



LEGISLATIVE BUDGET BOARD

Windham School District Evaluation

LEGISLATIVE BUDGET BOARD STAFF

SUBMITTED TO THE 83RD TEXAS LEGISLATURE

JANUARY 2013

WINDHAM SCHOOL DISTRICT EVALUATION



**LEGISLATIVE BUDGET BOARD
JANUARY 2013**

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WINDHAM SCHOOL DISTRICT EVALUATION REPORT

January 2013

The Seventy-ninth Legislature, Regular Session, 2005, enacted House Bill 2837, which added Education Code, §19.0041, and mandated the evaluation of training services provided by the Windham School District (WSD) to offenders housed in Texas Department of Criminal Justice facilities. Pursuant to Education Code, §19.0041, WSD is to consult with the Legislative Budget Board (LBB) regarding the evaluation and analysis of the training services, and the LBB is to report the findings to the legislature.

This is the seventh report released pursuant to Education Code, §19.0041. This report contains a research summary along with the full report prepared by WSD.

A handwritten signature in black ink, appearing to read 'U. Parks', is positioned above the typed name.

Ursula Parks
Director
Legislative Budget Board

RESEARCH SUMMARY

INTRODUCTION

During the Seventy-ninth Legislature, Regular Session, 2005, the enactment of House Bill 2837 added Education Code, §19.0041, and mandated the evaluation of training services provided by the Windham School District (WSD) to offenders housed in Texas Department of Criminal Justice (TDCJ) facilities. Specifically, this evaluation is to address the type of training services provided, the type of employment obtained upon release, whether employment is related to training received, the difference between earnings on the initial date of employment and on the first anniversary of that date, and employment retention factors.

Pursuant to Education Code, §19.0041, WSD is to consult with the Legislative Budget Board (LBB) regarding the evaluation and analysis of the training services, and the LBB is to report the findings to the Legislature. Attachment A contains the most recent full report prepared by WSD, dated November 2012, with findings for offenders released from prison or state jail between January 1, 2010, and December 31, 2010. This is the seventh annual report submitted to the legislature under this directive. WSD collaborated with TDCJ and the Texas Workforce Commission to collect and report data pertaining to this evaluation.

When appropriate, comparisons are established between this and previous reports. Methodological changes across the reports limit comparability in some instances.

VOCATIONAL PROGRAM PARTICIPATION

As part of their educational and vocational services, WSD provides secondary level vocational training in various trades to offenders housed in TDCJ facilities. At present, WSD provides vocational training in more than 30 trades (e.g., automotive, electrical, and welding) under the Career and Technical Education (CTE) program. See Attachment A for a complete list of trades. WSD also provides post-secondary academic and vocational training to offenders through contracts with two-year colleges. Currently, post-secondary vocational training is provided in 21 trades (e.g., electronics and advanced welding) under the college vocational program, which is a decrease from 23 trades during the previous year. During fiscal year 2012, college vocational services were available in 21 TDCJ facilities, down from 32 facilities during the previous fiscal year. Offenders typically complete both CTE training and college vocational training in a six-month period from the date of enrollment.

Participation in the vocational programs is, to a certain extent, voluntary. To be placed in the CTE program, offenders must meet certain eligibility criteria including: classification level of G1, G2, or G3 for prison offenders and J1 or J2 for state jail offenders (i.e., a general population low custody level); assessed aptitude and interest in the vocational trade; recommended minimum educational achievement score of 7.0 (seventh grade level); and less than 30 hours of college. Once these criteria are met, placement into the program is determined by each offender's individual treatment plan (recommended programs and services that take into account offender needs, program availability, and anticipated discharge/parole date) and current assigned unit. Some units are not equipped for vocational training and are, thereby, unable to offer the courses. In such cases, offenders are placed on a waiting list for unit transfer purposes.

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To participate in college credit vocational programs, offenders must meet college eligibility requirements, including having a high school diploma or GED; however, offenders may participate in college vocational courses without having a verified high school diploma or GED if they have previous college credit. Offenders must, typically, meet the minimum educational achievement score required for enrollment, which ranges from 7.5 to 9.5 in accordance with the standards of the selected course. Further, offenders must meet agency eligibility requirements and any additional eligibility criteria required by the contracted college. Costs associated with college vocational courses are the responsibility of the offenders and are payable upon registration. Under certain eligibility criteria, offenders may use state reimbursable funds to pay for vocational courses, as allowed through policy (these funds must be repaid by the offenders as a condition of parole). In some cases, offenders may be eligible for Hazelwood Benefits, scholarships or Texas Public Grant funds provided by the individual colleges. Offenders may also pay college fees from an individual inmate trust fund or by direct payment to the college by an outside source.

According to WSD, during the 2012–13 biennium, WSD budgeted \$19.8 million for Career and Technical Education (CTE) programs and \$1.2 million for college vocational programs. The CTE vocational program has a maximum operational capacity of approximately 3,800 offenders and approximately 3,200 offenders participate in CTE courses each day.¹ During the 2011–2012 school year, a total of 10,074 offenders participated in CTE courses, a decrease of 1,125 offenders from the 2010–2011 school year. The college credit vocational program has a maximum operational capacity of approximately 611 to 1,032 offenders and approximately 859 offenders participate in college vocational courses each day, on average.² During the 2011–2012 school year, a total of 1,939 offenders participated in college vocational courses, a decrease of 672 offenders from the 2010–2011 school year.

The average number of offenders pending enrollment at the end of each month in school year 2011–2012 was 26,506 for CTE courses and 5,631 for college vocational courses.³ Offenders pending enrollment are those who meet all eligibility criteria and for whom a counselor has identified a particular trade or trades for their participation.⁴ Offenders are given higher priority for enrollment if they have not had previous vocational training, are under 35 years of age, and are within 5 years of their projected release date. Offenders pending enrollment are subsequently placed in vocational programs as course space becomes available.

¹ Capacity and participation counts for CTE programs fluctuate based on the number of filled teacher positions and the transfer process. The overall capacity of the vocational program is approximately 3,827 if all of the teaching positions are filled. Maximum enrollment in vocational courses is, typically, 22 students.

² Capacity and participation counts for post-secondary programs fluctuate based on the number of college vocational program offerings each semester. Also, daily participation counts for college vocational training may be low due to snapshots of data taken between semesters for many college programs.

³ On average, 31.9 percent of offenders pending enrollment into CTE courses were females and 68.1 percent were male. A much smaller share of offenders pending enrollment into college courses, on average, were female (5.0 percent).

⁴ Compared to the January 2012 report, the number of offenders pending enrollment increased by 34.8 percent for CTE courses (from 19,670 to 26,506) and by 23.8 percent for college vocational courses (from 4,548 to 5,631). In this report and the two prior reports, pending enrollment data were computer-generated. In previous reports, pending enrollment applications figures are low due to approximations generated through manual counts of a multiple step codes system.

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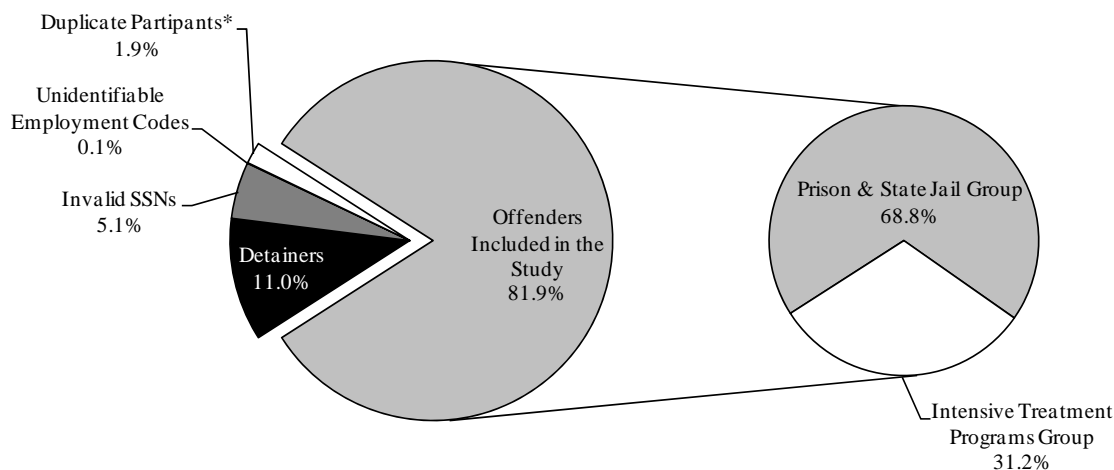
WSD does not preclude offenders from participating in vocational programming on the basis of a minimum sentence length or a minimum time served before participation. For the most part, eligible offenders are allowed to enroll in vocational services if they have enough time remaining until their projected release date in order to complete the training. For post-secondary services, the length of time remaining on a sentence may influence enrollment if federal grant monies or state reimbursable funds are used as methods of payment for the course. WSD observes this sentence length requirement in order to maximize the effectiveness of federal and state funds.

METHODOLOGY

Between January 1, 2010, and December 31, 2010, 67,727 offenders were released from TDCJ facilities. Of these offenders released, 10,970 (16.2 percent) were excluded from the WSD study because they had invalid or no social security numbers necessary to identify employment, no identifiable employment codes reported in the data, or were released with detainees (i.e., pending charges from another jurisdiction). WSD tracked the remaining 56,757 offenders for employment upon release, occupation, and earnings information. Figure 1 below shows the percentage distribution of offenders included in and excluded from the study. Compared to the January 2012 report, the proportion of offenders included in the study increased 1.8 percent (from 82.0 percent in the January 2012 report to 83.8 percent in this report). This increase is primarily due to WSD's and TDCJ's continuous efforts to better identify and obtain valid social security numbers. An additional 1,306 duplicates were removed from the sample; offenders participating in multiple programs were analyzed for their outcomes in one program (see the next page for additional detail). In sum, 81.9 percent of offenders released from TDCJ facilities were included in this study.

Please note, percentages presented in this report do not always add to 100 percent due to rounding.

Figure 1: Offenders Released from TDCJ Facilities between January 1, 2010, and December 31, 2010 by Participation Status



* Except under circumstances outlined below, offenders who participated in multiple programs were only included once in the study.

Sources: Legislative Budget Board; Windham School District.

RESEARCH SUMMARY

The offenders included in the study were assigned to the study group corresponding to their vocational training participation: the WSD Career and Technical Education (CTE) study group and the College Credit Vocational Program study group. Each of these study groups was further subdivided into two primary service groups: (1) the prison and state jail group and (2) the intensive treatment programs group.⁵ Within these two service groups, comparisons were made between and among offenders who: (1) completed vocational training while in TDCJ (vocational completion group), (2) participated in but did not complete vocational training (vocational non-completion group), and (3) did not participate in vocational training (non-vocational group).

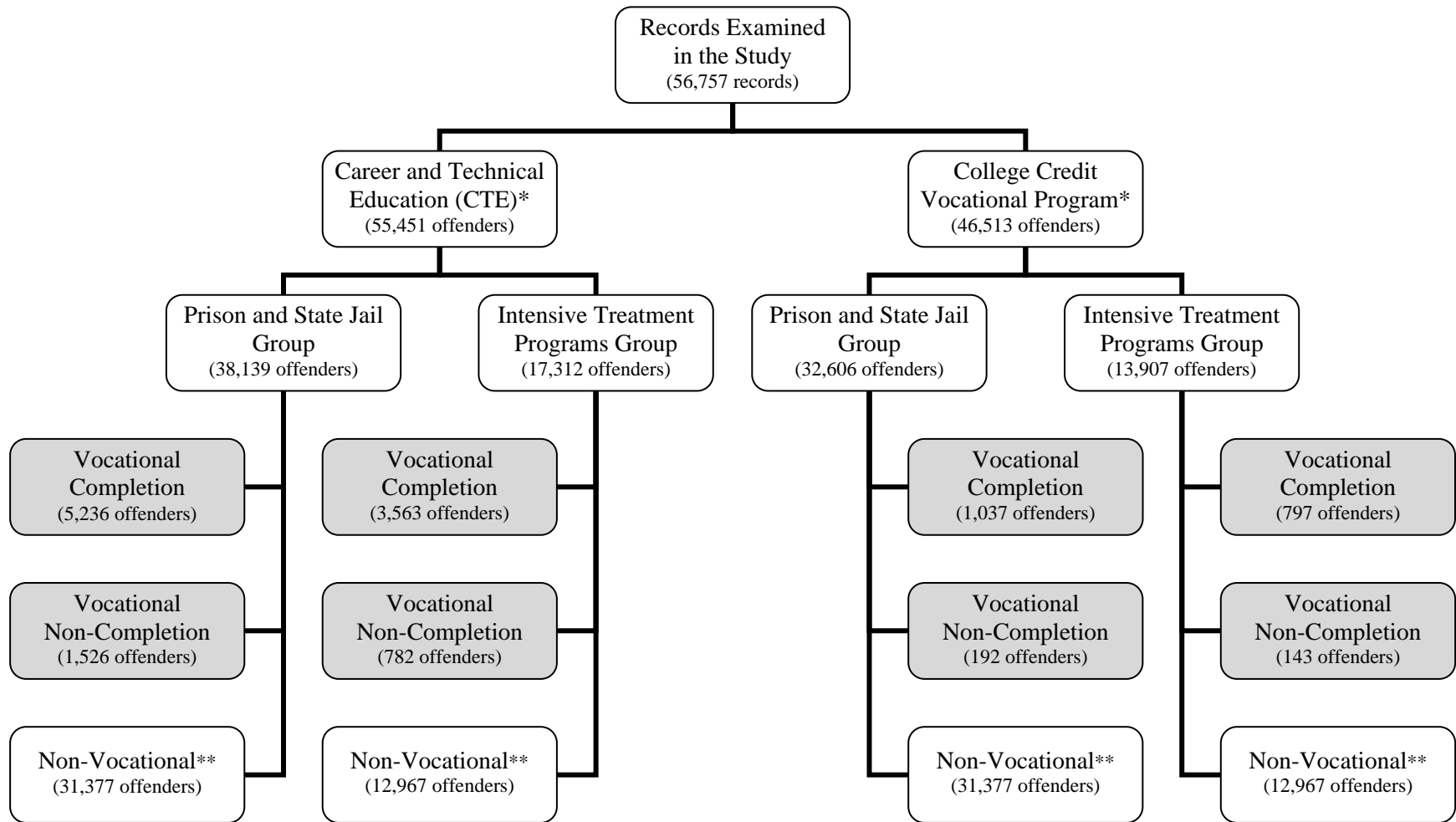
For the offenders who participated in both the CTE program and the college vocational program, their inclusion into the study groups was determined by their post-release employment in relation to their vocational training:

- Offenders who completed both a WSD and college vocational program were included in the group where employment was related to training. If the employment was related to training in both programs, the offender was included in both study groups. If the employment was not related to either program, the offender was also included in both study groups.
- Offenders who participated in but did not complete both a WSD and college vocational program were included in the study group where employment was related to training. If employment was related to training in both programs, then the offender was included in both study groups. If the employment was not related to either program, the offender was also included in both study groups.
- Offenders who participated in one group (WSD or college) but who also had a completion in a different group were included in the group where employment was related to training. If the employment was related to both vocational programs, the offender was only included in the study group where the vocational completion occurred (WSD or college). If the employment was not related to either training, the offender was included in both groups.

The group inclusion criteria represent a methodological improvement first implemented for the January 2011 report. This was part of a decision made to optimize counting participation in CTE and college vocational programming. This approach may affect group outcomes and thereby limit comparability with previous reports. Also, historical statistics vary for CTE participants and college vocational participants because, unlike the CTE program, the college vocational program was first evaluated in the January 2010 report.

⁵ The Intensive Treatment Programs Group includes prison and state jail offenders who participated in the following intensive treatment programs: Inner Change Freedom Initiative Pre-Release Program, In-Prison Therapeutic Community, Pre-Release Therapeutic Community, Pre-Release Substance Abuse Program, Substance Abuse Felony Punishment Facility, Sex Offender Treatment Program, and Serious and Violent Offender Re-Entry Initiative Program.

Figure 2: CTE Study Group and College Credit Vocational Program Study Group Vocational Participation Classification for Calendar 2010 Releases



* Added together, the number of offenders in the Career and Technical Education (CTE) study group and the College Credit Vocational Program study group exceeds the total number of offenders included in the study because an offender may be included in both study groups, as previously noted. See attachment A for a complete description of the group inclusion criteria.

** The offenders included in the Non-Vocational comparison groups are the same for both the CTE study group and the College Credit Vocational Program study group.

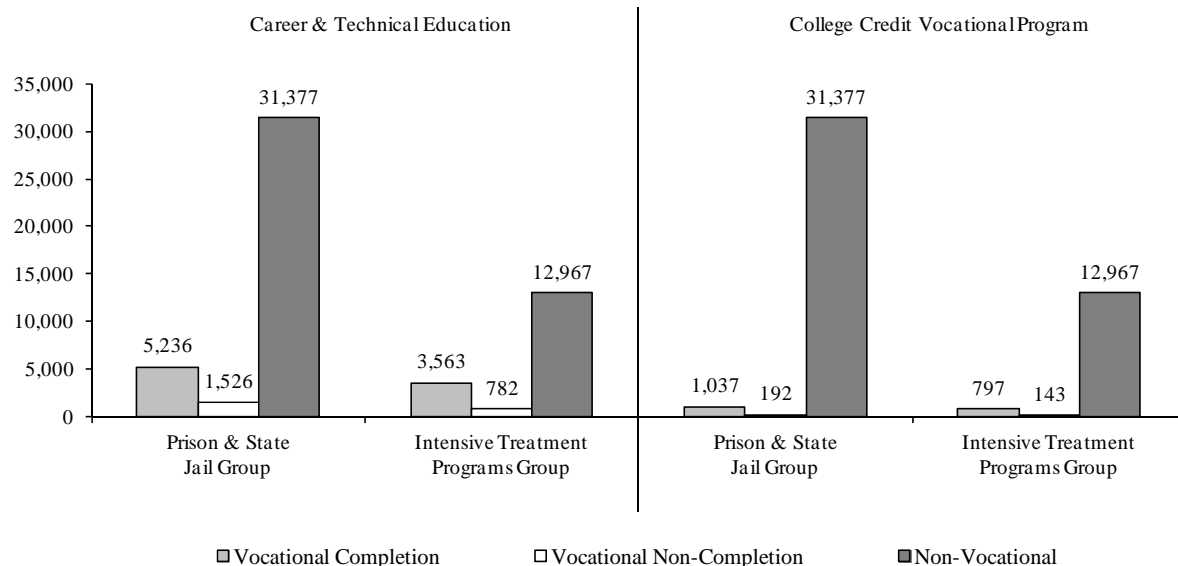
Note: Highlighted groups capture the offenders who participated in CTE programs and/or in college vocational programs.

VOCATIONAL PARTICIPATION AND COMPLETION

Of the prison and state jail offenders within the Career and Technical Education (CTE) study group (38,139 offenders), 13.7 percent completed vocational training while incarcerated (vocational completers), 4.0 percent participated without completing the training (vocational non-completers), and 82.3 percent did not receive vocational training (non-vocational). Among the Intensive Treatment Programs offenders (17,312 offenders), a higher proportion completed vocational training while incarcerated (20.6 percent), and a lower proportion did not receive vocational training (74.9 percent).

Of the prison and state jail offenders within the College Credit Vocational Program study group (32,606 offenders), 3.2 percent completed vocational training while incarcerated (vocational completers), 0.6 percent participated without completing the training (vocational non-completers), and 96.2 percent did not receive vocational training (non-vocational). Among the intensive treatment programs offenders (13,907 offenders), a slightly higher proportion completed vocational training while incarcerated (5.7 percent), and a slightly lower proportion did not receive vocational training (93.2 percent).

Figure 3: Prison and State Jail Group and Intensive Treatment Programs Group Vocational Participation Classification



Sources: Legislative Budget Board; Windham School District.

- Compared to the previous report released in January 2012, participation in the CTE program decreased by 8.0 percent (from 12,070 offenders in the 2012 report to 11,107 offenders in this report). The overall completion rate for the program (including both the prison and state jail group and the intensive treatment programs group) decreased slightly from 80.1 percent in the 2012 report to 79.2 percent in this report.
- For the college vocational program, participation decreased 10.2 percent (2,415 offenders in the 2012 report and 2,169 in this report). The overall completion rate for the program (including both the prison and state jail group and the intensive treatment programs group) decreased from 84.8 percent in the 2012 report to 84.6 percent in this report.

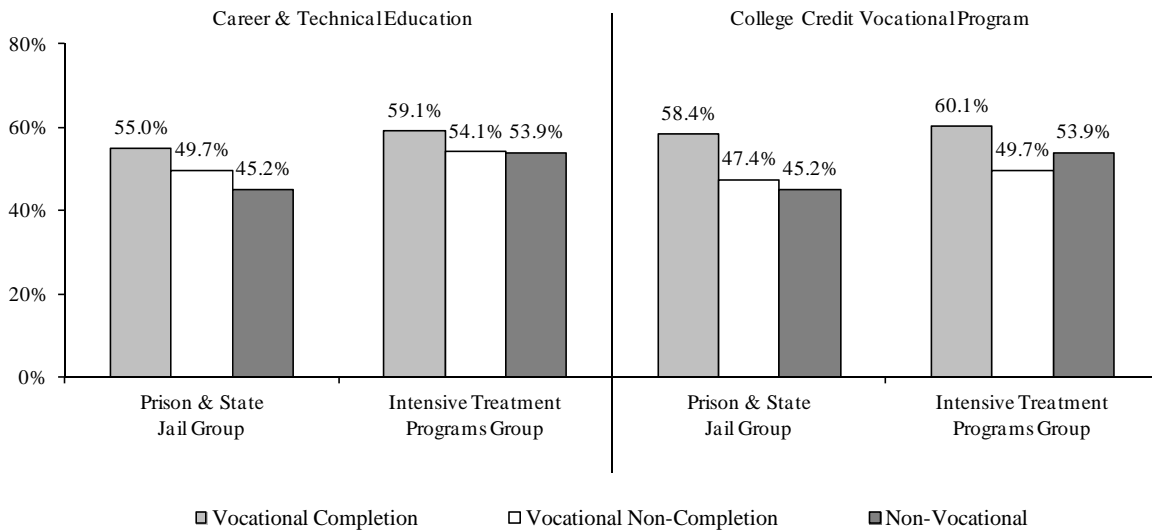
EMPLOYMENT STATUS AFTER RELEASE

In the CTE study group (including both the prison and state jail group and the intensive treatment programs group), the vocational completers were 1.1 times more likely to be employed within one year of release (56.7 percent) than the vocational non-completers (51.2 percent), and they were 1.2 times more likely to be employed within one year than the non-vocational offenders (47.7 percent).

In the College Credit Vocational Program study group (including both the prison and state jail group and the intensive treatment programs group), the vocational completers were 1.2 times more likely to be employed within one year of release (59.2 percent) than the vocational non-completers (48.4 percent), and they were 1.2 times more likely to be employed within one year than the non-vocational offenders (47.7 percent).

In the CTE study group, the vocational completers within the intensive treatment programs group (59.1 percent) exhibited higher rates of employment within one year of release than the respective offenders within the prison and state jail group (55.0 percent). In the College Credit Vocational Program study group, the vocational completers within the intensive treatment programs group (60.1 percent) exhibited slightly lower rates of employment within one year of release than their prison and state jail group counterparts (58.4 percent).

Figure 4: Percentage Employed within One Year of Release by Vocational Group



Sources: Legislative Budget Board; Windham School District.

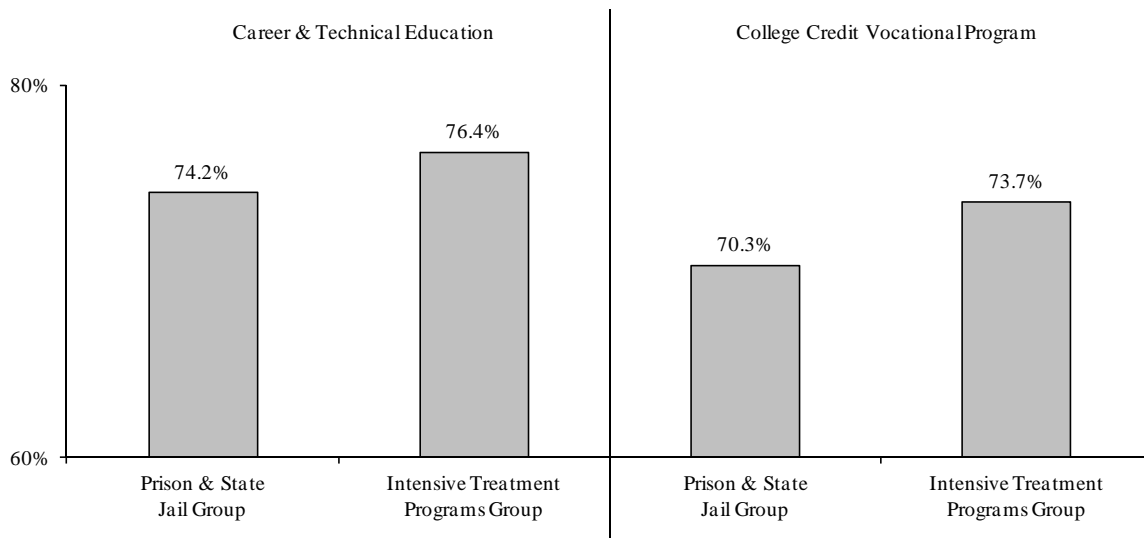
- Compared to the January 2012 report, employment rates increased among all CTE participants and non-participants in all service group categories (prison and state jail group and intensive treatment programs group) except for non-vocational offenders in the intensive treatment programs group. Among College Credit Vocational Program participants and non-participants in all service group categories, only the employment rates of vocational completers and vocational non-completers in the intensive treatment programs group were higher.

EMPLOYMENT IN OCCUPATION RELATED TO TRAINING

Of all the offenders who completed CTE training and were employed within one year of release (2,881 offenders in the prison and state jail group and 2,104 offenders in the intensive treatment programs group), 75.1 percent were employed in occupations related to their training (74.2 percent in the prison and state jail group and 76.4 percent in the intensive treatment programs group).

Of all the offenders who completed college vocational training and were employed within one year of release (606 offenders in the prison and state jail group and 479 offenders in the intensive treatment programs group), 71.8 percent were employed in occupations related to their training (70.3 percent in the prison and state jail group and 73.7 percent in the intensive treatment programs group).

Figure 5: Percentage of Employed Vocational Completion Group Employed in Related Field within One Year of Release



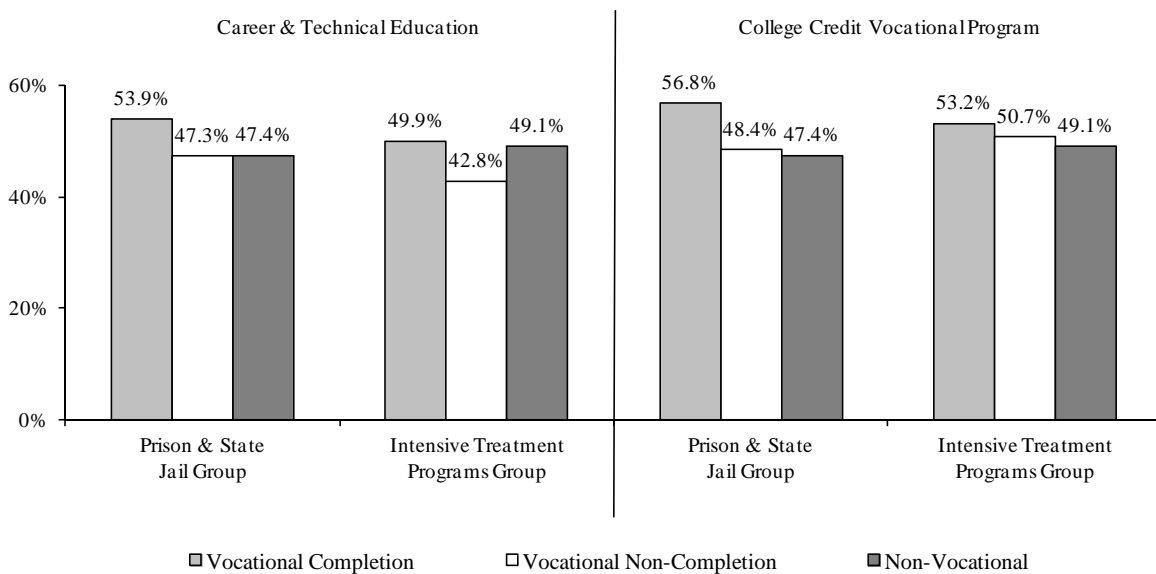
Sources: Legislative Budget Board; Windham School District.

- In general, the offenders who completed CTE training were slightly more frequently employed in occupations related to their training than the offenders who completed college vocational training. Also, the vocational completers within the intensive treatment programs group (in both the CTE study group and the College Credit Vocational Program study group) were more frequently employed in training-related occupations than their prison and state jail group counterparts. These trends were also observed in the 2010, 2011, and 2012 reports.

EMPLOYMENT ON FIRST ANNIVERSARY

WSD tracked the released offenders through one year of employment, from the date of initial employment through the first anniversary of that date. In the CTE study group, 52.2 percent of the vocational completers who were employed within one year of their release were employed on the first anniversary of their initial employment (53.9 percent in the prison and state jail group and 49.9 percent in the intensive treatment programs group). In the College Credit Vocational Program study group, 55.2 percent of the vocational completers who were employed within one year of their release were employed on the first anniversary of their initial employment (56.8 percent in the prison and state jail group and 53.2 percent in the intensive treatment programs group).

Figure 6: Percentage Employed on First Anniversary of Initial Employment



Sources: Legislative Budget Board; Windham School District.

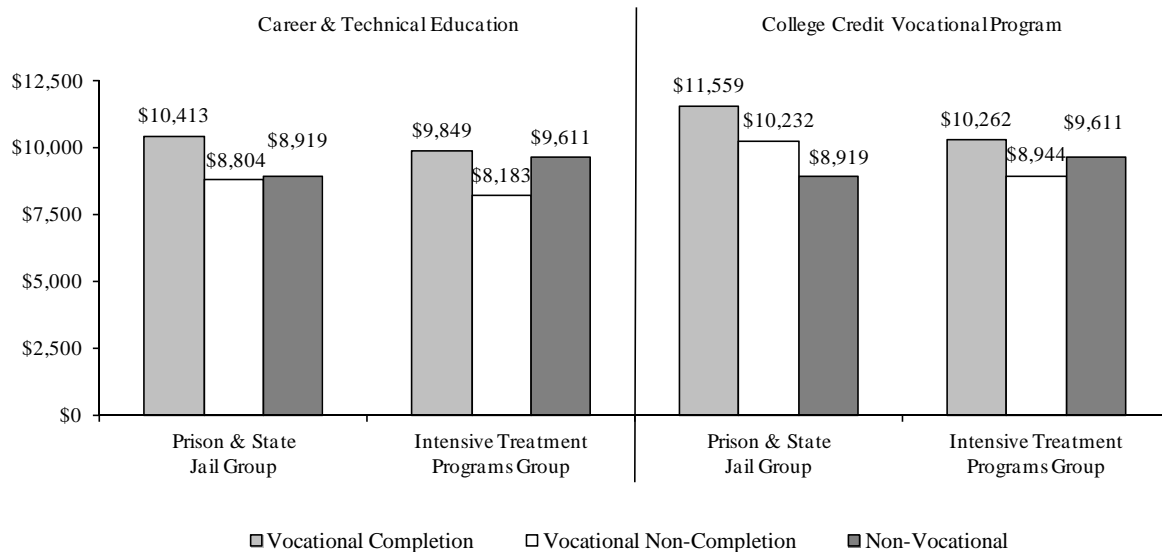
- The proportion of offenders who were employed on the first anniversary of initial employment increased for the first time since the January 2010 report among all CTE program participants and non-participants in all service group categories. This increase in employment retention may be a reflection of an improving economic climate. In the College Credit Vocational Program study group, the proportion of offenders who were employed on the first anniversary of initial employment decreased slightly from the January 2012 report level among all groups except vocational non-completers in the prison and state jail group.
- In general, the offenders who participated in the college vocational program (regardless of training completion) were more frequently employed on the first anniversary of initial employment than the respective offenders who participated in the CTE program.

ANNUAL EARNINGS

WSD tracked the first through fourth quarter earnings of employed offenders and calculated the average annual earnings for each group. The average annual earnings of the offenders who participated in the CTE program (regardless of training completion) was \$9,854. Including both the prison and state jail group and the intensive treatment programs group, the average annual earnings of the CTE vocational completers (\$10,185 combined average) was 1.2 times higher than that of the vocational non-completers (\$8,594 combined average) and 1.1 times higher than that of the non-vocational offenders (\$9,121 combined average).

The average annual earnings of the offenders who participated in the college vocational program (regardless of training completion) was \$10,793. Including both the prison and state jail group and the intensive treatment programs group, the average annual earnings of the college vocational completers (\$10,995 combined average) was 1.1 times higher than that of the vocational non-completers (\$9,682 combined average) and 1.2 times higher than that of the non-vocational offenders (\$9,121 combined average).

Figure 7: Average of First through Fourth Quarter Earnings



Sources: Legislative Budget Board; Windham School District.

- Compared to the January 2012 report, the average of first through fourth quarter earnings increased among all CTE and college program participants. In general, the increase in offenders' earnings may be a reflection of improving economic conditions.

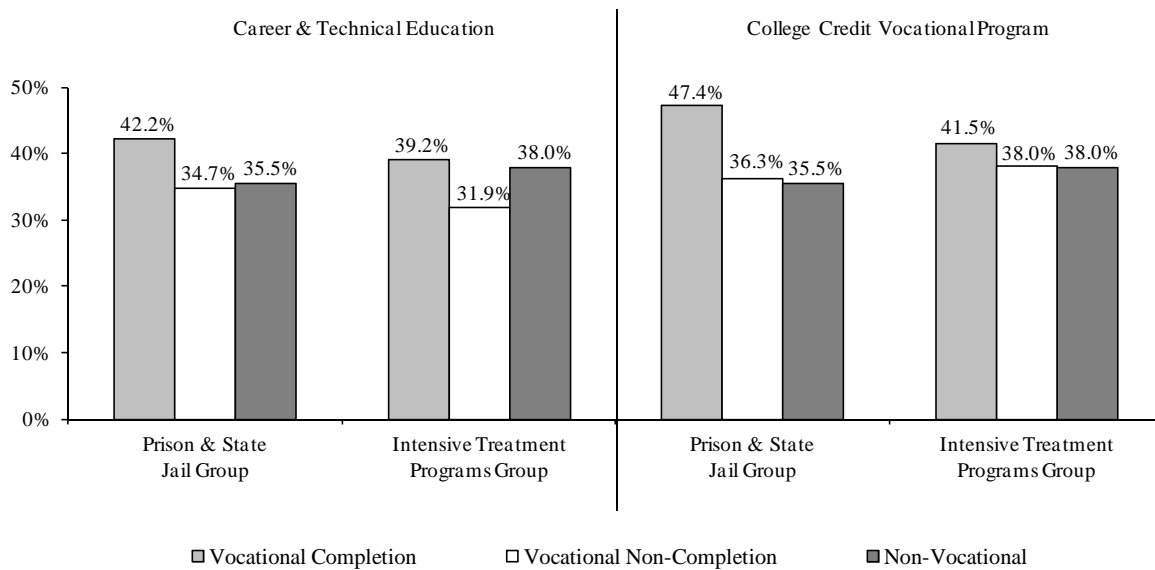
INCREASED EARNINGS

WSD compared the first and fourth quarter earnings of employed offenders and calculated the average salary difference by group. Within the prison and state jail group (in both the CTE study group and the College Credit Vocational Program study group), the employed offenders who completed vocational training were more likely to exhibit an increase in earnings over the year of employment than the offenders who participated without completing the training and those who did not receive vocational training. This trend also applies to the intensive treatment programs group in the College Credit Vocational Program study group.

Of the employed offenders who completed CTE training, 40.9 percent (42.2 percent in the prison and state jail group and 39.2 percent in the intensive treatment programs group) exhibited an increase in earnings over the year. Among these CTE vocational completers whose earnings increased, the average salary difference from first to fourth quarter was \$3,532 for the prison and state jail group and \$3,594 for the intensive treatment programs group.

Among employed offenders who completed college vocational training, 44.8 percent (47.4 percent in the prison and state jail group and 41.5 percent in the intensive treatment programs group) exhibited an increase in earnings over the year. Among college vocational completers whose earnings increased, the average salary difference from first to fourth quarter was \$4,175 for the prison and state jail group and \$3,827 for the intensive treatment programs group.

Figure 8: Percentage of Employed Offenders whose Earnings Increased Over the Year



Sources: Legislative Budget Board; Windham School District.

- Compared to the January 2012 report, the proportion of employed offenders who had an increase in earnings over the year of employment increased among all CTE and College Credit Vocational Program completers in all service group categories except for the intensive treatment programs group who completed college vocational training and those who did not complete college vocational training.

EMPLOYMENT RETENTION FACTORS

To evaluate factors related to retaining employment for three consecutive quarters, WSD considered age at release, education level, having an occupation related to vocational training, and having industry certification. The figures below display the percentage of employed offenders who retained employment by these factors.

Age

Among all vocational completers in both the CTE and college programs, employment retention was higher for those between 25 and 34 years of age; and, for all but two service and age groups, they consistently had higher employment retention rates than vocational non-completers and non-vocational offenders.

Figure 9: Percentage of Employed CTE Study Group Who Retained Employment for Three Consecutive Quarters by Age Group

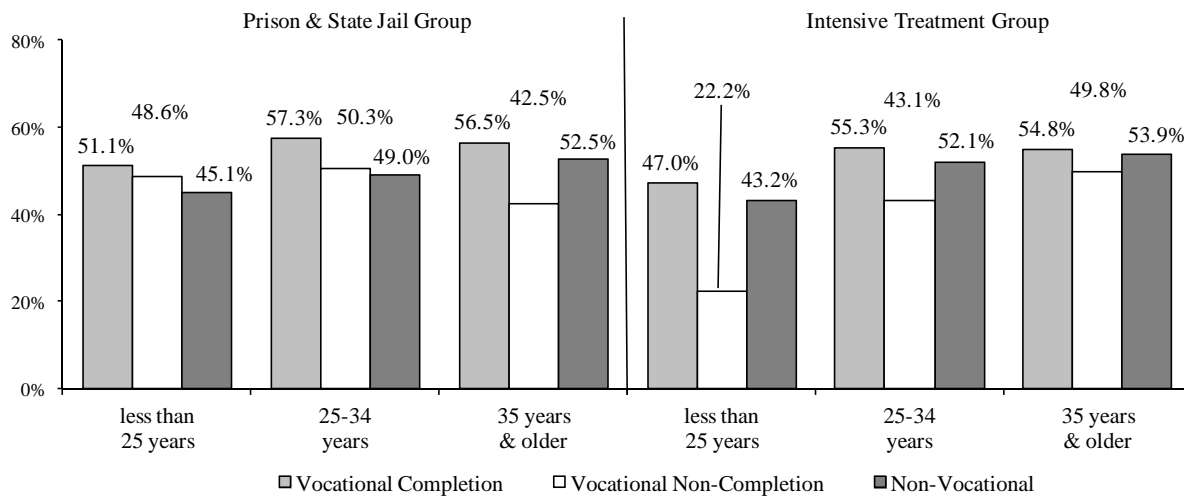
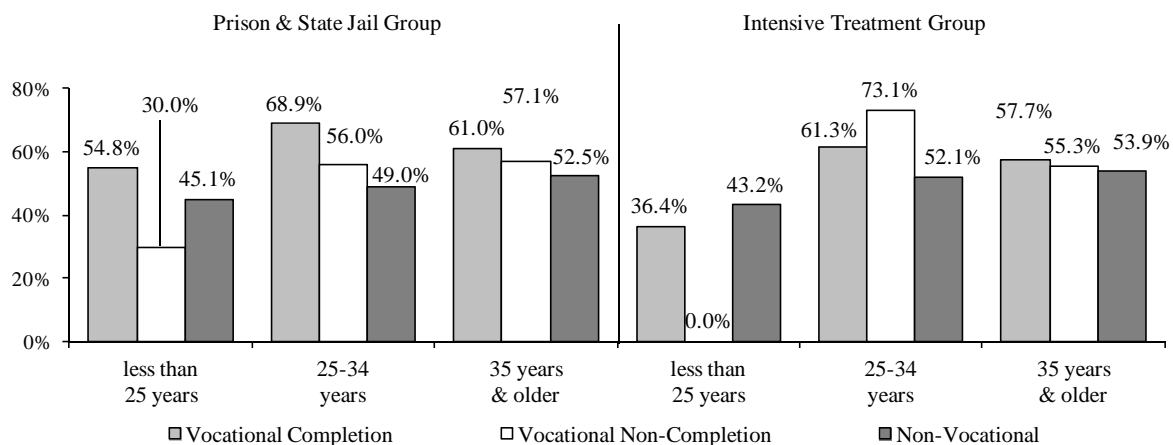


Figure 10: Percentage of Employed College Credit Vocational Program Study Group Who Retained Employment for Three Consecutive Quarters by Age Group



Sources: Legislative Budget Board; Windham School District.

Education Level

To assess the overall impact of education on employment retention, the educational achievement scores were collapsed into two education level categories: no GED/high school diploma and GED/high school diploma.

Figures 11 and 12 below display the percentage of employed offenders who retained employment by education level. In general, the offenders who had a GED or high school diploma exhibited higher employment retention rates than the respective offenders who did not have a GED or high school diploma. Vocational completers also had higher employment retention rates than non-completers and non-vocational offenders.

Figure 11: Percentage of Employed CTE Study Group Who Retained Employment for Three Consecutive Quarters by Education Level

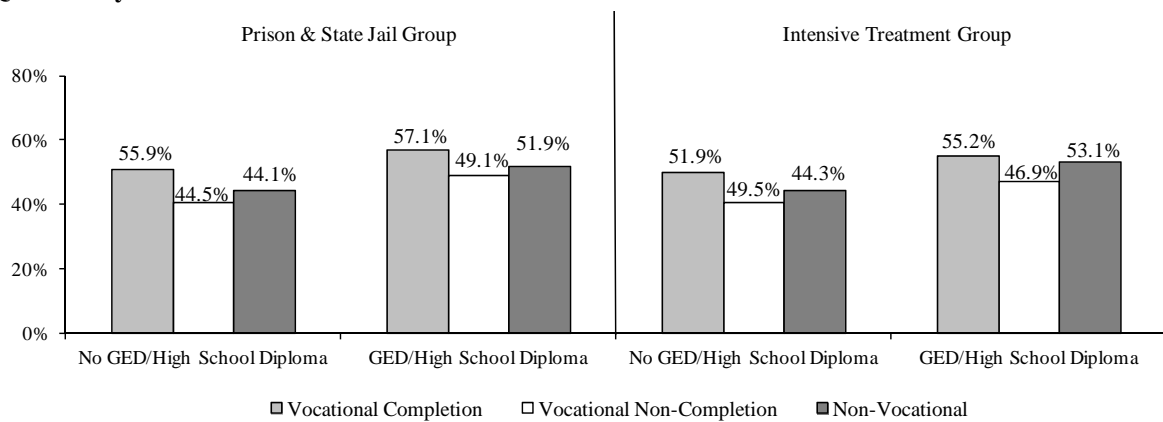
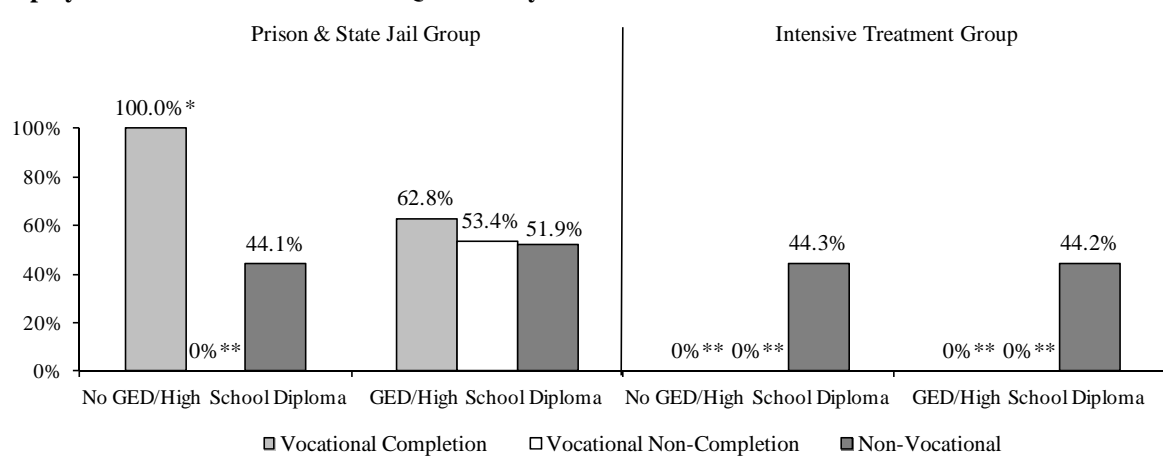


Figure 12: Percentage of Employed College Credit Vocational Program Study Group Who Retained Employment for Three Consecutive Quarters by Education Level



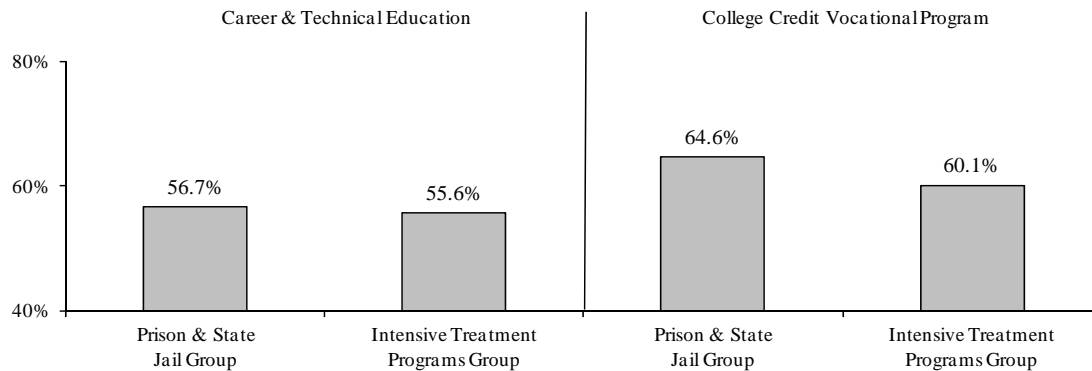
* There was only one offender in this group. ** There were no offenders in this group.

Sources: Legislative Budget Board; Windham School District.

Occupation-Related Training

A higher share of offenders employed in training-related occupations retained employment for three consecutive quarters across all service groups in both programs. Overall, a slightly greater percentage of college completers retained employment than CTE completers (62.5 percent and 56.2 percent, respectively).

Figure 13: Percentage of Employed Vocational Completion Group Working in an Occupation Related to Their Training Who Retained Employment for Three Consecutive Quarters

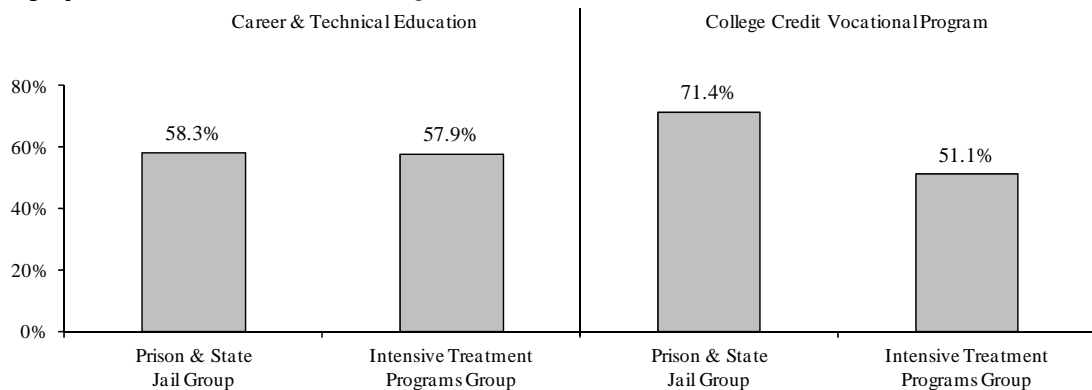


Sources: Legislative Budget Board; Windham School District.

Industry Certification

Among the employed offenders who completed CTE programming, 28.8 percent obtained industry certification (29.5 percent in the prison and state jail group and 27.8 percent in the intensive treatment programs group). Of these certified offenders, 58.1 percent retained employment for three consecutive quarters (58.3 percent in the prison and state jail group and 57.9 percent in the intensive treatment programs group). Among the employed offenders who completed college vocational programming, 9.3 percent obtained industry certification (9.2 percent in the prison and state jail group and 9.4 percent in the intensive treatment programs group). Of these certified offenders, 62.4 percent retained employment for three consecutive quarters (71.4 percent in the prison and state jail group and 51.1 percent in the intensive treatment programs group).

Figure 14: Percentage of Employed Vocational Completion Group with Industry Certification Who Retained Employment for Three Consecutive Quarters



Sources: Legislative Budget Board; Windham School District.

FUTURE CONSIDERATIONS

In the previous reports issued by the LBB, suggestions were made in order to improve the breadth and quality of the Windham School District (WSD) evaluation of training services. Since the first annual report was submitted to the legislature in January 2007, WSD has significantly strengthened the evaluation of training services by:

- including intensive treatment programs group participants;
- including vocational non-completion offenders;
- including female offenders;
- including college vocational program participants;
- partnering with the Texas Department of Criminal Justice (TDCJ) to better identify and obtain valid social security numbers and, thereby, increase sample size;
- revising the study group inclusion criteria to minimize duplicate participation counts across CTE and college vocational programs;
- adjusting the range of offenders' release dates included in the study to better capture employment/wage data released by the Texas Workforce Commission; and
- developing a computer application to better capture pending enrollment data, including both application-based counts and offender-based counts, and capturing a snapshot of data on the last day of each month to generate reports for past dates.

Additional considerations to further enhance the next evaluation of training services include recommendations to:

- Assess the relationship between participation in post-secondary academic and vocational programs by TDCJ inmates and length of stay (sentence); and
- Compute recidivism rates of participants in and graduates of the agency's programs, explore strategies to compare these recidivism rates with those of the general TDCJ population, and assess the savings produced by any reduction in the recidivism rates related to these programs.

Regarding the first recommendation, WSD underwent a 27 percent budget reduction, which resulted in a significant reduction-in-force, the closure of eight schools, and significant program reductions at 19 facilities. This reduction prevented the expanded evaluation and analysis of the training services in time for the January 2013 report.

Regarding the second recommendation, WSD contracted with Sam Houston State University to conduct a recidivism study. The offender population to be studied for recidivism will include offenders who participated in correctional education programming from 2005 to 2010, some of whom have since been released while others remain incarcerated. Because recidivism is typically

RESEARCH SUMMARY

defined as a return to criminal activity within three years of release, this will allow for a significant follow-up period of recidivism and other post-release outcomes. In addition, according to WSD, this includes a substantial time period to examine program impacts on institutional behavior. A final report of the study is anticipated by January 2013.

Page 66 in the agency's report provides their response to the recommendations made by the LBB on the previous evaluation of training services.

ATTACHMENT A:

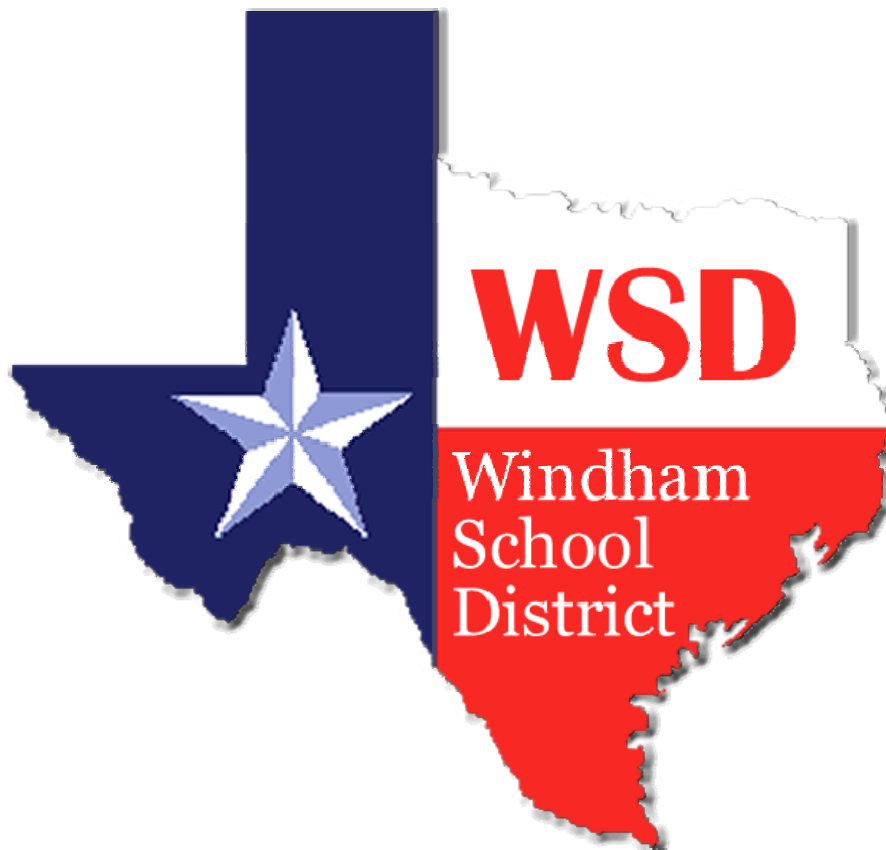
**FULL REPORT
EVALUATION OF TRAINING SERVICES
CAREER & TECHNICAL EDUCATION**

BY

**WINDHAM SCHOOL DISTRICT
(NOVEMBER 2012)**

EVALUATION OF TRAINING SERVICES

CAREER & TECHNICAL EDUCATION



NOVEMBER 2012

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EXECUTIVE SUMMARY

Windham School District (WSD) evaluated the post-release employment of offenders who received vocational training while incarcerated. The study examined more than 56,000 offenders, released between January 1, 2010 and December 31, 2010, to ascertain the relationship between vocational training and initial employment, including job retention and earnings over the first full year of employment. This necessitated a review of employment and wage data encompassing the first quarter of 2010 through the end of the first quarter of 2012.

The study reviewed offenders who participated in secondary level vocational programs provided by Windham School District as well as college credit vocational programs provided by contracting colleges. The following explanation is provided to clarify the difference between the Windham and college vocational programs.

Windham's literacy, life skills and vocational programs are designed to provide offenders with the skills they need to obtain and maintain employment. The Windham adult education program is comparable to the kindergarten through 12th grade education provided by public schools. Windham vocational programs are considered secondary level education. Offenders may participate in Windham vocational programs even if they do not have a high school diploma or have not yet attained a GED. Windham programs are developed and administered by WSD employees and the teachers are certified by the State Board for Educator Certification, just as in public school districts.

College (post-secondary) programs are provided to offenders through contracts with various colleges throughout the state. WSD oversees the contracts; however, the curriculum is provided by the contracting college, and college instructors are employees of the college. Offenders must meet specific eligibility criteria to participate in college programs. The eligibility criteria include high school diploma or GED and a higher level of educational achievement. In addition, costs are associated with all college and university programs. These costs are the responsibility of the individual, insofar as he/she is a student of the respective institution. Some offenders may be eligible for certain funding assistance programs, which may be in the form of federal grant funds and/or funds that must be reimbursed to the state upon release as a condition of parole.

Data was collected for two separate study groups: 1) those who participated in the secondary level vocational training provided by Windham School District; and 2) those who participated in post-secondary programs provided by colleges. For comparison purposes, each group is subdivided into two primary services groups: the Prison and State Jail Group and the Intensive Treatment Programs Group. Within these groups, comparisons are made between offenders who:

1. completed vocational training while incarcerated (vocational completion group);
 2. participated in but did not complete vocational training (vocational non-completion); and
 3. did not participate in vocational training (non-vocational).
- In general, offenders in the Prison and State Jail group who completed vocational training while incarcerated were more likely to:
 - ✓ be employed;

- ✓ retain employment;
 - ✓ be employed on the first anniversary of initial employment;
 - ✓ exhibit an increase in earnings over the 1st year of employment;
 - ✓ exhibit a higher average salary difference (4th quarter earnings compared to 1st quarter earnings); and
 - ✓ have higher average annual earnings than those who participated without completing training or those who did not receive vocational training.
- Offenders who received vocational training through a college credit program exhibited similar characteristics to those who received vocational training through a Windham program. Since higher educational achievement scores are associated with better employment outcomes, it is to be expected that results are generally better for college vocational participants.
 - In the Prison and State Jail Group, 55.0% of the Windham vocational completers and 58.4% of the college vocational completers were employed within one year of release compared to 45.2% of the offenders who did not receive vocational training.
 - For the Prison and State Jail Group, the percentage of employed offenders in the Windham vocational completion group increased from 52.3% in 2011 to 55.0% in 2012. The percentage of employed offenders in the Windham Intensive Treatment vocational completion group increased from 57% in 2011 to 59.1% in 2012.
 - In the Prison and State Jail Group, 74.2% of the Windham vocational completers and 70.3% of the college vocational completers who were employed earned income working in an occupation related to their vocational training.
 - In the Prison and State Jail group, Windham and college vocational completers in all three age groups (< 25 years of age; 25 – 34 years of age; ≥ 35 years of age) exhibited higher employment and job retention rates than those of the same age groups who participated without completing training or those who did not receive vocational training.
 - In the Prison and State Jail group, offenders in both the Windham and college vocational completion groups had higher average annual earnings than the respective vocational non-completion and non-vocational groups.
 - In the Prison and State Jail group, a higher percentage of offenders in both the Windham and college vocational completion groups retained employment for three consecutive quarters, were employed on their first anniversary of initial employment, experienced an earnings increase over the year of employment, and were employed with industry certification compared to those in the vocational non-completion and non-vocational groups.

BACKGROUND

LEGISLATION/STATUTORY REQUIREMENTS

This report addresses the following section of the statutory requirement TEC. Chapter 19, Sec. 19.0041 Evaluation of Training Services.

(a) To evaluate the effectiveness of training services provided to persons confined or imprisoned in the department, the Windham School District shall consult with the Legislative Budget Board to compile and analyze information for each person who receives the training services. This information shall include an evaluation of:

- (1) the kind of training services provided;
- (2) the kind of employment the person obtains on release;
- (3) whether the employment was related to training;
- (4) the difference between the amount of the person's earnings on the date employment is obtained following release and the amount of those earnings on the first anniversary of that date; and
- (5) the retention factors associated with the employment.

To meet this requirement, the Windham School District (WSD) collaborates with the Texas Department of Criminal Justice (TDCJ), the Texas Workforce Commission (TWC) and other entities as needed to establish a system to collect and report data pertaining to:

- the training provided while incarcerated (WSD);
- the employment an offender obtains on release (TWC);
- whether the employment is related to the training (WSD);
- the person's earnings on the date of employment following release (TWC); and
- earnings on the first anniversary of employment (TWC).

2012 WSD EVALUATION REPORT

This report evaluates offenders released from the Texas Department of Criminal Justice between January 1, 2010 and December 31, 2010.

Release information was obtained from the TDCJ Executive Services Division. Employment data and Unemployment Insurance (UI) wage data, reported as quarterly earnings, was provided by the Texas Workforce Commission. The WSD Information Technology Division developed the software applications to process the data. The WSD Division of Operational Support provided technical support and data refinement. The WSD Division of Instruction provided data analysis and report preparation.

METHODOLOGY

A total of 67,727 offenders were identified by the TDCJ as being released between January 1, 2010 and December 31, 2010. Of those releasees, 10,925 were excluded from the study for the following reasons: 1) 7,483 offenders were released with detainers; and 2) 3,442 offenders had invalid or no Social Security Numbers (SSNs). The remaining 56,802 offender records were sent to the Texas Workforce Commission (TWC) to match with existing wage/employment data.

Of the 56,802 records sent to TWC, 45 offender records were subsequently excluded from the study because the records did not have an identifiable employment/NAICS code reported in the data. A total of 56,757 offender records were included in this study.

Offenders who participated in Windham School District (WSD) vocational programs are included in the WSD Career and Technical Education (Secondary Level) study group. Offenders who participated in college vocational programs are included in the College Credit Vocational Program study group. Within each study group, Windham School District and College, the records were evaluated and reported by population: 1) Prison and State Jail Group; and 2) Intensive Treatment Programs Group. The Intensive Treatment Programs Group includes offenders who participated in at least one of the following treatment programs:

- Inner Change Freedom Initiative Pre-Release Program (IFI)
- In-Prison Therapeutic Community (IPTC)
- Pre-Release Therapeutic Community (PRTC)
- Pre-Release Substance Abuse Program (PRSAP)
- Substance Abuse Felony Punishment Facility (SAFPF)
- Sex Offender Treatment Program (SOTP)
- Serious and Violent Offender Re-Entry Initiative Program (SVORI)

Records of offenders who participated in both WSD and college vocational programs were treated as follows:

- Offenders who completed both a WSD and college vocational program were included in the group where employment was related to training. If the employment was related to training in both programs, then the offender was included in both study groups. If the employment was not related to either program, the offender was included in both study groups.
- Offenders who participated in but did not complete both a WSD and college vocational program were included in the study group where employment was related to training. If employment was related to training in both programs, then the offender was included in both study groups. If the employment was not related to either program, the offender was included in both study groups.
- Offenders who participated in one group (WSD or college) but who also had a completion in a different group were included in the group where employment was related to training. If the employment was related to both vocational programs, the offender was only included in the study group where the vocational completion occurred (WSD or college). If the employment was not related to either training, the offender was included in both groups.

Record Information	
Number of Total Releases (01/01/2010 – 12/31/2010)	67,727
Number of Exclusions Due to Detainers	7,483
Number of Exclusions Due to No SSN or Invalid SSN	3,442
Total Records Sent to TWC	56,802
Number of Subsequent Exclusions Due to No NAICS Codes in Employment Data	45
Number of Records Included in the Study	56,757

Windham School District (WSD)				
Career and Technical Education (Secondary Level) Study Group				
	Vocational Completion Group	Vocational Non-Completion Group	Non-Vocational Group	Total in Study Group*
Prison/State Jail	5,236	1,526	31,377	38,139
Intensive Treatment Programs	3,563	782	12,967	17,312
Total	8,799	2,308	44,344	55,451

* Numbers are affected by the business rules outlined on page 4 of this report with respect to records of offenders who participated in both WSD and college vocational programs.

Windham School District (WSD)									
Career and Technical Education (Secondary Level) Study Group									
	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
Prison/State Jail	2,881	2,355	5,236	759	767	1,526	14,169	17,208	31,377
Intensive Treatment Programs	2,104	1,459	3,563	423	359	782	6,987	5,980	12,967
Total	4,985	3,814	8,799	1,182	1,126	2,308	21,156	23,188	44,344

College				
College Credit Vocational Program Study Group				
	Vocational Completion Group	Vocational Non-Completion Group	Non-Vocational Group	Total in Study Group*
Prison/State Jail	1,037	192	31,377	32,606
Intensive Treatment Programs	797	143	12,967	13,907
Total	1,834	335	44,344	46,513

* Numbers are affected by the business rules outlined on page 4 of this report with respect to records of offenders who participated in both WSD and college vocational programs.

College									
College Credit Vocational Program Study Group									
	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
Prison/State Jail	606	431	1,037	91	101	192	14,169	17,208	31,377
Intensive Treatment Programs	479	318	797	71	72	143	6,987	5,980	12,967
Total	1,085	749	1,834	162	173	335	21,156	23,188	44,344

DEFINITION OF DATA ELEMENTS

EMPLOYMENT RELATED TO VOCATIONAL TRAINING

Offenders with WSD vocational training were identified and matched with the TWC employment data. The TWC employment data is recorded using the North American Industry Classification System (NAICS) code rather than the DOT code used by TDCJ and WSD. NAICS is a two through six-digit classification system that offers five levels of industry detail. Each digit in the code provides a hierarchy of progressively narrower categories providing greater classification detail. The first four digits of the NAICS code were used in the search.

The TWC NAICS employment data codes were cross-walked through a program to match with the corresponding Standard Occupational Code (SOC), a six-digit identification of skill sets developed to replace the DOT. The identified SOC codes were cross-walked to match with the corresponding WSD vocational class DOT code. Offenders whose DOT-coded vocational training matched through this process with TWC NAICS employment information were identified as having employment related to WSD vocational training.

EMPLOYMENT UNRELATED TO VOCATIONAL TRAINING

Offenders whose employment and training data did not match through the above process were considered not to have employment related to their WSD vocational training.

EMPLOYMENT/EARNINGS

The UI wage information provided by TWC encompassed the 1st quarter, 2010 through the 1st quarter, 2012. The UI wage information was used to determine data elements for the *Vocational Completion*, *Vocational Non-Completion*, and *Non-Vocational* comparison groups following the standards below:

- **Employment** – defined as any quarterly earnings after release.
- **Initial Employment** – defined as the first quarter after release for which earnings are documented.
- **Retained Employment** – defined as those meeting the above employment standard and having earnings in the 1st, 2nd, and 3rd quarters after initial employment.
- **Employed on 1st Anniversary** – defined as those meeting the above employment standard and having earnings in the 4th quarter after initial employment.
- **Salary Increase** – defined as those meeting the above employment standard and having higher earnings for the 4th quarter of earnings after initial employment.
- **Employed with Industry Certification** – defined as those meeting the above employment standard and having earned a certificate of training achievement from an external, industry-recognized agency.

EMPLOYMENT RETENTION FACTORS

The *Vocational Completion*, *Vocational Non-Completion*, and *Non-Vocational* groups were analyzed for the following retention factors.

- **AGE**

Age data were based on age at release as documented in the TDCJ database.

- **EDUCATIONAL ACHIEVEMENT (EA) SCORE**

EA scores were obtained from the WSD database.

- **GENERAL EDUCATIONAL DEVELOPMENT (GED)/HIGH SCHOOL DIPLOMA/COLLEGE DEGREE**

This data element was obtained from the WSD database.

- **WORKING IN OCCUPATION RELATED TO TRAINING**

Employment related to training data was determined through the methodology previously described (DOT or NAICS match).

- **INDUSTRY CERTIFICATION**

Data obtained from the WSD database.

- **EMPLOYMENT RETENTION FACTOR**

- **Retained Employment for Three Consecutive Quarters** – defined as those meeting or exceeding the Retained Employment standard (defined as earnings in the 1st, 2nd, and 3rd quarters after initial employment).
- **Did Not Retain Employment for Three Consecutive Quarters** – defined as those who were employed but who did not meet the factor above.

[Note: The factors entitled “Industry Certification” and “Working in Occupation Related to Training” were only applicable to the vocational completion group.]

EMPLOYMENT/UNEMPLOYMENT FACTORS

The employment/unemployment percentages between the *Vocational Completion*, *Vocational Non-Completion*, and *Non-Vocational* groups are compared.

NAICS INDUSTRY ANALYSIS

Offender employment related to training was matched to the particular NAICS code for the employment industry. An individual offender is represented each time he/she worked in a different industry. An analysis spreadsheet (Appendix C & Appendix D) represents the third level of NAICS detail listing 100 industry groups, the offender employment by group, and the employment related to training by group. Separate analyses are provided for the Prison/State Jail and Intensive Treatment Programs groups.

Windham School District

Career and Technical Education (Secondary Level)

Study

TRAINING SERVICES PROVIDED DIRECTLY BY WINDHAM SCHOOL DISTRICT

Many of the offenders in the Texas Department of Criminal Justice (TDCJ) lack the educational background and basic skills necessary for attaining employment upon release. Windham's literacy, life skills and vocational programs are designed to provide offenders with the skills they need to obtain and maintain employment.

Windham offers adult basic education and adult secondary level education programs. This is comparable to the kindergarten through 12th grade education provided by public schools.

Offenders may participate in Windham vocational programs even if they do not have a high school diploma or have not yet attained a GED.

CAREER AND TECHNICAL EDUCATION (CTE)

The Windham School District Career and Technical Education program provides vocational training in more than 30 trades. CTE courses range from full-length courses (600 hours) to short courses (up to 200 hours). Short courses are offered periodically to prepare offenders for specific prison jobs.

CTE courses are designed to provide training to entry-level industry standards and are generally based upon:

- Labor market demand;
- Targeted occupations;
- Ability of offenders to secure certification, licensure and employment;
- An authentic technological work-related environment;
- A rigorous curriculum that meets industry training standards (each industry establishes the performance specifications for the knowledge, skills and competencies necessary to be successful in the workplace);
- Certified teachers who are also industry-certified and knowledgeable of current industry practices; and
- An opportunity for offenders to earn a WSD certificate of completion with an option to earn industry certification (an industry-recognized occupational training certificate or license).

Through partnerships with certification and licensing agencies, WSD provides training that meets recognized business/industry training certification standards. In order to offer industry certification, WSD is required to maintain communication and/or accreditation status with the various certifying entities. This communication assists the district with awareness of current employment opportunities and projected labor market conditions for offenders.

CTE COURSES

During the 2011-2012 school year, the district's full-length CTE courses included:

Automotive Collision Repair & Refinishing	Electrical Trades
Automotive Specialization: <ul style="list-style-type: none"> • Air-Conditioning & Heating • Brakes • Electronics • Engine Performance • Transmission Repair 	Heating, Ventilation, Air Conditioning & Refrigeration
	Horticulture
	Introduction to Construction Careers
	Landscape Design, Construction & Maintenance
	Major Appliance Service Technology
Bricklaying/Masonry	Mill and Cabinetmaking
Building Trades I	Painting and Decorating
Business Computer Information Systems I	Personal and Family Development
Business Computer Information Systems II	Piping Trades/Plumbing
Business Image Management and Multimedia	Plant Maintenance
Computer Maintenance Technician	Printing and Imaging Technology
Construction Carpentry	Sheet Metal
Culinary Arts	Small Engine Repair
Custodial Technician	Technical Introduction to Computer-Aided Drafting
Diesel Mechanics	Truck Driving
Diversified Career Preparation: Food Production, Management & Services	Welding

INDUSTRY CERTIFYING ENTITIES

WSD has associated with the following certifying entities to provide CTE offenders the ability to gain entry-level industry certification and/or license:

- Automotive Service Excellence (ASE)
- Certiport (Microsoft Office Specialist)
- Cleaning Management Institute (CMI)
- Environmental Protection Agency (EPA)
- Electronic Technicians Association (ETA)
- National Center for Construction Education and Research (NCCER)
- National Restaurant Association (ServSafe)
- Occupational Safety & Health Administration (OSHA)
- Equipment & Engine Training Council (EETC)
- Texas Commercial Drivers License
- Texas Department of Agriculture (TDA)
- Texas Nursery & Landscape Association (TNLA)

CAPACITY

For the 2011-12 school year, WSD budgeted for 178 vocational teaching positions. Vocational classes typically have a maximum enrollment of 22 students; however, some classes are necessarily smaller. The overall capacity of the vocational program would be approximately 3,827 if all of the teaching positions were filled. On October 31, 2012, however, thirty-nine of the vocational teaching positions were vacant. As a result, the capacity on October 31st was approximately 3,058. On that date, 2,838 offenders were enrolled in the district's CTE program. The CTE program operates on an open-entry, open-exit basis. As a result, offenders may complete a class on any given day. There may be a delay before a vacant seat is filled, especially if a unit is waiting for an offender to be transferred to the unit to take the class. Capacity and actual enrollment are affected by teacher vacancies and factors like the transfer process.

DATA TABLES 2012
WINDHAM SCHOOL DISTRICT – PRISON AND STATE JAIL GROUP

DATA ANALYSIS FOR EMPLOYED PRISON AND STATE JAIL GROUP -- WINDHAM

Data Elements	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	2881	55%	\$560.18	759	49.7%	\$261.48	14169	45.2%	\$202.15
Total employed in an occupation related to their training	2137	74.2%	\$585.41	550	72.5%	\$393.55			
Total employed only in an unrelated field	744	25.8%	\$487.72	209	27.5%	\$-122.40			
Offenders who retained employment for three consecutive quarters	1627	56.5%	\$1,703.38	355	46.8%	\$1,393.07	6980	49.3%	\$1,344.13
Offenders employed on first anniversary of initial employment	1553	53.9%	\$2,426.75	359	47.3%	\$2,096.59	6720	47.4%	\$2,063.47
Offenders whose earnings increased over the year	1217	42.2%	\$3,532.09	263	34.7%	\$3,397.39	5037	35.5%	\$3,268.57
Total employed with industry certification	851	29.5%	\$488.76	49	6.5%	\$1,518.60	7	0.0%	\$430.76

*Average Salary Difference is the difference of the fourth quarter of earnings compared to the first quarter of earnings.

**Percent employed is calculated based on the total employed and unemployed offenders reported.

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Retention Factors	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Offenders who are less than 25 years of age	94 (51.1%)	90 (48.9%)	184 (6.4%)	54 (48.6%)	57 (51.4%)	111 (14.6%)	1554 (45.1%)	1889 (54.9%)	3443 (24.3%)
Offenders from 25 to less than 35 years of age	625 (57.3%)	466 (42.7%)	1091 (37.9%)	164 (50.3%)	162 (49.7%)	326 (43.0%)	2839 (49.0%)	2957 (51.0%)	5796 (40.9%)
Offenders 35 years of age and older	908 (56.5%)	698 (43.5%)	1606 (55.7%)	137 (42.5%)	185 (57.5%)	322 (42.4%)	2587 (52.5%)	2343 (47.5%)	4930 (34.8%)
Offenders with EA scores < 6.0, no GED/High School Diploma	84 (50.3%)	83 (49.7%)	167 (5.8%)	29 (37.7%)	48 (62.3%)	77 (10.1%)	610 (41.0%)	876 (59.0%)	1486 (10.5%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma	151 (51.5%)	142 (48.5%)	293 (10.2%)	52 (42.6%)	70 (57.4%)	122 (16.1%)	880 (46.5%)	1013 (53.5%)	1893 (13.4%)

Windham Prison & State Jail Group	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Retention Factors									
Offenders with GED/High School Diploma Only	1338 (57.1%)	1007 (42.9%)	2345 (81.4%)	269 (49.1%)	279 (50.9%)	548 (72.2%)	3553 (51.9%)	3290 (48.1%)	6843 (48.3%)
Offenders with College Degree	48 (71.6%)	19 (28.4%)	67 (2.3%)	3 (75.0%)	1 (25.0%)	5 (0.5%)	28 (62.2%)	17 (37.8%)	45 (0.3%)
Offenders working in occupation related to training	1212 (56.7%)	925 (43.3%)	2137 (74.2%)	258 (46.9%)	292 (53.1%)	550 (72.5%)			
Offenders with Industry Certification	496 (58.3%)	355 (41.7%)	851 (29.5%)	30 (61.2%)	19 (38.8%)	49 (6.5%)	6 (85.7%)	1 (14.3%)	7 (0.0%)

Employment/Unemployment Factors for Prison and State Jail Group -- Windham									
Data Elements	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained¹	Employed	Not Employed²	Number Not Trained¹	Employed	Not Employed²	Number Not Trained¹	Employed	Not Employed²
Total number of offenders in group	5236 (13.7%)	2881 (55.0%)	2355 (45.0%)	1526 (4.0%)	759 (49.7%)	767 (50.3%)	31377 (82.3%)	14169 (45.2%)	17208 (54.8%)
Offenders who are less than 25 years of age	290 (0.8%)	184 (63.4%)	106 (36.6%)	170 (0.4%)	111 (65.3%)	59 (34.7%)	6890 (18.1%)	3443 (50.0%)	3447 (50.0%)
Offenders from 25 to less than 35 years of age	1681 (4.4%)	1091 (64.9%)	590 (35.1%)	572 (1.5%)	326 (57.0%)	246 (43.0%)	11249 (29.5%)	5796 (51.5%)	5453 (48.5%)
Offenders 35 years of age and older	3265 (8.6%)	1606 (49.2%)	1659 (50.8%)	784 (2.1%)	322 (41.1%)	462 (58.9%)	13238 (34.7%)	4930 (37.2%)	8308 (62.8%)
Offenders with EA scores < 6.0, no GED/High School Diploma ³	442 (1.2%)	167 (37.8%)	275 (62.2%)	198 (0.5%)	77 (38.9%)	121 (61.1%)	4295 (11.3%)	1486 (34.6%)	2809 (65.4%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma ³	574 (1.5%)	293 (51.0%)	281 (49.0%)	253 (0.7%)	122 (48.2%)	131 (51.8%)	4048 (10.6%)	1893 (46.8%)	2155 (53.2%)
Offenders with GED/High School Diploma Only ⁴	4085 (10.7%)	2345 (57.4%)	1740 (42.6%)	1039 (2.7%)	548 (52.7%)	491 (47.3%)	13719 (36.0%)	6843 (49.9%)	6876 (50.1%)
Offenders with College Degree ⁵	108 (0.3%)	67 (62.0%)	41 (38.0%)	11 (0.0%)	4 (36.4%)	7 (63.6%)	116 (0.3%)	45 (38.8%)	71 (61.2%)
Offenders with Industry Certification	1370 (3.6%)	851 (62.1%)	519 (37.9%)	92 (0.2%)	49 (53.3%)	43 (46.7%)	15 (0.0%)	7 (46.7%)	8 (53.3%)

¹Percent for Number Trained and Number Not Trained is based on total employed and unemployed offenders in report.
²Records with valid SSNs that were not matched to income on or after the quarter of release are considered "Not Employed."
³Offenders with invalid achievement scores and null GED/High School Diploma were excluded from calculation.
⁴Offenders with null GED/High School Diploma were excluded from calculation.
⁵Offenders with null verified college degree were excluded from calculation.

AVERAGE ANNUAL EARNINGS*	
WINDHAM SCHOOL DISTRICT -- PRISON & STATE JAIL GROUP	
Vocational Completion Group	\$10412.57
Vocational Non-Completion Group	\$8804.21
Non-Vocational Group	\$8918.68

*Average of first through fourth quarter earnings

DATA TABLES 2012

WINDHAM SCHOOL DISTRICT--INTENSIVE TREATMENT PROGRAM GROUP

DATA ANALYSIS FOR EMPLOYED INTENSIVE TREATMENT PROGRAM GROUP -- WINDHAM

Data Elements	Employed WSD Vocational Completion Group			Employed WSD Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	2104	59.1%	\$499.67	423	54.1%	\$172.21	6987	53.9%	\$471.41
Total employed in an occupation related to their training	1607	76.4%	\$606.95	294	69.5%	\$275.83			
Total employed only in an unrelated field	497	23.6%	\$152.78	129	30.5%	\$-63.94			
Offenders who retained employment for three consecutive quarters	1150	54.7%	\$1,664.68	194	45.9%	\$1,619.33	3578	51.2%	\$1,725.80
Offenders employed on first anniversary of initial employment	1049	49.9%	\$2,499.03	181	42.8%	\$2,228.63	3429	49.1%	\$2,500.83
Offenders whose earnings increased over the year	824	39.2%	\$3,594.41	135	31.9%	\$3,540.20	2653	38.0%	\$3,702.99
Total employed with industry certification	584	27.8%	\$793.35	20	4.7%	\$215.13	7	0.1%	\$3,859.58

*Average Salary Difference is the difference of the fourth quarter of earnings compared to the first quarter of earnings.

**Percent employed is calculated based on the total employed and unemployed offenders reported.

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Retention Factors	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Offenders who are less than 25 years of age	39 (47.0%)	44 (53.0%)	83 (3.9%)	6 (22.2%)	21 (77.8%)	27 (6.4%)	561 (43.2%)	737 (53.8%)	1298 (18.6%)
Offenders from 25 to less than 35 years of age	324 (55.3%)	262 (44.7%)	586 (27.9%)	59 (43.1%)	78 (56.9%)	137 (32.4%)	1400 (52.1%)	1287 (47.9%)	2687 (38.5%)
Offenders 35 years of age and older	787 (54.8%)	648 (45.2%)	1435 (68.2%)	129 (49.8%)	130 (50.2%)	259 (61.2%)	1617 (53.9%)	1385 (46.1%)	3002 (43.0%)
Offenders with EA scores < 6.0, no GED/High School Diploma	60 (48.8%)	63 (51.2%)	123 (5.8%)	8 (27.6%)	21 (72.4%)	29 (6.9%)	309 (44.4%)	387 (55.6%)	696 (10.0%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma	96 (50.8%)	93 (49.2%)	189 (9.0%)	20 (50.0%)	20 (50.0%)	40 (9.5%)	453 (44.2%)	573 (55.8%)	1026 (14.7%)

Windham Intensive Treatment Program Group	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Retention Factors									
Offenders with GED/High School Diploma Only	974 (55.2%)	790 (44.8%)	1764 (83.8%)	164 (46.9%)	186 (53.1%)	350 (82.7%)	2434 (53.1%)	2150 (46.9%)	4584 (65.6%)
Offenders with College Degree	20 (74.1%)	7 (25.9%)	27 (1.3%)	2 (50.0%)	2 (50.0%)	4 (0.9%)	16 (55.2%)	13 (44.8%)	29 (0.4%)
Offenders working in occupation related to training	893 (55.6%)	714 (44.4%)	1607 (76.4%)	132 (44.9%)	162 (55.1%)	294 (69.5%)			
Offenders with Industry Certification	338 (57.9%)	246 (42.1%)	584 (27.8%)	9 (45.0%)	11 (55.0%)	20 (4.7%)	6 (85.7%)	1 (14.3%)	7 (0.1%)

Employment/Unemployment Factors for Intensive Treatment Program Group -- Windham

Data Elements	WSD Vocational Completion Group			WSD Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained¹	Employed	Not Employed²	Number Not Trained¹	Employed	Not Employed²	Number Not Trained¹	Employed	Not Employed²
Total number of offenders in group	3563 (20.6%)	2104 (59.1%)	1459 (40.9%)	782 (4.5%)	423 (54.1%)	359 (45.9%)	12967 (74.9%)	6987 (53.9%)	5980 (46.1%)
Offenders who are less than 25 years of age	131 (0.8%)	83 (63.4%)	48 (36.6%)	43 (0.2%)	27 (62.8%)	16 (37.2%)	2189 (12.6%)	1298 (59.3%)	891 (40.7%)
Offenders from 25 to less than 35 years of age	922 (5.3%)	586 (63.6%)	336 (36.4%)	224 (1.3%)	137 (61.2%)	87 (38.8%)	4405 (25.4%)	2687 (61.0%)	1718 (39.0%)
Offenders 35 years of age and older	2510 (14.5%)	1435 (57.2%)	1075 (42.8%)	515 (3.0%)	259 (50.3%)	256 (49.7%)	6373 (36.8%)	3002 (47.1%)	3371 (52.9%)
Offenders with EA scores < 6.0, no GED/High School Diploma ³	287 (1.7%)	123 (42.9%)	164 (57.1%)	94 (0.5%)	29 (30.9%)	65 (69.1%)	1759 (10.2%)	696 (39.6%)	1063 (60.4%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma ³	347 (2.0%)	189 (54.5%)	158 (45.5%)	80 (0.5%)	40 (50.0%)	40 (50.0%)	1904 (11.0%)	1026 (53.9%)	878 (46.1%)
Offenders with GED/High School Diploma Only ⁴	2876 (16.6%)	1764 (61.3%)	1112 (38.7%)	596 (3.4%)	350 (58.7%)	246 (41.3%)	7817 (45.2%)	4584 (58.6%)	3233 (41.4%)
Offenders with College Degree ⁵	45 (0.3%)	27 (60.0%)	18 (40.0%)	6 (0.0%)	4 (66.7%)	2 (33.3%)	63 (0.4%)	29 (46.0%)	34 (54.0%)
Offenders with industry certification	933 (5.4%)	584 (62.6%)	349 (37.4%)	29 (0.2%)	20 (69.0%)	9 (31.0%)	10 (0.1%)	7 (70.0%)	3 (30.0%)

¹Percent for Number Trained and Number Not Trained is based on total employed and unemployed offenders in report.

²Records with valid SSNs that were not matched to income on or after the quarter of release are considered "Not Employed."

³Offenders with invalid achievement scores and null GED/High School Diploma were excluded from calculation.

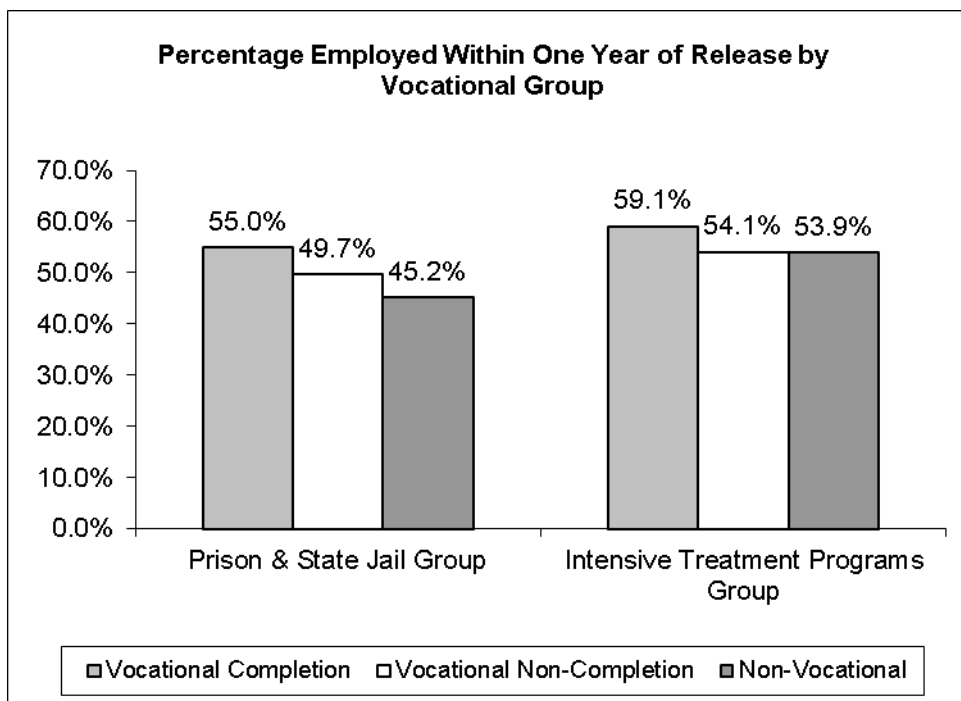
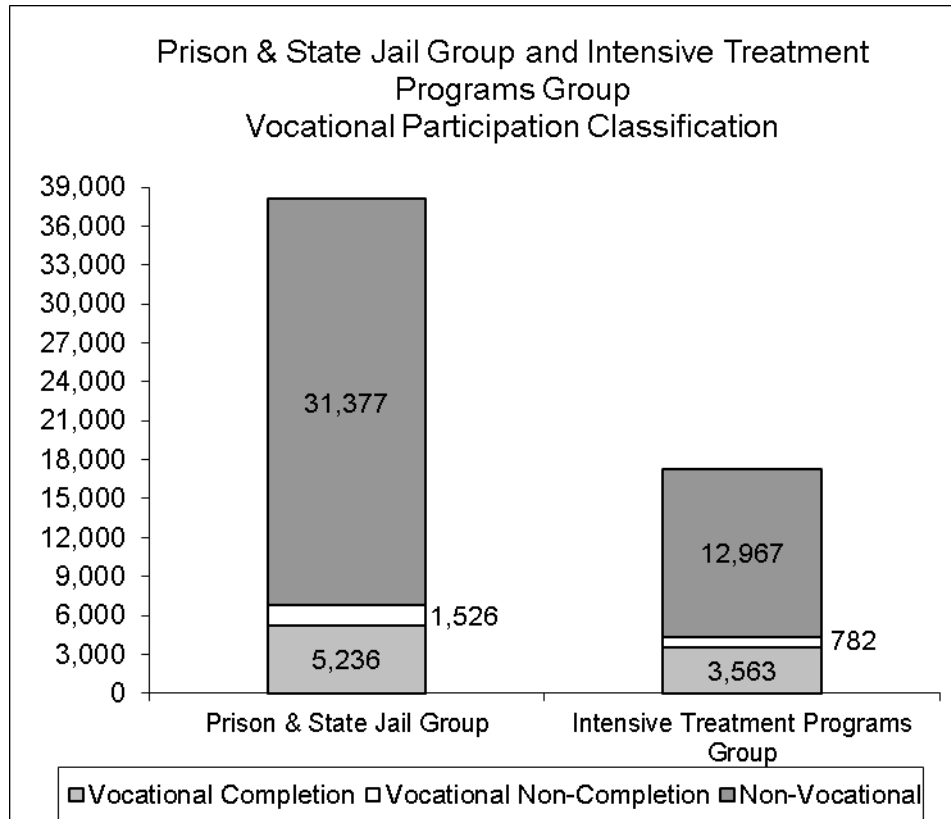
⁴Offenders with null GED/High School Diploma were excluded from calculation.

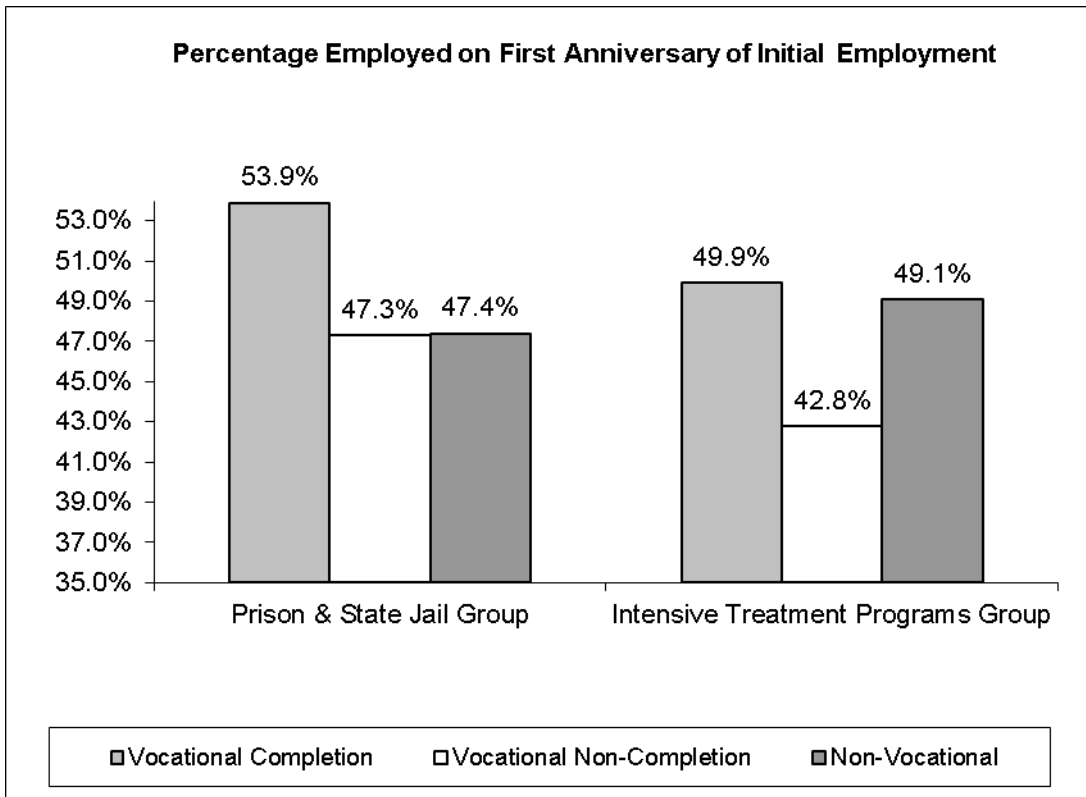
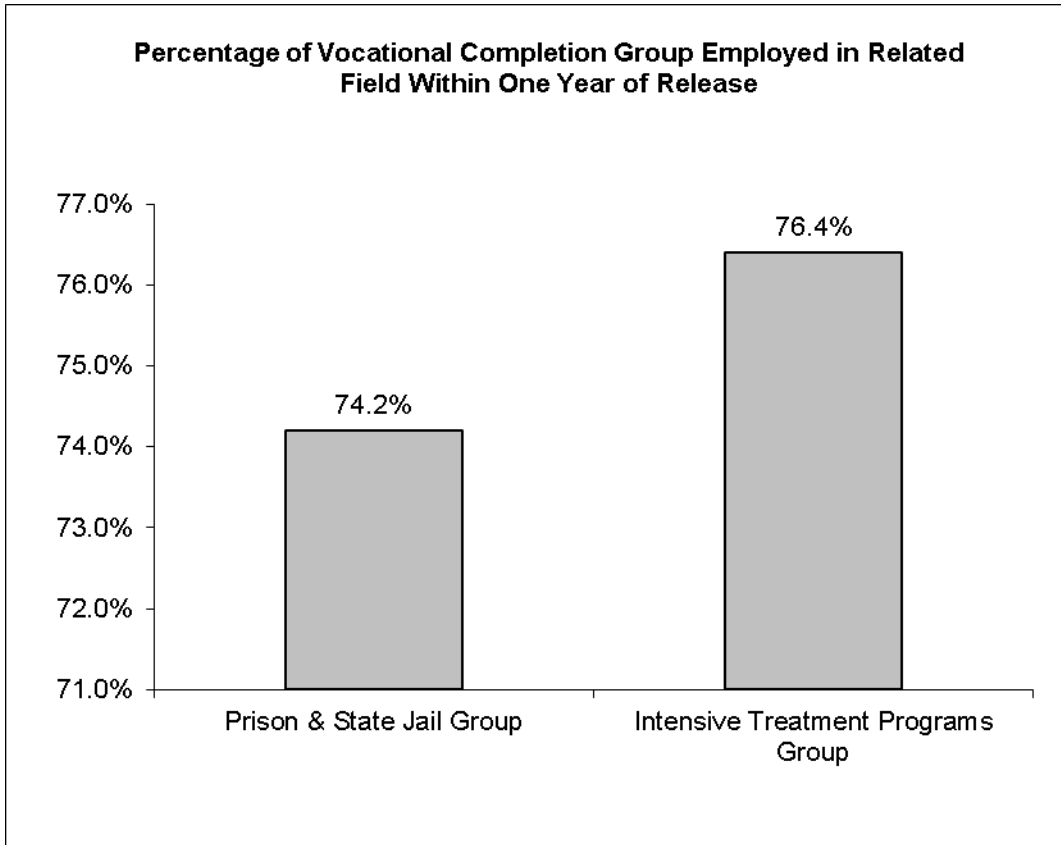
⁵Offenders with null verified college degree were excluded from calculation.

AVERAGE ANNUAL EARNINGS*	
WINDHAM SCHOOL DISTRICT -- INTENSIVE TREATMENT PROGRAM GROUP --	
Vocational Completion Group	\$9848.86
Vocational Non-Completion Group	\$8183.14
Non-Vocational Group	\$9610.90

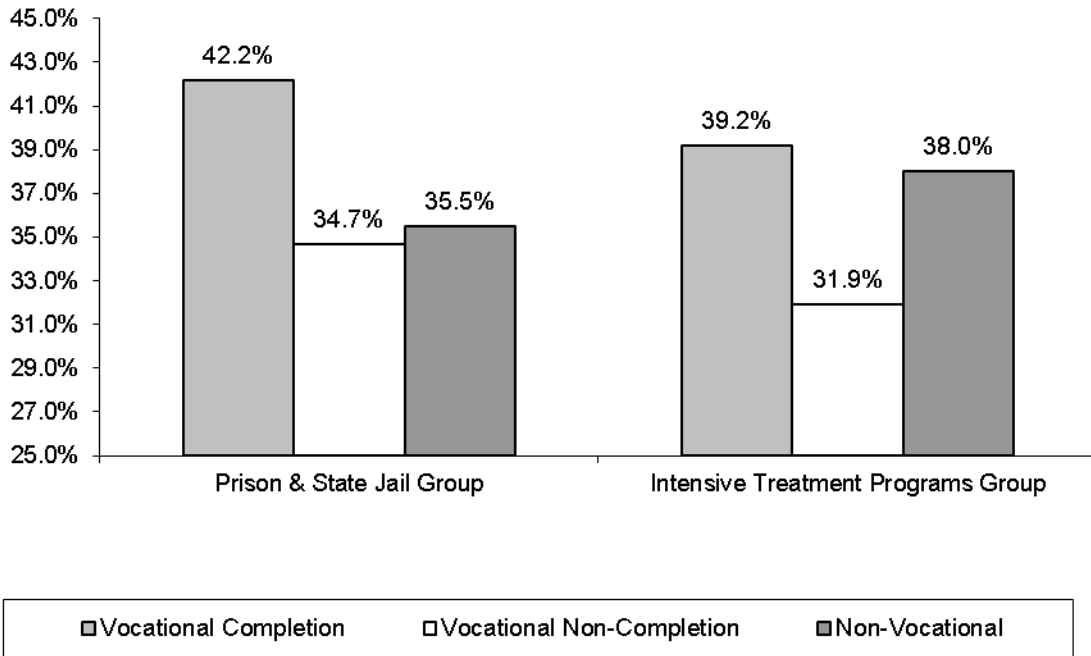
*Average of first through fourth quarter earnings

GRAPHIC ILLUSTRATIONS OF WINDHAM 2012 DATA

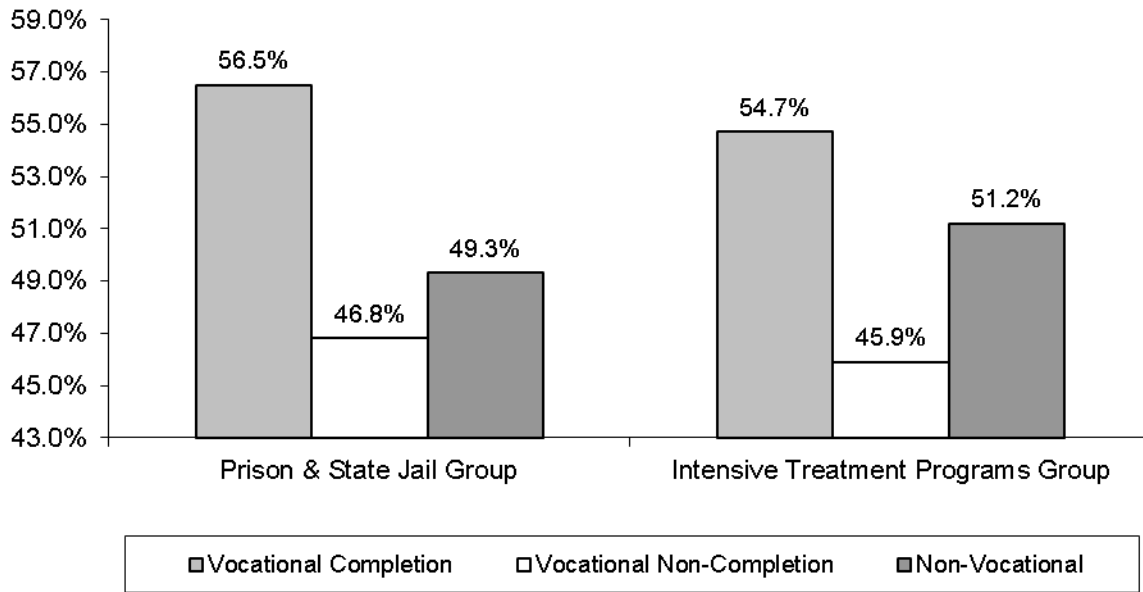




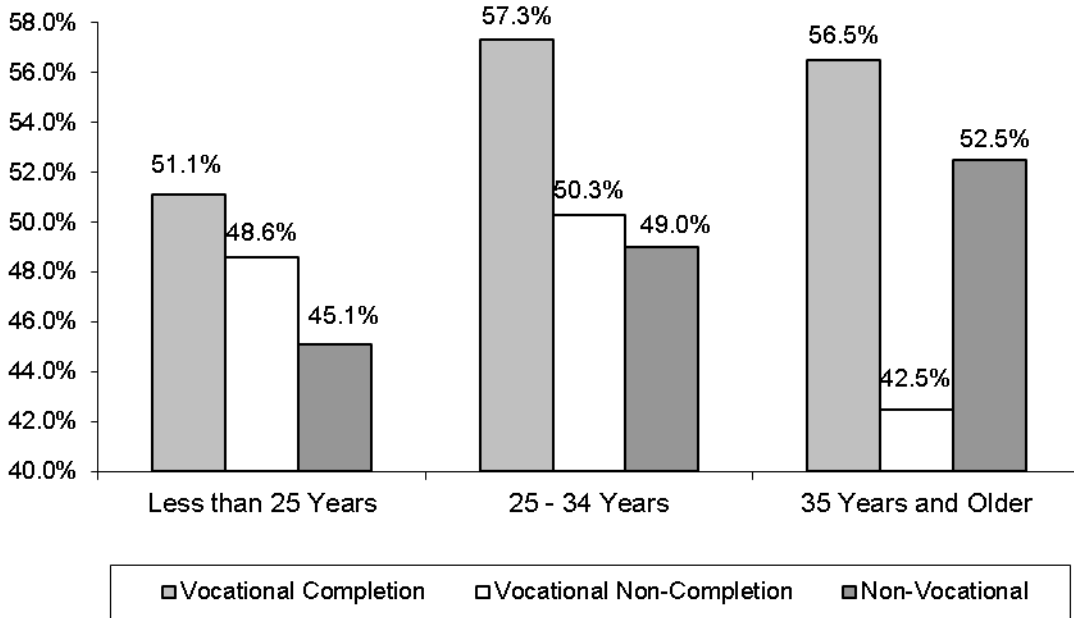
Percentage of Employed Offenders Whose Earnings Increased Over the Year



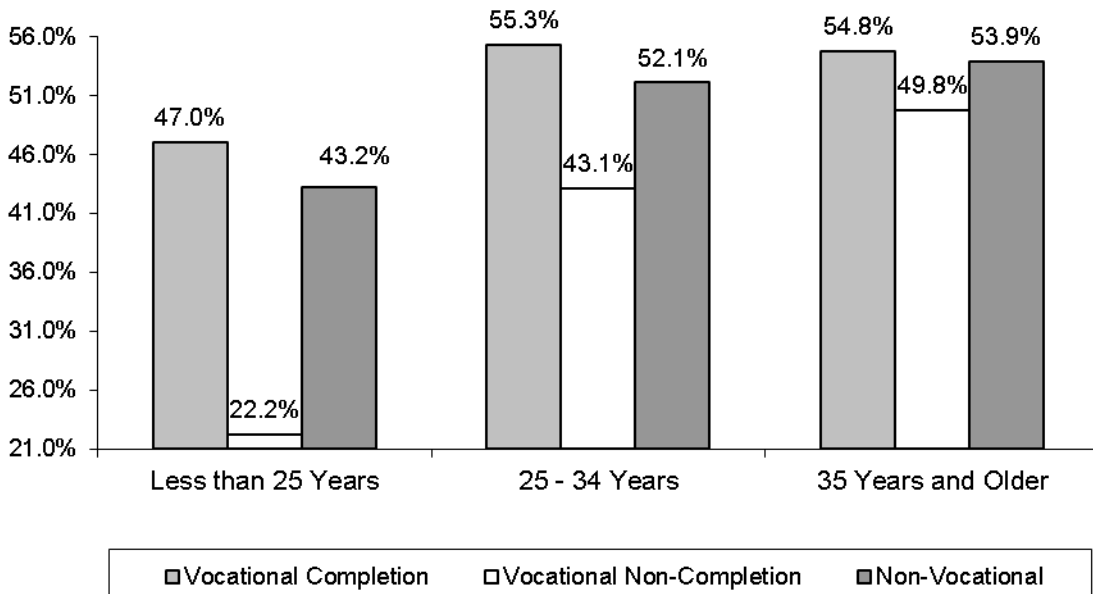
Percentage of Employed Offenders Who Retained Employment Three Consecutive Quarters



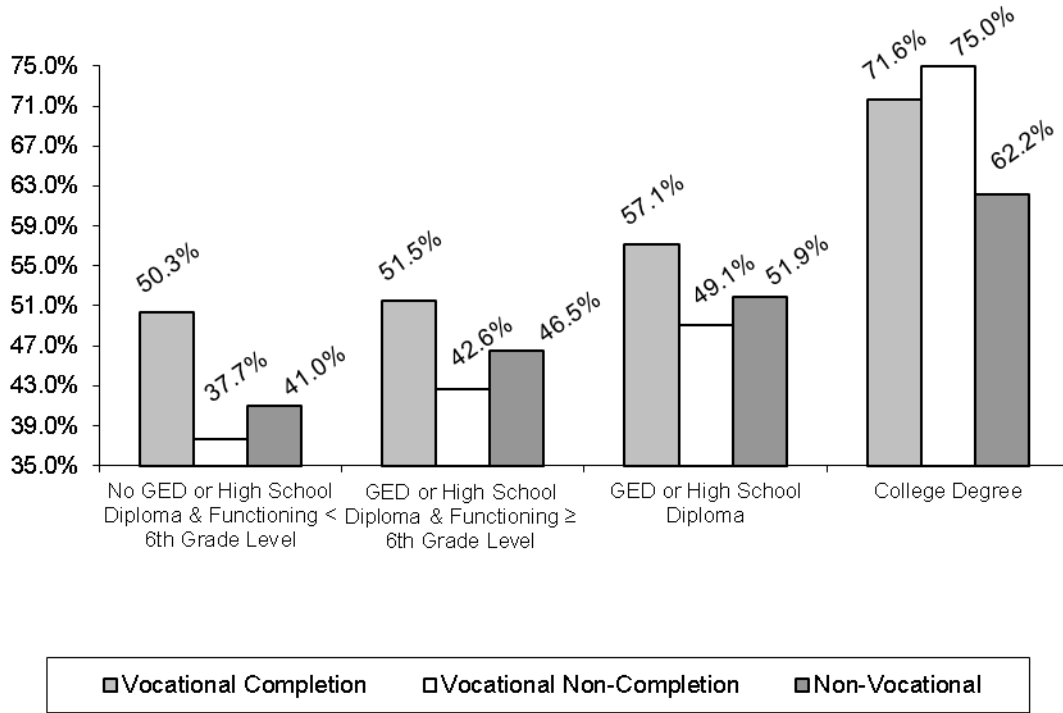
Percentage of Employed Prison and State Jail Group Who Retained Employment for Three Consecutive Quarters by Age Group



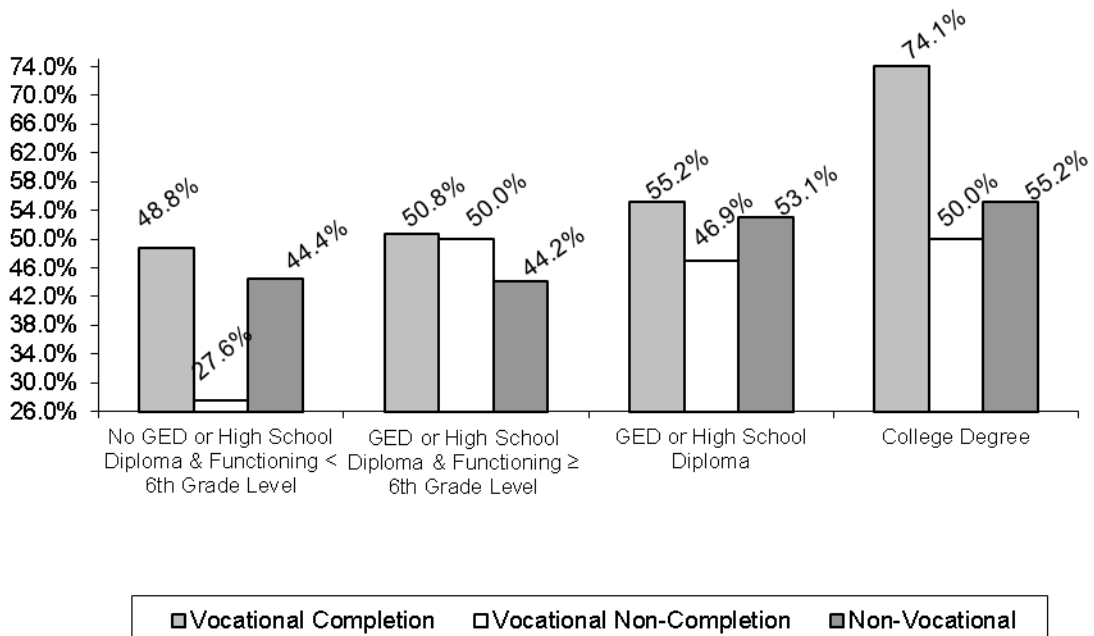
Percentage of Employed Intensive Treatment Programs Group Who Retained Employment for Three Consecutive Quarters by Age Group



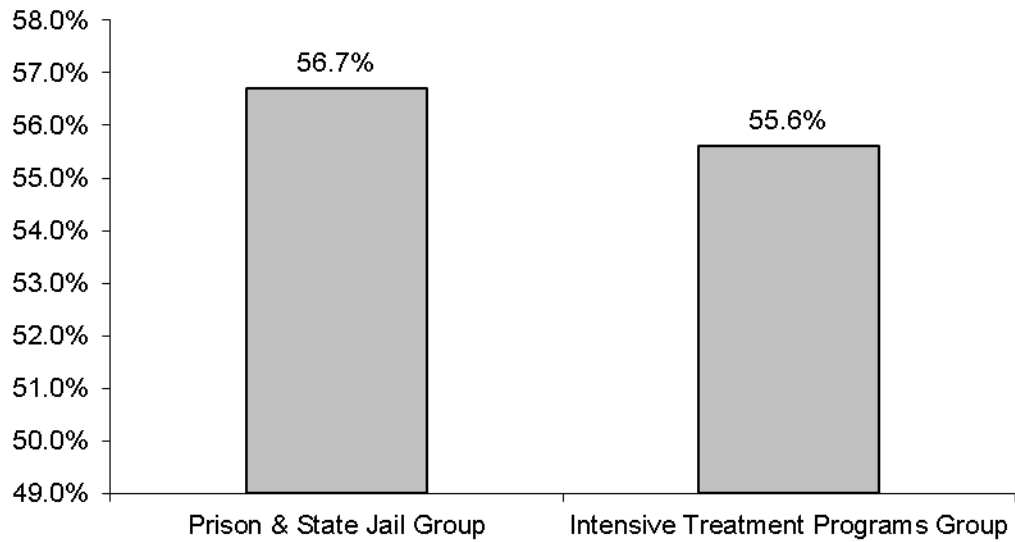
Percentage of Employed Prison and State Jail Group Who Retained Employment for Three Consecutive Quarters by Education Level



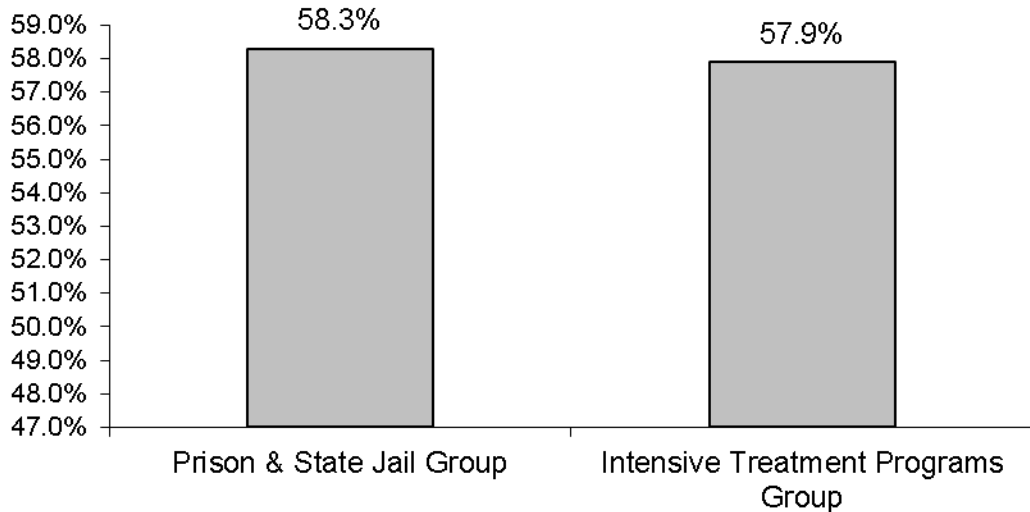
Percentage of Employed Intensive Treatment Programs Group Who Retained Employment Three Consecutive Quarters by Education Level



Percentage of Employed Vocational Completion Group Working in an Occupation Related to Training Who Retained Employment for Three Consecutive Quarters



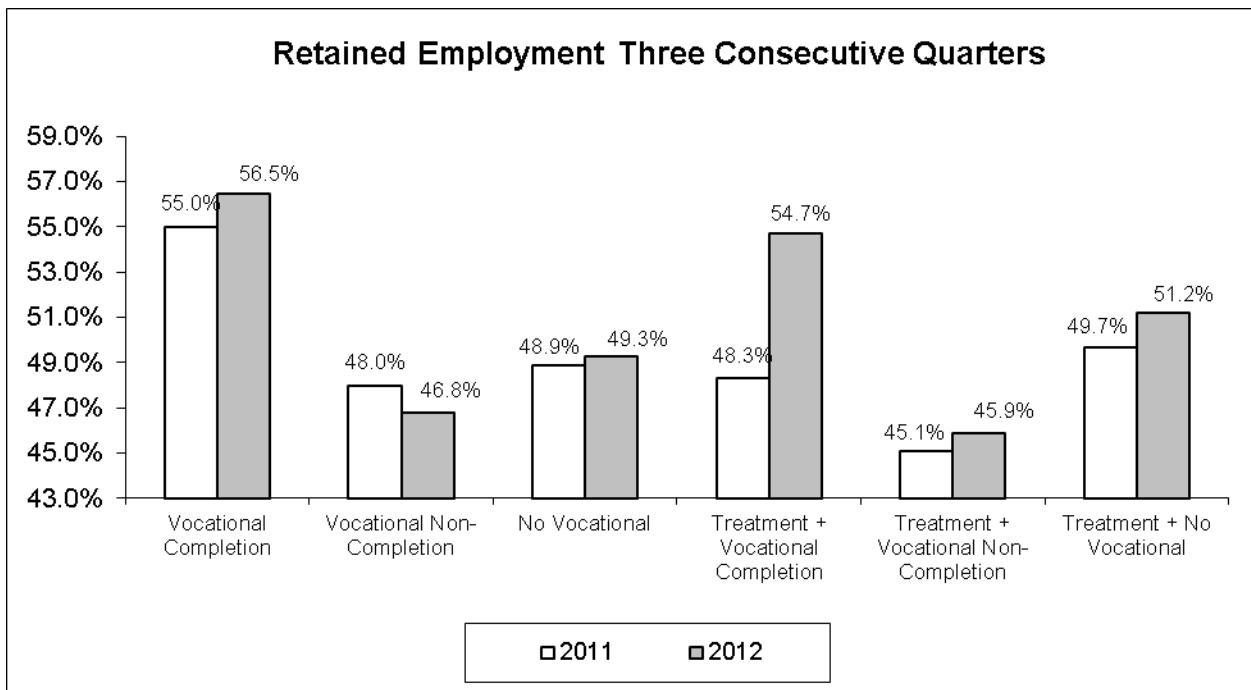
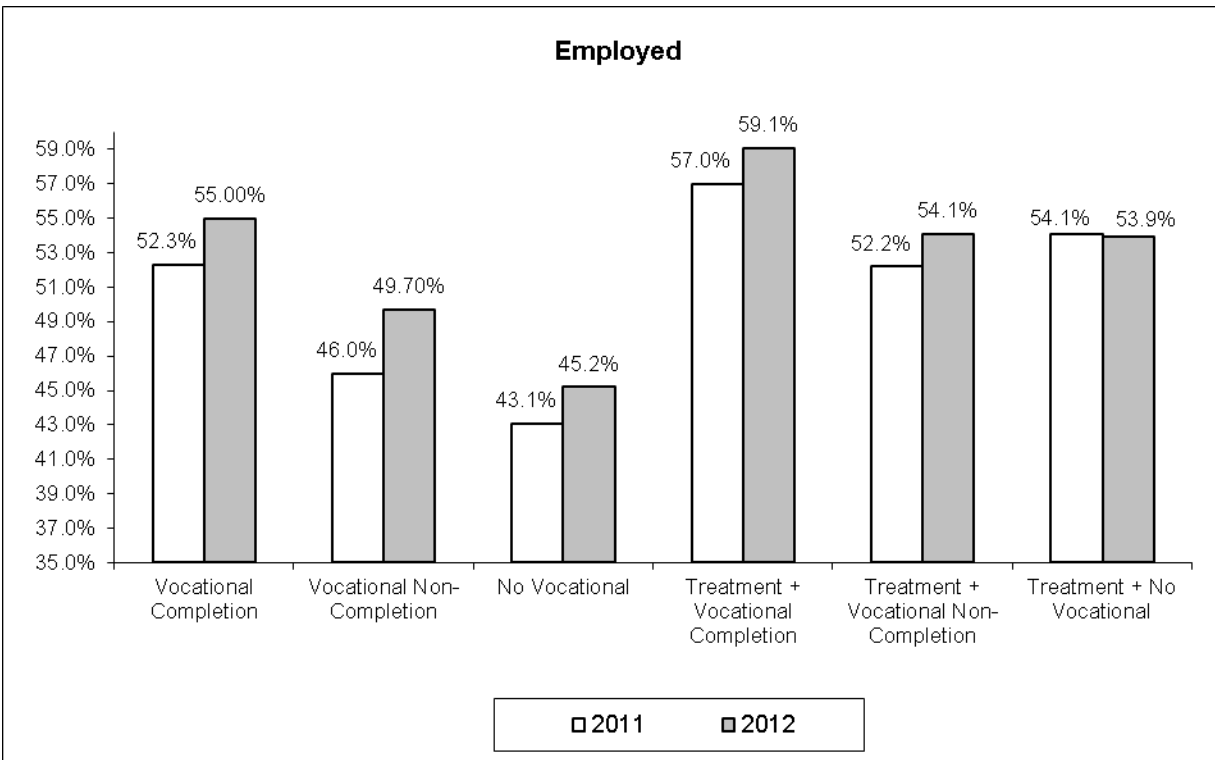
Percentage of Employed Vocational Completion Group with Industry Certification Who Retained Employment for Three Consecutive Quarters

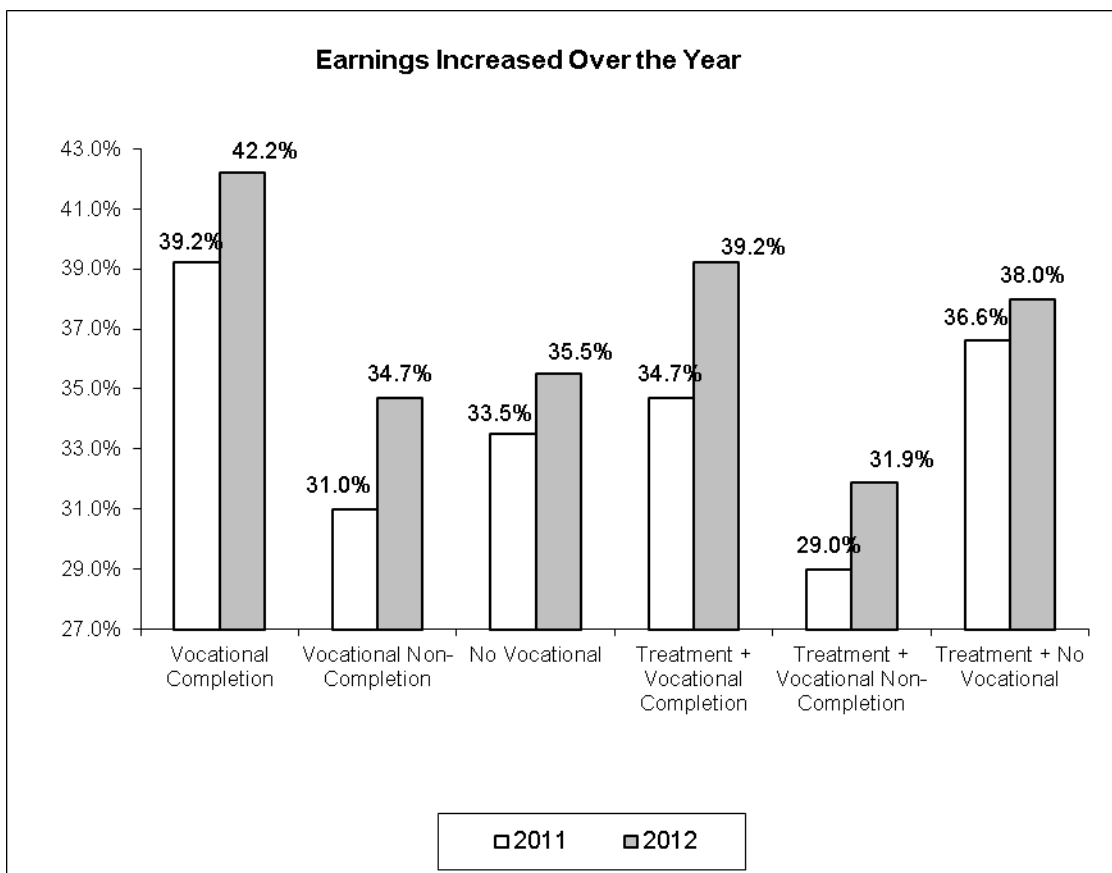
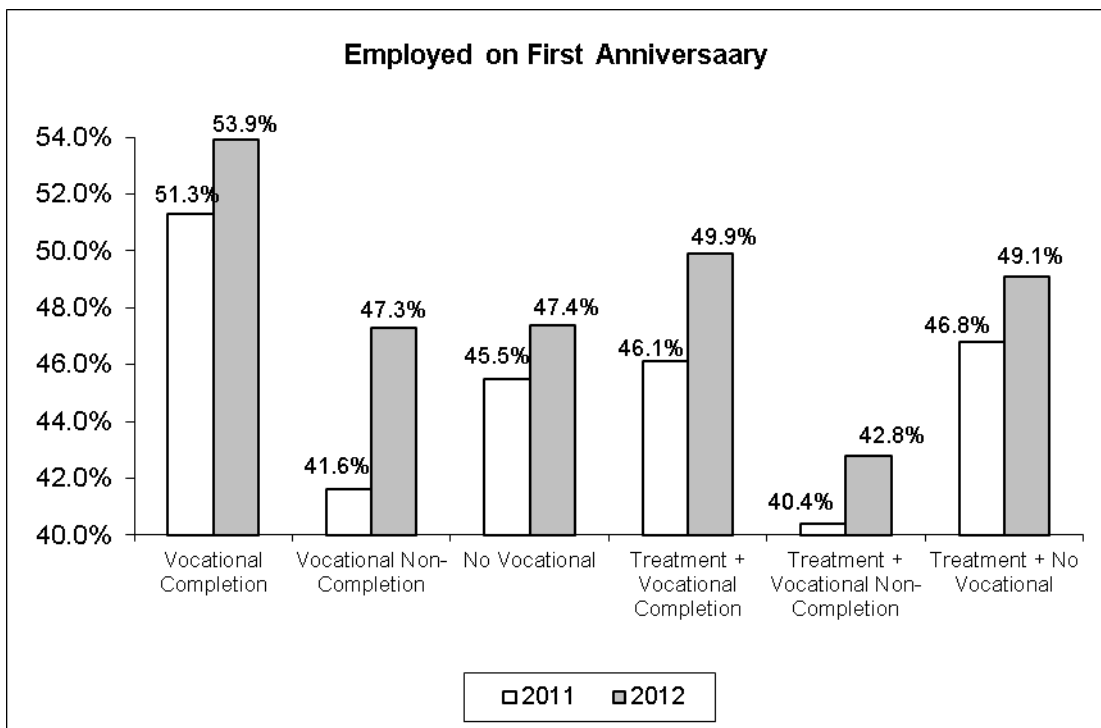


DATA ANALYSIS—WSD

- 55.0% of the Prison and State Jail vocational completion group were employed compared to 45.2.7% of those in the non-vocational comparison group; 59.1% of the Intensive Treatment Programs vocational completion group were employed compared to 53.9% of those in the non-vocational comparison group.
- With respect to the Prison and State Jail group, for all age groups and all levels of academic achievement, vocationally-trained offenders who completed the program exhibited higher employment rates than those who did not receive vocational training.
- In the Prison and State Jail study group, offenders who had attained a GED or high school diploma were employed and retained employment at a higher rate than those who had not.
- In the WSD Prison and State Jail group, vocationally-trained offenders less than 25 years of age exhibited higher employment than those of the same age group who participated without completing training or those who did not receive vocational training.
- 74.2% of the Prison and State Jail vocational completion group and 76.4% of the Intensive Treatment Programs vocational completion group were employed in occupations related to training.
- Offenders in the vocational completion group had higher average annual earnings than offenders in the vocational non-completion and non-vocational groups.
- Offenders in the vocational completion group who were employed in an occupation related to training had higher average salary differences (1st quarter to 4th quarter) than those in the vocational completion group who were employed in fields unrelated to their training.
- A higher percentage of offenders in the Prison and State Jail vocational completion group retained employment for three consecutive quarters and were employed on their first anniversary of initial employment compared to those in the vocational non-completion and non-vocational comparison groups.
- A higher percentage of offenders in the Prison and State Jail vocational completion group exhibited an earnings increase over the first year of employment compared to those in the vocational non-completion and non-vocational comparison groups.
- For all age groups and nearly all educational levels, offenders in the Prison and State Jail vocational completion group had higher employment retention rates than those in the vocational non-completion and non-vocational comparison groups.
- For offenders in the Prison and State Jail vocational completion group, the best employment retention factors appeared to be: 1) a college degree; 2) industry certification; 3) age 25 to 34; 4) GED or high school diploma, and 5) working in occupations related to training.
- For offenders in the Intensive Treatment Program vocational completion group, the best employment retention factors appeared to be: 1) a college degree; 2) industry certification; 3) working in occupations related to training; 4) 25 to 34 years of age; and 5) GED or high school diploma.

COMPARISON OF WSD 2011 AND 2012 DATA





ANALYSIS OF COMPARATIVE DATA

- Improvement is noted with respect to employment, earnings and job retention.
- Prison and State jail vocational completers, Windham and ITP group, improved from 2011 to 2012 in all areas of employment, earnings and job retention as compared to offenders who did not complete or participate in vocational training.

STUDY LIMITATIONS

- Wage/employment data for this study was based on available TWC information. Employment and earnings were not available for offenders who may have been working, but may have been paid on a cash or day-labor basis, and/or for those who may have had federal, military or out-of-state employment.
- Income was available as quarterly earnings. Specific hourly/weekly/monthly income information was not available.
- TWC data indicates employment by industry, not by specific occupation or job. Information relative to specific job responsibilities was not available for offenders in the study.

CONSIDERATIONS

- Vocational programming at State Jails, transfer facilities and intensive treatment program facilities is often limited to “clean-shop” or classroom-based programs because the facilities were built without vocational shops.
- Intensive treatment programs typically serve offenders who have a high risk of recidivating.
- Efforts to increase public safety have made employment and/or licensure in certain occupations more difficult for offenders to obtain.
- In addition to providing employment skills to offenders, CTE vocational courses provide trained workers for TDCJ operations, including industry, maintenance, food service, laundry and agriculture.

Employment Data by Career & Technical Education Course

The study data encompassed vocational courses that offenders may have completed throughout the district's 42 year history. Vocational course offerings have evolved and changed since the district's inception in 1969. As a result, some of the courses depicted in the study are no longer offered by the district. The following table reflects employment information for offenders in the study group who completed Career & Technical Education courses currently offered by Windham School District.

Career & Technical Education Course Title	Prison and State Jail Group					Intensive Treatment Program Group					Employment Projections		
	Number Trained	Number Employed	Percent Employed	Number of Those Employed Who Are Still Employed on First Anniversary	Percent of Those Employed Who Are Still Employed on First Anniversary	Number Trained	Number Employed	Percent Employed	Number of Those Employed Who Are Still Employed on First Anniversary	Percent of Those Employed Who Are Still Employed on First Anniversary	2008 – 2018 Top 50 Occupations in Texas with the Largest Employment (All Education Levels)	2008 – 2018 Top 50 Occupations in Texas with the Most Openings (All Education Levels)	2008 – 2018 Projections Course Related to Occupations in Texas Adding the Most Jobs* (All Education Levels)
Automotive Collision Repair & Refinishing	32	12	37.50%	4	33.33%	22	11	50.00%	3	27.27%			
Automotive Specialization (Air Conditioning/Heating)	81	42	51.85%	18	42.86%	51	25	49.02%	11	44.00%	✓		
Automotive Specialization (Brakes)	135	82	60.74%	43	52.44%	84	50	59.52%	23	46.00%	✓		
Automotive Specialization (Electronics)	24	13	54.17%	9	69.23%	26	18	69.23%	6	33.33%	✓		
Automotive Specialization (Engine Performance)	73	38	52.05%	24	63.16%	42	23	54.76%	13	56.52%	✓		
Automotive Specialization (Transmission)	39	21	53.85%	13	61.90%	33	17	51.52%	6	35.29%	✓		
Bricklaying/Stone Masonry	120	65	54.17%	37	56.92%	67	33	49.25%	13	39.39%	✓	✓	✓
Building Trades I	16	11	68.75%	6	54.55%	61	37	60.66%	21	56.76%	✓	✓	✓
Business Computer Information Systems I	623	359	57.62%	166	46.24%	484	321	66.32%	169	52.65%	✓	✓	✓
Business Computer Information Systems II	423	235	55.56%	111	47.23%	280	171	61.07%	83	48.54%	✓	✓	✓
Business Image Management & Multimedia	33	19	57.58%	12	63.16%	20	9	45.00%	6	66.67%			
Computer Maintenance Technician	129	70	54.26%	44	62.86%	81	37	45.68%	14	37.84%		✓	
Construction Carpentry	510	284	55.69%	160	56.34%	335	211	62.99%	97	45.97%	✓	✓	✓
Culinary Arts	25	13	52.00%	8	61.54%	11	8	72.73%	4	50.00%	✓	✓	✓
Custodial Technician	258	135	52.33%	71	52.59%	118	74	62.71%	38	51.35%	✓	✓	✓
Diesel Mechanics	52	28	53.85%	16	57.14%	31	12	38.71%	7	58.33%			
Diversified Career Preparation (DCP): Food Production, Management & Services	28	18	64.29%	9	50.00%	9	7	77.78%	0	0.00%	✓	✓	✓
Electrical Trades	477	284	59.54%	175	61.62%	288	192	66.67%	94	48.96%	✓	✓	✓
Heating, Ventilation, Air Conditioning & Refrigeration	282	175	62.06%	100	57.14%	178	116	65.17%	61	52.59%			
Horticulture	89	42	47.19%	28	66.67%	54	25	46.30%	11	44.00%	✓	✓	✓
Introduction to Construction Careers	142	85	59.86%	45	52.94%	286	169	59.09%	87	51.48%	✓		✓

Career & Technical Education Course Title	Prison and State Jail Group					Intensive Treatment Program Group					Employment Projections		
	Number Trained	Number Employed	Percent Employed	Number of Those Employed Who Are Still Employed on First Anniversary	Percent of Those Employed Who Are Still Employed on First Anniversary	Number Trained	Number Employed	Percent Employed	Number of Those Employed Who Are Still Employed on First Anniversary	Percent of Those Employed Who Are Still Employed on First Anniversary	2008 – 2018 Top 50 Occupations in Texas with the Largest Employment (All Education Levels)	2008 – 2018 Top 50 Occupations in Texas with the Most Openings (All Education Levels)	2008 – 2018 Projections Course Related to Occupations in Texas Adding the Most Jobs* (All Education Levels)
Landscape Design, Construction & Maintenance	275	151	54.91%	89	58.94%	152	85	55.92%	45	52.94%	✓	✓	
Major Appliance Service Technology	85	49	57.65%	25	51.02%	64	43	67.19%	20	46.51%			
Mill & Cabinetmaking	169	94	55.62%	54	57.45%	129	68	52.71%	32	47.06%			✓
Painting & Decorating	112	63	56.25%	25	39.68%	53	25	47.17%	15	60.00%			✓
Personal & Family Development	51	26	50.98%	15	57.69%	46	23	50.00%	16	69.57%		✓	
Piping Trades/Plumbing	293	146	49.83%	86	58.90%	208	125	60.10%	71	56.80%			✓
Plant Maintenance	64	40	62.50%	23	57.50%	29	23	79.31%	15	65.22%	✓	✓	
Sheet Metal	26	12	46.15%	9	75.00%	20	11	55.00%	7	63.64%			
Small Engine Repair	161	94	58.39%	55	58.51%	112	69	61.61%	30	43.48%			
Technical Introduction to Computer-Aided Drafting	245	139	56.73%	73	52.52%	134	69	51.49%	27	39.13%			
Trucking Driving	51	33	64.71%	17	51.52%	57	38	66.67%	22	57.89%	✓	✓	✓
Welding	274	142	51.82%	76	53.52%	190	116	61.05%	61	52.59%	✓	✓	

*Occupations adding the most jobs – Office Clerks, General; Construction Laborers; Truck Drivers, Heavy and Tractor-Trailer; Cooks, Restaurant; Janitors and Cleaners; Landscaping and Groundskeeping Workers

College
Credit
Vocational
Program
Study

VOCATIONAL TRAINING SERVICES PROVIDED THROUGH CONTRACTS WITH COLLEGES

Offenders must meet college eligibility requirements to enroll in college credit vocational courses.

Two-year colleges offer vocational training in 21 different occupational trades. The training is provided through shop training and classroom instruction. A certificate of completion and semester hours of college credit are awarded upon satisfactory completion. Two-year college credit vocational programs were available on 21 TDCJ facilities in Fiscal Year 2012. During the 2011-2012 school year, a total of 1,939 offenders participated in the college credit vocational program.

COLLEGE VOCATIONAL CREDIT COURSES

Advanced Food Service Preparation	Culinary Arts / Hospitality Management
Advanced Welding	Data Processing
Air Conditioning/Refrigeration	Drafting
Air Conditioning/Refrigeration II	Electrical Technology
Auto Body Repair	Electronics
Auto Mechanics	Food Service Preparation
Auto Mechanics II / Transmission	Horticulture
Cabinet Making	Office Administration
Computer Repair	Truck Driving
Construction Carpentry	Welding
Construction Carpentry II	

INDUSTRY CERTIFYING ENTITIES

Various colleges have associated with the following certifying entities to provide offenders the ability to gain entry-level industry certification and/or license:

American Welding Society (AWS)	Hunter Engineering Co/Wheel Alignment
Environmental Protection Agency (EPA) (Section 608)	Raybestos ABS Antilock Brakes
National Restaurant Association (ServSafe)	Texas A & M (Department of Horticulture)
Institute for Social and Environmental Transition (ISET)	Texas Commercial Drivers License (CDL)
National Center for Construction Education and Research (NCCER)	Video General Incorporated (VGI)/R410A

DATA TABLES 2012

COLLEGE -- PRISON AND STATE JAIL GROUP

DATA ANALYSIS FOR EMPLOYED PRISON AND STATE JAIL GROUP -- COLLEGE

Data Elements	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	606	58.4%	\$1,049.57	91	47.7%	\$37.60	14169	45.2%	\$202.15
Total employed in an occupation related to their training	426	70.3%	\$1,112.60	48	52.7%	\$740.32			
Total employed only in an unrelated field	180	29.7%	\$900.41	43	47.3%	-\$746.83			
Offenders who retained employment for three consecutive quarters	382	63.0%	\$2,342.04	49	53.8%	\$1,279.78	6980	49.3%	\$1,344.13
Offenders employed on first anniversary of initial employment	344	56.8%	\$3,216.48	44	48.4%	\$1,799.13	6720	47.4%	\$2,063.47
Offenders whose earnings increased over the year	287	47.4%	\$4,174.51	33	36.3%	\$3,155.82	5037	35.5%	\$3,268.57
Total employed with industry certification	56	9.2%	\$1,724.36	6	6.6%	\$534.31	7	0.0%	\$430.76

*Average Salary Difference is the difference of the fourth quarter of earnings compared to the first quarter of earnings.

**Percent employed is calculated based on the total employed and unemployed offenders reported.

College Prison & State Jail Group	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Retention Factors									
Offenders who are less than 25 years of age	17 (54.8%)	14 (45.2%)	31 (5.1%)	3 (30.0%)	7 (70.0%)	10 (11.0%)	1554 (45.1%)	1889 (54.9%)	3443 (24.3%)
Offenders from 25 to less than 35 years of age	126 (68.9%)	57 (31.1%)	183 (30.2%)	14 (56.0%)	11 (44.0%)	25 (27.5%)	2839 (49.0%)	2957 (51.0%)	5796 (40.9%)
Offenders 35 years of age and older	239 (61.0%)	153 (39.0%)	392 (64.7%)	32 (57.1%)	24 (42.9%)	56 (61.5%)	2587 (52.5%)	2343 (47.5%)	4930 (34.8%)
Offenders with EA scores < 6.0, no GED/High School Diploma	1 (100.0%)	0 (0.0%)	1 (0.2%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	610 (41.0%)	876 (59.0%)	1486 (10.5%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	880 (46.5%)	1013 (53.5%)	1893 (13.4%)

College Prison & State Jail Group	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Retention Factors									
Offenders with GED/High School Diploma Only	311 (62.8%)	184 (37.2%)	495 (81.7%)	47 (53.4%)	41 (46.6%)	88 (96.7%)	3553 (51.9%)	3290 (48.1%)	6843 (48.3%)
Offenders with College Degree	70 (63.6%)	40 (36.4%)	110 (18.2%)	2 (66.7%)	1 (33.3%)	3 (3.3%)	28 (62.2%)	17 (37.8%)	45 (0.3%)
Offenders working in occupation related to training	275 (64.6%)	151 (35.4%)	426 (70.3%)	31 (64.6%)	17 (35.4%)	48 (52.7%)			
Offenders with Industry Certification	40 (71.4%)	16 (28.6%)	56 (9.2%)	3 (50.0%)	3 (50.0%)	6 (6.6%)	6 (85.7%)	1 (14.3%)	7 (0.0%)

Employment/Unemployment Factors for Prison and State Jail Group -- College

Data Elements	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained ¹	Employed	Not Employed ²	Number Not Trained ¹	Employed	Not Employed ²	Number Not Trained ¹	Employed	Not Employed ²
Total number of offenders in group	1037 (3.2%)	606 (58.4%)	431 (41.6%)	192 (0.6%)	91 (47.4%)	101 (52.6%)	31377 (96.2%)	14169 (45.2%)	17208 (54.8%)
Offenders who are less than 25 years of age	42 (0.1%)	31 (73.8%)	11 (26.2%)	15 (0.0%)	10 (66.7%)	5 (33.3%)	6890 (21.1%)	3443 (50.0%)	3447 (50.0%)
Offenders from 25 to less than 35 years of age	260 (0.8%)	183 (70.4%)	77 (29.6%)	46 (0.1%)	25 (54.3%)	21 (45.7%)	11249 (34.5%)	5796 (51.5%)	5453 (48.5%)
Offenders 35 years of age and older	735 (2.3%)	392 (53.3%)	343 (46.7%)	131 (0.4%)	56 (42.7%)	75 (57.3%)	13238 (40.6%)	4930 (37.2%)	8308 (62.8%)
Offenders with EA scores < 6.0, no GED/High School Diploma ³	1 (0.0%)	1 (100%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	4295 (13.2%)	1486 (34.6%)	2809 (65.4%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma ³	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	4048 (12.4%)	1893 (46.8%)	2155 (53.2%)
Offenders with GED/High School Diploma Only ⁴	855 (2.6%)	495 (57.9%)	360 (42.1%)	185 (0.6%)	88 (47.6%)	97 (52.4%)	13719 (42.1%)	6843 (49.9%)	6876 (50.1%)
Offenders with College Degree ⁵	181 (0.6%)	110 (60.8%)	71 (39.2%)	7 (0.0%)	3 (42.9%)	4 (57.1%)	116 (0.4%)	45 (38.8%)	71 (61.2%)
Offenders with Industry Certification	87 (0.3%)	56 (64.4%)	31 (35.6%)	14 (0.0%)	6 (42.9%)	8 (57.1%)	15 (0.0%)	7 (46.7%)	8 (53.3%)

¹Percent for Number Trained and Number Not Trained is based on total employed and unemployed offenders in report.

²Records with valid SSNs that were not matched to income on or after the quarter of release are considered "Not Employed."

³Offenders with invalid achievement scores and null GED/High School Diploma were excluded from calculation.

⁴Offenders with null GED/High School Diploma were excluded from calculation.

⁵Offenders with null verified college degree were excluded from calculation.

AVERAGE ANNUAL EARNINGS*	
COLLEGE -- PRISON & STATE JAIL GROUP	
College Vocational Completion Group	\$11,558.64
College Vocational Non-Completion Group	\$10,231.52
Non-Vocational Group	\$8,918.68

*Average of first through fourth quarter earnings

DATA TABLES 2012

COLLEGE -- INTENSIVE TREATMENT PROGRAM GROUP

DATA ANALYSIS FOR EMPLOYED INTENSIVE TREATMENT PROGRAM GROUP -- COLLEGE

Data Elements	Employed College Vocational Completion Group			Employed College Vocational Non-Completion Group			Employed Non-Vocational Group		
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*
Total employed**	479	60.1%	\$638.49	71	49.7%	\$26.96	6987	53.9%	\$471.41
Total employed in an occupation related to their training	353	73.7%	\$730.58	47	66.2%	-\$51.59			
Total employed only in an unrelated field	126	26.3%	\$380.49	24	33.8%	\$180.79			
Offenders who retained employment for three consecutive quarters	276	57.6%	\$1,807.68	40	56.3%	\$1,009.97	3578	51.2%	\$1,725.80
Offenders employed on first anniversary of initial employment	255	53.2%	\$2,608.12	36	50.7%	\$1,613.11	3429	49.1%	\$2,500.83
Offenders whose earnings increased over the year	199	41.5%	\$3,826.83	27	38.0%	\$2,856.29	2653	38.0%	\$3,702.99
Total employed with industry certification	45	9.4%	\$847.36	3	4.2%	-\$469.56	7	0.1%	\$3,859.58

*Average Salary Difference is the difference of the fourth quarter of earnings compared to the first quarter of earnings.
**Percent employed is calculated based on the total employed and unemployed offenders reported.

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College Intensive Treatment Program Group	Employed Vocational Completion Group			Employed Vocational Non-Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Retention Factors									
Offenders who are less than 25 years of age	8 (36.4%)	14 (63.6%)	22 (4.6%)	0 (00.0%)	7 (100%)	7 (9.9%)	561 (43.2%)	737 (56.8%)	1298 (18.6%)
Offenders from 25 to less than 35 years of age	76 (61.3%)	48 (38.7%)	124 (25.9%)	19 (73.1%)	7 (26.9%)	26 (36.6%)	1400 (52.1%)	1287 (47.9%)	2687 (38.5%)
Offenders 35 years of age and older	192 (57.7%)	141 (42.3%)	333 (69.5%)	21 (55.3%)	17 (44.7%)	38 (53.5%)	1617 (53.9%)	1385 (46.1%)	3002 (43.0%)
Offenders with EA scores < 6.0, no GED/High School Diploma	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	309 (44.4%)	387 (55.6%)	696 (10.0%)
Offenders with EA scores ≥ 6.0, no	0	0	0	0	0	0	453	573	1026

College Intensive Treatment Program Group	Employed Vocational Completion Group			Employed Vocational Non- Completion Group			Employed Non-Vocational Group		
	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total
Retention Factors									
GED/High School Diploma	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(44.2%)	(55.8%)	(14.7%)
Offenders with GED/High School Diploma Only	245 (57.2%)	183 (42.8%)	428 (89.4%)	39 (56.6%)	30 (43.5%)	69 (97.2%)	2434 (53.1%)	2150 (46.9%)	4584 (65.6%)
Offenders with College Degree	31 (60.8%)	20 (39.2%)	51 (10.6%)	1 (50.0%)	1 (50.0%)	2 (2.8%)	16 (55.2%)	13 (44.8%)	29 (0.4%)
Offenders working in occupation related to training	212 (60.1%)	141 (39.9%)	353 (73.7%)	26 (55.3%)	21 (44.7%)	47 (66.2%)			
Offenders with Industry Certification	23 (51.1%)	22 (48.9%)	45 (9.4%)	1 (33.3%)	2 (66.7%)	3 (4.2%)	6 (85.7%)	1 (14.3%)	7 (0.1%)

Employment/Unemployment Factors for Intensive Treatment Program Group -- College

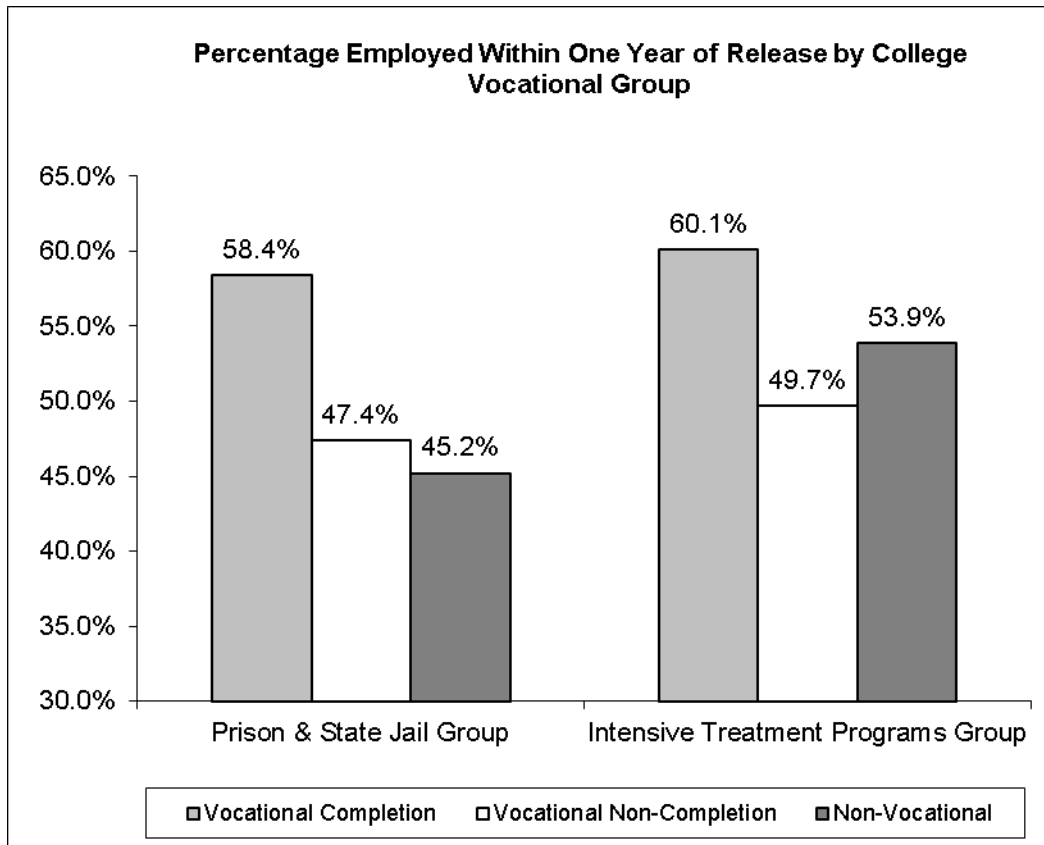
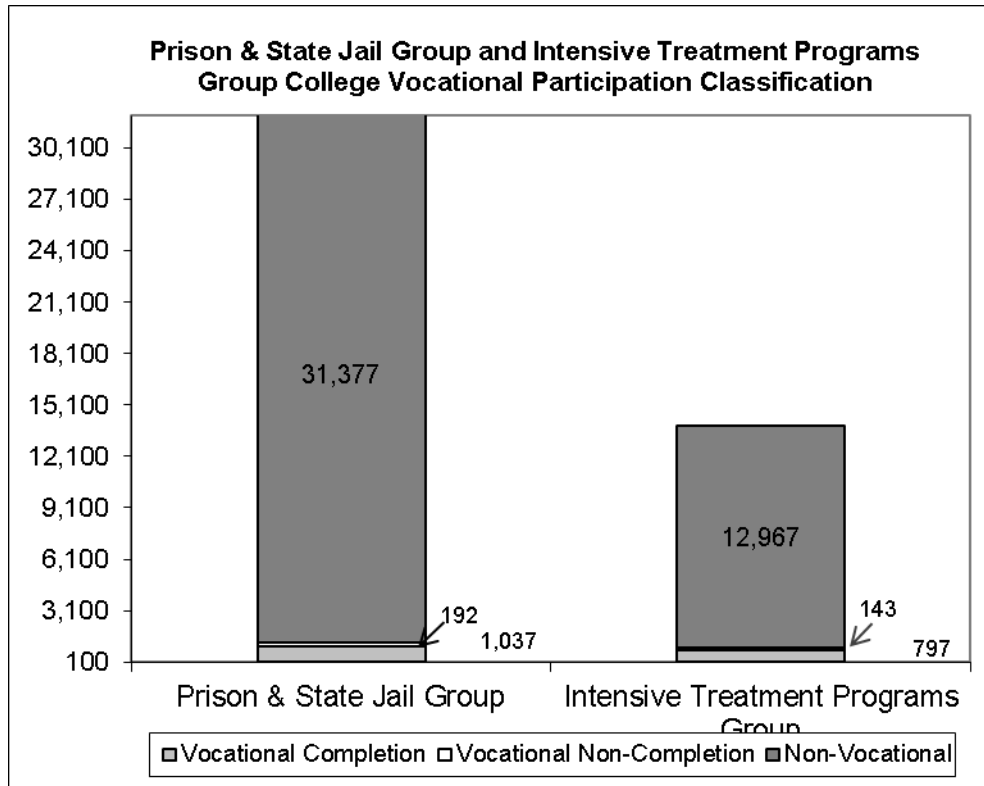
Data Elements	College Vocational Completion Group			College Vocational Non-Completion Group			Non-Vocational Group		
	Number Trained ¹	Employed	Not Employed ²	Number Not Trained ¹	Employed	Not Employed ²	Number Not Trained ¹	Employed	Not Employed ²
Total number of offenders in group	797 (5.7%)	479 (60.1%)	318 (39.9%)	143 (1.0%)	71 (49.7%)	72 (50.3%)	12967 (93.2%)	6987 (53.9%)	5980 (46.1%)
Offenders who are less than 25 years of age	28 (0.2%)	22 (78.6%)	6 (21.4%)	9 (0.1%)	7 (77.8%)	2 (22.2%)	2189 (15.7%)	1298 (59.3%)	891 (40.7%)
Offenders from 25 to less than 35 years of age	169 (1.2%)	124 (73.4%)	45 (26.6%)	33 (0.2%)	26 (78.8%)	7 (21.2%)	4405 (31.7%)	2687 (61.0%)	1718 (39.0%)
Offenders 35 years of age and older	600 (4.3%)	333 (55.5%)	267 (44.5%)	101 (0.7%)	38 (37.6%)	63 (62.4%)	6373 (45.8%)	3002 (47.1%)	3371 (52.9%)
Offenders with EA scores < 6.0, no GED/High School Diploma ³	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1759 (12.6%)	696 (39.6%)	1063 (60.4%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma ³	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1904 (13.7%)	1026 (53.9%)	878 (46.1%)
Offenders with GED/High School Diploma Only ⁴	704 (5.1%)	428 (60.8%)	276 (39.2%)	138 (1.0%)	69 (50.0%)	69 (50.0%)	7817 (56.2%)	4584 (58.6%)	3233 (41.4%)
Offenders with College Degree ⁵	93 (0.7%)	51 (54.8%)	42 (45.2%)	5 (0.0%)	2 (40.0%)	3 (60.0%)	63 (0.5%)	29 (46.0%)	34 (54.0%)
Offenders with industry certification	77 (0.6%)	45 (58.4%)	32 (41.6%)	7 (0.1%)	3 (42.9%)	4 (57.1%)	10 (0.1%)	7 (70.0%)	3 (30.0%)

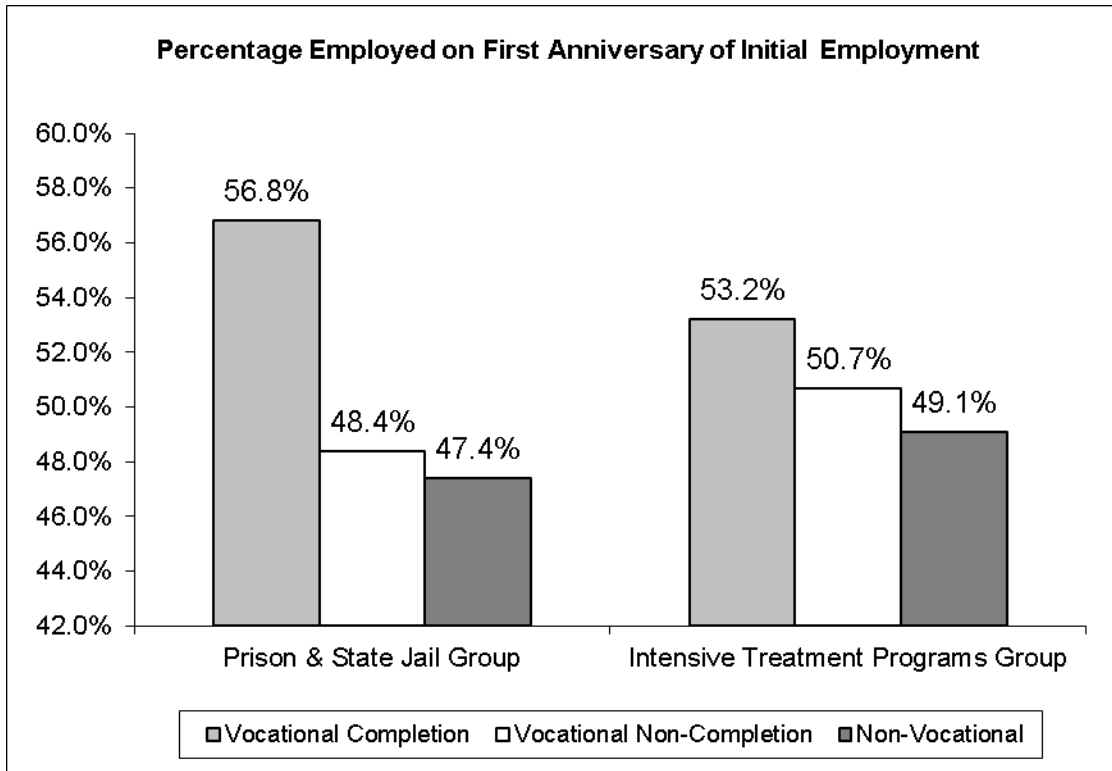
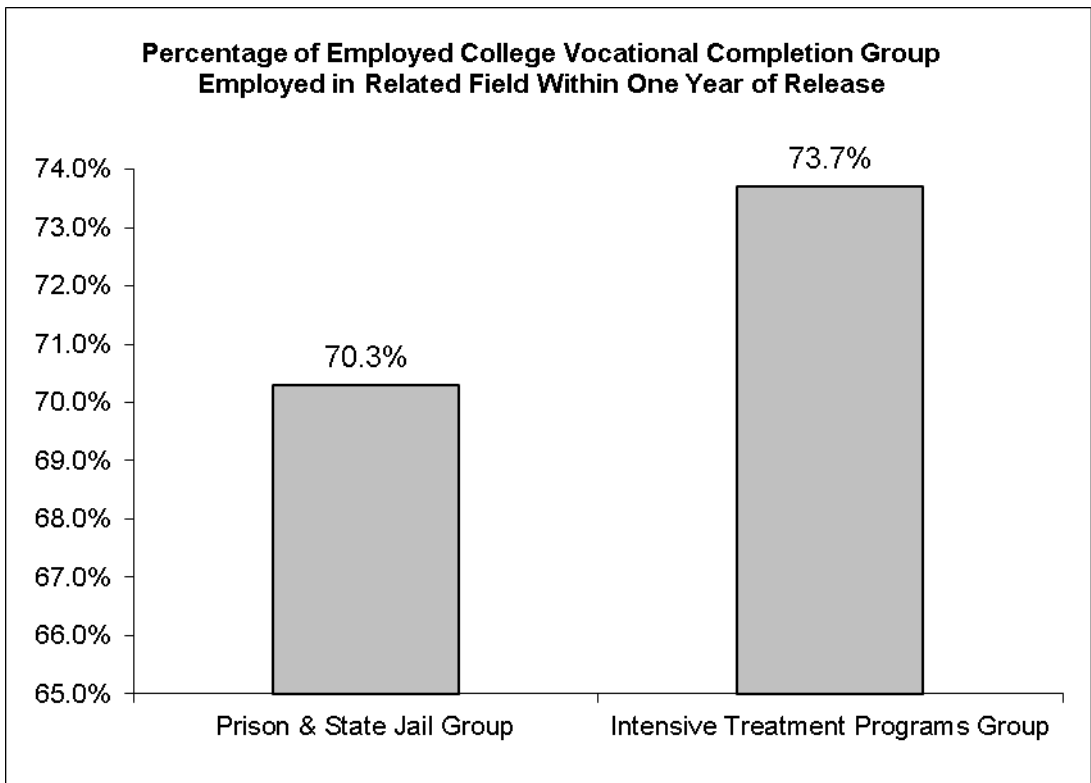
¹ Percent for Number Trained and Number Not Trained is based on total employed and unemployed offenders in report.
² Records with valid SSNs that were not matched to income on or after the quarter of release are considered "Not Employed."
³ Offenders with invalid achievement scores and null GED/High School Diploma were excluded from calculation.
⁴ Offenders with null GED/High School Diploma were excluded from calculation.
⁵ Offenders with null verified college degree were excluded from calculation.

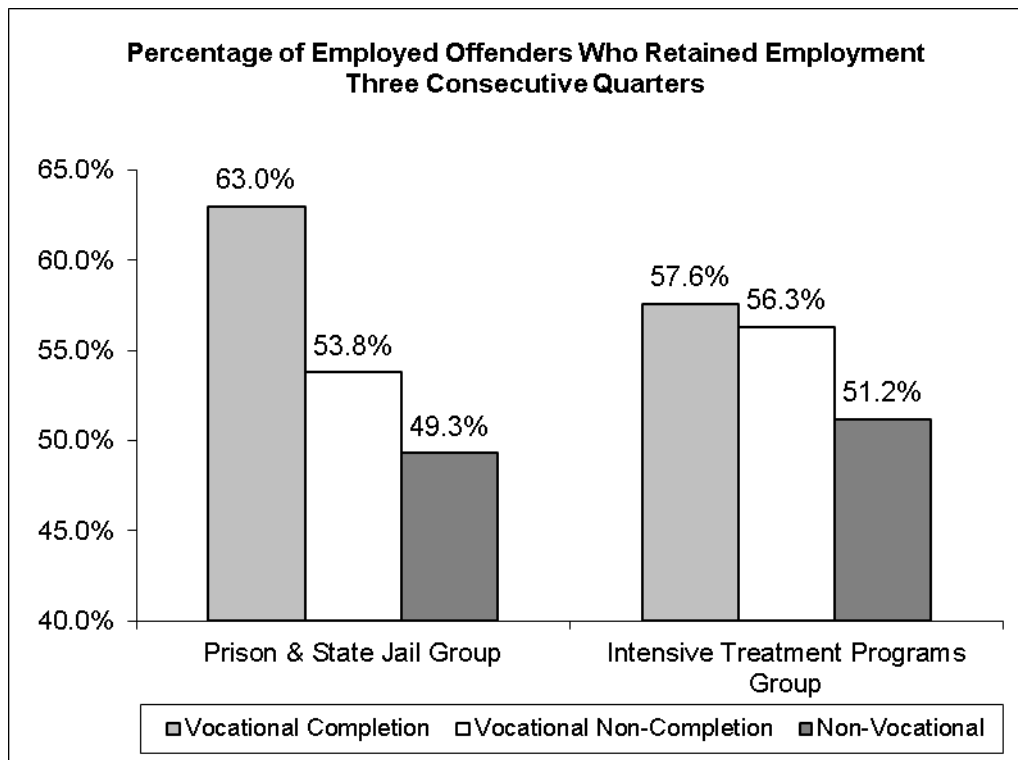
AVERAGE ANNUAL EARNINGS*	
INTENSIVE TREATMENT PROGRAM GROUP -- COLLEGE	
College Vocational Completion Group	\$10,261.53
College Vocational Non-Completion Group	\$8,943.81
Non-Vocational Group	\$9,610.90

*Average of first through fourth quarter earnings

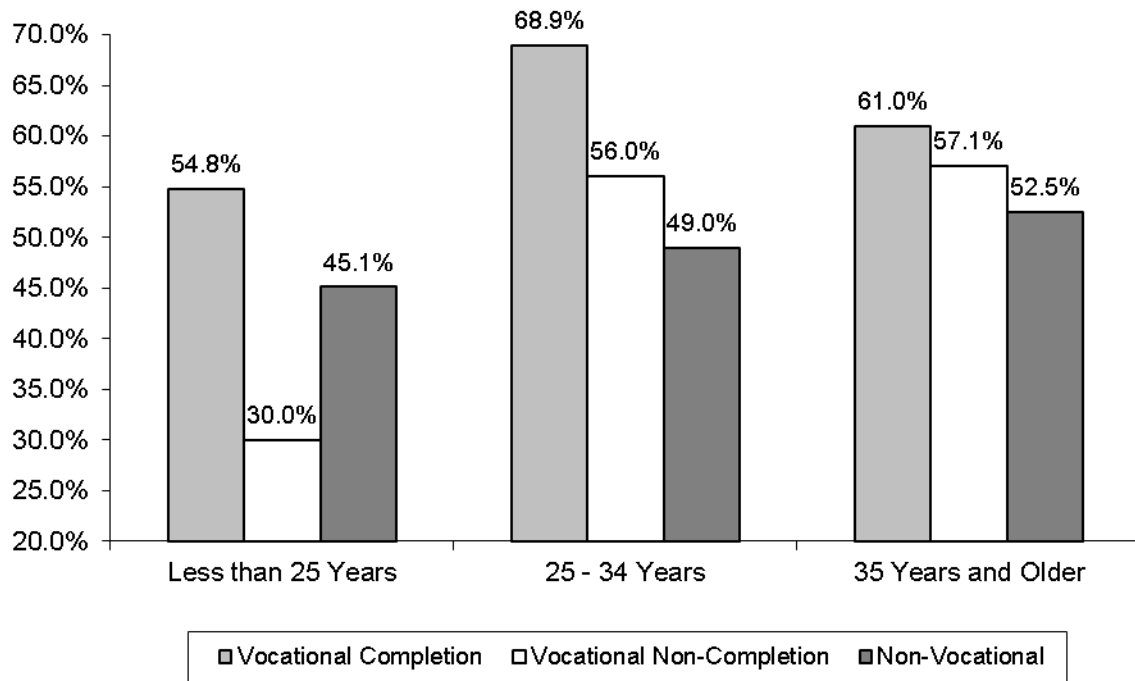
GRAPHIC ILLUSTRATIONS OF COLLEGE 2012 DATA



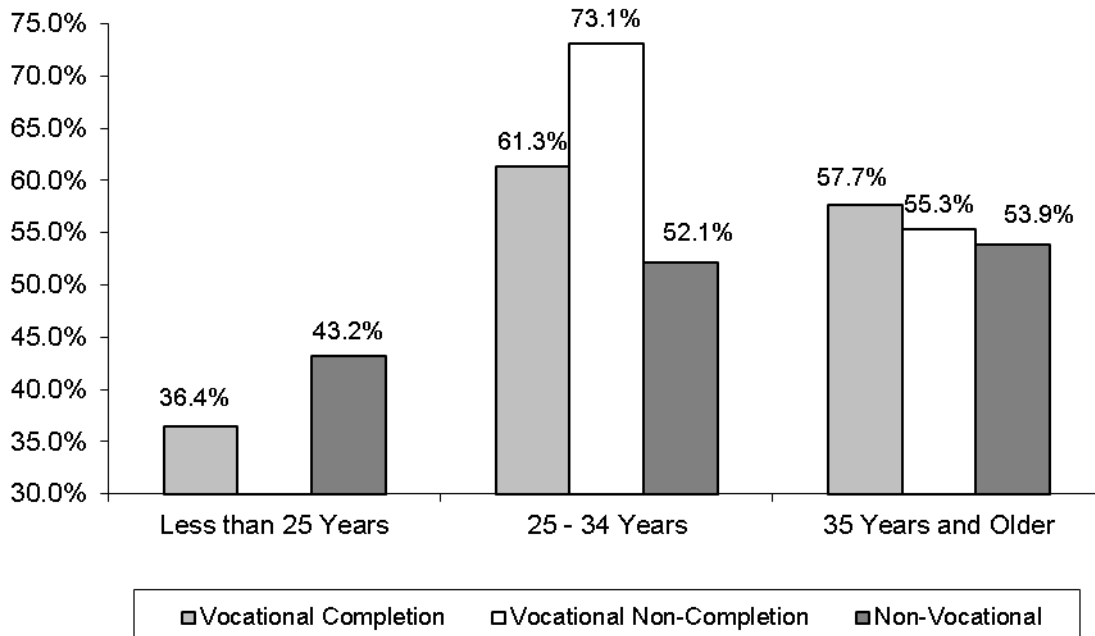




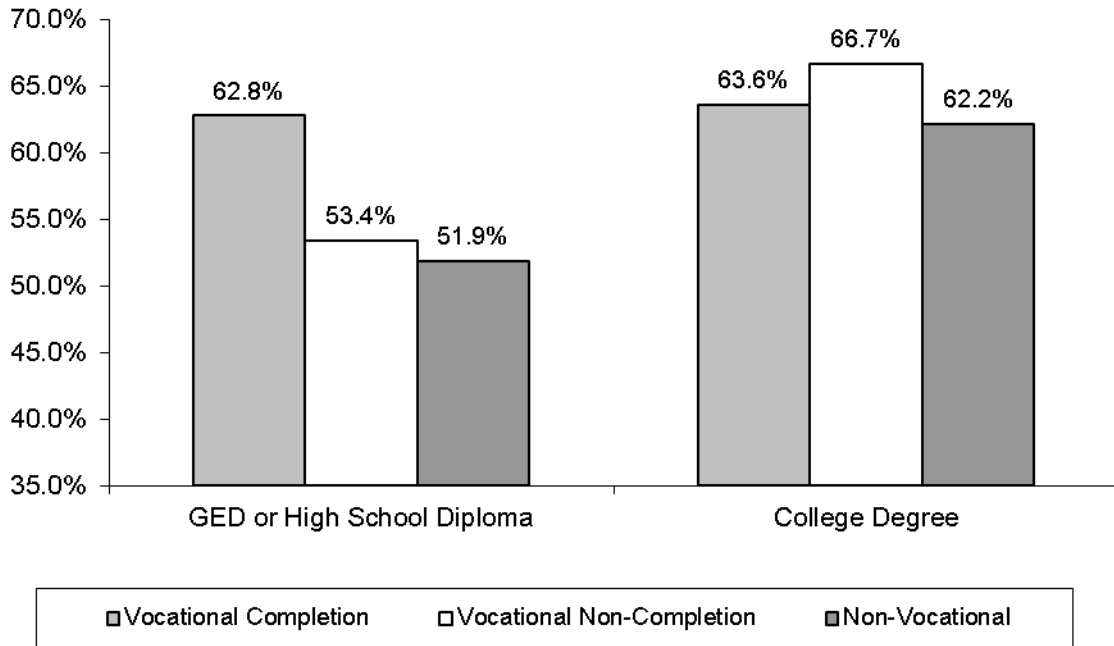
Percentage of Employed Prison and State Jail Group Who Retained Employment for Three Consecutive Quarters by Age Group



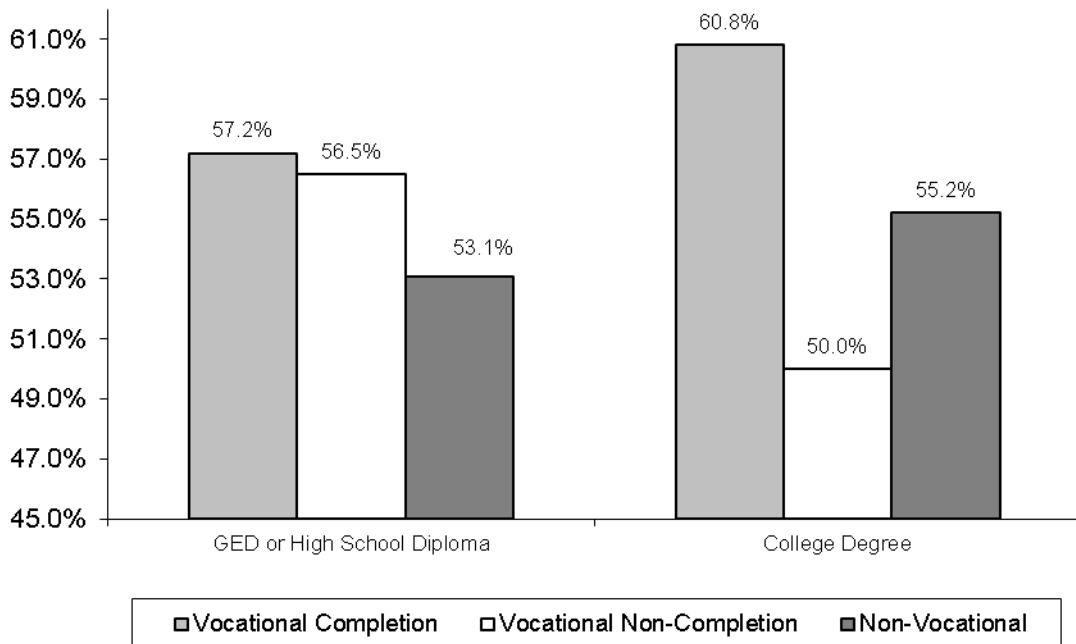
Percentage of Employed Intensive Treatment Programs Group Who Retained Employment for Three Consecutive Quarters by Age Group

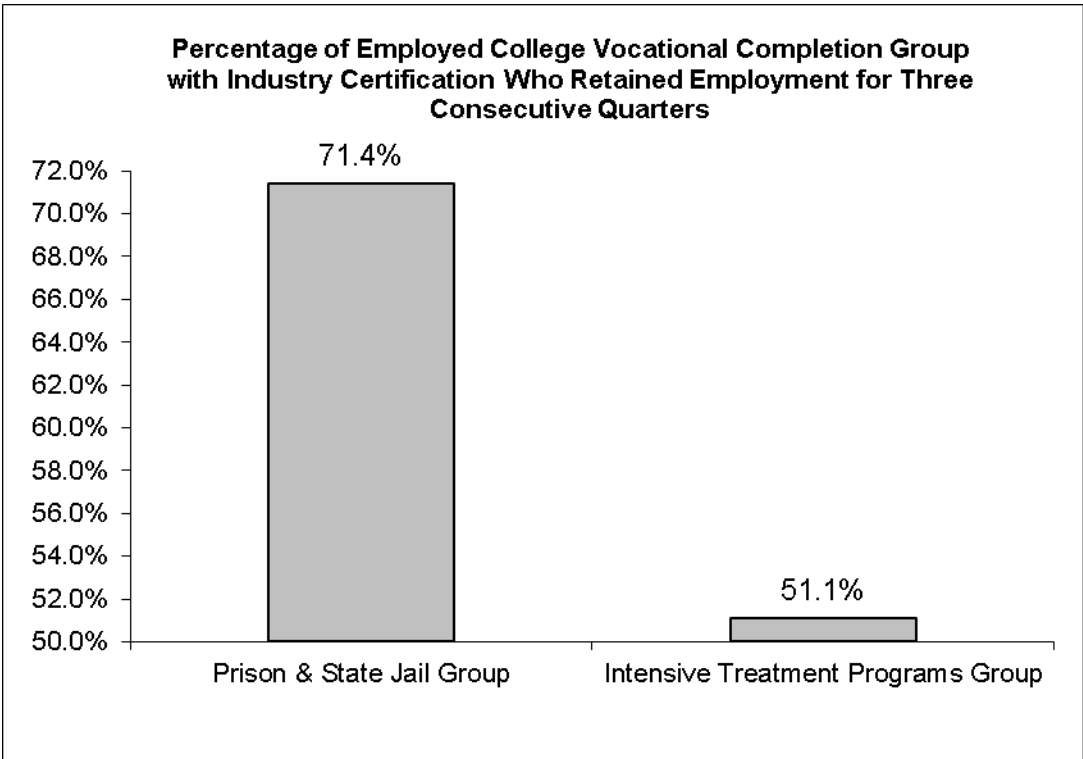
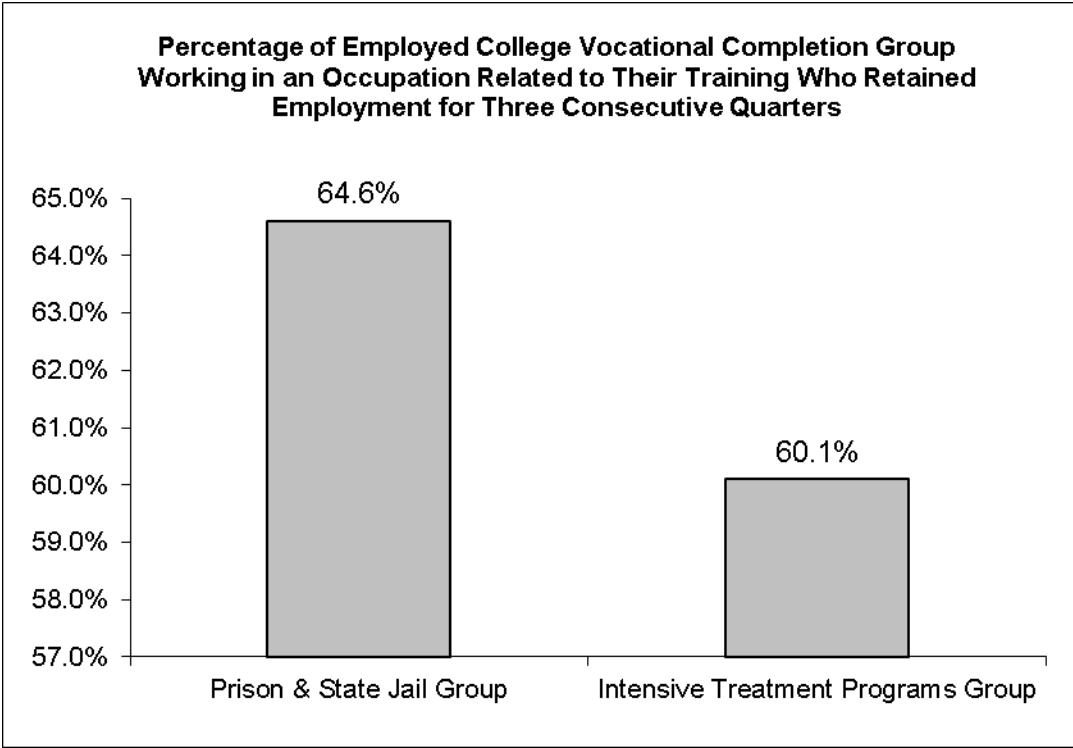


Percentage of Employed Prison and State Jail Group Who Retained Employment for Three Consecutive Quarters by Education Level

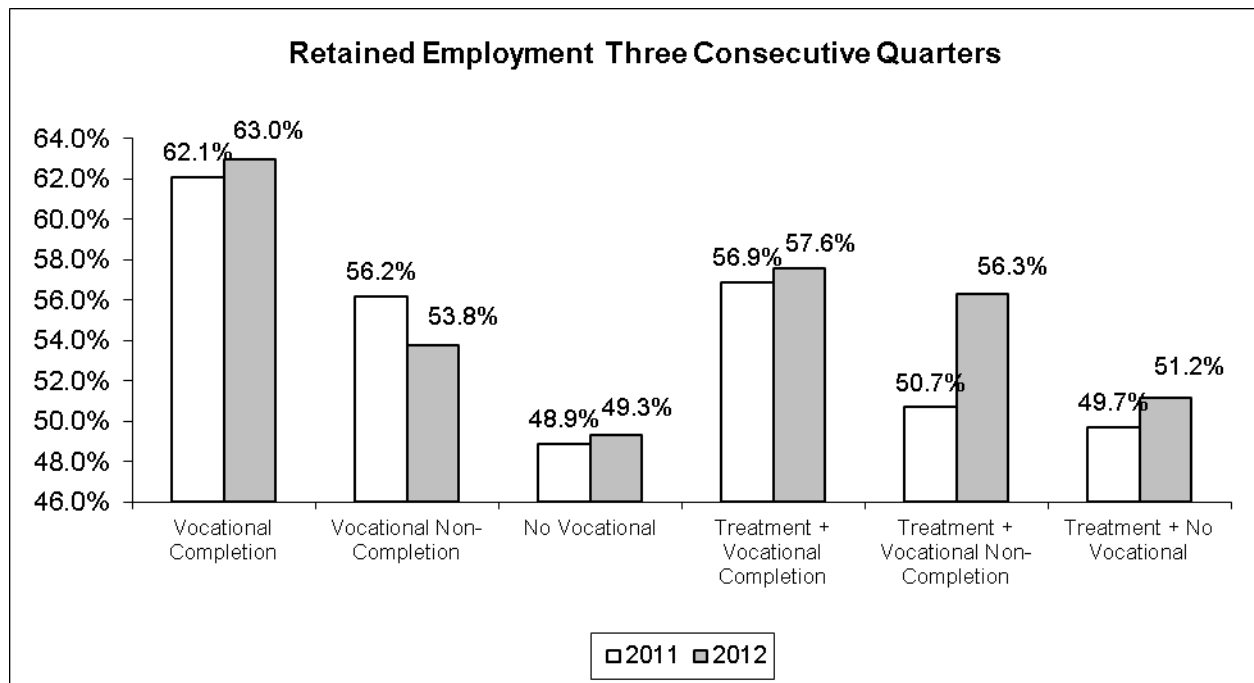
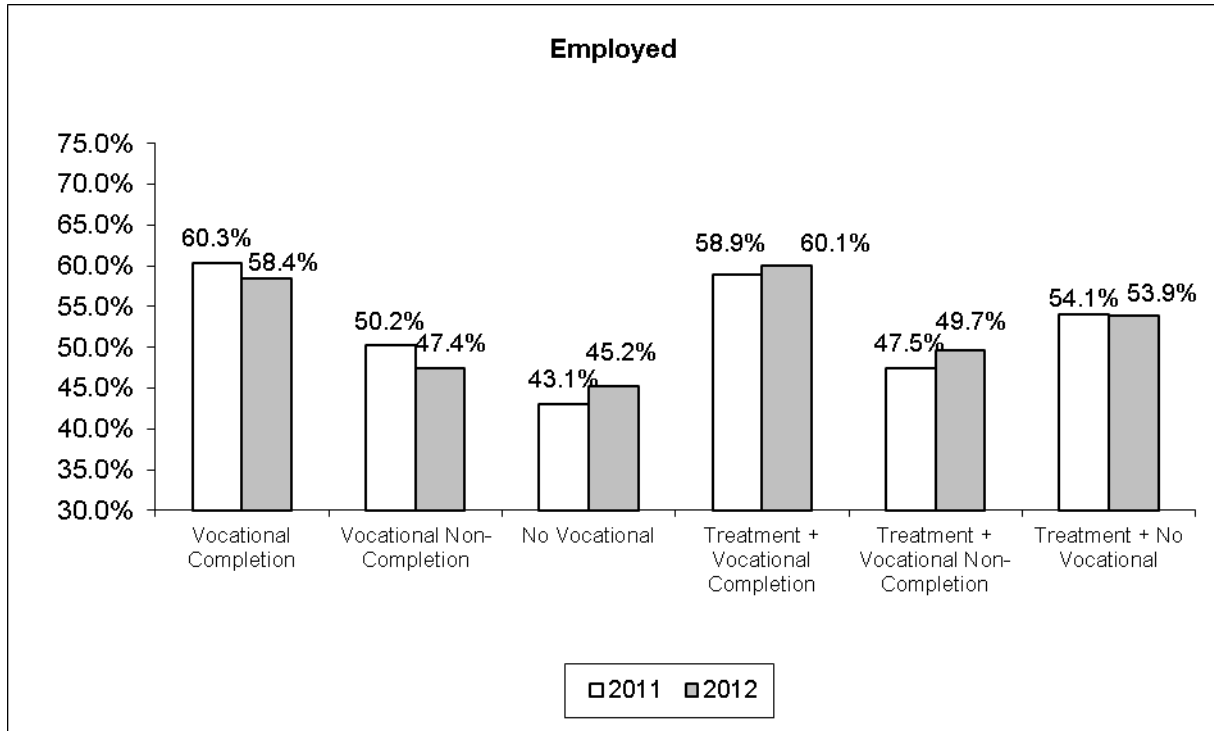


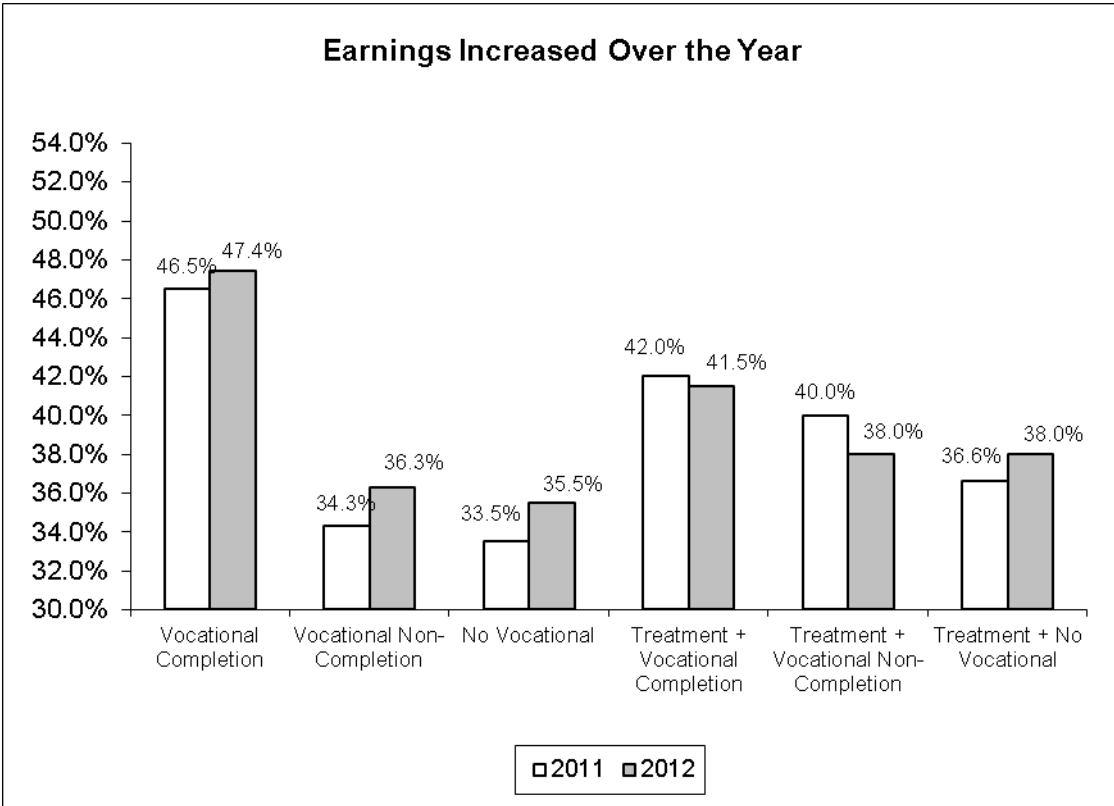
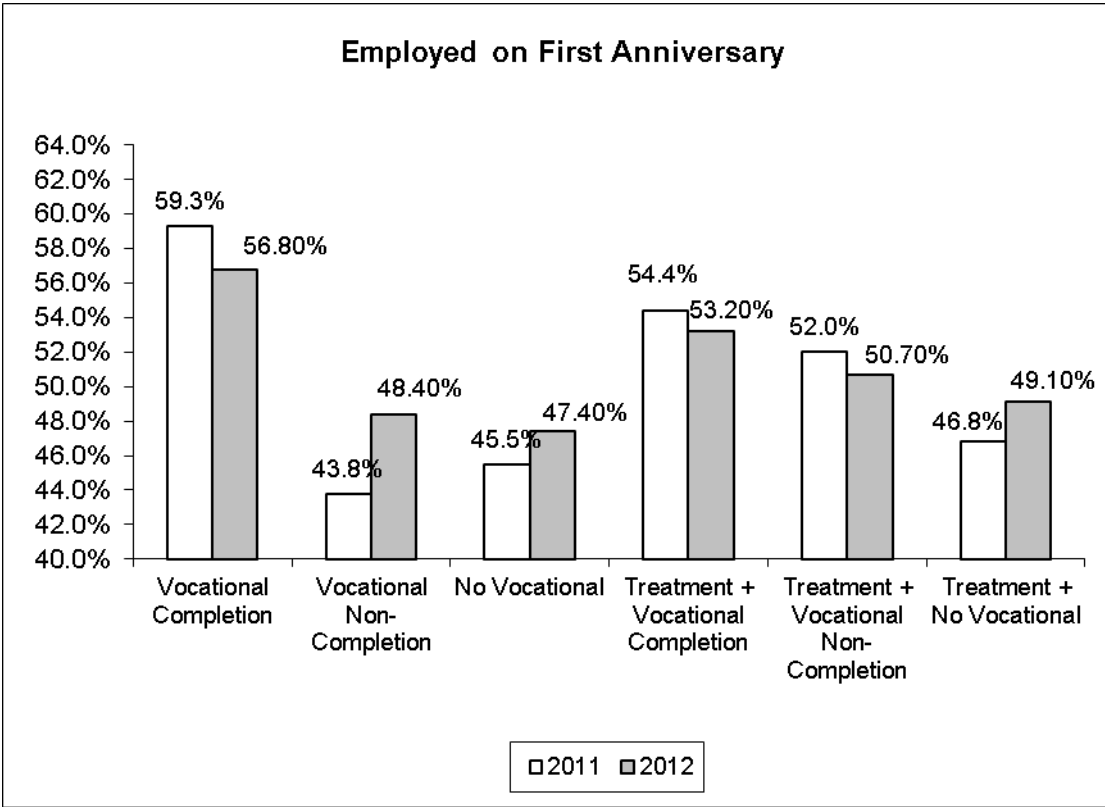
Percentage of Employed Intensive Treatment Programs Group Who Retained Employment Three Consecutive Quarters by Education Level





COMPARISON OF COLLEGE 2011 AND 2012 DATA





Appendix

Appendix A

WSD RESPONSE TO LEGISLATIVE BUDGET BOARD SUGGESTIONS FROM 2010 STUDY

Following the submission of data in November 2011, the LBB suggested the following additional considerations to further enhance the next evaluation of training services:

- Assessing the relationship between participation in post-secondary academic and vocational programs by TDCJ inmates and length of stay (sentence); and
- Computing recidivism rates of participants in and graduates of the agency's programs, as well as exploring strategies to compare these recidivism rates with those of the general TDCJ population and to assess the savings produced by any reduction in the recidivism rates related to these programs.

WSD Response

- Assessing the relationship between participation in post-secondary academic and vocational programs by TDCJ inmates and length of stay (sentence);

WSD incurred a 27% budget reduction. The budget reduction resulted in closure of eight schools, meaningful program reductions at 19 facilities, and a significant reduction-in-force. WSD does not have the resources to expand the study in time for this year's report.

- Developing a plan to compute recidivism rates of participants in and graduates of the agency's programs, as well as exploring strategies to compare these recidivism rates with those of the general TDCJ population and to assess the savings produced by any reduction in the recidivism rates related to these programs.

WSD has contracted with Sam Houston State University to conduct a recidivism study. A final report of the study is anticipated by January 2013.

Appendix B

VOCATIONAL PROGRAM WAITING LIST INFORMATION

Average Number of Offenders Pending WSD and College Vocational Courses* Females and Males (Duplicated Count)	
8,018	Total Pending WSD Vocational Courses – Female Only
262	Total Pending College Vocational Courses – Female Only
19,081	Total Pending WSD Vocational Courses – Male Only
4,889	Total Pending College Vocational Courses – Male Only
32,250	Total

*A snapshot of the waiting list data was taken the last day of each month and then averaged.

Distinct Number of Offenders by SID# WSD Courses**	
# of Offenders	Gender
8,466	Female
18,040	Male
26,506	Total

**On the waiting list for a WSD vocational course at least once during the year

Distinct Number of Offenders by SID# College Courses***	
# of Offenders	Gender
284	Female
5,347	Male
5,631	Total

***On the waiting list for a college vocational course at least once during the year

Distinct Number of Offenders by SID# and Gender, Regardless of Course Type**** (WSD or College)	
# of Offenders	Gender
8,726	Female
21,498	Male
30,224	Total

****On the waiting list for a WSD or college vocational course at least once during the year

Appendix C

NAICS VOCATIONAL EMPLOYMENT & TRAINING BY INDUSTRY -- WINDHAM

NAICS Industry Breakdown for Vocational Completion Group -- Windham									
		Prison and Sate Jail Group				Intensive Treatment Program Group			
Code	Industry Title	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
111	Crop Production	17	0.3%	11	64.7%	18	0.5%	11	61.1%
112	Animal Production	11	0.2%	11	100.0%	5	0.1%	5	100.0%
113	Forestry and Logging	1	0.0%	0	0.0%	0	0.0%	0	0.0%
114	Fishing, Hunting and Trapping	0	0.0%	0	0.0%	0	0.0%	0	0.0%
115	Support Activities for Agriculture and Forestry	19	0.4%	13	68.4%	14	0.4%	12	85.7%
211	Oil and Gas Extraction	14	0.3%	14	100.0%	9	0.3%	9	100.0%
212	Mining (except Oil and Gas)	3	0.1%	3	100.0%	2	0.1%	1	50.0%
213	Support Activities for Mining	126	2.4%	113	89.7%	102	2.9%	95	93.1%
221	Utilities	7	0.1%	5	71.4%	0	0.0%	0	0.0%
236	Construction of Buildings	97	1.9%	86	88.7%	96	2.7%	83	86.5%
237	Heavy and Civil Engineering Construction	107	2.0%	99	92.5%	75	2.1%	69	92.0%
238	Specialty Trade Contractors	341	6.5%	310	90.9%	266	7.5%	242	91.0%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and Sate Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
311	Food Manufacturing	136	2.6%	114	83.8%	105	2.9%	86	81.9%
312	Beverage and Tobacco Product Manufacturing	1	0.0%	1	100.0%	0	0.0%	0	0.0%
313	Textile Mills	3	0.1%	2	66.7%	5	0.1%	3	60.0%
314	Textile Product Mills	6	0.1%	4	66.7%	2	0.1%	1	50.0%
315	Apparel Manufacturing	1	0.0%	1	100.0%	1	0.0%	1	100.0%
316	Leather and Allied Product Manufacturing	1	0.0%	1	100.0%	0	0.0%	0	0.0%
321	Wood Product Manufacturing	39	0.7%	35	89.7%	12	0.3%	11	91.7%
322	Paper Manufacturing	6	0.1%	5	83.3%	3	0.1%	2	66.7%
323	Printing and Related Support Activities	11	0.2%	8	72.7%	5	0.1%	5	100.0%
324	Petroleum and Coal Products Manufacturing	4	0.1%	3	75.0%	1	0.0%	1	100.0%
325	Chemical Manufacturing	15	0.3%	12	80.0%	9	0.3%	7	77.8%
326	Plastics and Rubber Products Manufacturing	35	0.7%	32	91.4%	23	0.6%	21	91.3%
327	Nonmetallic Mineral Product Manufacturing	17	0.3%	13	76.5%	20	0.6%	14	70.0%
331	Primary Metal Manufacturing	19	0.4%	13	68.4%	8	0.2%	7	87.5%
332	Fabricated Metal Product Manufacturing	85	1.6%	66	77.6%	64	1.8%	51	79.7%
333	Machinery Manufacturing	41	0.8%	32	78.0%	19	0.5%	17	89.5%
334	Computer and Electronic Product Manufacturing	4	0.1%	2	50.0%	2	0.1%	2	100.0%
335	Electrical Equipment, Appliance, and Component Manufacturing	1	0.0%	1	100.0%	2	0.1%	2	100.0%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and Sate Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
336	Transportation Equipment Manufacturing	49	0.9%	40	81.6%	29	0.8%	21	72.4%
337	Furniture and Related Product Manufacturing	23	0.4%	17	73.9%	10	0.3%	10	100.0%
339	Miscellaneous Manufacturing	9	0.2%	9	100.0%	8	0.2%	8	100.0%
423	Merchant Wholesalers, Durable Goods	78	1.5%	74	94.9%	60	1.7%	55	91.7%
424	Merchant Wholesalers, Nondurable Goods	41	0.8%	28	68.3%	35	1.0%	23	65.7%
425	Wholesale Electronic Markets and Agents and Brokers	12	0.2%	10	83.3%	3	0.1%	3	100.0%
441	Motor Vehicle and Parts Dealers	51	1.0%	37	72.5%	35	1.0%	26	74.3%
442	Furniture and Home Furnishings Stores	9	0.2%	8	88.9%	11	0.3%	9	81.8%
443	Electronics and Appliance Stores	8	0.2%	7	87.5%	2	0.1%	1	50.0%
444	Building Material and Garden Equipment and Supplies Dealers	26	0.5%	23	88.5%	21	0.6%	16	76.2%
445	Food and Beverage Stores	35	0.7%	22	62.9%	25	0.7%	19	76.0%
446	Health and Personal Care Stores	3	0.1%	3	100.0%	0	0.0%	0	0.0%
447	Gasoline Stations	46	0.9%	32	69.6%	26	0.7%	17	65.4%
448	Clothing and Clothing Accessories Stores	20	0.4%	8	40.0%	9	0.3%	5	55.6%
451	Sporting Goods, Hobby, Book, and Music Stores	7	0.1%	4	57.1%	5	0.1%	5	100.0%
452	General Merchandise Stores	9	0.2%	9	100.0%	11	0.3%	8	72.7%
453	Miscellaneous Store Retailers	29	0.6%	19	65.5%	18	0.5%	12	66.7%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and Sate Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
454	Nonstore Retailers	7	0.1%	6	85.7%	5	0.1%	3	60.0%
481	Air Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
482	Rail Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
483	Water Transportation	1	0.0%	0	0.0%	2	0.1%	2	100.0%
484	Truck Transportation	95	1.8%	72	75.8%	61	1.7%	55	90.2%
485	Transit and Ground Passenger Transportation	5	0.1%	2	40.0%	4	0.1%	3	75.0%
486	Pipeline Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
487	Scenic and Sightseeing Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
488	Support Activities for Transportation	35	0.7%	28	80.0%	28	0.8%	21	75.0%
491	Postal Service	0	0.0%	0	0.0%	0	0.0%	0	0.0%
492	Couriers and Messengers	2	0.0%	1	50.0%	4	0.1%	3	75.0%
493	Warehousing and Storage	38	0.7%	33	86.8%	20	0.6%	16	80.0%
511	Publishing Industries (except Internet)	3	0.1%	2	66.7%	8	0.2%	8	100.0%
512	Motion Picture and Sound Recording Industries	3	0.1%	1	33.3%	1	0.0%	0	0.0%
515	Broadcasting (except Internet)	1	0.0%	0	0.0%	0	0.0%	0	0.0%
516	Internet Publishing and Broadcasting	0	0.0%	0	0.0%	0	0.0%	0	0.0%
517	Telecommunications	0	0.0%	0	0.0%	4	0.1%	4	100.0%
518	Internet Service Providers, Web Search Portals, and Data Processing Services	1	0.0%	1	100.0%	1	0.0%	1	100.0%
519	Other Information Services	0	0.0%	0	0.0%	0	0.0%	0	0.0%
521	Monetary Authorities - Central Bank	0	0.0%	0	0.0%	0	0.0%	0	0.0%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and Sate Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
522	Credit Intermediation and Related Activities	3	0.1%	2	66.7%	2	0.1%	2	100.0%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	2	0.0%	1	50.0%	1	0.0%	1	100.0%
524	Insurance Carriers and Related Activities	3	0.1%	3	100.0%	0	0.0%	0	0.0%
525	Funds, Trusts, and Other Financial Vehicles	2	0.0%	1	50.0%	3	0.1%	3	100.0%
531	Real Estate	16	0.3%	12	75.0%	15	0.4%	12	80.0%
532	Rental and Leasing Services	21	0.4%	14	66.7%	12	0.3%	11	91.7%
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
541	Professional, Scientific, and Technical Services	80	1.5%	71	88.8%	70	2.0%	61	87.1%
551	Management of Companies and Enterprises	4	0.1%	4	100.0%	8	0.2%	8	100.0%
561	Administrative and Support Services	1212	23.1%	1177	97.1%	876	24.6%	852	97.3%
562	Waste Management and Remediation Services	30	0.6%	24	80.0%	24	0.7%	18	75.0%
611	Educational Services	10	0.2%	8	80.0%	6	0.2%	4	66.7%
621	Ambulatory Health Care Services	53	1.0%	32	60.4%	29	0.8%	16	55.2%
622	Hospitals	6	0.1%	5	83.3%	1	0.0%	0	0.0%
623	Nursing and Residential Care Facilities	18	0.3%	13	72.2%	16	0.4%	7	43.8%
624	Social Assistance	39	0.7%	24	61.5%	38	1.1%	25	65.8%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and Sate Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
711	Performing Arts, Spectator Sports, and Related Industries	10	0.2%	6	60.0%	10	0.3%	8	80.0%
712	Museums, Historical Sites, and Similar Institutions	2	0.0%	1	50.0%	2	0.1%	2	100.0%
713	Amusement, Gambling, and Recreation Industries	18	0.3%	14	77.8%	11	0.3%	9	81.8%
721	Accommodation	45	0.9%	44	97.8%	43	1.2%	40	93.0%
722	Food Services and Drinking Places	610	11.7%	234	38.4%	437	12.3%	192	43.9%
811	Repair and Maintenance	143	2.7%	117	81.8%	117	3.3%	96	82.1%
812	Personal and Laundry Services	27	0.5%	15	55.6%	22	0.6%	10	45.5%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	9	0.2%	7	77.8%	5	0.1%	3	60.0%
814	Private Households	2	0.0%	2	100.0%	3	0.1%	0	0.0%
921	Executive, Legislative, and Other General Government Support	12	0.2%	12	100.0%	4	0.1%	4	100.0%
922	Justice, Public Order, and Safety Activities	0	0.0%	0	0.0%	1	0.0%	1	100.0%
923	Administration of Human Resource Programs	1	0.0%	0	0.0%	1	0.0%	1	100.0%
924	Administration of Environmental Quality Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
925	Administration of Housing Programs, Urban Planning, and Community Development	0	0.0%	0	0.0%	1	0.0%	1	100.0%

NAICS Industry Breakdown for Vocational Completion Group -- Windham

Code	Industry Title	Prison and Sate Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
926	Administration of Economic Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
927	Space Research and Technology	0	0.0%	0	0.0%	0	0.0%	0	0.0%
928	National Security and International Affairs	0	0.0%	0	0.0%	0	0.0%	0	0.0%

* Total will exceed total number of ex-offenders in comparison as most were employed in multiple industries during the review period.

NAICS VOCATIONAL EMPLOYMENT & TRAINING BY INDUSTRY -- COLLEGE

Appendix D

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
111	Crop Production	3	0.3%	3	100.0%	3	0.4%	1	33.30%
112	Animal Production	0	0.0%	0	0.0%	2	0.3%	2	100.0%
113	Forestry and Logging	0	0.0%	0	0.0%	0	0.0%	0	0.0%
114	Fishing, Hunting and Trapping	0	0.0%	0	0.0%	0	0.0%	0	0.0%
115	Support Activities for Agriculture and Forestry	4	0.4%	4	100.0%	0	0.0%	0	0.0%
211	Oil and Gas Extraction	3	0.3%	3	100.0%	2	0.3%	0	0.0%
212	Mining (except Oil and Gas)	1	0.1%	1	100.0%	0	0.0%	0	0.0%
213	Support Activities for Mining	29	2.8%	27	93.1%	20	2.5%	15	75.0%
221	Utilities	1	0.1%	1	100.0%	0	0.0%	0	0.0%
236	Construction of Buildings	18	1.7%	16	88.9%	24	3.0%	21	87.5%
237	Heavy and Civil Engineering Construction	25	2.4%	23	92.0%	20	2.5%	18	90.0%
238	Specialty Trade Contractors	79	7.6%	64	81.0%	51	6.4%	45	88.2%
311	Food Manufacturing	17	1.6%	15	88.2%	22	2.8%	16	72.7%
312	Beverage and Tobacco Product Manufacturing	0	0.0%	0	0.0%	0	0.0%	0	0.0%
313	Textile Mills	2	0.2%	0	0.0%	1	0.1%	0	0.0%
314	Textile Product Mills	1	0.1%	1	100.0%	1	0.1%	1	100.0%
315	Apparel Manufacturing	1	0.1%	0	0.0%	0	0.0%	0	0.0%

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
316	Leather and Allied Product Manufacturing	0	0.0%	0	0.0%	0	0.0%	0	0.0%
321	Wood Product Manufacturing	10	1.0%	8	80.0%	5	0.6%	4	80.0%
322	Paper Manufacturing	0	0.0%	0	0.0%	1	0.1%	0	0.0%
323	Printing and Related Support Activities	1	0.1%	1	100.0%	3	0.4%	3	100.0%
324	Petroleum and Coal Products Manufacturing	1	0.1%	0	0.0%	1	0.1%	1	100.0%
325	Chemical Manufacturing	2	0.2%	1	50.0%	1	0.1%	0	0.0%
326	Plastics and Rubber Products Manufacturing	8	0.8%	7	87.5%	9	1.1%	8	88.9%
327	Nonmetallic Mineral Product Manufacturing	8	0.8%	6	75.0%	2	0.3%	2	100.0%
331	Primary Metal Manufacturing	6	0.6%	5	83.3%	3	0.4%	2	66.7%
332	Fabricated Metal Product Manufacturing	26	2.5%	19	73.1%	17	2.1%	12	70.6%
333	Machinery Manufacturing	15	1.4%	13	86.7%	5	0.6%	2	40.0%
334	Computer and Electronic Product Manufacturing	0	0.0%	0	0.0%	1	0.1%	1	100.0%
335	Electrical Equipment, Appliance, and Component Manufacturing	2	0.2%	1	50.0%	0	0.0%	0	0.0%
336	Transportation Equipment Manufacturing	16	1.5%	11	68.8%	10	1.3%	7	70.0%
337	Furniture and Related Product Manufacturing	4	0.4%	4	100.0%	1	0.1%	1	100.0%
339	Miscellaneous Manufacturing	0	0.0%	0	0.0%	3	0.4%	2	66.7%

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
423	Merchant Wholesalers, Durable Goods	28	2.7%	23	82.1%	23	2.9%	20	87.0%
424	Merchant Wholesalers, Nondurable Goods	13	1.3%	9	69.2%	6	0.8%	6	100.0%
425	Wholesale Electronic Markets and Agents and Brokers	4	0.4%	3	75.0%	0	0.0%	0	0.0%
441	Motor Vehicle and Parts Dealers	14	1.4%	9	64.3%	8	1.0%	7	87.5%
442	Furniture and Home Furnishings Stores	3	0.3%	2	66.7%	5	0.6%	5	100.0%
443	Electronics and Appliance Stores	2	0.2%	2	100.0%	0	0.0%	0	0.0%
444	Building Material and Garden Equipment and Supplies Dealers	2	0.2%	1	50.0%	10	1.3%	6	60.0%
445	Food and Beverage Stores	5	0.5%	5	100.0%	7	0.9%	6	85.7%
446	Health and Personal Care Stores	2	0.2%	0	0.0%	0	0.0%	0	0.0%
447	Gasoline Stations	8	0.8%	4	50.0%	3	0.4%	3	100.0%
448	Clothing and Clothing Accessories Stores	3	0.3%	0	0.0%	4	0.5%	3	75.0%
451	Sporting Goods, Hobby, Book, and Music Stores	1	0.1%	1	100.0%	1	0.1%	1	100.0%
452	General Merchandise Stores	3	0.3%	3	100.0%	3	0.4%	2	66.7%
453	Miscellaneous Store Retailers	13	1.3%	8	61.5%	7	0.9%	6	85.7%
454	Nonstore Retailers	1	0.1%	1	100.0%	3	0.4%	3	100.0%
481	Air Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
482	Rail Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
483	Water Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
484	Truck Transportation	37	3.6%	29	78.4%	22	2.8%	16	72.7%
485	Transit and Ground Passenger Transportation	0	0.0%	0	0.0%	3	0.4%	3	100.0%
486	Pipeline Transportation	0	0.0%	0	0.0%	0	0.0%	0	0.0%
487	Scenic and Sightseeing Transportation	1	0.1%	0	0.0%	0	0.0%	0	0.0%
488	Support Activities for Transportation	11	1.1%	10	90.9%	7	0.9%	6	85.7%
491	Postal Service	0	0.0%	0	0.0%	0	0.0%	0	0.0%
492	Couriers and Messengers	1	0.1%	1	100.0%	2	0.3%	1	50.0%
493	Warehousing and Storage	4	0.4%	4	100.0%	8	1.0%	8	100.0%
511	Publishing Industries (except Internet)	0	0.0%	0	0.0%	2	0.3%	1	50.0%
512	Motion Picture and Sound Recording Industries	1	0.1%	0	0.0%	1	0.1%	0	0.0%
515	Broadcasting (except Internet)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
516	Internet Publishing and Broadcasting	0	0.0%	0	0.0%	0	0.0%	0	0.0%
517	Telecommunications	0	0.0%	0	0.0%	0	0.0%	0	0.0%
518	Internet Service Providers, Web Search Portals, and Data Processing Services	1	0.1%	0	0.0%	0	0.0%	0	0.0%
519	Other Information Services	0	0.0%	0	0.0%	0	0.0%	0	0.0%
521	Monetary Authorities - Central Bank	0	0.0%	0	0.0%	0	0.0%	0	0.0%
522	Credit Intermediation and Related Activities	0	0.0%	0	0.0%	1	0.1%	0	0.0%

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	0	0.0%	0	0.0%	1	0.1%	1	100.0%
524	Insurance Carriers and Related Activities	2	0.2%	2	100.0%	2	0.3%	2	100.0%
525	Funds, Trusts, and Other Financial Vehicles	1	0.1%	1	100.0%	2	0.3%	2	100.0%
531	Real Estate	3	0.3%	2	66.7%	1	0.1%	1	100.0%
532	Rental and Leasing Services	3	0.3%	2	66.7%	1	0.1%	0	0.0%
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
541	Professional, Scientific, and Technical Services	27	2.6%	20	74.1%	24	3.0%	19	79.2%
551	Management of Companies and Enterprises	0	0.0%	0	0.0%	3	0.4%	3	100.0%
561	Administrative and Support Services	255	24.6%	228	89.4%	214	26.9%	199	93.0%
562	Waste Management and Remediation Services	4	0.4%	2	50.0%	9	1.1%	6	66.7%
611	Educational Services	2	0.2%	2	100.0%	2	0.3%	1	50.0%
621	Ambulatory Health Care Services	6	0.6%	1	16.7%	6	0.8%	5	83.3%
622	Hospitals	0	0.0%	0	0.0%	1	0.1%	0	0.0%
623	Nursing and Residential Care Facilities	3	0.3%	2	66.7%	3	0.4%	0	0.0%
624	Social Assistance	8	0.8%	3	37.5%	7	0.9%	4	57.1%

NAICS Industry Breakdown for Vocational Completion Group -- College

Code	Industry Title	Prison and State Jail Group				Intensive Treatment Program Group			
		Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
711	Performing Arts, Spectator Sports, and Related Industries	2	0.2%	0	0.0%	2	0.3%	0	0.0%
712	Museums, Historical Sites, and Similar Institutions	0	0.0%	0	0.0%	2	0.3%	2	100.0%
713	Amusement, Gambling, and Recreation Industries	4	0.4%	2	50.0%	4	0.5%	4	100.0%
721	Accommodation	7	0.7%	6	85.7%	9	1.1%	7	77.8%
722	Food Services and Drinking Places	114	11.0%	43	37.7%	87	10.9%	38	43.7%
811	Repair and Maintenance	24	2.3%	16	66.7%	27	3.4%	23	85.2%
812	Personal and Laundry Services	10	1.0%	6	60.0%	5	0.6%	3	60.0%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	3	0.3%	0	0.0%	3	0.4%	2	66.7%
814	Private Households	0	0.0%	0	0.0%	0	0.0%	0	0.0%
921	Executive, Legislative, and Other General Government Support	4	0.4%	4	100.0%	4	0.5%	4	100.0%
922	Justice, Public Order, and Safety Activities	0	0.0%	0	0.0%	0	0.0%	0	0.0%
923	Administration of Human Resource Programs	0	0.0%	0	0.0%	1	0.1%	1	100.0%
924	Administration of Environmental Quality Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%

NAICS Industry Breakdown for Vocational Completion Group -- College

		Prison and State Jail Group				Intensive Treatment Program Group			
Code	Industry Title	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses	Total Ex-Offenders Employed in Industry*	% Ex-Offenders Employed	Total Employed Ex-Offenders Trained in Related Courses*	% Employed Ex-Offenders Trained in Related Courses
925	Administration of Housing Programs, Urban Planning, and Community Development	0	0.0%	0	0.0%	0	0.0%	0	0.0%
926	Administration of Economic Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
927	Space Research and Technology	0	0.0%	0	0.0%	0	0.0%	0	0.0%
928	National Security and International Affairs	0	0.0%	0	0.0%	0	0.0%	0	0.0%

* Total will exceed total number of ex-offenders in comparison as most were employed in multiple industries during the review period.