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# COUNCIL ON OFFENDER REENTRY 2021 ANNUAL REPORT

## MESSAGE FROM THE COUNCIL CHAIRPERSON, SILVIA R. JACKSON, Ph.D.

The Council on Offender Reentry was formed in 2009 bringing together diverse perspectives from throughout the state to promote successful offender reentry and recidivism reduction initiatives. Collaborative efforts are facilitated by appointing leaders representing key criminal justice stakeholders and relevant state agencies.

The Council's activities for Fiscal Year 2021 focused on coordinating Reentry initiatives across the state to collaborate efforts to assist those persons in our care with a successful return to our communities.

During the first quarter, the Council heard from the Division of Community Correction's (DCC) on funds allocated for substance use disorder programs and activities. In addition, the Department of Workforce Development (DWD) presented on the implementation of the Workforce Innovation and Opportunity Act.

At the second quarter meeting, the Council heard from DCC regarding criminal justice reform related to violation responses. In addition, the Office of the State Public Defender provided an overview of their role with representation of justice involved persons.

The Council's third quarter meeting focused on grants received by Department of Corrections and partner agencies to assist our justice involved clients with education and employment services.

During the fourth quarter, the Council heard from DWD's Chief Economist regarding labor market trends in Wisconsin. Additionally, the Department partners with local technical colleges who provide vocational training certification to persons in our care, in DOC's mobile lab classrooms.



On behalf of the Council on Offender Reentry and the Wisconsin Department of Corrections, I am pleased to bring you the 2021 annual report highlighting the past year's accomplishments.

## STATUTORY AUTHORITY FOR COUNCIL ON OFFENDER REENTRY

The Council on Offender Reentry is dedicated to coordinating reentry initiatives across the State of Wisconsin and providing a public forum for the various stakeholders of the Criminal Justice System.

The Council was created by 2009 Wisconsin Act 28. The statute articulates the purpose of the Council, as well as its membership. It also illustrates the meaning and content of the Annual Report, which is distributed to the legislature.

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

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

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

## STATUTORY AUTHORITY FOR COUNCIL ON OFFENDER REENTRY

### WIS. STATS. 301.095, "COUNCIL ON OFFENDER REENTRY," DELINEATES THE COUNCIL'S PURPOSE

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



*Above: June 16, 2021 Council Meeting via Zoom*

### FY21 MEETING DATES

The Council is directed to hold meetings at least four times a year. All meeting notices are posted via the DOC public website and members of the public are encouraged to attend meetings. In FY21, the Council met on the following dates:

- September 17, 2020
- December 16, 2020
- March 17, 2021
- June 16, 2021

## MEMBERSHIP: WIS. STATS. 15.145(5)

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

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

## COUNCIL MEMBERS DURING FISCAL YEAR 2021

Chairperson	Silvia Jackson, Reentry Director, DOC	Law Enforcement Officer	Jon Nejedlo, Police Officer, City of Green Bay
Department of Corrections	Melissa Roberts, Assistant Deputy Secretary	Victims Services	Angela Mancuso, Executive Director, The Women's Center
Department of Workforce Development	Michele Carter, Administrator, Division of Employment and Training	Faith-Based Organization	Robert Koebele, Wisconsin Inmate Education Association
Department of Health Services	Beth Dodsworth, Director, Bureau of Community Forensic Services	County Department of Human Services	Antwayne Robertson, Director, Waukesha County
Department of Children and Families	Bianca Shaw, Director, Office of Urban Development	American Indian Tribe / Band	Eric Boulanger, Chief of Police, Oneida Nation
Department of Transportation	Reginald Paradowski, Director, Bureau of Driver Services	Non-profit Organization	Angela Eggers, Executive Director, Rock Valley Community Program
Attorney General	Winn Collins, Assistant Attorney General	District Attorney	Awais Kahleel, Dane County Assistant District Attorney
Parole Commission	John Tate II, Parole Chairperson	State Public Defender	Jon Padgham, Deputy State Public Defender
Department of Public Instruction	Barbara Van Haren, Assistant State Superintendent	Academic Professional, Criminal Justice <sup>1</sup>	Michael Knetzger, Instructor, Northeast Wisconsin Technical College
Judge	Honorable Stephanie Rothstein, Branch 25, Milwaukee County	Wisconsin Technical College System	Mary Davies, Associate Dean of Economic Workforce Development, Moraine Park Technical College
Formerly Incarcerated Ex-Offender	Jerome Dillard, Lead Organizer, Expo (Ex-Prisoners Organizing)		

Footnote

<sup>1</sup> Michael Knetzger resigned in April of 2021 and Dr. Marguerite Burns was appointed in June 2021 as the Academic Professional

Meeting 1 — September 17, 2020

## COLLABORATIVE EFFORTS FOR SUBSTANCE USE DISORDER PROGRAMMING, EDUCATION AND EMPLOYMENT OPPORTUNITIES FOR PERSONS IN THE DEPARTMENT'S CARE

*The Council's first meeting focused on community based substance use disorder programs for the department's clients, the establishment of a sub-committee of the Council for post secondary education, and the review of the Workforce Innovation and Opportunity Act.*

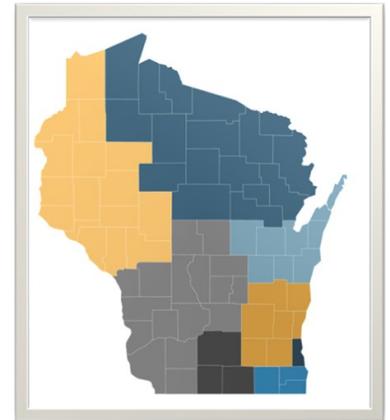
### DIVISION OF COMMUNITY CORRECTIONS SUBSTANCE USE DISORDER PROGRAMMING ACTIVITIES

Mike Meulemans, *Department of Corrections, Division of Community Corrections, Program and Policy Analyst*

The Division of Community Corrections is made up of 8 Regions and supervises those placed on probation or released to the community on parole or extended supervision. At the close of Fiscal Year 2019, there were 23,692 persons in our care held in our institutional settings, and 9,341 were released from the institution.

There were 66,635 persons supervised in the community by DCC. The 2019 fiscal budget for DCCs Purchase of Goods & Services funding used to assist those on supervision, was \$30,472,038 dollars. Approximately \$18 million was expended on substance use disorder (SUD) programming, such as SUD assessments, outpatient programming, intensive outpatient programming, residential programming, medicated assisted treatment, and drug screenings.

DCC contracts with community based providers for SUD assessment services to determine the level of care needed. Substance Use Disorder treatment services includes outpatient, intensive outpatient and aftercare. During the assessment process, to determine level of care, the provider will conduct bio psycho-social assessments using validated tools. A key function of the Department is to ensure programming used to address needs of those on community supervision are evidence based and are data driven.



#### SUD Services include:

- ◇ Outpatient services typically is a two hour session, one time per week, for 12 weeks.
- ◇ Intensive outpatient service is a three hour session, held three times per week, for 10 weeks.
- ◇ Aftercare is one hour session, one time per week, for 16 weeks.
- ◇ Community Residential Programs, also known as Halfway Houses, include 28 sites throughout Wisconsin, which are Department of Human Services, Ch 75 and 83 certified. The residential programs are gender specific. The length varies from 60 to 120 days depending on the level of risk and needs of the person. The persons are engaged in approximately 40 hours of programming per week. Programming offered within the residential program includes SUD, Trauma needs, Anger Management, Life Skills, and Mental Health. Some of the facilities DOC contracts with include: Portage House in Steven's Point, Meta House in Milwaukee, Lutheran Social Services in Eau Claire, Gookomis near Rhinelander, and Attic Correctional Services throughout the state.
- ◇ Medicaid Assisted Treatment Program began in 2015 in the Fox Valley area with the use of naltrexone (Vivitrol). Vivitrol is a once monthly injection that curbs the craving for opioids thereby allowing an individual to focus on treatment and other aspects of their sobriety.

### POST-SECONDARY EDUCATION CONSORTIUM, SUB-COMMITTEE OF THE COUNCIL ON OFFENDER REENTRY

Ben Jones, *Division of Adult Institutions Education Director, DOC*

A proposal for a sub-committee on educational initiatives, to advance the work of the Pathways to Prosperity (P2P) was proposed by Ben Jones and passed by Council members. The sub-committee will meet quarterly to conduct educational collaborative efforts advancing post secondary education opportunities for person in our care.

The identified goals of this sub-committee include:

- I. Convene partnerships with the Department of Corrections, Higher Education Institutions, Workforce Development agencies, community service providers and other supporters.
- II. Identify the top three goals for enhancing, expanding and improving the college-prison partnership over the next several years, including at least one reentry-related goal.

A summary of the work completed by the sub-committee can be found on page 14 of this annual report.

## DEPARTMENT OF WORKFORCE DEVELOPMENT, WORKFORCE INNOVATION AND OPPORTUNITY ACT

Steve Laesch, Assistant Administrator, Division of Employment and Training, DWD

On July 1, 2020 the federal government approved the Workforce Innovation and Opportunity Act (WIOA). WIOA is designed to strengthen and improve our nation's public workforce system by helping Americans, including the youth, and those with significant barriers, secure high-quality jobs and careers.

The WIOA Partner structure will support planning and operationalizing joint goals and activities. It will provide the following five overarching principles for implementation of the WIOA Combined State Plan.

- I. Focus on traditionally marginalized populations. WIOA makes it explicit that low income individuals and those with barriers to employment are priority populations for service.
- II. Family-centered employment approaches in workforce development. Low income populations have additional barriers to employment. The lack of family supporting employment effects the educational outlook and employment for children of these families.
- III. Program and policies will encompass equity, diversity and inclusion.
- IV. Ongoing research and collaboration as an important part of the policies to ensure the partners are collaborating around shared data both internally and externally.
- V. Systems of program, policy and service delivery are based on evidence that will lead to better outcomes for the people we serve.

The committee structure will consist of a WIOA Executive Committee, Management Committee, and Operations Committee.

- ◆ The Executive Committee is the executive governing body for the development and implementation of the WIOA Combined State Plan. The members of the committee are the combined state plan partner agencies and cabinet agency heads or their designees. The DWD Secretary chairs the committee.
- ◆ The Management Committee provides overall direction on the WIOA Combined State Plan activities. This committee monitors and addresses priorities, efforts and communication planning for the State Planning Committee and builds divisional level leadership. The members of this committee include the divisional administrators or their designees. The DWD-Division of Employment and Training Administrator will chair this committee.
- ◆ The Operations Committee will ensure the program operational plans, resources, and priorities support the state plan joint initiatives and activities. The members of this committee are the bureau directors or their designees. The chair is the DWD-Division of Employment and Training Administrator.

Meeting 2 — December 16, 2020

### TWO PRESENTATIONS: CRIMINAL JUSTICE REFORM WITHIN THE DIVISION OF COMMUNITY CORRECTIONS; THE OFFICE OF STATE PUBLIC DEFENDER

*The Council's second meeting focused on modifications by the Division of Community Corrections at it relates to violations committed by clients on supervision and the work of the State Public Defender's Office*

## DIVISION OF COMMUNITY CORRECTIONS VIOLATION RESPONSE & REVOCATION

Lance Wiersma, DCC Administrator & Dr. Autumn Lacy, DCC Assistant Administrator

The Division of Community Corrections (DCC) was tasked with analyzing violation and revocation approaches, and incorporating criminal justice reform in current practices. DOC's Violation Response Project evaluated and recommend changes to DCC policies, procedures, and to Wisconsin Administrative Code relating to responses of rule violations for those on community supervision. Specifically, DCC reviewed technical violations and revocations that do not have an associated new criminal charge, commonly referred to as "crimeless revocations", and how could DCC respond differently to "crimeless violations."

Administrator Wiersma reported the Division evaluated revocation data from January 1, 2017 to June 30, 2019. There were 7,222 prison admissions due to one's supervision being revoked, during this period.

- ◆ 5,260 (72.8%) were revoked for new criminal behavior.
- ◆ 1,962 (27.2%) were revoked for non-criminal behavior; the top reasons were for failing a Formal Alternative to Revocation and Absconding greater than 6 months.

DCC identified five (5) focus areas related to violation response. In each of these focus areas, DCC identified steps to create a more effective and efficient violation response process. The goal was to reduce revocations, by increasing programming and positive interventions for justice-involved individuals while maintaining public safety.

**Focus Area #1: Short-Term Sanctions**

WI State Statute 302.113(8m)(b) allows DCC to offer a short-term sanction in the county jail, for a period of time, up to 90 days, as a response to violations of community supervision. The amount of sanction time will depend on the risk of the person and the severity of the violation. While the person is serving the short-term sanction, DCC will work to incorporate interventions, such as programming. In addition, for those persons who would otherwise be returned to prison for reincarceration for less than one year, DCC would mandate a short-term sanction in lieu of the revocation.



Racine County, Jail Division

**Focus Area #2: Rules of Supervision & After Hours Hold**

There are 18 standard rules that apply to all clients on community supervision, which are established by Administrative Code DOC 328.04(3). Agents can add special rules (i.e. no contact with victim, no use of alcohol, no entry into bars, not to enter a geographical area, etc.) for the rehabilitation of the client and protection of the public. DCC will review standard rules and possible reduce those that do not apply to “all.”

When law enforcement contacts the DCC Electronic Monitoring Center (EMC) to report contact with the client on supervision and the behavior, criminal or non-criminal, staff with EMC makes a determination regarding custody. DCC is in the process of identifying cautionary information in COMPAS to inform the EMC staff of special rules that may warrant a client being held in the county jail on what is called a “Hold”.

**Focus Area #3: Evidence-Based Response to Violations**

The overall goals of responding to violations are to hold clients accountable and to reduce the likelihood of future violations or criminal behavior. This is accomplished by using evidenced-based principles when responding to non-compliance.

The first step in determining the initial recommended response level for a violation is identifying the client’s risk level. The risk level is the client’s assessed COMPAS Risk Level or the corresponding risk level from the Static 99R or Intoxicated Driver’s Assessment.

The second step in identifying the initial recommended response level is determining the severity level of the current primary violation. The primary violation is the most significant or most serious behavior committed by the client. The severity level of the violation behavior is pre-determined as Low, Medium, High or Very High. In addition to severity level, violations are identified as “types” of behavior; specifically, they are distinguished as “General” or “Typology” violations. General are violations of the standard 18 rules. Typology violations includes behavior such as domestic violence, OWI, substance use, and property crime.

For criminal violations that are a risk to public safety, they are placed in the category of high or very high violations. Non-criminal, non-risk to public safety violations are placed in the medium to low level severity of violations.

Accountability response for violations is how DCC holds individuals accountable for their behavior and works to reduce the risk to public safety.

DCC will not pursue revocation if the only violation is alcohol or substance use. This behavior is a treatment issue and other responses should be utilized. It is best to have an intervention for one who has an addiction through a treatment response versus an incarceration response. There is a disclaimer that if all appropriate treatment options have been exhausted, revocation may be considered, only if is part of the person’s underlying conviction or specified as a condition of supervision on the Judgment of Conviction.

**Focus Area #4: Alternatives to Revocation (ATR)**

DCC will increase the utilization of Community-Based ATR Programs as a way to target interventions, and reduce the use of Institution-Based ATR’s, such as at Milwaukee Secure Detention Facility (MSDF). There is a Statewide Residential Services Program referral process to maximize the utilization of ATR beds available.

In a response to resource gaps for programming in parts of the state, DCC will continue to increase the use of Telehealth and create Statewide Telehealth Programs to address these treatment gaps.

		Risk Level		
		LOW	MEDIUM	HIGH
Severity of Violation	LOW	Low Response	Low Response	Medium Response
	MEDIUM	Low Response	Medium Response	High Response
	HIGH	Medium Response	High Response	High Response
	VERY HIGH	High Response	Very High Response	Very High Response

DCC Evidence-Based Response to Violation Decision Matrix

**Focus Area #5: Revocation Process**

For client's on parole or extended supervision and the recommendation for revocation has been deemed appropriate, the agent must request the reincarceration time for the client, from the records office. The records office provides the amount of reincarceration time that is available on that person's sentence.

For clients on extended supervision or parole who commit a violation in which the reincarceration time is less than one year, DCC will not pursue revocation. Rather the client will be given a short-term sanction of up to 90 days in a county jail and remain on community supervision.

If the client's reincarceration time is greater than one year and the violation involves a new crime, the new crime will be utilized to determine the amount of reincarceration time to be recommended by DCC. The reincarceration time can range from 15% to 70% of the time available for reincarceration.

CATEGORY I	CATEGORY II*	CATEGORY III*
Non-Criminal and low level Misdemeanor violations	Property crimes and other criminal violations	Crimes against persons
<b>such as violations/offenses including but not limited to:</b>		
Rule violations, including SO rules, EMP violations, Drug possession, Drug use, Possession of Drug paraphernalia, Program/Treatment terminations, Non-criminal threats, resisting.	Misdemeanor Theft, OWI, Assaultive Misdemeanors, Felon in Possession of a Firearm, Possession with intent to Deliver, Failure to Comply with SOR, GPS Tamper, Felony behavior not otherwise listed, Absconding	OWI-Cause Injury, Assaultive Felonies, Homicide, Manslaughter, Homicide by Intoxicated Use of Vehicle, Felony Sexual Assaults, Arson, Possession of Child Pornography

**Category I Violations** is up to 15% of the time available for reincarceration when a client commits rule violations, low level misdemeanors, or municipal citations.

**Category II Violations** is up to 35% of time available for reincarceration when a client commits assaultive misdemeanors, property offense, and absconding .

**Category III Violations** is up to 70% of time available for reincarceration when a client commits assaultive crimes against persons.

For DCC to consider Category II (35%) or III (70%), there has to be a charge filed by the District Attorney's Office for that criminal behavior. If not, then the most amount of reincarceration time that can be recommend is 15% of the reincarceration time , unless that person met override criteria and is approved by the Regional Chief.

**WISCONSIN OFFICE OF STATE PUBLIC DEFENDER PRESENTATION**

*Jon Padgham, Deputy State Public Defender & Adam Plotkin, Legislative Liaison*

The Office of State Public Defender's (OSPD) is an independent executive branch agency, which means they are not a cabinet agency. The State Public Defender, Kelli Thompson, is appointed by a Board, which is appointed by the Governor and confirmed by the Senate. The nine member Board is appointed by the Governor and confirmed by the Senate. The Board is comprised of a majority of attorneys and a few community members. The role of the Board includes:

- ◇ Hiring of Public Defender
- ◇ Submitting the biennial budget request on behalf of the agency
- ◇ Writing OSPD administrative rules

OSPD is the State's largest Criminal Defense Law Firm and provides constitutionally required representation to financially eligible clients who are charged with a crime that carries a potential jail or prison sentence. OSPD represents both adults and juveniles at the circuit and appellate court. The Office represents a few civil cases, such as those for mental health commitments, termination of parental rights, and revocation of community supervision proceedings.

The OSPD has 614.85 full-time positions, consisting of 374.20 attorneys / attorney managers and 231.65 administrative / support staff, located in 40 offices throughout the state.

**The Office of State Public Defender's has Five Divisions:**

Trial Division is the largest division and represents all 72 counties. More than 115,000 of the cases come through the trial division. Many of the attorneys have 50-60 cases at any one time.

Appellate Division has two offices statewide. Appellate offices are located in Madison and Milwaukee, WI. The Milwaukee Office covers primarily Milwaukee County and Madison Office represents cases from the balance of the state. This division covers about 7,000-8,000 appointments per year, and they are operating in the Court of Appeals, the State Supreme Court and sometimes in Federal Courts.



The Office of State Public Defender's will assign around 125,000 to 130,000 cases, annually

Assigned Counsel Division coordinates the certification and bill payments for those private attorneys who accept OSPD appointments. The certification structure is a graduate process. The more difficult the case type the more experience is required to be certified to represent the client. The Assigned Counsel Division also reviews the bills submitted by private attorneys who represent a SPD case. They have 4 full time employees in this division to review approximately 5,000 bills submitted each month.

Training Division provides skill training for both staff and private attorneys, which includes legal secretaries, client service specialist and investigators.

Administrative Services Division is a centralized unit located in Madison, WI. The division handles budget and finance, human resource and information technology.

The OSPD works collaboratively at the state and local level and serve on justice focused committees and councils. The overarching goal of their representation on committees and councils is to bring awareness of issues related to their justice involved clients.

### Meeting 3 — March 17, 2021

## FEDERAL & FOUNDATION GRANT OPPORTUNITIES THAT OFFER SUPPORT SERVICES FOR OUR CORRECTIONAL POPULATION

*The Council's third meeting focused on collaboration with community agencies and grants that assist our justice involved clients with their reentry to the community.*

### MARQUETTE UNIVERSITY: MELLON FOUNDATION GRANT FOR EDUCATION PREPAREDNESS PROGRAM

Theresa Tobiin, *Director of EPP, Associate Professor in Philosophy*  
 Marisola Xhelili-Ciaccio, *Associate Director of EPP, Ph.D. Candidate in Philosophy*  
 Darren Wheelock, *Faculty Liaison of EPP, Associate Professor in Social & Cultural Sciences*

The Mellon Foundation Grant for the Education Preparedness Program (EPP) is housed in Marquette University's Center for Urban Research, Teaching and Outreach (CURTO). The grant provides a pathway to higher learning, academic advising and career services for the currently and formerly incarcerated students. The curricula structure offers courses to students pursuing higher education in what Marquette refers to as a blended format.

There are two broad types of blended classes, Inside and Outside Blends. *Inside Blends* offers courses inside correctional facilities for incarcerated students. *Outside Blends* are courses held on Marquette Campus and they enroll traditional Marquette students alongside formally incarcerated students. The courses offered are free and are credit transferable.

*Inside Blend* course work includes Wendy Volz-Daniels, Invisible Sentence: Policy and Practice for Children Who are Impacted by Parental Incarceration; Dr. Gabriel Velez, Psychology of Human Development of Children and Adolescents in Diverse Society; Dr. Angela Sorby, Creative Writing: Poetry Writing for Chang".

*Outside Blend* coursework includes Dr. Theresa Tobin, Marisola Xhelili Ciaccio, and Mahmood Watkins, Engaging Mass Incarceration: Justice, Freedom, and the Arts; Dr. Robert Smith, African American History; Dr. Anya Degenshein, Surveillance, Law, and Society; Dr. Bryan Rindfleisch, A History of Native America.



EPP offers wrap-around support to all students, which includes those who are currently incarcerated. For incarcerated students, EPP is looking at the ability to provide resources virtually. Support can include, mentoring, tutoring, writing center, library resources, financial aid application assistance, career counseling, referrals for housing, employment, healthcare, childcare, and essential services.

Research shows that education can provide currently and formerly incarcerated individuals with a viable pathway to successful reintegration. Experience has shown that educational success for currently and formerly incarcerated populations requires services that support the whole person as they pursue education and career goals as part of a flourishing life.

Dr. Theresa Tobin and Ph.d student, Marisola Xhelili Ciaccio shared the University's, Education Preparedness Program future goals:

- 1) Expansion of blended course offerings to 7 courses in the spring of 2022 and 10 courses by spring of 2023.
- 2) Develop certificate programs.
- 3) Develop a strategic plan for program evaluation.
- 4) Partner with the University of Wisconsin-Milwaukee Center for Systems Change to measure how the program might be impactful at a systems level.
- 5) Pursue Pell Grant Institution status as a way to offer financial sustainability for students enrolled in the program long term.
- 6) Collaborate with Milwaukee Area Technical College (MATC) to develop credit and degree pathways between Marquette and MATC.

## BUREAU OF JUSTICE ASSISTANCE ADULT REENTRY AND EMPLOYMENT STRATEGIES GRANT

Becky Heth, *DOC Reentry Employment Program Manager*

Gina Baldwin, *DOC Reentry Employment Strategies Project Coordinator*

In the fall of 2019, the Department of Corrections received the Adult Reentry and Employment Strategies (ARES) planning grant, which was completed on September 30, 2020. The DOC was awarded the ARES implementation grant on October 1, 2020. The Council on Offender Reentry is providing Executive Committee oversight during grant implementation. Periodic reports will be provided.

The ARES grant integrates correctional best practices with employment strategies. Participant's risk to reoffend and job readiness are addressed through programming. Individuals are grouped according to their risk level (likelihood of committing a future crime) and job readiness needs (personal characteristics that make an individual more or less competitive in the labor market).

Individuals that are at higher risk of future criminal activity, may have notably different levels of job readiness. Therefore, the group that is high risk and less job ready will require more employment services to increase their employability, such as cognitive based – employment programming. The other high risk group which is more job ready, would be provided with employment program components that focus less on soft-skill development and more on employment program components that will help them find and retain employment. However, both high risk groups will require intensive risk-reduction services to reduce their likelihood of reoffending. It is critical to prioritize cognitive behavioral interventions to reduce the likelihood of reoffending and thus improve the participant's ability to succeed in the labor market.

The DOC is collaborating with the University of Cincinnati Corrections Institute (UCCI), a sub-awardee, to deliver correctional best practice trainings. Specifically, UCCI is delivering the following:

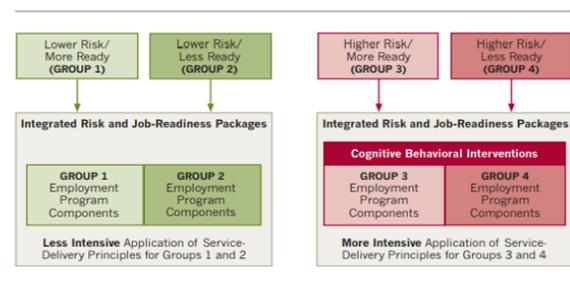
- 1) What Works
- 2) Core Correctional Practices
- 3) Cognitive-Behavioral Interventions for employment

### The desired outcomes of the ARES grant includes:

- ◇ Increase Community Based Providers (CBP), DCC Agents, & reentry client engagement through the development of a web based information sharing system.
- ◇ Increased CBP knowledge of correctional best practices through training to improve service delivery.
- ◇ Continue collaboration with policymakers, workforce development administrators, & community based providers through committees to improve outcomes for WI reentry population.



FIGURE 4. MATCHING EMPLOYMENT PROGRAM COMPONENTS AND INTENSITY OF SERVICE DELIVERY



### UNITED MIGRANT OPPORTUNITY SERVICES, ONE WORKFORCE GRANT PROGRAM

Joni Theobald, *TechHire Program Director*  
 Juan Casso, *Business Relationship Coordinator*

United Migrant Opportunity Services (UMOS) was awarded a four-year Techhire grant from the Department of Labor, in 2016. The grant allowed UMOS to provide accelerated technology-based training to residence within the Milwaukee and Green Bay areas. In January 2021, UMOS was awarded an additional four-year term of the grant, which is call the H1B1 Workforce Training grant. This grant provides funding for UMOS to expand their employment program throughout Wisconsin.

UMOS has focused on providing justice involved persons specific training in the areas of computer numerical control, web development & design, and medical coding. In addition to offering specific training, UMOS provides community support to the justice involved individuals and assist participants in stabilization needs such as driver license recovery, housing, work uniforms/clothing, and transportation

### DISTANCE LEARNING AND THE TELEMEDICINE GRANT, POLYCOM TECHNOLOGY

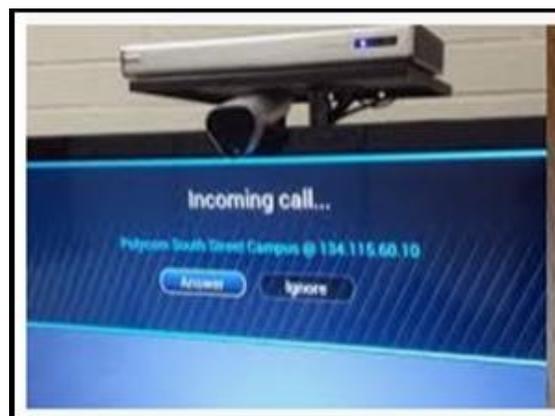
Ben Jones, *Division of Adult Institutions Education Director, DOC*

The DOC/Division of Adult Institutions (DAI) was issued the Distance Learning and Telemedicine Grant, by the U.S. Department of Agriculture, Division of Rural Utilities Services. This grant is to provide technology for virtual meetings to occur for persons in our care. The grant has made it possible for DAI to purchase and utilize Polycom Codec Units, thus being able to offer direct delivery of educational curriculum to persons in our care and professional development for DOC Instructors.

Currently, the Milwaukee Area Technical College presents world languages, calculus, and trigonometry classes to persons in our care through the distance learning grant.

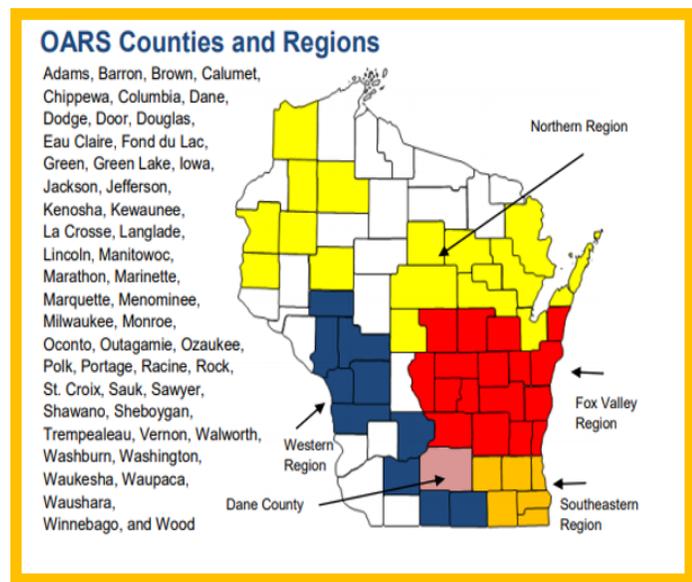
In addition to distance learning for persons in the care of DOC, the Polycom Codec is a resource for the approximate 260 DOC educators. Throughout the year, educational seminars are held at non DOC institutions. The Polycom Codec will allow educators to attend professional development seminars remotely, thus reducing the amount of time away from the classroom.

The use of polycom will give educators the ability to collaborate with one another and discuss curriculums, assessments and tools needed to teach justice involved students.



### OPENING AVENUES TO REENTRY SUCCESS -2 GRANT

Lars Brown, *Reentry Disabilities Treatment Director, DOC*



Opening Avenues to Reentry Success (OARS) began in 2010 and is funded by Becky Young Funds. The initial implementation of OARS was to support an individual’s transition from incarceration to the community, who lives with a serious mental illness, and are medium to high risk of reoffending. Initially, OARS program was available in 23 counties, however has expanded to 51 counties and currently serving 250 individuals.

In 2020, the OARS-2 program expanded to serving those on community supervision with the Department of Corrections. The participants must have a mental health illness and are participating in an alternative to revocation program, or at risk of incarceration.

The key to the OARS-2 program is the intensive case management. Participants will have access to, cognitive-behavioral therapy, psychiatric services, supportive housing, reentry legal services, educational and vocational support.

Meeting 4 — June 16, 2021

### PARTNERSHIPS WITH WISCONSIN TECHNICAL COLLEGES

*The fiscal year was closed out with a review of labor market trends and the use of mobile labs to offer persons in our care the opportunity for vocation skill certification.*

#### WISCONSIN PROJECTED LABOR MARKET TRENDS

Dennis Winters, Chief Economist, Department of Workforce Development

Department of Workforce Development’s Chief Economist, Dennis Winters, presented to the Council on the market trends for Wisconsin. He reviewed the historical U.S. Gross Domestic Product (GDP) percent change for the Seasonally Adjusted Annual Rate on a quarterly basis from 1947 to June 2021.

Prior to the pandemic, there was a steady gross rate. Unfortunately, when the pandemic began in early 2020, the GDP dropped to a negative 31.4%. However, the next quarter the GDP increased to a positive 33.1%. These were very drastic changes, and unlike anything the U.S. has experienced in the past.

During the first month of the pandemic, March 2020, Wisconsin lost over 400,000 jobs. The unemployment rate for Wisconsin was as high as 14.8% by April 2020, which was more than four times higher than it had been the months before the pandemic.

By June 16, 2021, Wisconsin’s unemployment rate dropped to 3.8%. This rate was very close to the unemployment rate prior to the pandemic.

Wisconsin “hot jobs” have thousands of openings and are growing faster than the state average. In addition, these positions are paying more than the state average.



#### DEPARTMENT OF CORRECTIONS MOBILE LAB TRAINING INITIATIVES IN HIGH DEMAND FIELDS

Becky Heth, Reentry Employment Program Manager, DOC

WI DOC offers Career Technical Education (CTE) programs at 17 different institutions and across 24 different program areas. Those programs are all connected to the Wisconsin Technical College System (WTCS). During the past 5+ years, WI DOC has worked in collaboration with stakeholders and technical colleges to expand the existing programming, in order to offer several short-term CTE training opportunities and better prepare persons in our care for employment in high-demand fields, as they release to the community.



These programming trainings/certifications occur in a classroom settings within our institutions, in our mobile training labs or on campus at the technical colleges. To expand the opportunities for persons in our care to have access to these vocational trainings, the DOC Reentry Unit purchased three (3) mobile training labs in collaboration with Department of Workforce Development (DWD) and two (2) additional mobile labs, which were purchased by the assistance of Becky Young Funding. Four (4) of the mobile labs have been placed at our medium security institutions, inside the perimeter fence. The fifth lab arrived at Racine Youthful Correctional Facility the week of June 21, 2021.

Employment Program Manager, Becky Heth, invited instructors from Western Technical College, Moraine Park College, and Gateway Technical College to present to the Council on their vocational programs and the utilization of the DOC Mobile Labs.



### DOC ELECTRO-MECHANICAL MOBILE LAB

Britt Pagor, *Data Specialist, Western Technical College*  
Kevin Hoeltzle, *Instructor- Electro-Mechanical & Automation Integrated Technology, Western Technical College*

The Electro-Mechanical (EM) mobile lab is currently located at New Lisbon Correctional Institution (NLCI). Prior to being placed at NLCI, the EM Mobile Lab held its first cohort at Jackson Correctional Institution, in Black River Falls, WI.

The DOC partners with Western Technical College (WTC) for the instructional course work and certification of EM Technician. By partnering with WTC, persons in the care of DOC earn college credits, which are transferable to most technical colleges.

The participant can start with a certificate and work toward a diploma.

Electro-Mechanical Service Certificate is a 14-credit certificate. The course work for EM certification includes: Intro to Mechatronics, Intro to Industrial Control systems, Industrial Electricity, Mechanical Drives, Programmable Logic Controller—Application & Digital, and Fluid Power Fundamentals.

#### Job Duties of a Electro-Mechanical Technician:

- ◇ Install Production Equipment
- ◇ Service motors, conveyors, sensors, and any production-related equipment
- ◇ Troubleshoot mechanical breakdowns
- ◇ Adjust mechanical parts, using hand and machine tools
- ◇ Conduct preventive maintenance and safety checks



The WI Job Center, as of January 2021, reported there was a wide variety of industrial and maintenance technician employment opportunities, which have the same skills set as the EM Technician. Wages for these employment fields ranges from \$20 to \$28/hour.

The certificate earned by person in our care is transferable to three Associate Degree Programs within Western Technical College. Upon return to the community, WTC will assist the student, if they wish to continue their vocational education and apply the 14 certificate credits toward the following degree programs: Mechatronics Robotics Engineering Technician, Electro-Mechanical Technology, or Internet of Things Integration Specialist.

The Department of Workforce Development (DWD) is a pivotal partner for this project. DWD has access to state workforce job training funds, which assists in supporting the equipment needed for the EM labs. They also have access to wrap around services which is beneficial for the participants as they prepare for release and enter the workforce.

### DOC WELDING MOBILE LAB

Mary Davies, *Associate Dean of Economic and Workforce Development, Moraine Park Technical College*  
Matthew Virtanen, *Welding Instructor, Economic and Workforce Development, Moraine Park Technical College*

The Welding Lab is currently placed at Taycheedah Correction Institution (TCI) and partners with Moraine Park Technical College (MPTC) for the instructional course work and certification for Welding Technician.

The welding program is a 12-credit certificate. With this program the participants receive a foundational welding certificate and can attend MPTC, upon their return to the community, to complete an internship and pursue a welding technical diploma. The coursework for the Welding Certificate includes: Occupational Math, Welding Blue Print Reading, Gas Metal Arc Welding, Welding Theory & Safety, Gas Tungsten Arc Welding, and Team Building & Problem Solving.



Welding booths in the mobile lab

There are 8 welding booths in the mobile welding lab. The welders in the lab are industry standard gas tungsten arc welders and gas metal arc welders. Upon completion of the certification, participants will qualify for entry level welding technician positions, earning competitive wages of \$15 to \$20/hour upon release to the community.

At TCI there is an onsite job center and this allows the participants to see what welding positions are available in the community they are releasing to.

## DOC COMPUTERIZED NUMERICAL CONTROL MOBILE LAB

Jeremy Dutton, *CNC / Tool & Die Instructor,*  
*Business & Workforce Solutions, Gateway Technical College*

The Computerized Numerical Control (CNC) mobile lab is currently located Racine Correctional Institution (RCI). DOC partners with Gateway Technical College (GTC) for the instructional course work and certification of CNC technician. The CNC Mobile Lab has been in operation since 2015, and to date, 104 persons in our care have earned a CNC Operator Certificate.

The coursework for CNC certification is 14 credits. The coursework for CNC certification includes: Applied Math, Gauging & Quality Control, Foundations of CNC Machining, Fundamentals of Blueprint & Shop Safety, and CNC Machining Technology.



CNC Equipment inside the CNC Mobile Lab

The CNC equipment and simulators models that students are exposed to in the lab are industry standard and provides them the skills needed for entry level welding positions the workforce and have the ability to earn a competitive wage of \$15 to \$20/ hour upon release to the community.

At the completion of the 14 credit CNC Certification, and at the time of their release to the community, the student can:

1. Apply the credits toward the 30 credit CNC Production Technical Diploma at GTC
2. Apply the credits toward other technical college programs
3. Apply for continuing education scholarships
4. Enter the workforce as a CNC operator
5. Enter into a company-sponsored WI CNC Apprenticeship

## DOC MECHATRONICS MOBILE LAB

JD Jones, *Electro-Mechanical Maintenance Technician Instructor,*  
*Business & Workforce Solutions, Gateway Technical College*



On June 21, 2021, the Mechatronics mobile lab arrived at Racine Youthful Offender Correctional Facility (RYOCF). DOC partners with Gateway Technical College (GTC) for instructional coursework and certification of Mechatronic/Electro-Mechanical (EM) Maintenance Technician.

The EM Mechanical Maintenance Certification is 18 credits. The course work for the EM Maintenance Technician includes: Applied Math, Writing Principles, Industrial Controls for Maintenance, Mechanical Skills, Programmable Logic Control and Human Machine Interface, Motors & Industrial Electrical Systems, Intro to Pneumatics & Hydraulics, Intro to Mechatronics, and Intro to Industrial Robotics.

The certificate earned by persons in our care provides them with the ability to earn a competitive wage upon release to the community. The average wage for the EM Maintenance Technician is between \$20 - \$25/hour. In addition, the certificate is transferable and a pathway to a degree at Gateway Technical College.

Students learn the automation process, as well as how to trouble shoot problems and fix the equipment. The types of jobs associated with this certification include:

- ◇ Mechatronics Technician
- ◇ Electro-Mechanical Maintenance Technician
- ◇ Automation Technician
- ◇ Maintenance Technician
- ◇ Service Technician
- ◇ Automated Systems Technician
- ◇ Maintenance Mechanic
- ◇ Industrial Maintenance Mechanic



Automation Equipment, just some of what is use in the mobile lab

## POST-SECONDARY EDUCATION CONSORTIUM SUB-COMMITTEE OF THE COUNCIL ON OFFENDER REENTRY

Ben Jones, *Division of Adult Institutions Education Director, DOC*

At the September 17, 2020 Council, DOC, Division of Adult Institution, Education Director, Ben Jones, proposed the establishment of a sub-committee on educational initiatives, to advance the work of the pathways to prosperity for persons in the care of DOC. The motion was passed unanimously and the committee formally adopted the title, “Educational Pathways to Reentry and Prosperity.”

Committee representation for Educational Pathways to Reentry and Prosperity includes staff from DOC Reentry, DOC DAI Education, UW system, Wisconsin Technical College system, WI Association of Independent Colleges, WI Association of Independent Universities, Department of Workforce Development, Department of Public Instruction, Department of Children and Families, standing Council members, a community based agency, and a community based literacy group.

The committee met on a quarterly basis. The by-laws were established and the following deliverables identified:

- 1) Serve as a guiding advisory team for the consortium partners and programs.
- 2) Integrate educational reentry strategies for justice involved persons as a pathway for transition from incarceration to the community.
- 3) Create a connection with DCC and community based resources.
- 4) Identify how to measure strategic priorities.
- 5) Pursue resource sharing opportunities among partners for educational training.



Graduation Ceremony  
Taycheedah Correctional Institution



### MESSAGE FROM DOC SECRETARY CARR

The 2021 Council on Offender Reentry Report captures the collaboration between a multitude of state agencies and criminal justice stakeholders, and their continuous work towards reentry and recidivism reduction. The work completed by the Council is reflected in the continued partnerships around education and employment opportunities for persons in our care, as well as continued work with programming needs. I would like to thank the Council for their strong collaborative work in assisting the 8,897 releasees successfully reenter our communities.

