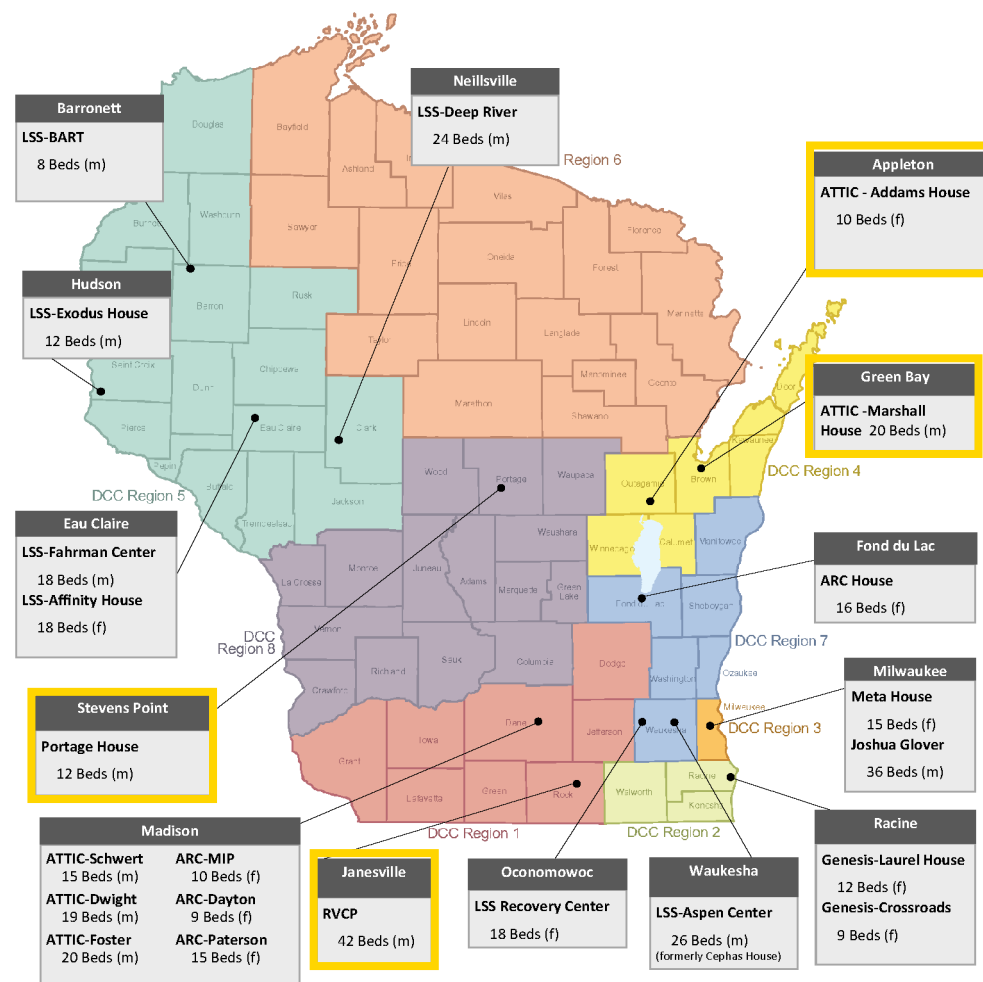
**Marshall House RSP**, also operated by ATTIC, is designed to last up to 90 days. The program, located in Green Bay, provides substance use disorder treatment, cognitive-behavioral programming, and individual counseling to male correctional clients who have an identified substance use disorder need. Interventions include CBI-SA, T4C, Courage to Change, and Anger Management.

**Portage House RSP**, operated by Portage County Health and Human Services in Stevens Point, provides 24-hour residential care, services, supervision, and interventions for male correctional clients with a medium or high risk of recidivism. The program aims to help clients develop the skills necessary for independent, sober, and responsible living.

**Rock Valley Community Programs (RVCP) RSP**, located in Janesville, provides substance use disorder and dual diagnosis services to male correctional clients. Programs assist clients in maintaining sobriety, addressing co-occurring mental health concerns, and developing plans for community reintegration as productive citizens with the support needed to maintain their sobriety. Services offered at RVCP include CBI-SA, T4C, Wellness Recovery Action Plans, employment assistance, and individual case management. In FY25, RVCP and DCC started the process of adding 20 beds to their existing contract, 8 for SUD clients and 12 for dual diagnosis clients. The additional beds will allow DCC to reduce wait-lists and address clients' needs within a shorter time frame.

## WI DCC Residential Treatment Facilities

### Residential Services Programs (RSP)



# COMMUNITY TRANSITION SERVICES CENTERS (CTSC)

● ● 301.068(2)(a-d); 301.068(3)(a-d)

## BENEDICT CENTER

DCC continues to contract with the Benedict Center in Milwaukee to offer a variety of therapeutic and supportive services to female correctional clients. The Benedict Center operates a gender responsive Community Transition Services Center (CTSC), providing services including Substance Use Disorder (SUD) assessment and treatment, family support services, and more.

Goals of the CTSC program are:

1. Promote abstinence from mood-altering chemicals and recovery from addiction
2. Encourage positive lifestyle changes to avoid further legal difficulties
3. Reduce jail and prison overcrowding by providing options/diversions to clients
4. Provide structure and monitoring to assist clients in successful reintegration
5. Increase employment experience and basic living skills to prepare clients for self-sufficiency and independence
6. Assist clients in restructuring their cognitive thought processes
7. Enhance relationship skills with pro-social support systems
8. Reduce crime/recidivism



Virtual delivery of some programming has been in place since FY21, and continues to be a successful option for clients. Services available virtually include individual counseling sessions, check-ins, wellness checks, crisis management, and safety planning. Benefits realized by offering virtual services include increased access to clients, more one-on-one time with staff, and improved flexibility.

## DCC RESIDENTIAL PROGRAMS - FY25 DATA SUMMARY

The table to the right shows PDCS end code data for FY25 for DCC Residential Programs from pages 19 - 20 that received Becky Young funds.

DCC program completion rates reported in this section utilize a 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 program being canceled, those records are excluded from the calculation of the rate.

FY25 SUMMARY OF DCC RESIDENTIAL PROGRAMS\*

PROGRAM TYPE	COMPLETIONS	DISCIPLINARY TERMINATIONS	COMPLETION RATE
Addams House	33	15	68.8%
Marshall House	62	37	62.6%
Portage House	28	19	59.6%
RVCP - SUD	97	33	74.6%
RVCP - Dual Diagnosis	31	22	58.5%
Benedict Center	32	38	45.7%
TOTAL	283	164	63.3%

\*Only includes DCC Residential programs that received BY funds in FY25.

# UNIVERSITY OF CINCINNATI CORRECTIONS INSTITUTE

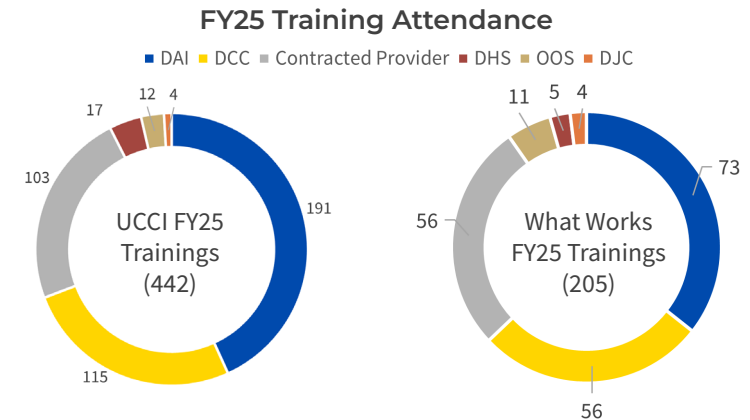
● 301.068(1); 301.068(2)(a-d); 301.068(3)(a-d); 301.068(4)

The DOC partners with the University of Cincinnati Corrections Institute (UCCI) to provide research-based curricula and training to support and enhance the Department's commitment of using evidence to inform practice. In FY25, twenty-eight trainings were provided to both DOC staff and contracted providers.

**Staff Enhancement Training** is provided to DOC staff and contracted providers through the What Works training series, Core Correctional Practices (CCP), and Core Correctional Practices - Clients with Mental Illness curriculum. These evidence-based trainings strengthen staff skills and knowledge in effective intervention, enhancing social skills, and responsivity principles. Department staff are trained by UCCI to deliver CCP training for DOC staff and contracted providers. In FY25, Department staff delivered CCP training to 230 staff. What Works - Basics, was delivered to 205 staff and contracted providers. Additional evidence-based trainings are being pursued in FY26 to support on-going staff development.

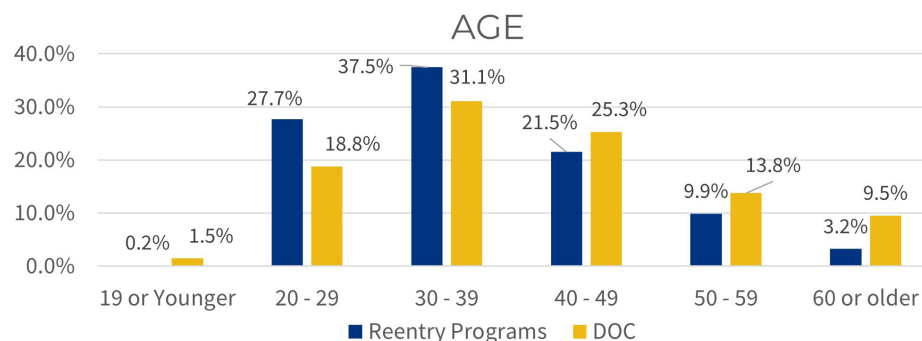
**Curriculum Facilitation Training** include the Cognitive-Behavioral Intervention (CBI) series in Substance Use, Employment, Interpersonal Violence, and Anger Control. These trainings prepare staff to lead group interventions to help clients learn to examine their thoughts and emotions, recognize when they are escalating, and use strategies to change their thinking and behavior.

**Quality Assurance Training** includes Correctional Program Checklist (CPC) and Continuous Quality Improvement (CQI). These curricula provide DOC staff with the necessary skills to perform programmatic reviews to understand how closely programs are following the principles of effective intervention. The Department uses this data to provide high-quality programmatic feedback that is founded in research and evidence.

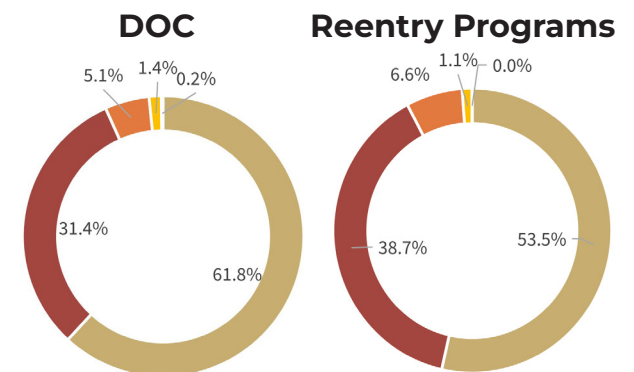
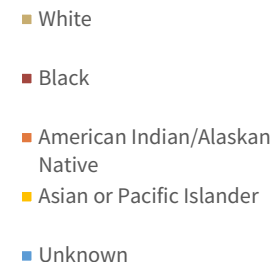


## DEMOGRAPHIC INFORMATION

The DOC is committed to ensuring all persons in our care have equitable access to Reentry programs and ensuring that the DOC is doing everything it can to end the cyclical patterns of incarceration. This information assists the DOC to identify gaps in programming, communication, outreach, and to ensure all persons in our care have equitable access to Reentry Programming.



## RACE



# DATA DISCLAIMERS AND DEFINITIONS

## SECTION 0: GENERAL DISCLAIMERS

1. In all cases, when yearly figures were reported, they were reported in fiscal years. In the State of Wisconsin, fiscal years start on July 1 of the previous calendar year, and end June 30 of the given fiscal year. Throughout this report, when figures are provided for the current fiscal year, they are provided for fiscal year 2025, or from July 1, 2024 to June 30, 2025.
2. A majority of this report is based on counting instances of a given topic. For example, the number of assessments and the number of programming attempts are reported on throughout. In all of these cases, a person may have achieved that thing multiple times over the course of their lifecycle, within and between fiscal years. In all cases, each instance that a person experienced that thing is counted. For example, a single person may have completed W2W twice over the course of their lifecycle with the DOC; in these cases, each completion was reported throughout this report.
3. People were considered employed if they were (1) employed (full-time or part-time), (2) self-employed, or (3) working at a temporary agency. This definition excludes people who were not employed because they were only receiving social security, had a disability, were a homemaker or were a student.

## SECTION 1: RECIDIVISM AFTER RELEASE REPORT

1. Reincarceration data is available through June 2024 due to the administrative lag in the data. Relatedly, there is a one-year lag for the reconviction and rearrest measures. Reconviction has a lag due to the delay between an individual committing a new offense and being formally reconvicted. The rearrest data has a one-year delay due to an administrative lag. As a result, reconviction and rearrest data goes through June 2023. This means the most recent fiscal year available for a full three-year follow-up period is 2021. To report the recidivism measures consistently, the graph only shows recidivism outcomes through fiscal year 2021.
2. To be included in a given year, an individual had to release from incarceration within that fiscal year. It is possible for individuals to have released multiple times in the same fiscal year, and each release is included in recidivism calculations.
3. **REARREST:** Following an episode of incarceration with the WI DOC, to be arrested in Wisconsin for a new criminal offense.
4. **RECONVICTION:** Following an episode of incarceration with the WI DOC, to commit a criminal offense that results in a new conviction and sentence to WI DOC custody or supervision.
5. **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.

## SECTION 2: NORTHPOINTE SUITE

### *Sub-Section - Case Management & COMPAS Assessment Data*

1. All reporting of assessments was limited to those computed by DAI or DCC in the current FY.
2. COMPAS risk levels are calculated based on the most recent calculated COMPAS assessment. This means assessments that are not fully completed, but completed enough that a risk score was calculated, may be included.
3. The number of COMPAS assessments and criminogenic needs were determined using the most recent calculated COMPAS assessment, and limited to only those that were fully completed.
4. Disclaimer 2 is NOT relevant for the # of assessments administered and criminogenic needs.
5. Data excludes assessments administered to youths and those administered at the county level.
6. Criminogenic needs categories were calculated using all COMPAS assessments.
7. The number of new cases plans was limited to case plans that started in the current fiscal year.

### *Sub-Section - DAI Primary Program- New Enrollments and Completions*

1. Completion, enrollment, and waitlist numbers exclude Case Plan Interventions. Case Plan Interventions are one-on-one meetings with (COMPAS determined) low-risk PIOC. In these meetings, it is explained to PIOC that, even though they have a need for the program, they will not receive formal programming.
2. Completion, enrollment, and waitlist numbers also exclude Alternative to Revocation programming. This programming is completed only by clients who may have their supervision revoked. Instead of the revocation, the client can return to prison for the period of time to complete the Alternative to Revocation program. If they successfully complete the program, they return to community supervision, and are not revoked.
3. Completion, enrollment, and waitlist numbers are limited to the current fiscal year.

4. To be consistent with the DAI Primary Program dashboard, the completion, enrollment, and waitlist numbers exclude programming that occurred at non-DAI facilities (i.e., DJC facility).
5. The DAI Primary Program Dashboards exclude the Challenge Incarceration Program (CIP) and Earned Release Program (ERP). Therefore, the CIP + ERP dashboards supplement those dashboards for reporting on the Substance Use Disorder (SUD) program. CIP and ERP are reported separately from other SUD programs, but these are primarily SUD programs so are counted as SUD programs.

## SECTION 3: PROPENSITY SCORE MATCHING (PSM)

1. Control groups for program recidivism/employment analysis were constructed using propensity score matching (PSM), which is a method for creating a comparison group of individuals that did not participate in the program, but were otherwise similar to the "Participants" group. This method allows for statistically sound comparisons between the two groups, since we can account for other factors that may impact whether or not an individual recidivates or obtains employment. These matched characteristics included, but were not limited to, education level, marital status, gender, and race.
2. Education data is self-reported at the time of an individual's admission. It is possible that an individual's education level changes while incarcerated. We also required an exact match on release year, so individuals who completed a program and released in FY18 could only match with individuals who also released in FY18, but were not enrolled in the same program.
3. A p-value is calculated when comparing the outcome between groups. For example, in this report, it is the probability of observing a given recidivism rate in the participant group if that group was statistically identical to the comparison group. Therefore, small p-values indicate a low likelihood that this is occurring, meaning the thing that is different between them (completing the program) is arguably impacting the outcome. We call the difference "statistically significant" when this likelihood is: 10% or less (p<.10; \*), 5% or less (p<.05; \*\*), or 1% or less (p<.01; \*\*\*). Therefore, the more asterisks on the programmatic analysis page charts represent higher levels of confidence that an effect is present.

## SECTION 4: OARS

1. Fiscal Year Data for the number of clients served was provided by the Department of Health Services (DHS).
2. Section 1: Recidivism and Section 3: PSM apply for data provided in OARS Recidivism Outcomes.
3. To compare against those that received OARS programming, a control group was constructed. While being comparable to those that received OARS programming, the group was further restricted to include only individuals (1) with mental health codes '2A' and '2B', and (2) that had a minimum of six months remaining of community supervision. Please note the requirement for a minimum of six months remaining of community supervision does not take into account individuals who may have pending consecutive supervision commitments.
4. Only OARS participants who successfully completed the program are included in the OARS Completers group.
5. OARS regions have changed over the course of the OARS program. The report uses the regions that are used as of the current fiscal year. Regions are based on an individual's expected county of release.

## SECTION 5: PDCS

1. Data is provided by the DOC through its internal Program Data Collection System (PDCS) that contracted providers enter data into. PDCS data is utilized for the following programs in this report: CPOP, Contracted Cognitive Behavioral Programs, County Jail Recidivism Reduction Programs, CCEP, Windows to Work, Residential Programs, and the Community Transition Services Center.
2. **PDCS End Code Definitions:**
  - a. Administrative Termination: Participants who were removed from the program due to uncontrolled circumstances.
  - b. Client Refusal: Participants who removed themselves from the program prior to completing. In such instances, it is the sole decision of the participant to withdraw from the program and is not based on any other "Terminated" statuses.
  - c. Continuing Services: Client was enrolled in programming in FY25 and continued in programming into FY26

# DATA DISCLAIMERS AND DEFINITIONS

## SECTION 5: PDCS (continued)

- d. Disciplinary Termination: Participants removed from the program due to disciplinary reasons.
- e. Successful Completion: Participants who successfully completed requirements of the program.

## SECTION 6: RLS

1. FY data for the number of clients served and case outcomes were provided by Legal Action of Wisconsin
2. Demographic information was only provided for individuals who had a case open in the current fiscal year.
3. Age was calculated as the difference in years between birth date and the date a case was opened.

## SECTION 7: MEDICAID ASSISTANCE

1. Please reference the FY25 Medicaid Application Annual Report for additional information regarding data disclaimers and definitions utilized for this section.

## SECTION 8: STATE ID CARDS

1. FY Data for the number of clients served was provided by the Department of Transportation.

## SECTION 9: EMPLOYMENT

1. Since more time must pass before data from the current fiscal year can be used (at least one full year), the most recent usable year is one year prior, or fiscal year 2024.
2. Using the definition of employment outlined in (Section 0, Item 3), 3,858 people were excluded from this report.
3. This information comes from three sources: a tracking system internal to the DOC (Northpointe Suite), and two sources from DWD (information on wages earned in a quarter [DWD Wages] and information on new hires [DWD New Hires]). To determine employment, we took the most recent employment date on or after a release from incarceration. However, if there was an indication of employment within DWD Wages, we included a 90-day window prior to release. In other words, if there was an indication of employment within DWD Wages that took place 90 days prior to release or after, that employment event was chosen. This was to account for the quarterly structure of this specific source.
4. It is possible for an individual to have the same employment date match multiple release dates. For example, an individual could release in fiscal year 2014 and again in fiscal year 2015, and have a single employment episode in calendar year 2016. In this and similar cases, that single employment event would be counted for each matching release date.
5. Employment data from the DWD is only available through March 31, 2025. As a result, an indication of employment from April 2025 – June 2025 will be less likely, because there is no DWD data supplementing those months.

## SECTION 10: INSTITUTION JOB LABS

1. Only individuals whose job lab visits were recorded in an internal DOC data collection system (implemented in FY25) are included. Job lab data from old data collection methods are excluded.
2. Data is limited to job lab visits that occurred in the current fiscal year.
3. Deliverable items referring to 'unique visitors' or 'unique interviews' indicate that only the first instance of the individual is counted.
  - a. For example, if an individual visited the job lab 15 times in FY2025, only the first job lab visit would be counted in the 'unique visitor' deliverables.

### Subsection - Job Lab Employment Outcomes

1. Section 1: PSM and Section 9: Employment apply for data provided in this section.
2. Please note the DAI job centers opened between October 2018 – April 2025. As a result, there are some locations that will have more participants than others.
3. Due to the timing of job lab openings, recidivism and employment outcomes are limited to individuals who released between FY22 – FY25.
4. Job lab participants were created from two data sources: DWD job lab data & Reentry job lab data.
5. Job lab participant group is constructed based on the first job lab visit per period of incarceration (POI). For example, if an individual has 10 job lab visits and said visits are divided between two incarceration periods, the first job lab visit of each POI is kept.

6. Job lab visits that occurred at a protected facility or while on community supervision are excluded from the data. Relatedly, control group individuals who released from a protected facility or county jail are excluded.
7. Unlike other PSMs in the Becky Young report, the job lab analysis is limited to male participants only as there were not enough females in the control group.

## SECTION 11: CAREER AND TECHNICAL EDUCATION (CTE)

1. FY Data for the number of clients served is maintained by the DOC Reentry Unit.
2. The CTE Completers group is made up of CTE Completers regardless of what appropriation funded the program.
3. Section 1: PSM and Section 9: Employment apply for data provided in Employment Outcomes.
4. For the employment PSM, 795 people were excluded due to not having an employment status (See Section 0 Disclaimer 3 for the definition of "employed"). Of the 795 individuals excluded, only 1 was a CTE participant.
5. People can have multiple CTE program attempts within or between fiscal year(s). See Section 0 Disclaimer 2 for how each CTE program attempt is counted.

## SECTION 12: WINDOWS TO WORK (W2W)

### Subsection - W2W Enrollment Data, Programmatic Outcomes, & Employment Episodes

1. Data includes individuals who had at least 1 day of participation in the current fiscal year. This will include those who continue into the next fiscal year.
2. Program end codes are only for individuals whose program attempt ended in current fiscal year
3. **New Enrollment:** A participant being admitted into the program at a participating site during their incarceration by the assigned WDB.
4. **Transfer Enrollment:** A participant who enrolled in the program at a participating site while incarcerated, but was transferred to another WDB area for the post-release portion of the program.

### Subsection - W2W Employment Outcomes

1. The final W2W participant group includes individuals, regardless of completions status, who participated in W2W while they are incarcerated and while in the community.
2. Section 1: PSM and Section 9: Employment apply for data provided
3. Any individual who was removed from the W2W program before they released from a DAI facility are excluded from the data.
4. Enrollments at county jails were excluded. County jails enrollments are defined as individuals who only participated in W2W while on community supervision.
5. Using the definition of employment (Section 0, Item 3), 782 individuals were removed. Of the 782 individuals removed, 4 were W2W participants.

## SECTION 13: PDCS - COMPLETION RATES

1. To be included in this report, a program must have received some Becky Young appropriations in the current fiscal year. It is possible that a Becky Young funded program receives additional appropriations.
2. The following programs utilize the Completion Rate: Residential Programs and CTSC.
3. To be included, a program attempt must have had at least 1 day of participation in the current fiscal year.
4. Completion rates were calculated as the percentage of those that successfully completed a program out of those that either successfully completed or were terminated due to disciplinary reasons from that program.

## SECTION 14: UCCI

1. FY Data for the number of staff trained is maintained by the DOC's Reentry Unit.

## SECTION 15: DEMOGRAPHIC DATA

1. Reentry Programs Data is combined utilizing demographic information provided by the OARS, RLS, CTE, W2W, and Job Lab Programs. Job Lab Programs data only has male clients, so are excluded from Gender Data
2. DOC data utilized the Month-End Prison Population Dashboard (on 9/30/2025) for DAI PIOC's and Month-End Community Corrections Supervision Dashboard (on 8/31/2025) for DCC Clients found on the DOC's public website.



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*Right* - A graduate of the Nicolet Area Technical College Welding Certification Program receiving their certification.

*Below* - Graduates of Gateway's Computer Numerical Control program from Robert E. Ellsworth Correctional Center.



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