

# Windham School District Evaluation



LEGISLATIVE BUDGET BOARD STAFF

JANUARY 2012

# **WINDHAM SCHOOL DISTRICT EVALUATION**



**LEGISLATIVE BUDGET BOARD  
JANUARY 2012**

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## WINDHAM SCHOOL DISTRICT EVALUATION REPORT

January 2012

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 (TDCJ) 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 sixth 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 "JOE O'Brien", with a long horizontal flourish extending to the right.

John O'Brien  
Director  
Legislative Budget Board



## **RESEARCH SUMMARY**

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### **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 2011, with findings for offenders released from prison or state jail between January 1, 2009, and December 31, 2009. This is the sixth annual report submitted to the Legislature under this directive. WSD collaborated with TDCJ and the Texas Workforce Commission (TWC) 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, 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 23 trades (e.g., electronics, advanced welding) under the college vocational program. During fiscal year 2011, college vocational services were available on 30 TDCJ facilities. 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 – ITP (recommended programs and services that take into account offender needs, program availability, and anticipated discharge/parole date) and current unit of assignment. 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.



## RESEARCH SUMMARY

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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, an offender may participate in college vocational courses without having a verified high school diploma or GED if s/he has previous college credit. Offenders must, typically, meet the minimum educational achievement score required for enrollment, which ranges from 6.5 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).

According to WSD, during the 2012–13 biennium, \$20.4 million was appropriated to Career and Technical Education (CTE) programs and \$1.0 million was appropriated to 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.<sup>1</sup> During the 2010–2011 school year, a total of 11,199 offenders participated in CTE courses, an increase of 364 offenders over the 2009–2010 school year. The college credit vocational program has a maximum operational capacity of approximately 1,050 to 1,350 offenders and approximately 1,090 offenders participate in college vocational courses each day, on average.<sup>2</sup> During the 2010–2011 school year, a total of 2,611 offenders participated in college vocational courses, a decrease of 328 offenders from the 2009–2010 school year.

As of November 30, 2011, approximately 27,767 applications were pending enrollment into CTE courses (19,670 offenders)<sup>3</sup> and approximately 6,269 applications were pending enrollment into college vocational courses (4,548 offenders).<sup>4</sup> 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.<sup>5</sup> Offenders are given higher priority for enrollment if they have not had previous vocational training, are under 35 years of age, and are within five years of their projected release date. Offenders pending enrollment are subsequently placed in vocational programs as course space becomes available.

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<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Pending enrollment applications figures provide a duplicate count of offenders due to the inclusion of each application (in more than one trade) for which offenders were pending enrollment. Not including multiple applications, approximately 19,670 offenders (37.7 percent females and 62.3 percent males) were pending enrollment into CTE courses, and approximately 4,548 offenders (7.8 percent females and 92.2 percent males) were pending enrollment into college vocational courses.

<sup>4</sup> Including multiple applications for which offenders were pending enrollment, females comprise approximately 28.0 percent of pending CTE applications and 5.7 percent of pending college vocational applications.

<sup>5</sup> Compared to the January 2011 report, pending enrollment applications decreased by approximately 3.1 percent for CTE courses (approximately 28,642 applications pending enrollment in the January 2011 report) and 25.2 percent for college vocational courses (approximately 8,385 applications pending enrollment in the January 2011 report). In this report and the January 2011 report, 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.





## RESEARCH SUMMARY

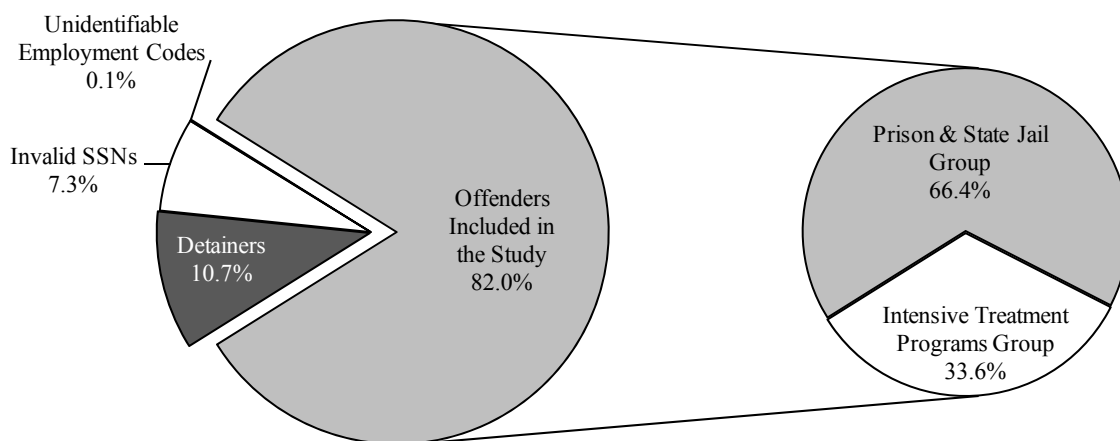
WSD does not preclude offenders from participating in vocational programming on the basis of a minimum sentence length or a minimum time served before participation. For the most part, eligible offenders are allowed to enroll in vocational services if they have enough time remaining until their projected 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, 2009, and December 31, 2009, 71,667 offenders were released from TDCJ facilities. Of these offenders released, 12,932 (18.0 percent) were excluded from the WSD study for various reasons: invalid or no social security numbers necessary to identify employment, release with detainees (i.e., pending charges from another jurisdiction), and unidentifiable employment codes. WSD tracked the remaining 58,735 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 2011 report, the proportion of offenders included in the study increased by 1.9 percent: from 80.5 percent in the January 2011 report to 82.0 percent in this report. This increase in inclusions is primarily due to WSD's and TDCJ's continuous efforts to better identify and obtain valid social security numbers.

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, 2009, and December 31, 2009 by Participation Status**



Sources: Legislative Budget Board; Windham School District.



## RESEARCH SUMMARY

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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: the Prison & State Jail Group, and the Intensive Treatment Programs Group.<sup>6</sup> 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 CTE program and a college vocational program, as well as those offenders who participated in both programs but did not complete either one, were included in the study group where employment was related to their training. If the employment was related to training in both vocational programs, or if it was not related to training in either program, the offenders were then included in both the CTE study group and the College Credit Vocational Program study group.
- Offenders who participated in both a CTE program and a college vocational program, but who only completed one of the two programs, were included in the study group where employment was related to their training (regardless of training completion). If the employment was related to training in both vocational programs, the offenders were only included in the study group corresponding to the completed program. If the employment was not related to training in either program, the offenders were then included in both the CTE study group and the College Credit Vocational Program study group.

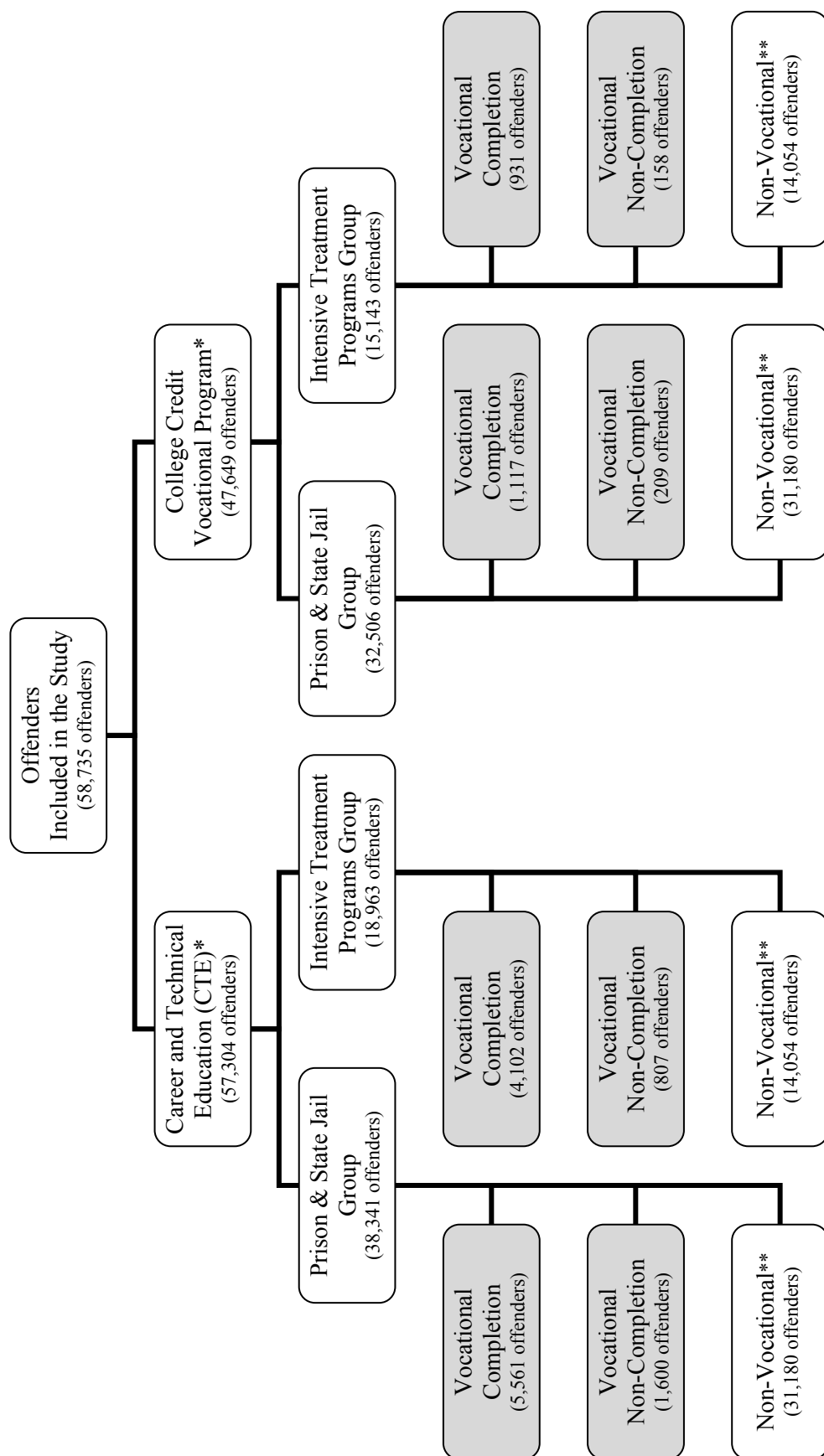
The group inclusion criteria above represent a methodological improvement first implemented for the January 2011 report. This was part of a decision made to optimize counting participation in CTE and college vocational programming. This approach may affect group outcomes and, thereby, limit comparability 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.

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<sup>6</sup> 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 (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), and Serious and Violent Offender Re-Entry Initiative Program (SVORI).



Figure 2: CTE Study Group and College Credit Vocational Program Study Group Vocational Participation Classification, 2010–2011 school year



\* 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.



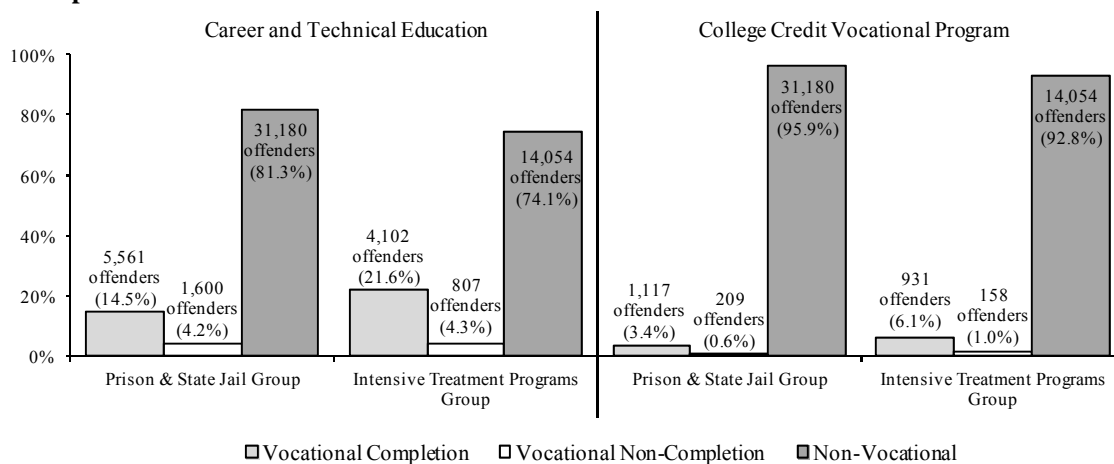
## RESEARCH SUMMARY

### VOCATIONAL PARTICIPATION AND COMPLETION

Of the Prison & State Jail offenders within the Career and Technical Education (CTE) study group (38,341 offenders), 14.5 percent completed vocational training while incarcerated (vocational completers), 4.2 percent participated without completing the training (vocational non-completers), and 81.3 percent did not receive vocational training (non-vocational). Among the Intensive Treatment Programs offenders (18,963 offenders), a higher proportion completed vocational training while incarcerated (21.6 percent), and a lower proportion did not receive vocational training (74.1 percent).

Of the Prison & State Jail offenders within the College Credit Vocational Program study group (32,506 offenders), 3.4 percent completed vocational training while incarcerated (vocational completers), 0.6 percent participated without completing the training (vocational non-completers), and 95.9 percent did not receive vocational training (non-vocational). Among the Intensive Treatment Programs offenders (15,143 offenders), a slightly higher proportion completed vocational training while incarcerated (6.1 percent), and a slightly lower proportion did not receive vocational training (92.8 percent).

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



Sources: Legislative Budget Board; Windham School District.

- Compared to the January 2011 report, participation in the CTE program decreased by 4.6 percent (from 12,647 offenders in 2011 to 12,070 offenders in 2012). The overall completion rate for the program (including both the Prison & State Jail Group and the Intensive Treatment Programs Group) decreased slightly from 80.9 percent in 2011 to 80.1 percent in 2012.
- For the college vocational program, participation remained relatively steady at the 2,415 level (2,418 offenders in the January 2011 report and 2,415 in this report). The overall completion rate for the program (including both the Prison & State Jail Group and the Intensive Treatment Programs Group) decreased from 85.2 percent in 2011 to 84.8 percent in 2012.





## RESEARCH SUMMARY

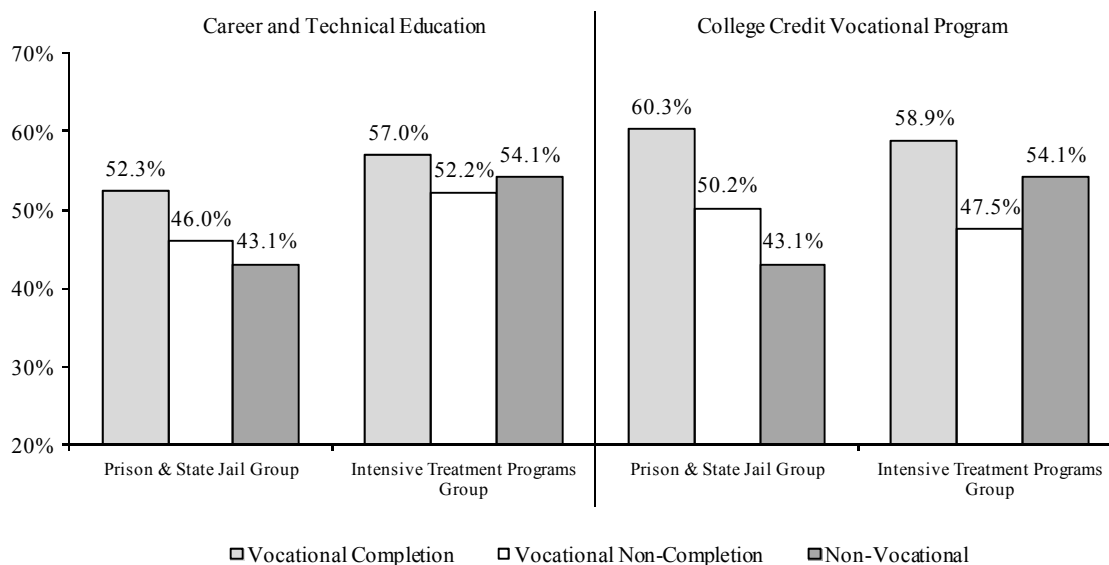
### EMPLOYMENT STATUS AFTER RELEASE

In the CTE study group (including both the Prison & 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 (54.3 percent) than the vocational non-completers (48.1 percent), and they were 1.2 times more likely to be employed within one year than the non-vocational offenders (46.5 percent).

In the College Credit Vocational Program study group (including both the Prison & 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 (59.6 percent) than the vocational non-completers (49.0 percent), and they were 1.3 times more likely to be employed within one year than the non-vocational offenders (46.5 percent).

In the CTE study group, the vocational completers within the Intensive Treatment Programs Group (57.0 percent) exhibited higher rates of employment within one year of release than the respective offenders within the Prison & State Jail Group (52.3 percent). In the College Credit Vocational Program study group, the vocational completers within the Intensive Treatment Programs Group (58.9 percent) exhibited slightly lower rates of employment within one year of release than their Prison & State Jail Group counterparts (60.3 percent).

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



Sources: Legislative Budget Board; Windham School District.

- Compared to the January 2011 report, employment rates increased among all CTE and College Credit Vocational Program participants and non-participants in all service group categories (Prison & State Jail Group and Intensive Treatment Programs Group), except for those in the Intensive Treatment Programs Group who completed college vocational training (whose rate decreased from 60.4 percent in 2011 to 58.9 in 2012).



## RESEARCH SUMMARY

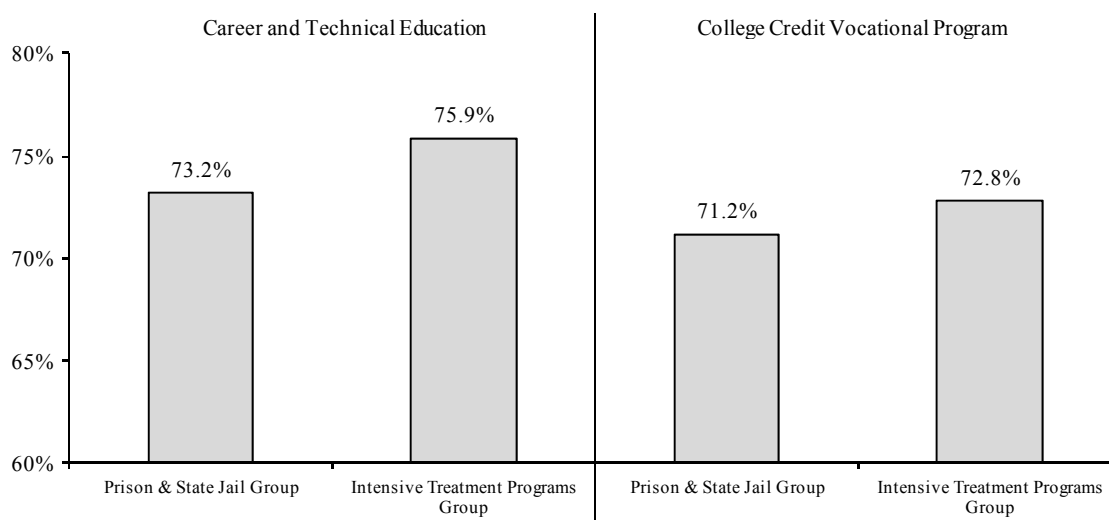
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### EMPLOYMENT IN OCCUPATION RELATED TO TRAINING

Of all the offenders who completed CTE training and were employed within one year of release (2,909 offenders in the Prison & State Jail Group and 2,337 offenders in the Intensive Treatment Programs Group), approximately 74.4 percent were employed in occupations related to their training (73.2 percent in the Prison & State Jail Group and 75.9 percent in the Intensive Treatment Programs Group).

Of all the offenders who completed college vocational training and were employed within one year of release (673 offenders in the Prison & State Jail Group and 548 offenders in the Intensive Treatment Programs Group), approximately 71.9 percent were employed in occupations related to their training (71.2 percent in the Prison & State Jail Group and 72.8 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 & State Jail Group counterparts. These trends were also observed in the January 2010 report and the January 2011 report.

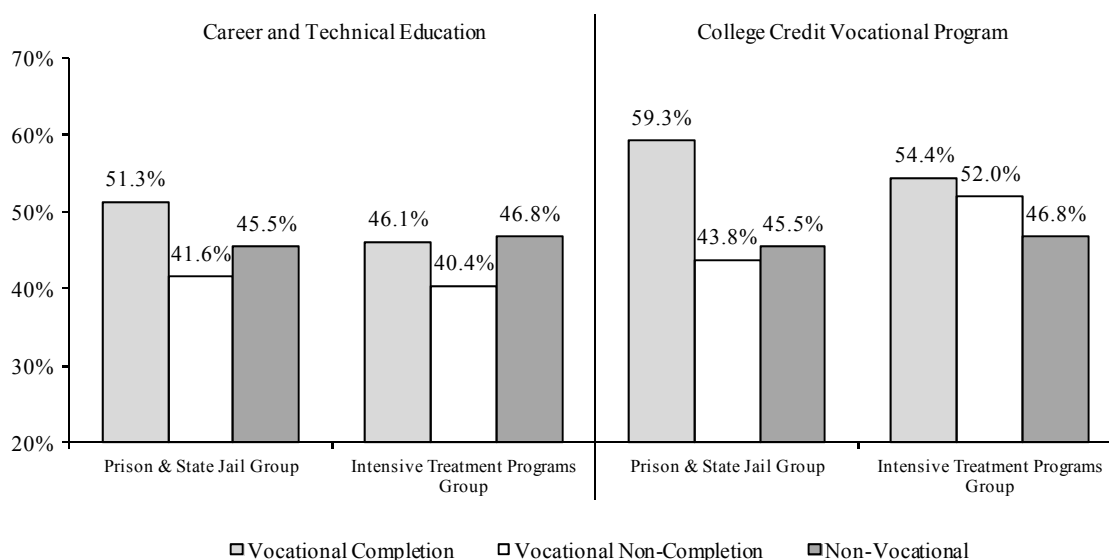


## RESEARCH SUMMARY

### 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, approximately 49.0 percent of the vocational completers who were employed within one year of their release were employed on the first anniversary of their initial employment (51.3 percent in the Prison & State Jail Group and 46.1 percent in the Intensive Treatment Programs Group). In the College Credit Vocational Program study group, approximately 57.1 percent of the vocational completers who were employed within one year of their release were employed on the first anniversary of their initial employment (59.3 percent in the Prison & State Jail Group and 54.4 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 decreased for the two years since the January 2010 report among all CTE program participants and non-participants in all service group categories. This decrease in employment retention is believed to be a reflection of the current economic climate by which the unemployment rate has been rising in general across the nation. In the College Credit Vocational Program study group, the proportion of offenders who were employed on the first anniversary of initial employment increased from the January 2011 report level among the vocational completers (58.3 percent in the Prison & State Jail Group and 49.5 percent in the Intensive Treatment Programs Group in 2011).
- 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.



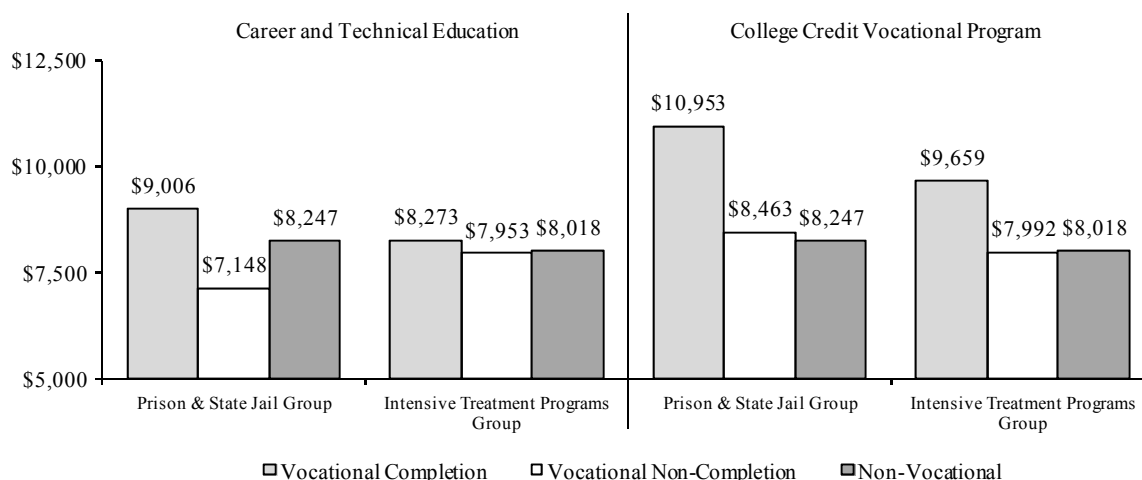
## RESEARCH SUMMARY

### 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 \$8,095. Including both the Prison & State Jail Group and the Intensive Treatment Programs Group, the average annual earnings of the CTE vocational completers (\$8,640 combined average) was 1.1 times higher than that of the vocational non-completers (\$7,551 combined average) and the non-vocational offenders (\$8,132 combined average).

The average annual earnings of the offenders who participated in the college vocational program (regardless of training completion) was \$9,267. Including both the Prison & State Jail Group and the Intensive Treatment Programs Group, the average annual earnings of the college vocational completers (\$10,306 combined average) was 1.3 times higher than that of the vocational non-completers (\$8,227 combined average) and the non-vocational offenders (\$8,132 combined average).

**Figure 7: Average of First through Fourth Quarter Earnings**



Sources: Legislative Budget Board; Windham School District.

- Compared to the January 2011 report, the average of first through fourth quarter earnings decreased among all CTE program participants, except for those in the Intensive Treatment Programs vocational non-completion group (which increased from \$7,603 in 2011 to \$7,953 in 2012). In the College Credit Vocational Program study group, the average of first through fourth quarter earnings decreased among all program participants, except for those who completed vocational training in the Intensive Treatment Programs Group (which increased from \$9,596 in 2011 to \$9,659 in 2012).
- In general, the decrease in offenders' earnings may be a reflection of the current economic conditions. According to WSD, data indicating that offenders are able to find employment at all given the current economic climate are encouraging, because this segment of the population typically encounters significant difficulty obtaining employment.





## RESEARCH SUMMARY

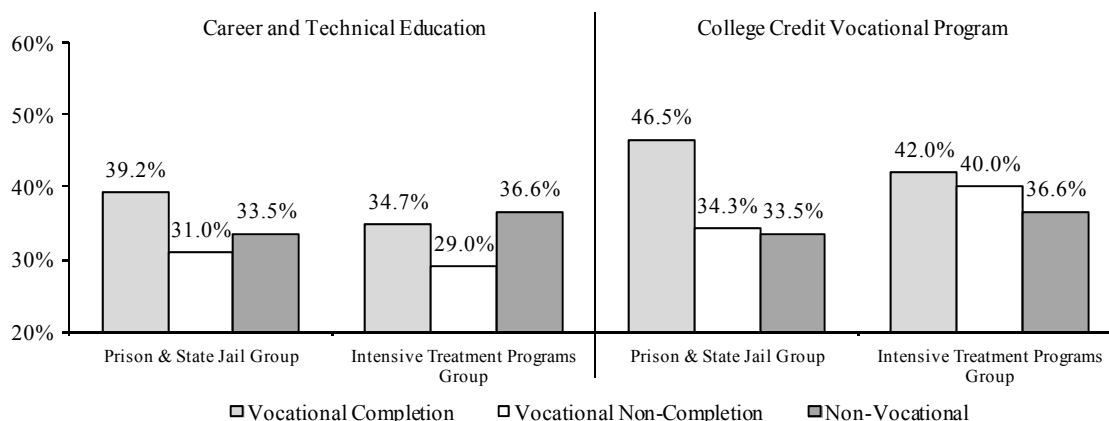
### INCREASED EARNINGS

WSD compared the first and fourth quarter earnings of employed offenders and calculated the average salary difference by group. In general, within the Prison & 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, approximately 37.2 percent (39.2 percent in the Prison & State Jail Group and 34.7 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 \$3,163 for the Prison & State Jail Group and \$3,423 for the Intensive Treatment Programs Group.<sup>7</sup>

Of the employed offenders who completed college vocational training, approximately 44.5 percent (46.5 percent in the Prison & State Jail Group and 42.0 percent in the Intensive Treatment Programs Group) exhibited an increase in earnings over the year. Among these college vocational completers whose earnings increased, the average salary difference from first to fourth quarter was \$3,481 for the Prison & State Jail Group and \$3,556 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 2011 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 those in the Prison & State Jail Group who completed college vocational training (whose proportion decreased slightly from 46.7 percent in 2011 to 46.5 percent in 2012).

<sup>7</sup> Offenders' first quarter earnings may be disproportionately low for several reasons. For example, an offender may begin working in a part-time position during the first quarter, and then secure a full-time position with higher earnings in a subsequent quarter. Also, an offender is likely to obtain employment after the first day of the standard quarter, in which case the offender's total first quarter earnings would reflect partial earnings (from the initial date of employment through the end of the quarter).



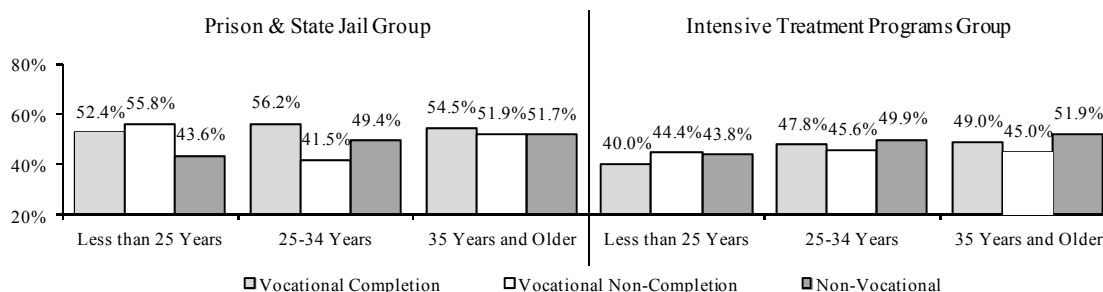
## RESEARCH SUMMARY

### EMPLOYMENT RETENTION FACTORS

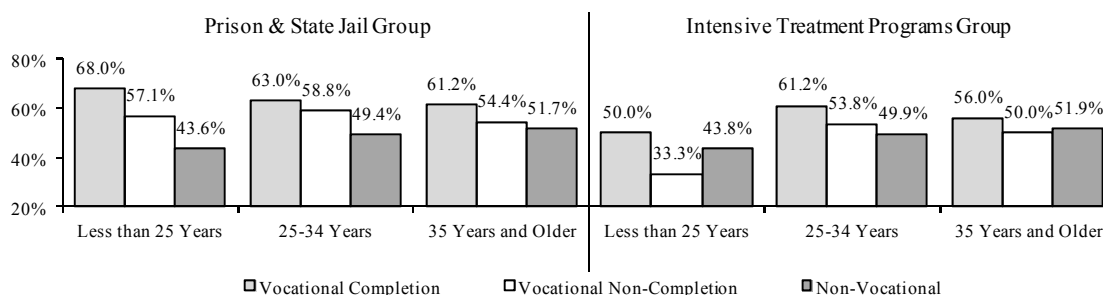
To evaluate factors related to retaining employment for three consecutive quarters, WSD considered age at release (less than 25 years, 25–34 years, and 35 years and older), educational achievement scores (score < 6.0 grade level, no GED/high school diploma; score ≥ 6.0 grade level, no GED/high school diploma; GED/high school diploma only; and college degree), occupation related to vocational training, and industry certification. Figures 9 and 10 below display the percentage of employed offenders who retained employment by age group.

Of the offenders who completed CTE training, employment retention was higher for those between 25 and 34 years of age within the Prison & State Jail Group (56.2 percent) and those 35 years or age and older within the Intensive Treatment Programs Group (49.0 percent). Of the offenders who completed college vocational training, employment retention was higher for those under 25 years of age within the Prison & State Jail Group (68.0 percent) and those between 25 and 34 years of age within the Intensive Treatment Programs Group (61.2 percent).

**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.

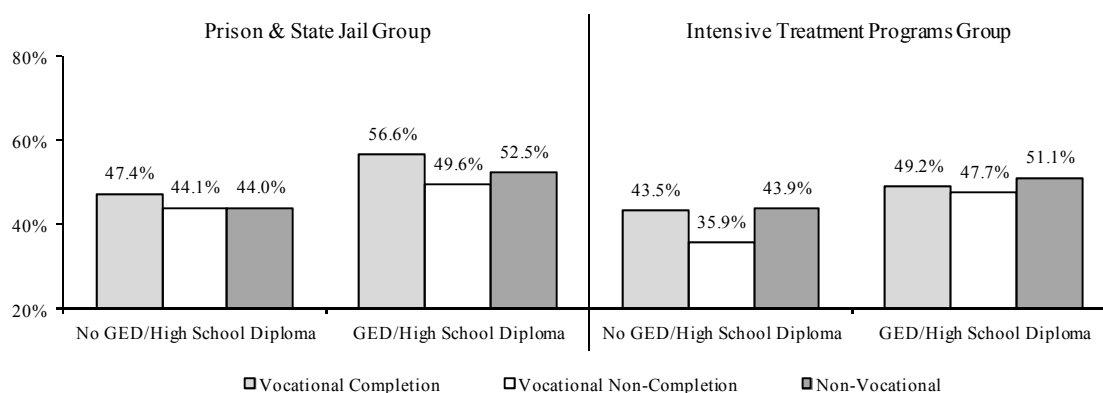
- Within each of the age categories in the College Credit Vocational Program study group (for both the Prison & State Jail Group and the Intensive Treatment Programs Group), the vocational completers had higher employment retention rates than the vocational non-completers and the non-vocational offenders. This trend does not apply to the CTE study group.



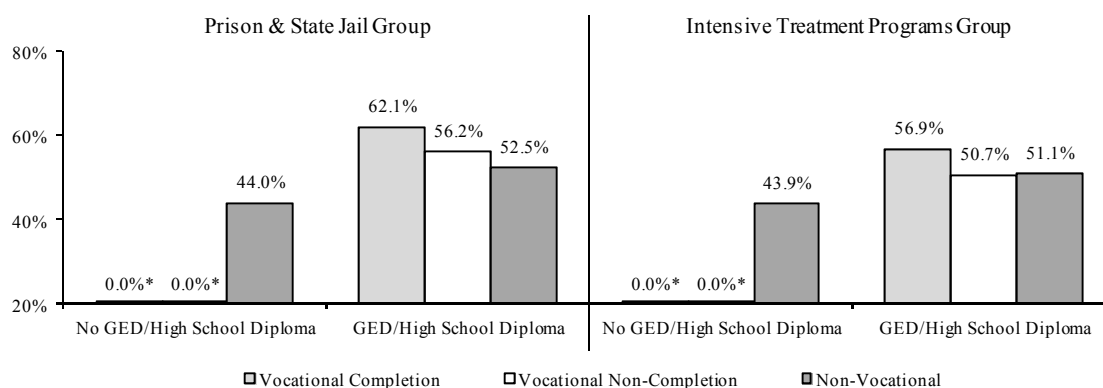
## RESEARCH SUMMARY

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 (score < 6.0 grade level, no GED/high school diploma; and score  $\geq$  6.0 grade level, no GED/high school diploma) and GED/High School Diploma (GED/high school diploma only, and college degree). 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.

**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**



\*Note: There are no offenders in this group.

Sources: Legislative Budget Board; Windham School District.

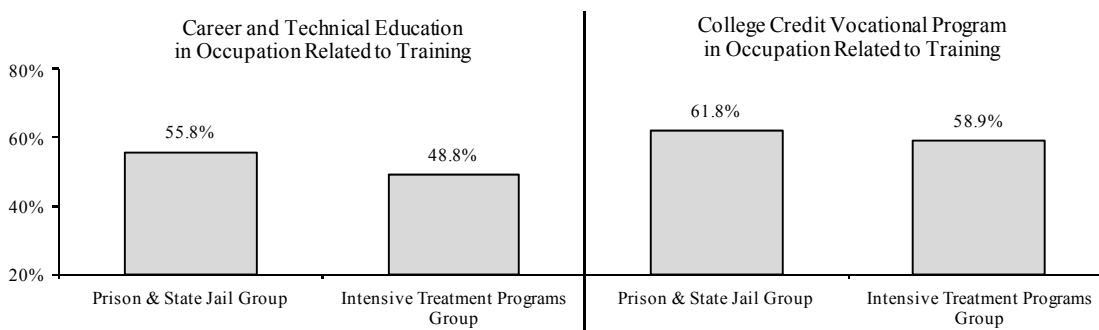
- Within each of the education level categories in the Prison & State Jail Group (for both the CTE study group and the College Credit Vocational Program study group), the vocational completers had higher employment retention rates than the vocational non-completers and the non-vocational offenders (except for that which had no offenders).



## RESEARCH SUMMARY

Of the offenders who completed CTE programming and were employed in occupations related to their vocational training, approximately 52.6 percent retained employment for three consecutive quarters (55.8 percent in the Prison & State Jail Group and 48.8 percent in the Intensive Treatment Programs Group). Of the offenders who completed college vocational programming and were employed in occupations related to their vocational training, approximately 60.5 percent retained employment for three consecutive quarters (61.8 percent in the Prison & State Jail Group and 58.9 percent in the Intensive Treatment Programs Group).

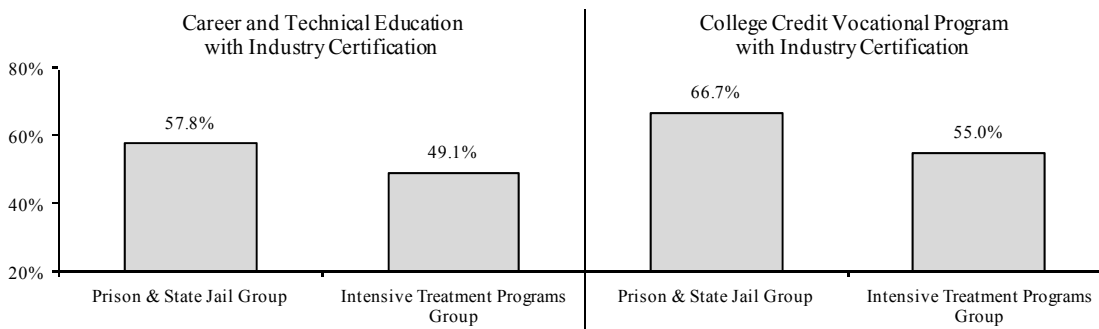
**Figure 13: Percentage of Employed Vocational Completion Group Working in an Occupation Related to Their Training Who Retained Employment for Three Consecutive Quarters**



Sources: Legislative Budget Board; Windham School District.

Among the employed offenders who completed CTE programming, approximately 25.8 percent obtained industry certification (27.5 percent in the Prison & State Jail Group and 23.7 percent in the Intensive Treatment Programs Group). Of these certified offenders, approximately 54.2 percent retained employment for three consecutive quarters (57.8 percent in the Prison & State Jail Group and 49.1 percent in the Intensive Treatment Programs Group). Among the employed offenders who completed college vocational programming, approximately 8.7 percent obtained industry certification (9.8 percent in the Prison & State Jail Group and 7.3 percent in the Intensive Treatment Programs Group). Of these certified offenders, approximately 62.3 percent retained employment for three consecutive quarters (66.7 percent in the Prison & State Jail Group and 55.0 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.





## RESEARCH SUMMARY

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### 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 (TWC); 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 the last day of each month to generate reports for past dates.

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

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

In this respect, WSD underwent a budget reduction which resulted in a significant reduction-in-force. This prevented the expanded evaluation and analysis of the training services in time for the January 2012 report.

- 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.

In this respect, discussions were held between WSD and TDCJ relative to an evaluation design for a recidivism study. Moreover, WSD is in the process of developing a Memorandum of Understanding with Sam Houston State University to conduct a recidivism study. It is anticipated that a draft report of the study might be available by May 2012.



## RESEARCH SUMMARY

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The offender population to be studied for recidivism will include offenders who participated in correctional education programming between 2005 and 2010, some of whom have since been released while others remain incarcerated. Because recidivism is typically 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.

The system-wide maximum operational capacity of post-secondary programs (including both college academic and vocational programs) is approximately 9,000 offenders annually. These programs generally operate at current capacity as determined by funding availability. Factors that could limit expanding post-secondary programs include funding availability to cover tuition costs, plant size and characteristics, number of eligible offenders, course offerings deemed necessary by provider college/university, cost of course offerings, ability of colleges/universities to deliver services, and correctional officer resources.

Page 66 in the agency's report provides a comprehensive 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**

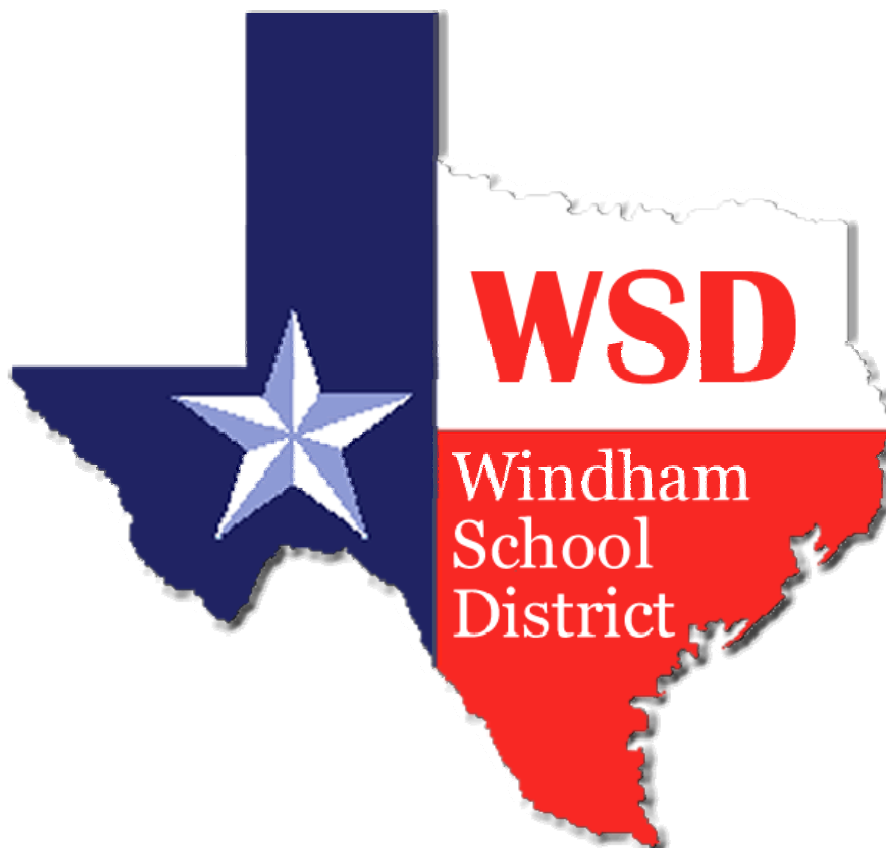
**BY**

**WINDHAM SCHOOL DISTRICT  
(NOVEMBER 2011)**



**EVALUATION OF TRAINING SERVICES**

**CAREER & TECHNICAL EDUCATION**



**NOVEMBER 2011**





# **Windham School District (WSD)**

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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 58,000 offenders, released between January 1, 2009 and December 31, 2009, 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 2009 through the end of the first quarter of 2011.

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 12<sup>th</sup> 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 1<sup>st</sup> year of employment;
  - ✓ exhibit a higher average salary difference (4<sup>th</sup> quarter earnings compared to 1<sup>st</sup> 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, 52.3% of the Windham vocational completers and 60.3% of the college vocational completers were employed within one year of release compared to 43.1% 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 49% in 2010 to 52.3% in 2011. The percentage of employed offenders in the College vocational completion group increased from 52.3% in 2010 to 60.3% in 2011.
  - In the Prison and State Jail Group, 73.2% of the Windham vocational completers and 71.2% 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 two age groups (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, and experienced an earnings increase over the year of employment 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).

## 2011 WSD EVALUATION REPORT

This report evaluates offenders released from the Texas Department of Criminal Justice between January 1, 2009 and December 31, 2009.

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 71,667 offenders were identified by the TDCJ as being released between January 1, 2009 and December 31, 2009. Of those releasees, 12,858 were excluded from the study for the following reasons: 1) 7,646 offenders were released with detainers; and 2) 5,212 offenders had invalid or no Social Security Numbers (SSNs). The remaining 58,809 offender records were sent to the Texas Workforce Commission (TWC) to match with existing wage/employment data.

Of the 58,809 records sent to TWC, 74 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 58,735 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.



<b>Record Information</b>	
Number of Total Releases (01/01/2009 – 12/31/2009)	71,667
Number of Exclusions Due to Detainers	7,646
Number of Exclusions Due to No SSN or Invalid SSN	5,212
Total Records Sent to TWC	58,809
Number of Subsequent Exclusions Due to No NAICS Codes in Employment Data	74
Number of Records Included in the Study	<b>58,735</b>

<b>Windham School District (WSD)</b>				
<b>Career and Technical Education (Secondary Level) Study Group</b>				
	Vocational Completion Group	Vocational Non-Completion Group	Non-Vocational Group	Total in Study Group*
Prison/State Jail	5,561	1,600	31,180	<b>38,341</b>
Intensive Treatment Programs	4,102	807	14,054	<b>18,963</b>
<b>Total</b>	<b>9,663</b>	<b>2,407</b>	<b>45,234</b>	<b>57,304</b>

\* 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.

<b>Windham School District (WSD)</b>									
<b>Career and Technical Education (Secondary Level) Study Group</b>									
	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
Prison/State Jail	2,909	2,652	5,561	736	864	1,600	13,438	17,742	31,180
Intensive Treatment Programs	2,337	1,765	4,102	421	386	807	7,606	6,448	14,054
<b>Total</b>	<b>5,246</b>	<b>4,417</b>	<b>9,663</b>	<b>1,157</b>	<b>1,250</b>	<b>2,407</b>	<b>21,044</b>	<b>24,190</b>	<b>45,234</b>

<b>College</b>				
<b>College Credit Vocational Program Study Group</b>				
	Vocational Completion Group	Vocational Non-Completion Group	Non-Vocational Group	Total in Study Group*
Prison/State Jail	1,117	209	31,180	<b>32,506</b>
Intensive Treatment Programs	931	158	14,054	<b>15,143</b>
<b>Total</b>	<b>2,048</b>	<b>367</b>	<b>45,234</b>	<b>47,649</b>

\* 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.

<b>College</b>									
<b>College Credit Vocational Program Study Group</b>									
	Vocational Completion Group			Vocational Non-Completion Group			Non-Vocational Group		
	Employed	Unemployed	Total	Employed	Unemployed	Total	Employed	Unemployed	Total
Prison/State Jail	673	444	1,117	105	104	209	13,438	17,742	31,180
Intensive Treatment Programs	548	383	931	75	83	158	7,606	6,448	14,054
<b>Total</b>	<b>1,221</b>	<b>827</b>	<b>2,048</b>	<b>180</b>	<b>187</b>	<b>367</b>	<b>21,044</b>	<b>24,190</b>	<b>45,234</b>



## 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 1<sup>st</sup> quarter, 2009 through the 1<sup>st</sup> quarter, 2011. 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 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> quarters after initial employment.
- **Employed on 1<sup>st</sup> Anniversary** – defined as those meeting the above employment standard and having earnings in the 4<sup>th</sup> quarter after initial employment.
- **Salary Increase** – defined as those meeting the above employment standard and having higher earnings for the 4<sup>th</sup> 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 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> 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 12<sup>th</sup> 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 2010-2011 school year, the district's full-length CTE courses included:

Automotive Collision Repair & Refinishing	DCP: Food Production, Management & Services
Automotive Specialization: <ul style="list-style-type: none"> <li>• Air-Conditioning &amp; Heating</li> <li>• Brakes</li> <li>• Electronics</li> <li>• Engine Performance</li> <li>• Transmission Repair</li> </ul>	Electrical Trades
	Heating, Ventilation, Air Conditioning & Refrigeration
	Horticulture
	Introduction to Construction Careers
	Landscape Design, Construction & Maintenance
Bricklaying/Masonry	Major Appliance Service Technology
Building Trades I	Mill and Cabinetmaking
Business Computer Information Systems I	Painting and Decorating
Business Computer Information Systems II	Personal and Family Development
Business Image Management and Multimedia	Piping Trades/Plumbing
Computer Maintenance Technician	Plant Maintenance
Construction Carpentry	Sheet Metal
Culinary Arts	Small Engine Repair
Custodial Technician	Technical Introduction to Computer-Aided Drafting
Diesel Mechanics	Truck Driving
Diversified Career Preparation (DCP)	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, 2011, however, twenty-five of the vocational teaching positions were vacant. As a result, the capacity on October 31<sup>st</sup> was approximately 3,289. On that date, 3,134 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 2011

## 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**	2909	52.3%	\$352.10	736	46.0%	\$15.56	13438	43.1%	\$53.19	
Total employed in an occupation related to their training	2129	73.2%	\$464.19	510	69.3%	\$62.98				
Total employed only in an unrelated field	780	26.8%	\$46.16	226	30.7%	-\$91.46				
Offenders who retained employment for three consecutive quarters	1600	55.0%	\$1,379.47	353	48.0%	\$1,039.97	6570	48.9%	\$1,060.58	
Offenders employed on first anniversary of initial employment	1493	51.3%	\$2,050.53	306	41.6%	\$1,917.85	6117	45.5%	\$1,758.45	
Offenders whose earnings increased over the year	1140	39.2%	\$3,162.91	228	31.0%	\$3,063.01	4507	33.5%	\$2,945.79	
Total employed with industry certification	799	27.5%	\$458.66	70	9.5%	-\$129.13				

\*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.

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	99 (52.4%)	90 (47.6%)	189 (6.5%)		48 (55.8%)	38 (44.2%)	86 (11.7%)		1354 (43.6%)	1753 (56.4%)	3107 (23.1%)	
Offenders from 25 to less than 35 years of age	612 (56.2%)	477 (43.8%)	1089 (37.4%)		130 (41.5%)	183 (58.5%)	313 (42.5%)		2670 (49.4%)	2739 (50.6%)	5409 (40.3%)	
Offenders 35 years of age and older	889 (54.5%)	742 (45.5%)	1631 (56.1%)		175 (51.9%)	162 (48.1%)	337 (45.8%)		2546 (51.7%)	2376 (48.3%)	4922 (36.6%)	
Offenders with EA scores < 6.0, no GED/High School Diploma	98 (48.3%)	105 (51.7%)	203 (7.0%)		35 (43.2%)	46 (56.8%)	81 (11.0%)		604 (39.8%)	913 (60.2%)	1517 (11.3%)	
Offenders with EA scores ≥ 6.0, no GED/High School Diploma	149 (46.9%)	169 (53.1%)	318 (10.9%)		51 (44.7%)	63 (55.3%)	114 (15.5%)		817 (47.7%)	894 (52.3%)	1711 (12.7%)	



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	
<b>Retention Factors</b>												
Offenders with GED/High School Diploma Only	1306 (56.5%)	1006 (43.5%)	2312 (79.5%)		262 (49.5%)	267 (50.5%)	529 (71.9%)		3419 (52.4%)	3101 (47.6%)	6520 (48.5%)	
Offenders with College Degree	40 (62.5%)	24 (37.5%)	64 (2.2%)		3 (60.0%)	2 (40.0%)	5 (0.7%)		28 (60.9%)	18 (39.1%)	46 (0.3%)	
Offenders working in occupation related to training	1187 (55.8%)	942 (44.2%)	2129 (73.2%)		243 (47.6%)	267 (52.4%)	510 (69.3%)					
Offenders with Industry Certification	462 (57.8%)	337 (42.2%)	799 (27.5%)		32 (45.7%)	38 (54.3%)	70 (9.5%)					

## Employment/Unemployment Factors for Prison and State Jail Group -- Windham

Data Elements	Vocational Completion Group				Vocational Non-Completion Group				Non-Vocational Group			
	Number Trained <sup>1</sup>	Employed	Not Employed <sup>2</sup>		Number Not Trained <sup>1</sup>	Employed	Not Employed <sup>2</sup>		Number Not Trained <sup>1</sup>	Employed	Not Employed <sup>2</sup>	
Total number of offenders in group	5561 (14.5%)	2909 (52.3%)	2652 (47.7%)		1600 (4.2%)	736 (46.0%)	864 (54.0%)		31180 (81.3%)	13438 (43.1%)	17742 (56.9%)	
Offenders who are less than 25 years of age	322 (0.8%)	189 (58.7%)	133 (41.3%)		159 (0.4%)	86 (54.1%)	73 (45.9%)		6723 (17.5%)	3107 (46.2%)	3616 (53.8%)	
Offenders from 25 to less than 35 years of age	1812 (4.7%)	1089 (60.1%)	723 (39.9%)		627 (1.6%)	313 (49.9%)	314 (50.1%)		11066 (28.9%)	5409 (48.9%)	5657 (51.1%)	
Offenders 35 years of age and older	3427 (8.9%)	1631 (47.6%)	1796 (52.4%)		814 (2.1%)	337 (41.4%)	477 (58.6%)		13391 (34.9%)	4922 (36.8%)	8469 (63.2%)	
Offenders with EA scores < 6.0, no GED/High School Diploma <sup>3</sup>	525 (1.4%)	203 (38.7%)	322 (61.3%)		247 (0.6%)	81 (32.8%)	166 (67.2%)		4600 (12.0%)	1517 (33.0%)	3083 (67.0%)	
Offenders with EA scores ≥ 6.0, no GED/High School Diploma <sup>3</sup>	646 (1.7%)	318 (49.2%)	328 (50.8%)		250 (0.7%)	114 (45.6%)	136 (54.4%)		3891 (10.1%)	1711 (44.0%)	2180 (56.0%)	
Offenders with GED/High School Diploma Only <sup>4</sup>	4243 (11.1%)	2312 (54.5%)	1931 (45.5%)		1073 (2.8%)	529 (49.3%)	544 (50.7%)		13628 (35.5%)	6520 (47.8%)	7108 (52.2%)	
Offenders with College Degree <sup>5</sup>	101 (0.3%)	64 (63.4%)	37 (36.6%)		14 (0.0%)	5 (35.7%)	9 (64.3%)		95 (0.2%)	46 (48.4%)	49 (51.6%)	
Offenders with Industry Certification	1358 (3.5%)	799 (58.8%)	559 (41.2%)		115 (0.3%)	70 (60.9%)	45 (39.1%)					

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

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

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

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

<sup>5</sup>Offenders with null verified college degree were excluded from calculation.



<b>AVERAGE ANNUAL EARNINGS*</b> <b>WINDHAM SCHOOL DISTRICT -- PRISON &amp; STATE JAIL GROUP</b>	
Vocational Completion Group	\$9006.37
Vocational Non-Completion Group	\$7148.49
Non-Vocational Group	\$8246.88

\*Average of first through fourth quarter earnings



# DATA TABLES 2011

## 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**	2337	57.0%	\$262.52	421	52.2%	-\$4.71	7606	54.1%	\$273.22	
Total employed in an occupation related to their training	1773	75.9%	\$369.20	291	69.1%	\$246.23				
Total employed only in an unrelated field	564	24.1%	-\$72.83	130	30.9%	-\$566.42				
Offenders who retained employment for three consecutive quarters	1128	48.3%	\$1,458.36	190	45.1%	\$1,191.66	3781	49.7%	\$1,403.05	
Offenders employed on first anniversary of initial employment	1077	46.1%	\$2,147.18	170	40.4%	\$1,904.30	3561	46.8%	\$2,103.81	
Offenders whose earnings increased over the year	812	34.7%	\$3,423.12	122	29.0%	\$3,319.70	2782	36.6%	\$3,110.09	
Total employed with industry certification	554	23.7%	\$485.92	27	6.4%	\$345.94				

\*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.

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	
<b>Retention Factors</b>												
Offenders who are less than 25 years of age	42 (40.0%)	63 (60.0%)	105 (4.5%)		12 (44.4%)	15 (55.6%)	27 (6.4%)		588 (43.8%)	756 (56.2%)	1344 (17.7%)	
Offenders from 25 to less than 35 years of age	314 (47.8%)	343 (52.2%)	657 (28.1%)		57 (45.6%)	68 (54.4%)	125 (29.7%)		1406 (49.9%)	1412 (50.1%)	2818 (37.0%)	
Offenders 35 years of age and older	772 (49.0%)	803 (51.0%)	1575 (67.4%)		121 (45.0%)	148 (55.0%)	269 (63.9%)		1787 (51.9%)	1657 (48.1%)	3444 (45.3%)	
Offenders with EA scores < 6.0, no GED/High School Diploma	57 (42.9%)	76 (57.1%)	133 (5.7%)		12 (33.3%)	24 (66.7%)	36 (8.6%)		322 (43.2%)	424 (56.8%)	746 (9.8%)	
Offenders with EA scores ≥ 6.0, no GED/High School Diploma	97 (43.9%)	124 (56.1%)	221 (9.5%)		21 (37.5%)	35 (62.5%)	56 (13.3%)		488 (44.3%)	613 (55.7%)	1101 (14.5%)	





<b>Windham Intensive Treatment Program Group</b>	<b>Employed Vocational Completion Group</b>			<b>Employed Vocational Non- Completion Group</b>			<b>Employed Non-Vocational Group</b>		
<b>Retention Factors</b>	<b>Meets or Exceeds Retention Factor</b>	<b>Does Not Meet Retention Factor</b>	<b>% of Total</b>	<b>Meets or Exceeds Retention Factor</b>	<b>Does Not Meet Retention Factor</b>	<b>% of Total</b>	<b>Meets or Exceeds Retention Factor</b>	<b>Does Not Meet Retention Factor</b>	<b>% of Total</b>
Offenders with GED/High School Diploma Only	942 (49.0%)	982 (51.0%)	1924 (82.3%)	155 (47.8%)	169 (52.2%)	324 (77.0%)	2542 (51.1%)	2433 (48.9%)	4975 (65.4%)
Offenders with College Degree	32 (57.1%)	24 (42.9%)	56 (2.4%)	2 (40.0%)	3 (60.0%)	5 (1.2%)	21 (50.0%)	21 (50.0%)	42 (0.6%)
Offenders working in occupation related to training	866 (48.8%)	907 (51.2%)	1773 (75.9%)	124 (42.6%)	167 (57.4%)	291 (69.1%)			
Offenders with Industry Certification	272 (49.1%)	282 (50.9%)	554 (23.7%)	17 (63.0%)	10 (37.0%)	27 (6.4%)			

<b>Employment/Unemployment Factors for Intensive Treatment Program Group -- Windham</b>									
	<b>WSD Vocational Completion Group</b>			<b>WSD Vocational Non-Completion Group</b>			<b>Non-Vocational Group</b>		
<b>Data Elements</b>	<b>Number Trained<sup>1</sup></b>	<b>Employed</b>	<b>Not Employed<sup>2</sup></b>	<b>Number Not Trained<sup>1</sup></b>	<b>Employed</b>	<b>Not Employed<sup>2</sup></b>	<b>Number Not Trained<sup>1</sup></b>	<b>Employed</b>	<b>Not Employed<sup>2</sup></b>
Total number of offenders in group	4102 (21.6%)	2337 (57.0%)	1765 (43.0%)	807 (4.3%)	421 (52.2%)	386 (47.8%)	14054 (74.1%)	7606 (54.1%)	6448 (45.9%)
Offenders who are less than 25 years of age	164 (0.9%)	105 (64.0%)	59 (36.0%)	41 (0.2%)	27 (65.9%)	14 (34.1%)	2316 (12.2%)	1344 (58.0%)	972 (42.0%)
Offenders from 25 to less than 35 years of age	1053 (5.6%)	657 (62.4%)	396 (37.6%)	216 (1.1%)	125 (57.9%)	91 (42.1%)	4637 (24.5%)	2818 (60.8%)	1819 (39.2%)
Offenders 35 years of age and older	2885 (15.2%)	1575 (54.6%)	1310 (45.4%)	550 (2.9%)	269 (48.9%)	281 (51.1%)	7101 (37.4%)	3444 (48.5%)	3657 (51.5%)
Offenders with EA scores < 6.0, no GED/High School Diploma <sup>3</sup>	351 (1.9%)	133 (37.9%)	218 (62.1%)	104 (0.5%)	36 (34.6%)	68 (65.4%)	1878 (9.9%)	746 (39.7%)	1132 (60.3%)
Offenders with EA scores ≥ 6.0, no GED/High School Diploma <sup>3</sup>	410 (2.2%)	221 (53.9%)	189 (46.1%)	118 (0.6%)	56 (47.5%)	62 (52.5%)	2072 (10.9%)	1101 (53.1%)	971 (46.9%)
Offenders with GED/High School Diploma Only <sup>4</sup>	3254 (17.2%)	1924 (59.1%)	1330 (40.9%)	573 (3.0%)	324 (56.5%)	249 (43.5%)	8568 (45.2%)	4975 (58.1%)	3593 (41.9%)
Offenders with College Degree <sup>5</sup>	76 (0.4%)	56 (73.7%)	20 (26.3%)	9 (0.0%)	5 (55.6%)	4 (44.4%)	83 (0.4%)	42 (50.6%)	41 (49.4%)
Offenders with industry certification	909 (4.8%)	554 (60.9%)	355 (39.1%)	46 (0.2%)	27 (58.7%)	19 (41.3%)			

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

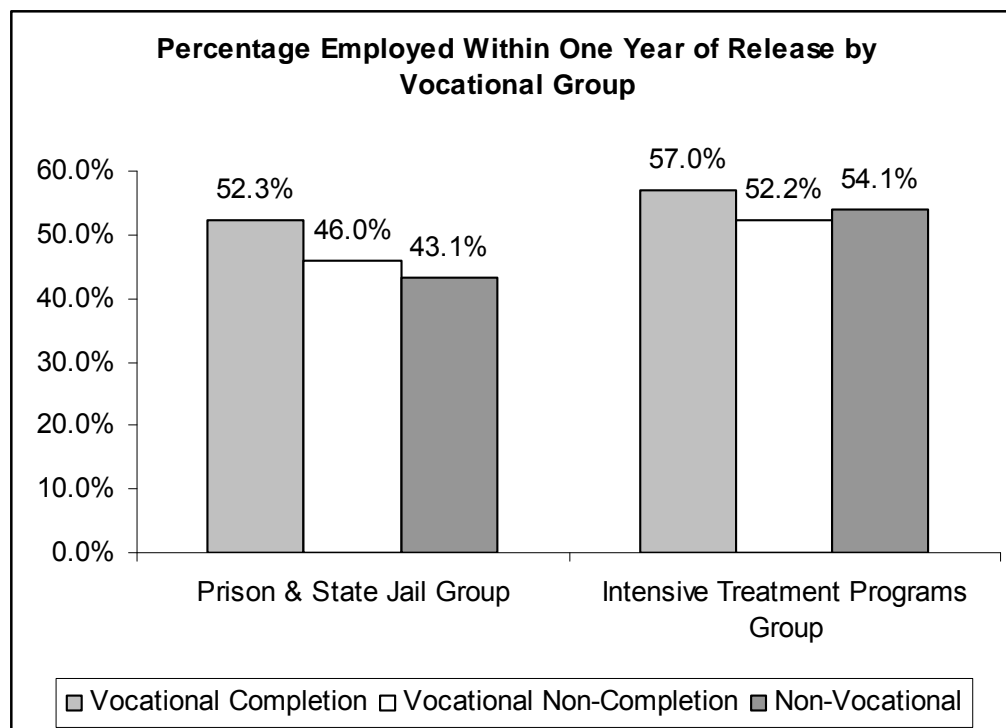
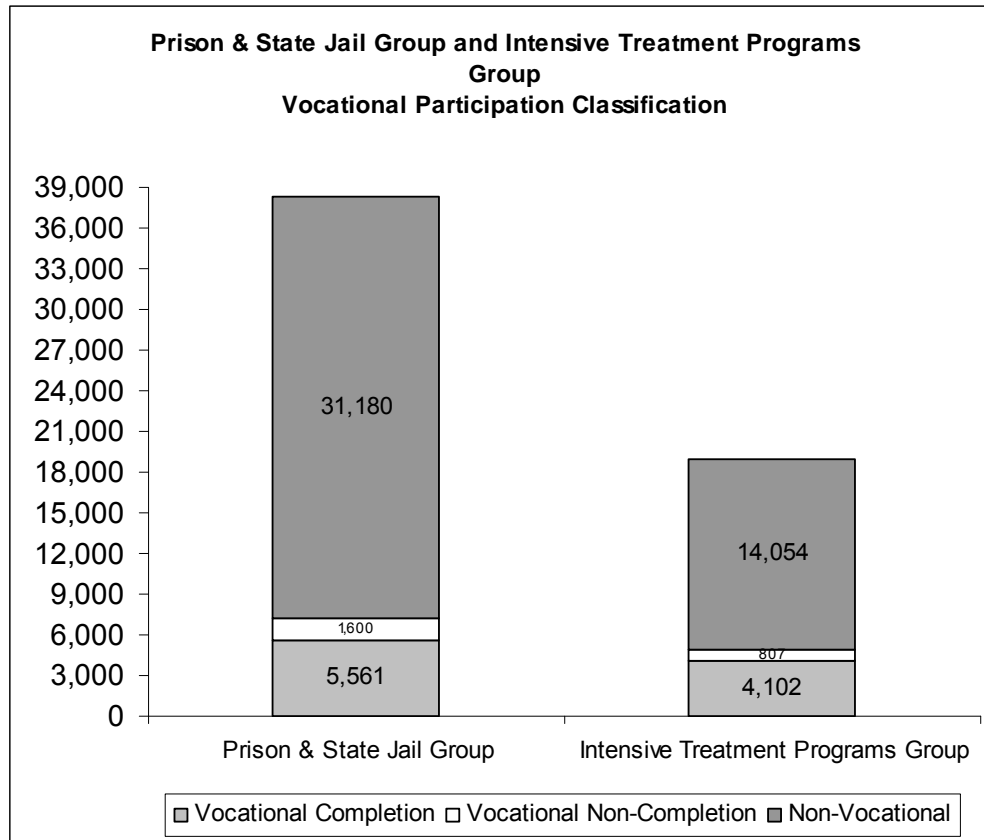


AVERAGE ANNUAL EARNINGS*	
<b>WINDHAM SCHOOL DISTRICT -- INTENSIVE TREATMENT PROGRAM GROUP --</b>	
Vocational Completion Group	\$8273.40
Vocational Non-Completion Group	\$7952.52
Non-Vocational Group	\$8017.52

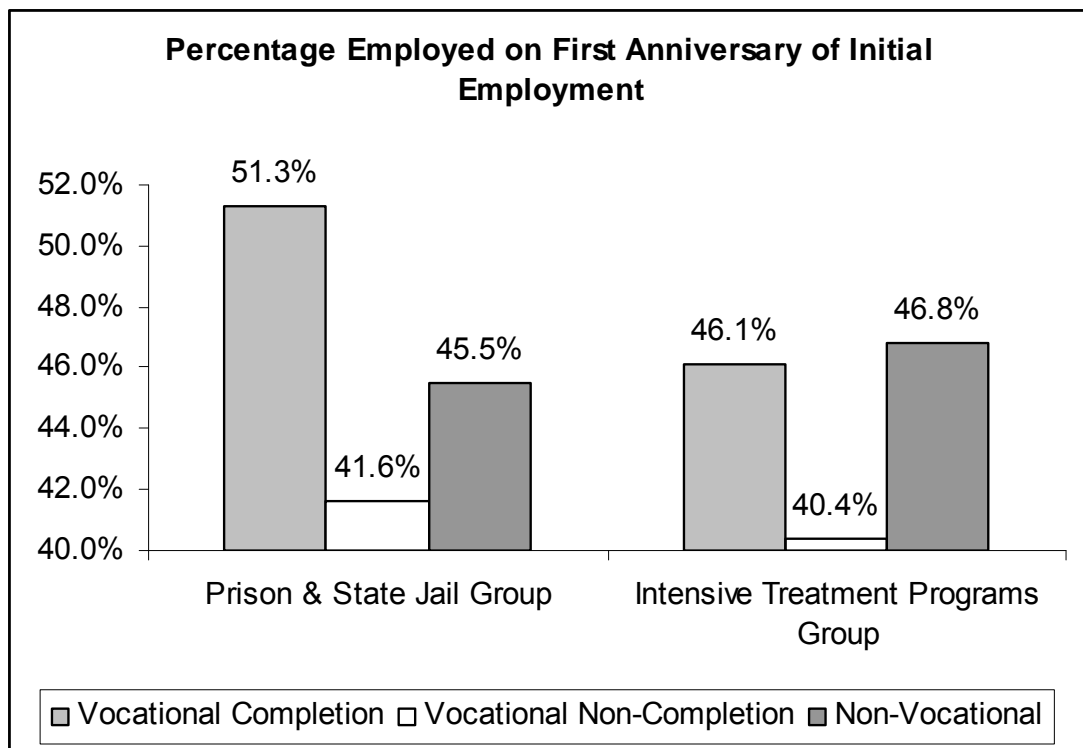
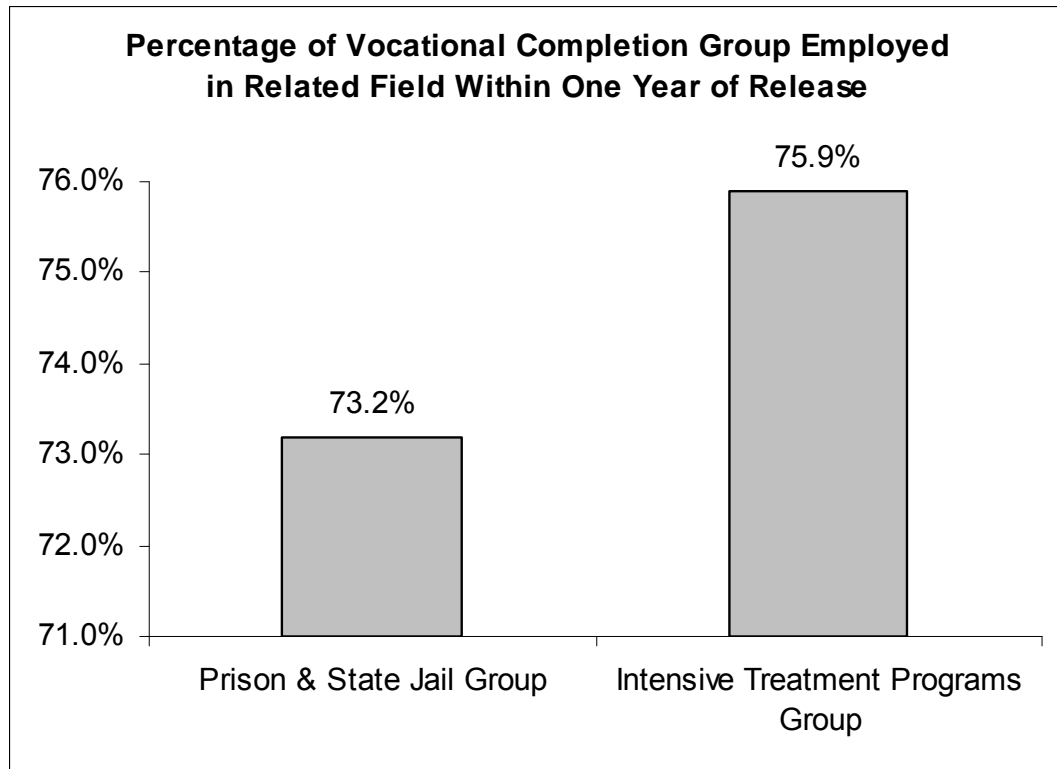
\*Average of first through fourth quarter earnings



# GRAPHIC ILLUSTRATIONS OF WINDHAM 2011 DATA

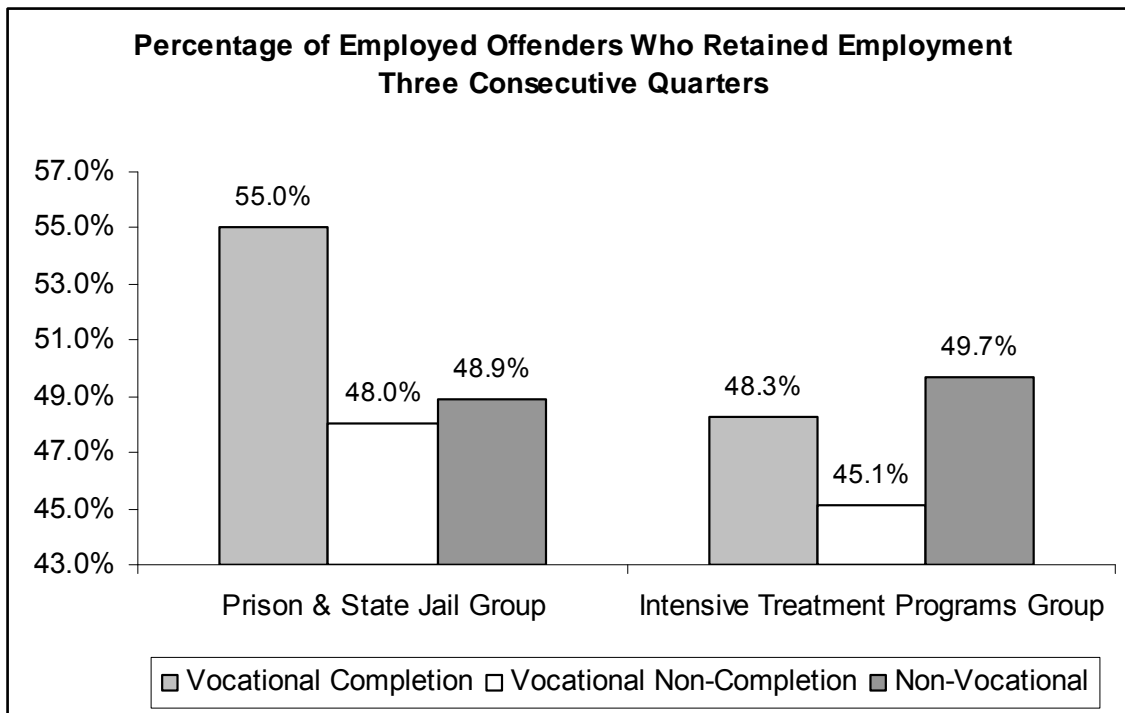




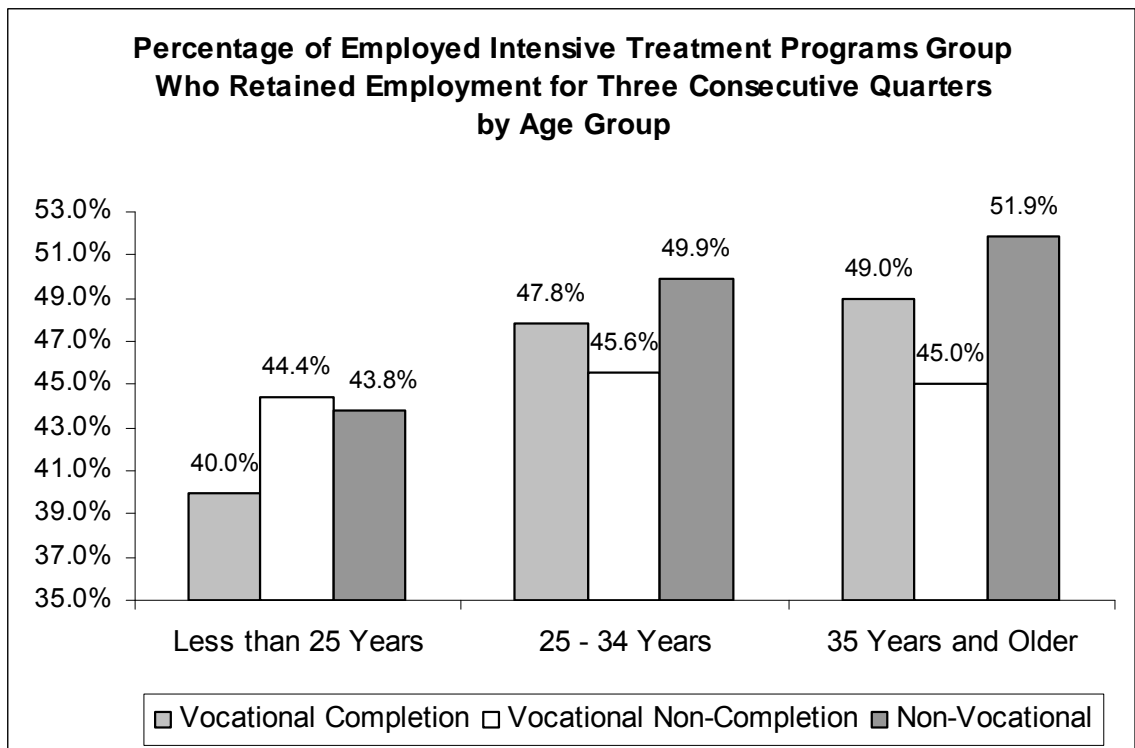
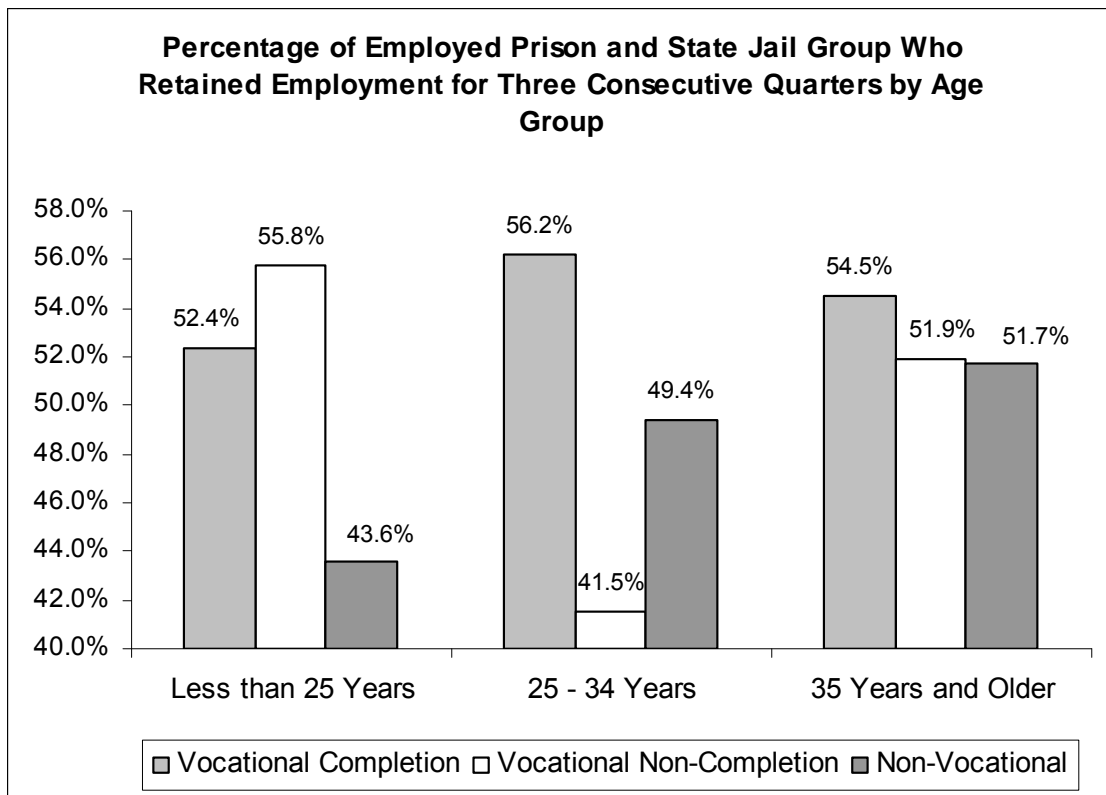






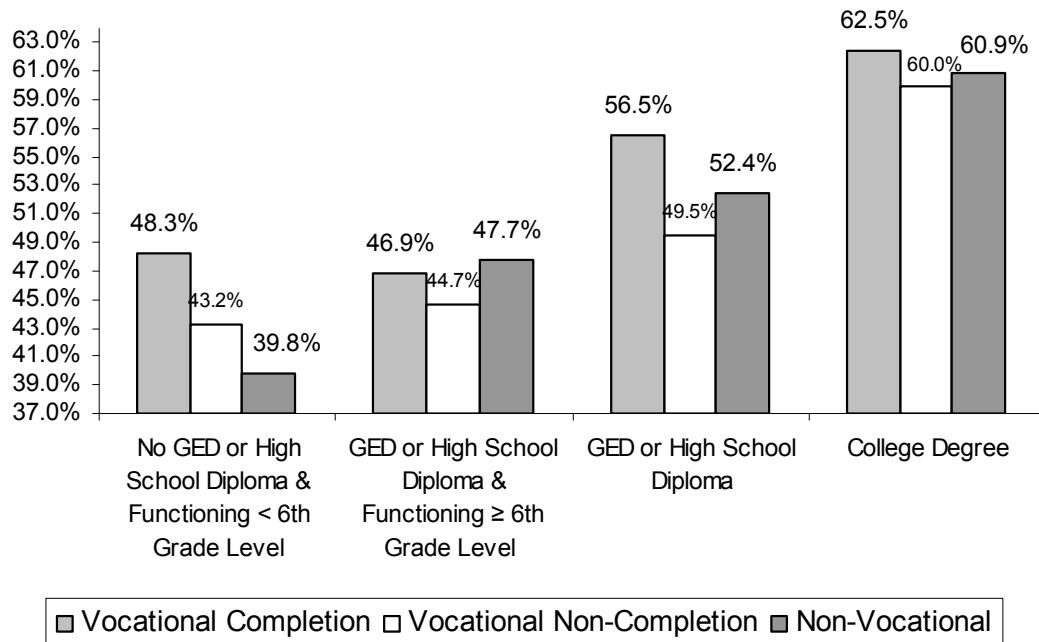




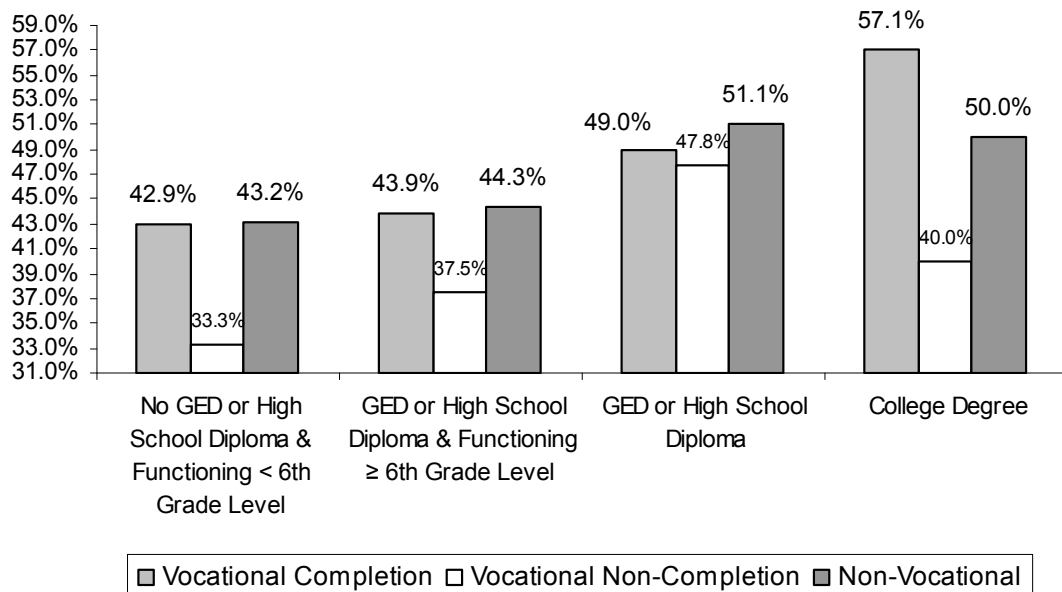




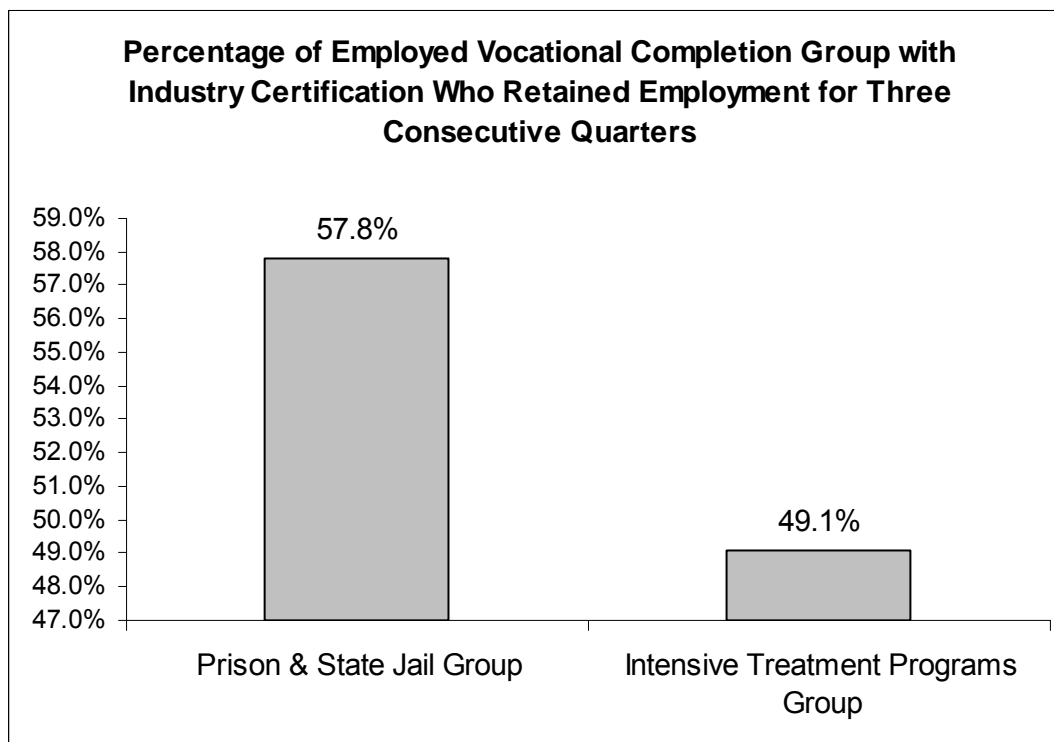
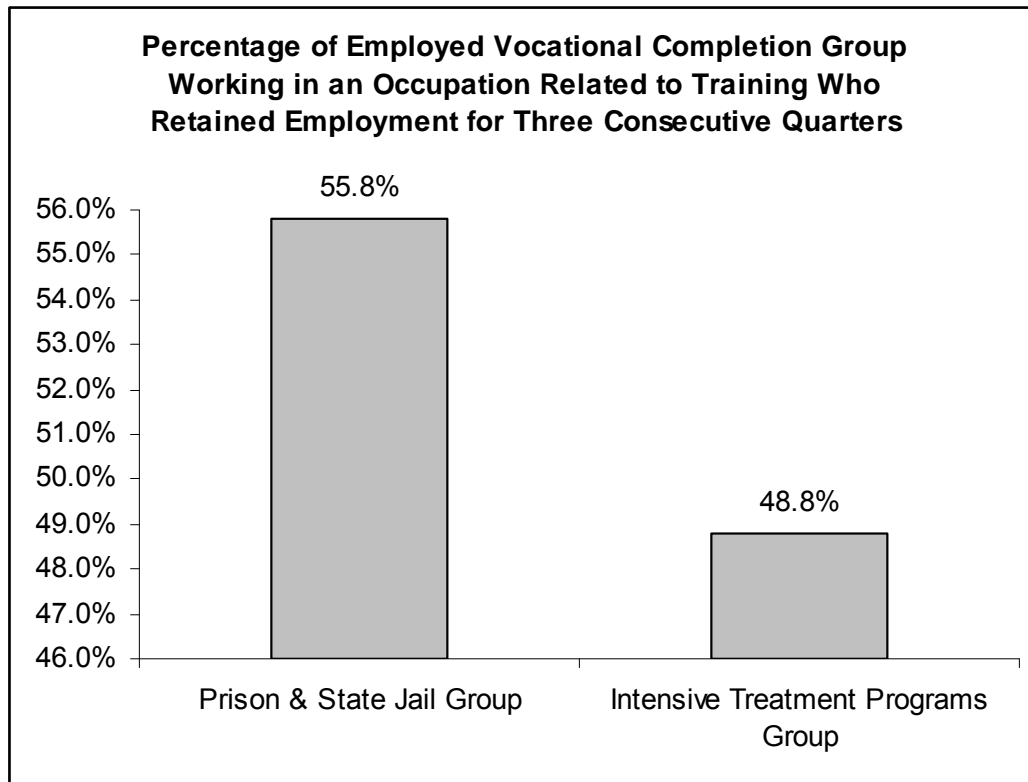
**Percentage of Employed Prison and State Jail Group Who Retained Employment for Three Consecutive Quarters by Education Level**



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









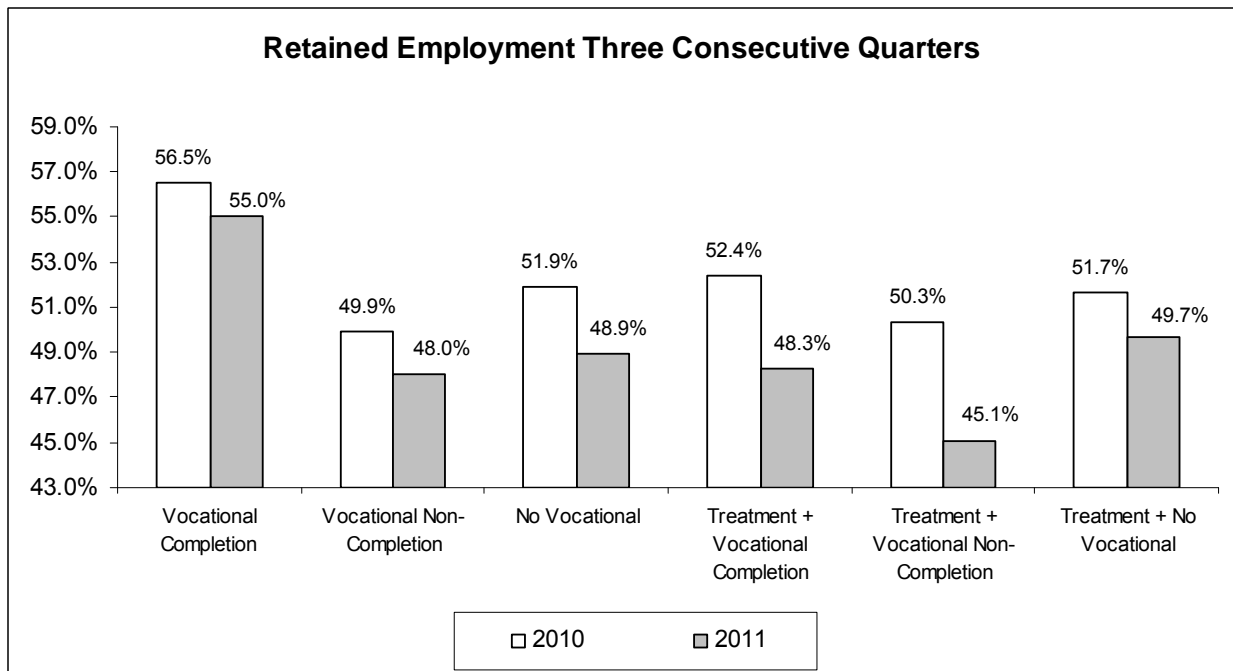
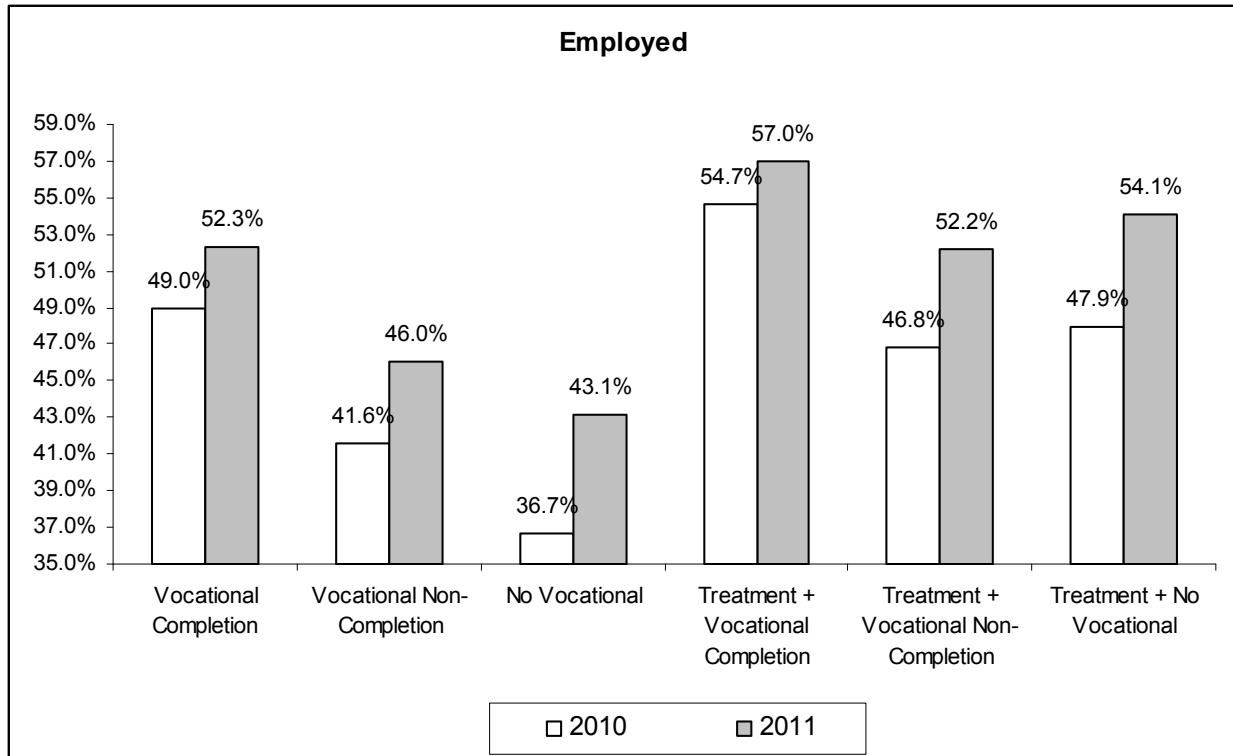


## DATA ANALYSIS—WSD

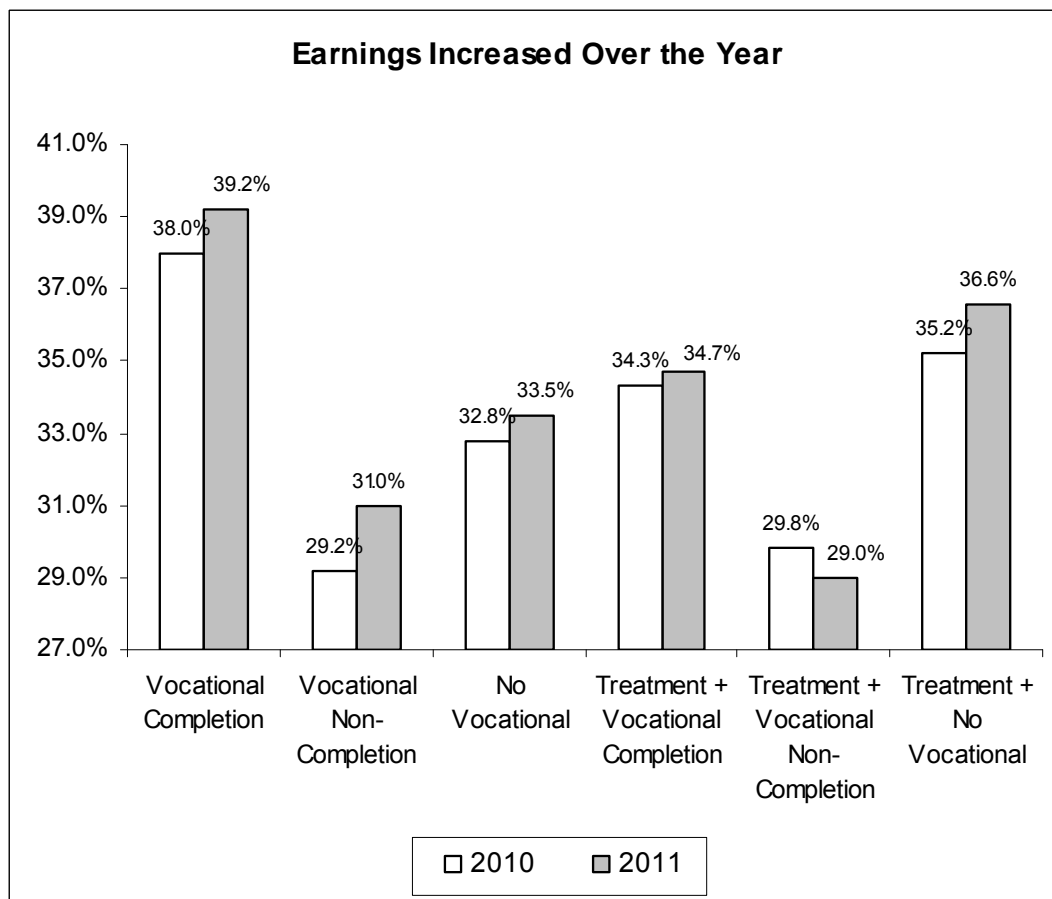
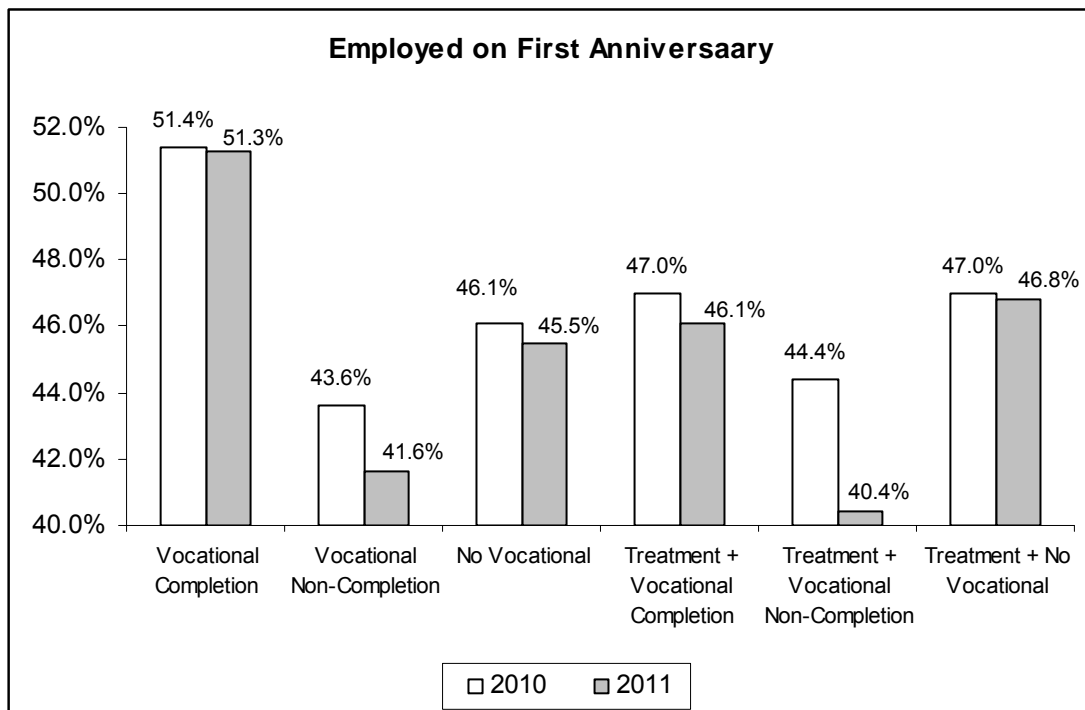
- 52.3% of the Prison and State Jail vocational completion group were employed compared to 43.1% of those in the non-vocational comparison group; 57.0% of the Intensive Treatment Programs vocational completion group were employed compared to 54.1% of those in the non-vocational comparison group.
- With respect to the Prison and State Jail group, for all age groups and all levels of academic achievement, vocationally-trained offenders 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.
- 73.2% of the Prison and State Jail vocational completion group and 75.9% 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 (1<sup>st</sup> quarter to 4<sup>th</sup> 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 nearly all age groups and 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) GED or high school diploma; 4) age 25 to 34; 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) GED or high school diploma; 4) 35 years of age and older; and 5) working in occupations related to training..



# COMPARISON OF WSD 2010 AND 2011 DATA









## **ANALYSIS OF COMPARATIVE DATA**

- Some improvement is noted with respect to employment and earnings; however, some slippage is indicated with respect to job retention.
- Slippage of data from 2010 to 2011 may be a reflection of the current economic conditions. The unemployment rate has been rising in general across the nation.
- Given the current economic climate, data indicating that offenders are able to find employment at all is encouraging since this segment of the population typically encounters significant difficulty obtaining employment.

## **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 that are *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	20	11	55.00%	4	36.36%	23	9	39.13%	4	44.44%			
Automotive Specialization (Air Conditioning/Heating)	81	43	53.09%	21	48.84%	69	35	50.72%	16	45.71%	✓		
Automotive Specialization (Brakes)	108	62	57.41%	24	38.71%	91	57	62.64%	29	50.88%	✓		
Automotive Specialization (Electronics)	35	16	45.71%	11	68.75%	34	17	50.00%	7	41.18%	✓		
Automotive Specialization (Engine Performance)	77	47	61.04%	32	68.09%	47	27	57.45%	14	51.85%	✓		
Automotive Specialization (Transmission)	67	41	61.19%	21	51.22%	42	21	50.00%	13	61.90%	✓		
Bricklaying/Stone Masonry	120	62	51.67%	25	40.32%	104	57	54.81%	27	47.37%	✓	✓	✓
Building Trades I	23	13	56.52%	8	61.54%	57	38	66.67%	20	52.63%	✓	✓	✓
Business Computer Information Systems I	653	357	54.67%	157	43.98%	474	292	61.60%	123	42.12%	✓	✓	✓
Business Computer Information Systems II	467	232	49.68%	117	50.43%	351	181	51.57%	86	47.51%	✓	✓	✓
Business Image Management & Multimedia	39	18	46.15%	8	44.44%	18	10	55.56%	5	50.00%			
Computer Maintenance Technician	134	67	50.00%	38	56.72%	92	50	54.35%	24	48.00%		✓	
Construction Carpentry	558	314	56.27%	170	54.14%	340	205	60.29%	92	44.88%	✓	✓	✓
Culinary Arts	36	22	61.11%	8	36.36%	15	9	60.00%	4	44.44%	✓	✓	✓
Custodial Technician	309	152	49.19%	81	53.29%	152	64	42.11%	31	48.44%	✓	✓	✓
Diesel Mechanics	58	22	37.93%	12	54.55%	58	33	56.90%	12	36.36%			
Diversified Career Preparation (DCP): Food Production, Management & Services	19	12	63.16%	4	33.33%	12	10	83.33%	6	60.00%	✓	✓	✓
Electrical Trades	480	265	55.21%	147	55.47%	315	191	60.63%	83	43.46%	✓	✓	✓



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 30 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)
Heating, Ventilation, Air Conditioning & Refrigeration	318	176	55.35%	100	56.82%	198	117	59.09%	58	49.57%			
Horticulture	107	46	42.99%	25	54.35%	76	42	55.26%	19	45.24%	✓	✓	✓
Introduction to Construction Careers	146	76	52.05%	38	50.00%	269	161	59.85%	80	49.69%	✓		✓
Landscape Design, Construction & Maintenance	229	132	57.64%	68	51.52%	176	104	59.09%	47	45.19%	✓	✓	
Major Appliance Service Technology	102	53	51.96%	24	45.28%	81	42	51.85%	17	40.48%			
Mill & Cabinetmaking	170	98	57.65%	55	56.12%	157	82	52.23%	41	50.00%			✓
Painting & Decorating	114	73	64.04%	34	46.58%	56	27	48.21%	8	29.63%			✓
Personal & Family Development	73	37	50.68%	22	59.46%	36	20	55.56%	10	50.00%		✓	
Piping Trades/Plumbing	318	178	55.97%	90	50.56%	276	164	59.42%	79	48.17%			✓
Plant Maintenance	59	26	44.07%	14	53.85%	36	25	69.44%	11	44.00%	✓	✓	
Sheet Metal	17	12	70.59%	8	66.67%	26	15	57.69%	7	46.67%			
Small Engine Repair	164	83	50.61%	47	56.63%	125	73	58.40%	32	43.84%			
Technical Introduction to Computer-Aided Drafting	259	137	52.90%	64	46.72%	178	107	60.11%	50	46.73%			
Trucking Driving	82	57	69.51%	32	56.14%	75	43	57.33%	20	46.51%	✓	✓	✓
Welding	235	124	52.77%	64	51.61%	221	128	57.92%	69	53.91%	✓	✓	

\*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 23 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 30 TDCJ facilities in Fiscal Year 2011. During the 2010-2011 school year, a total of 2,611 offenders participated in the college credit vocational program.

### COLLEGE VOCATIONAL CREDIT COURSES

Advanced Baking	Electrical Technology
Advanced Welding	Electronics
Air Conditioning/Refrigeration	Food Service Preparation
Auto Body Repair	Graphic Arts
Auto Mechanics	Horticulture
Cabinet Making	Masonry
Computer Networking	Office Administration
Computer Repair	Retail Sales & Marketing
Construction Carpentry	Truck Driving
Culinary Arts	Web Authoring
Data Processing	Welding
Drafting	

### 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)	National Restaurant Association (ServSafe)
Automotive Service Excellence (ASE)	Raybestos ABS Antilock Brakes
Environmental Protection Agency (EPA) (Section 608)	Texas A & M (Department of Horticulture)
Hunter Engineering Company	Texas Commercial Drivers License
Mitsubishi Caterpillar Forklift America (MCFA)	Texas Department of Agriculture (TDA)





# DATA TABLES 2011

## COLLEGE -- PRISON AND STATE JAIL GROUP

DATA ANALYSIS FOR EMPLOYED PRISON AND STATE JAIL GROUP -- COLLEGE									
Data Elements	Employed Vocational 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**	673	60.3%	\$675.40	105	50.2%	-\$31.90	13438	43.1%	\$53.19
Total employed in an occupation related to their training	479	71.2%	\$684.16	57	54.3%	\$15.57			
Total employed only in an unrelated field	194	28.8%	\$653.79	48	45.7%	-\$88.27			
Offenders who retained employment for three consecutive quarters	418	62.1%	\$1,668.95	59	56.2%	\$1,106.06	6570	48.9%	\$1,060.58
Offenders employed on first anniversary of initial employment	399	59.3%	\$2,325.99	46	43.8%	\$2,119.50	6117	45.5%	\$1,758.45
Offenders whose earnings increased over the year	313	46.5%	\$3,480.72	36	34.3%	\$3,224.56	4507	33.5%	\$2,945.79
Total employed with industry certification	66	9.8%	\$1,611.02	7	6.7%	\$85.91			

\*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.

Prison & State Jail Group	Employed Vocational 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	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	% of Total
<b>Retention Factors</b>												
Offenders who are less than 25 years of age	17 (68.0%)	8 (32.0%)	25 (3.7%)	8 (57.1%)	6 (42.9%)	14 (13.3%)	1354 (43.6%)	1753 (56.4%)	1354 (43.6%)	1753 (56.4%)	3107 (23.1%)	3107 (23.1%)
Offenders from 25 to less than 35 years of age	145 (63.0%)	85 (37.0%)	230 (34.2%)	20 (58.8%)	14 (41.2%)	34 (32.4%)	2670 (49.4%)	2739 (50.6%)	2670 (49.4%)	2739 (50.6%)	5409 (40.3%)	5409 (40.3%)
Offenders 35 years of age and older	256 (61.2%)	162 (38.8%)	418 (62.1%)	31 (54.4%)	26 (45.6%)	57 (54.3%)	2546 (51.7%)	2376 (48.3%)	2546 (51.7%)	2376 (48.3%)	4922 (36.6%)	4922 (36.6%)
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%)	604 (39.8%)	913 (60.2%)	604 (39.8%)	913 (60.2%)	1517 (11.3%)	1517 (11.3%)
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%)	817 (47.7%)	894 (52.3%)	817 (47.7%)	894 (52.3%)	1711 (12.7%)	1711 (12.7%)



Prison & State Jail Group	College				Employed Vocational Completion Group				Employed Vocational Non-Completion Group				Employed Non-Vocational Group			
	Retention Factors				Group				Completion Group				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		Meets or Exceeds Retention Factor	Does Not Meet Retention Factor	% of Total	
Offenders with GED/High School Diploma Only	329 (60.1%)	218 (39.9%)	547 (81.3%)		57 (57.0%)	43 (43.0%)	100 (95.2%)		3419 (52.4%)	3101 (47.6%)	6520 (48.5%)					
Offenders with College Degree	89 (70.6%)	37 (29.4%)	126 (18.7%)		2 (40.0%)	3 (60.0%)	5 (4.8%)		28 (60.9%)	18 (39.1%)	46 (0.3%)					
Offenders working in occupation related to training	296 (61.8%)	183 (38.2%)	479 (71.2%)		32 (56.1%)	25 (43.9%)	57 (54.3%)									
Offenders with Industry Certification	44 (66.7%)	22 (33.3%)	66 (9.8%)		5 (71.4%)	2 (28.6%)	7 (6.7%)									

Employment/Unemployment Factors for Prison and State Jail Group -- College																
	Vocational Completion Group						Vocational Non-Completion Group						Non-Vocational Group			
Data Elements	Number Trained <sup>1</sup>	Employed	Not Employed <sup>2</sup>		Number Not Trained <sup>1</sup>	Employed	Not Employed <sup>2</sup>		Number Trained <sup>1</sup>	Employed	Not Employed <sup>2</sup>		Number Trained <sup>1</sup>	Employed	Not Employed <sup>2</sup>	
Total number of offenders in group	1117 (3.4%)	673 (60.3%)	444 (39.7%)		209 (0.6%)	105 (50.2%)	104 (49.8%)		31180 (95.9%)	13438 (43.1%)	17742 (56.9%)					
Offenders who are less than 25 years of age	40 (0.1%)	25 (62.5%)	15 (37.5%)		20 (0.1%)	14 (70.0%)	6 (30.0%)		6723 (20.7%)	3107 (46.2%)	3616 (53.8%)					
Offenders from 25 to less than 35 years of age	322 (1.0%)	230 (71.4%)	92 (28.6%)		61 (0.2%)	34 (55.7%)	27 (44.3%)		11066 (34.0%)	5409 (48.9%)	5657 (51.1%)					
Offenders 35 years of age and older	755 (2.3%)	418 (55.4%)	337 (44.6%)		128 (0.4%)	57 (44.5%)	71 (55.5%)		13391 (41.2%)	4922 (36.8%)	8469 (63.2%)					
Offenders with EA scores < 6.0, no GED/High School Diploma <sup>3</sup>	0 (0.0%)	0 (0.0%)	0 (0.0%)		0 (0.0%)	0 (0.0%)	0 (0.0%)		4600 (14.2%)	1517 (33.0%)	3083 (67.0%)					
Offenders with EA scores ≥ 6.0, no GED/High School Diploma <sup>3</sup>	0 (0.0%)	0 (0.0%)	0 (0.0%)		0 (0.0%)	0 (0.0%)	0 (0.0%)		3891 (12.0%)	1711 (44.0%)	2180 (56.0%)					
Offenders with GED/High School Diploma Only <sup>4</sup>	915 (2.8%)	547 (59.8%)	368 (40.2%)		199 (0.6%)	100 (50.3%)	99 (49.7%)		13628 (41.9%)	6520 (47.8%)	7108 (52.2%)					
Offenders with College Degree <sup>5</sup>	202 (0.6%)	126 (62.4%)	76 (37.6%)		10 (0.0%)	5 (50.0%)	5 (50.0%)		95 (0.3%)	46 (48.4%)	49 (51.6%)					
Offenders with Industry Certification	104 (0.3%)	66 (63.5%)	38 (36.5%)		21 (0.1%)	7 (33.3%)	14 (66.7%)									

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

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

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

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

<sup>5</sup>Offenders with null verified college degree were excluded from calculation.

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

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

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

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

<sup>5</sup>Offenders with null verified college degree were excluded from calculation.



<b>AVERAGE ANNUAL EARNINGS*</b> <b>COLLEGE -- PRISON &amp; STATE JAIL GROUP</b>	
College Vocational Completion Group	\$10,953.32
College Vocational Non-Completion Group	\$8,463.00
Non-Vocational Group	\$8,246.88

\* Average of first through fourth quarter earnings



# DATA TABLES 2011

## COLLEGE -- INTENSIVE TREATMENT PROGRAM GROUP

DATA ANALYSIS FOR EMPLOYED INTENSIVE TREATMENT PROGRAM GROUP -- COLLEGE										
Data Elements	Employed College Vocational Completion Group			Employed College Non-Completion Group			Employed Non-Vocational Group			
	Number	Percent	Avg. Salary Diff*	Number	Percent	Avg Salary Diff*	Number	Percent	Avg Salary Diff*	
Total employed**	548	58.9%	\$629.11	75	47.5%	\$315.61	7606	54.1%	\$273.22	
Total employed in an occupation related to their training	399	72.8%	\$850.87	54	72.0%	\$403.05				
Total employed only in an unrelated field	149	27.2%	\$35.28	21	28.0%	\$90.76				
Offenders who retained employment for three consecutive quarters	312	56.9%	\$1,639.06	38	50.7%	\$1,097.23	3781	49.7%	\$1,403.05	
Offenders employed on first anniversary of initial employment	298	54.4%	\$2,392.84	39	52.0%	\$1,653.68	3561	46.8%	\$2,103.81	
Offenders whose earnings increased over the year	230	42.0%	\$3,555.70	30	40.0%	\$2,552.22	2782	36.6%	\$3,110.09	
Total employed with industry certification	40	7.3%	\$915.19	3	4.0%	-\$441.09				

\*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.

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		
<b>Retention Factors</b>											
Offenders who are less than 25 years of age	10 (50.0%)	10 (50.0%)	20 (3.6%)	1 (33.3%)	2 (66.7%)	3 (4.0%)	588 (43.8%)	756 (56.2%)	1344 (17.7%)		
Offenders from 25 to less than 35 years of age	74 (61.2%)	47 (38.8%)	121 (22.1%)	14 (53.8%)	12 (46.2%)	26 (34.7%)	1406 (49.9%)	1412 (50.1%)	2818 (37.0%)		
Offenders 35 years of age and older	228 (56.0%)	179 (44.0%)	407 (74.3%)	23 (50.0%)	23 (50.0%)	46 (61.3%)	1787 (51.9%)	1657 (48.1%)	3444 (45.3%)		
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%)	322 (43.2%)	424 (56.8%)	746 (9.8%)		
Offenders with EA scores ≥ 6.0, no	0	0	0	0	0	0	488	613	1101		





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	Meets or Exceeds Retention Factor	Does Not Meet Retention Factor
<b>Retention Factors</b>											
GED/High School Diploma	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(44.3%)	(55.7%)
Offenders with GED/High School Diploma Only	268 (56.9%)	203 (43.1%)	471 (85.9%)	36 (50.7%)	35 (49.3%)	71 (94.7%)	2542 (51.1%)	2433 (48.9%)	4975 (65.4%)		
Offenders with College Degree	44 (57.1%)	33 (42.9%)	77 (14.1%)	2 (50.0%)	2 (50.0%)	4 (5.3%)	21 (50.0%)	21 (50.0%)	42 (0.6%)		
Offenders working in occupation related to training	235 (58.9%)	164 (41.1%)	399 (72.8%)	30 (55.6%)	24 (44.4%)	54 (72.0%)					
Offenders with Industry Certification	22 (55.0%)	18 (45.0%)	40 (7.3%)	1 (33.3%)	2 (66.7%)	3 (4.0%)					

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 <sup>1</sup>	Employed	Not Employed <sup>2</sup>	Number Not Trained <sup>1</sup>	Employed	Not Employed <sup>2</sup>	Number Not Trained <sup>1</sup>	Employed	Not Employed <sup>2</sup>		
Total number of offenders in group	931 (6.1%)	548 (58.9%)	383 (41.1%)	158 (1.0%)	75 (47.5%)	83 (52.5%)	14054 (92.8%)	7606 (54.1%)	6448 (45.9%)		
Offenders who are less than 25 years of age	33 (0.2%)	20 (60.6%)	13 (39.4%)	11 (0.1%)	3 (27.3%)	8 (72.7%)	2316 (15.3%)	1344 (58.0%)	972 (42.0%)		
Offenders from 25 to less than 35 years of age	181 (1.2%)	121 (66.9%)	60 (33.1%)	36 (0.2%)	26 (72.2%)	10 (27.8%)	4637 (30.6%)	2818 (60.8%)	1819 (39.2%)		
Offenders 35 years of age and older	717 (4.7%)	407 (56.8%)	310 (43.2%)	111 (0.7%)	46 (41.4%)	65 (58.6%)	7101 (46.9%)	3444 (48.5%)	3657 (51.5%)		
Offenders with EA scores < 6.0, no GED/High School Diploma <sup>3</sup>	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1878 (12.4%)	746 (39.7%)	1132 (60.3%)		
Offenders with EA scores ≥ 6.0, no GED/High School Diploma <sup>3</sup>	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2072 (13.7%)	1101 (53.1%)	971 (46.9%)		
Offenders with GED/High School Diploma Only <sup>4</sup>	805 (5.3%)	471 (58.5%)	334 (41.5%)	150 (1.0%)	71 (47.3%)	79 (52.7%)	8568 (56.6%)	4975 (58.1%)	3593 (41.9%)		
Offenders with College Degree <sup>5</sup>	126 (0.8%)	77 (61.1%)	49 (38.9%)	8 (0.1%)	4 (50.0%)	4 (50.0%)	83 (0.5%)	42 (50.6%)	41 (49.4%)		
Offenders with industry certification	72 (0.5%)	40 (55.6%)	32 (44.4%)	7 (0.0%)	3 (42.9%)	4 (57.1%)					

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

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

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

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

<sup>5</sup>Offenders with null verified degree were excluded from calculation.

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

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

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

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

<sup>5</sup>Offenders with null verified college degree were excluded from calculation.

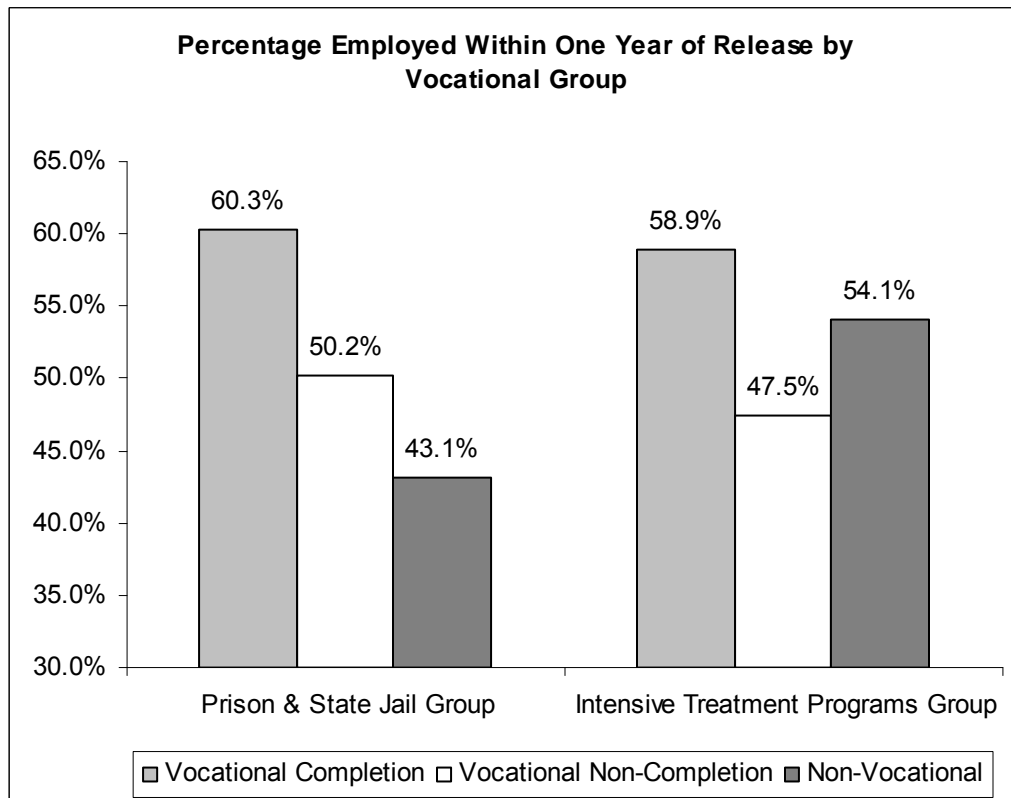
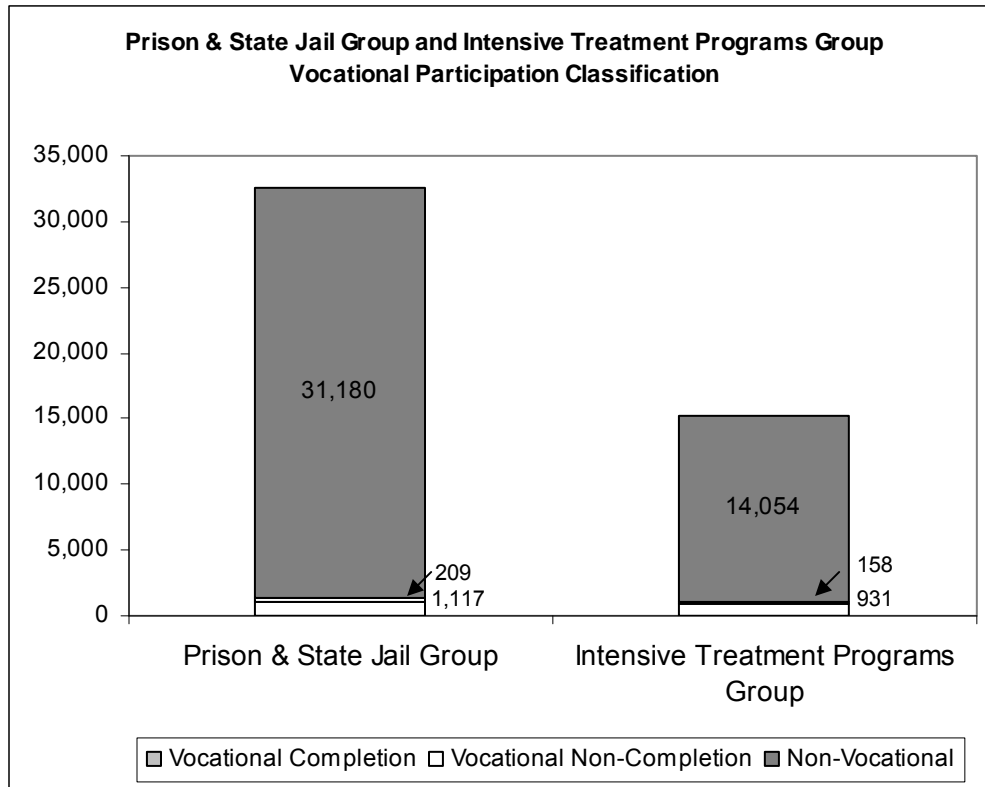


<b>AVERAGE ANNUAL EARNINGS*</b> <b>INTENSIVE TREATMENT PROGRAM GROUP -- COLLEGE</b>	
College Vocational Completion Group	\$9,658.78
College Vocational Non-Completion Group	\$7,991.98
Non-Vocational Group	\$8,017.52

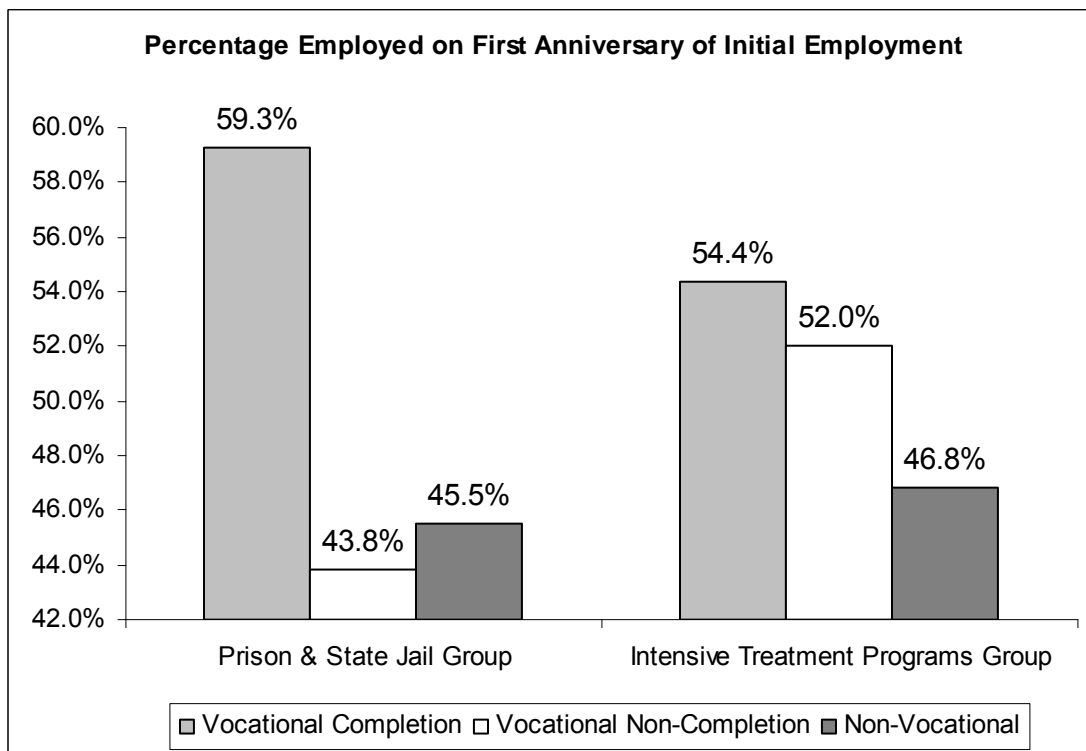
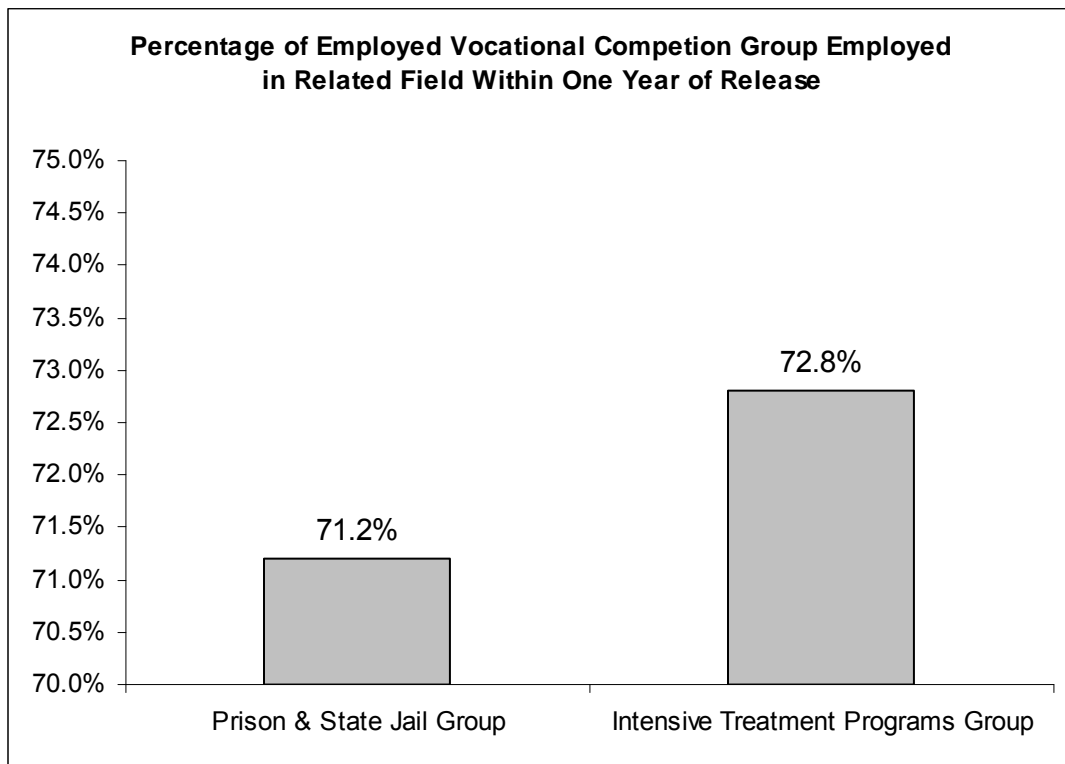
\*Average of first through fourth quarter earnings



# GRAPHIC ILLUSTRATIONS OF COLLEGE 2011 DATA

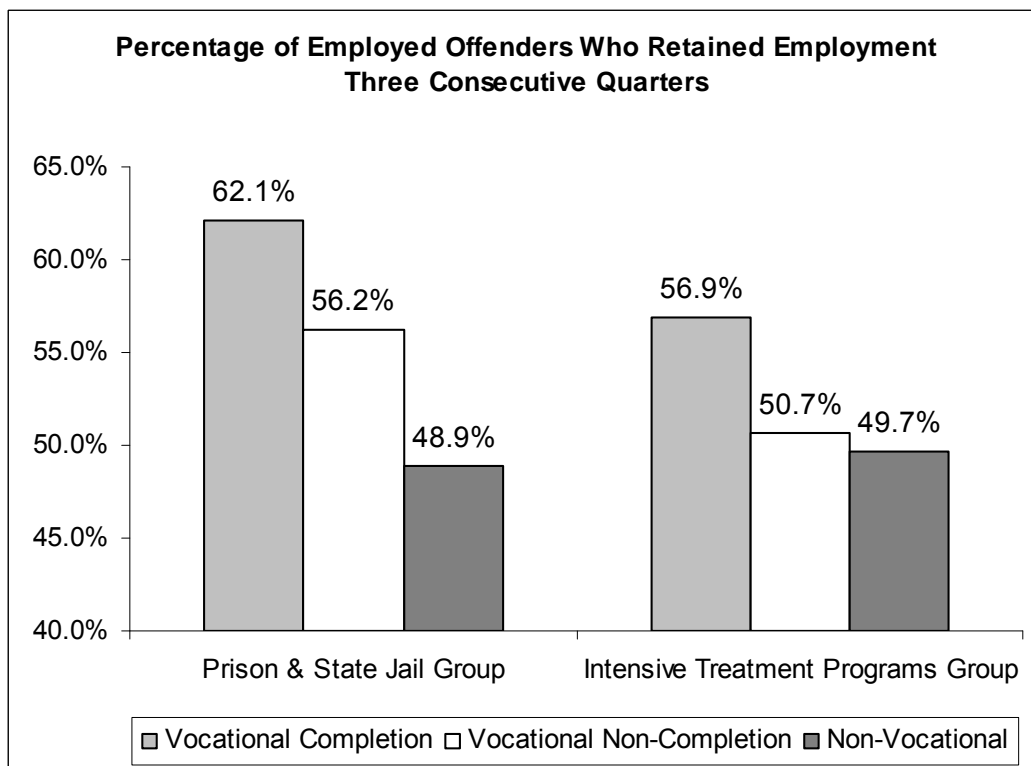
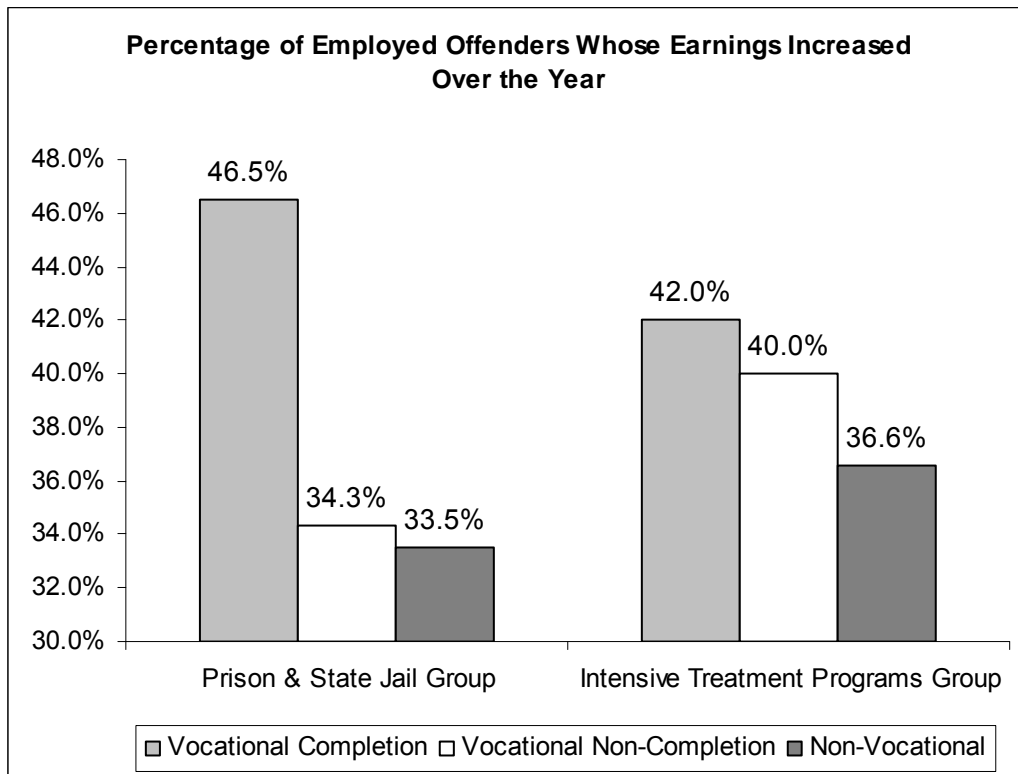




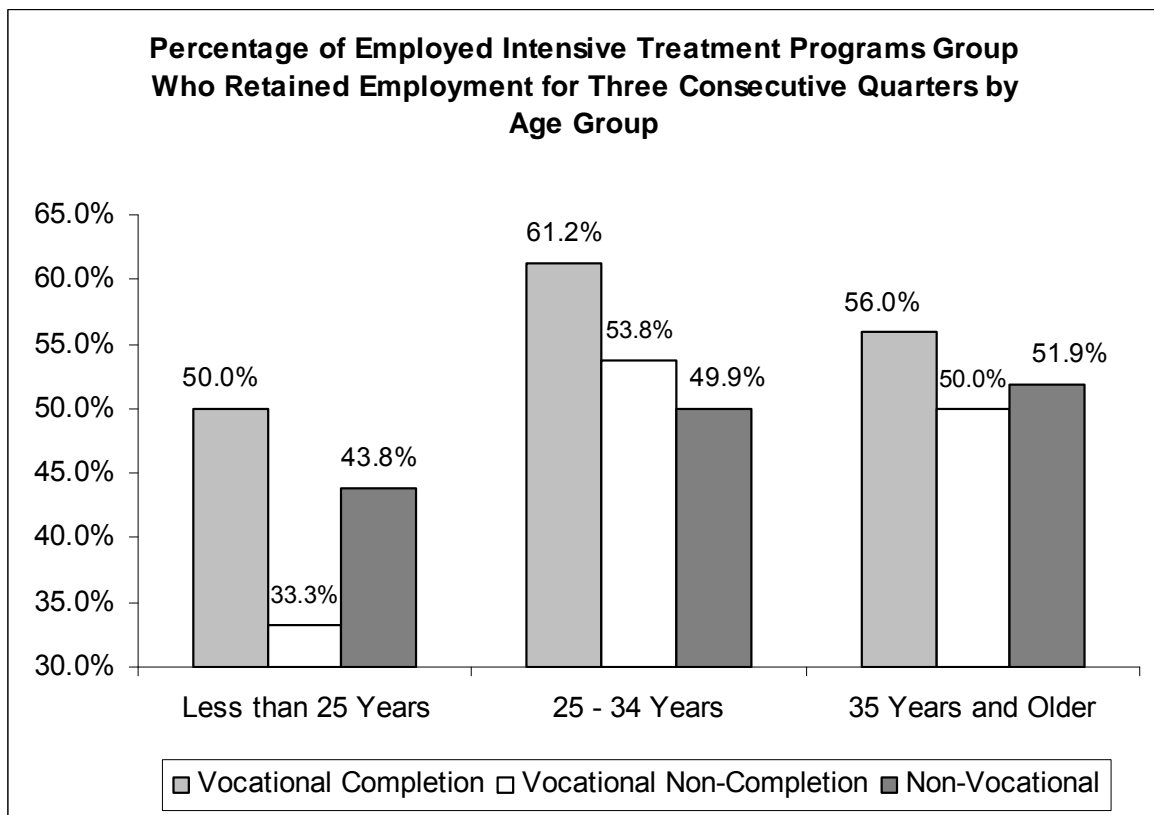
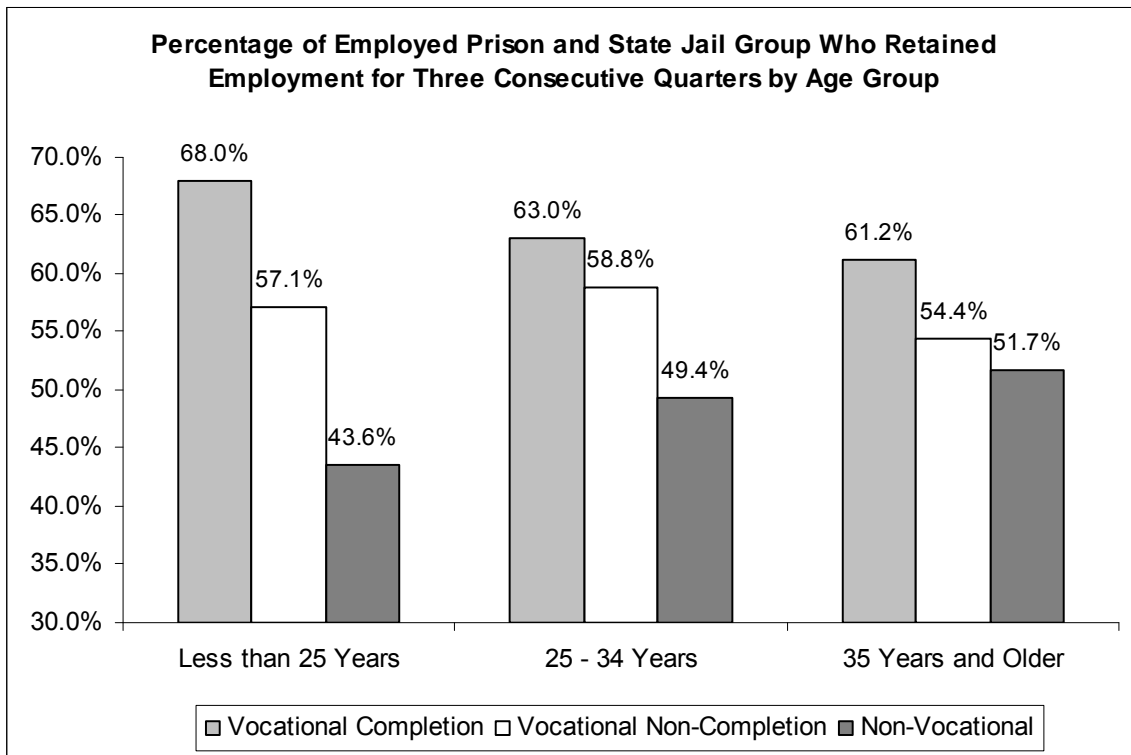






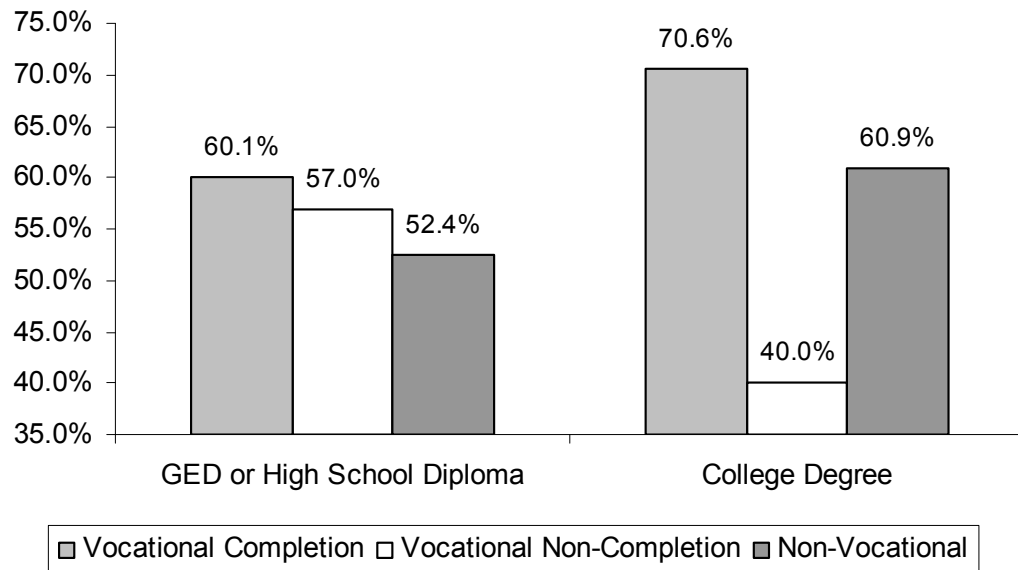




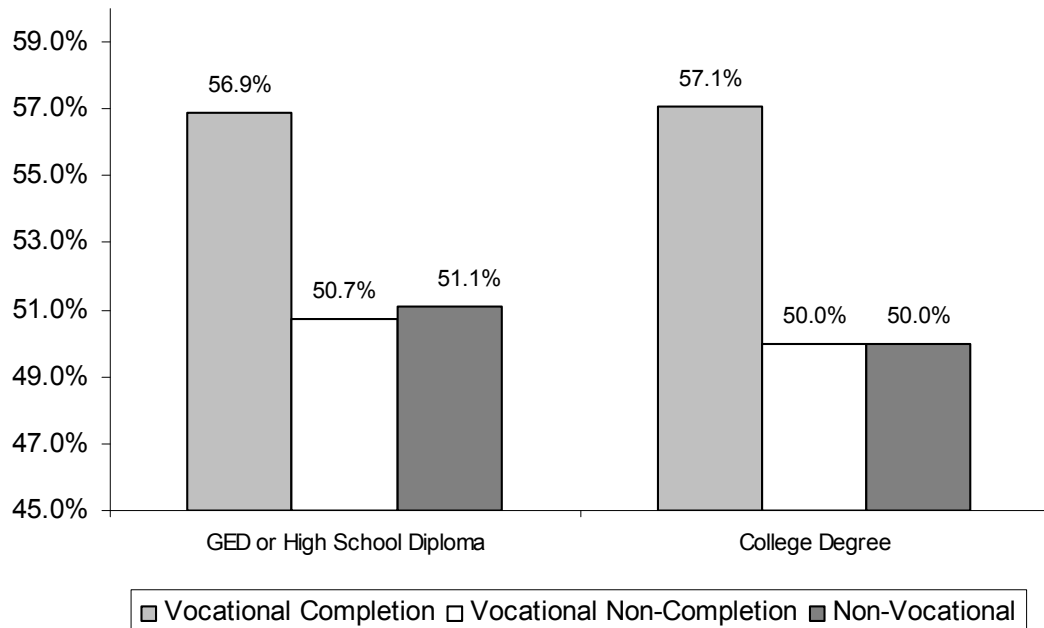




**Percentage of Employed Prison and State Jail Group Who Retained Employment for Three Consecutive Quarters by Education Level**

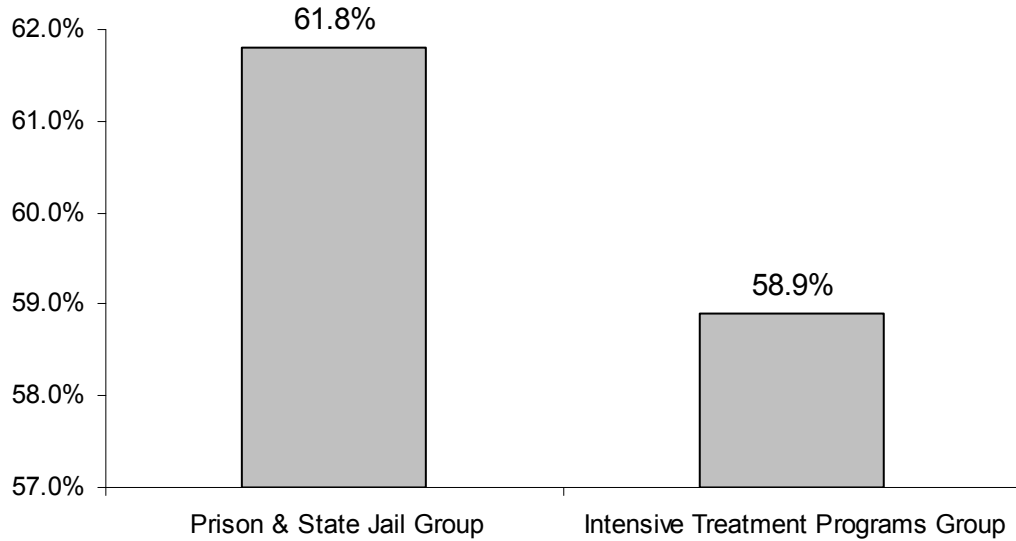


**Percentage of Employed Intensive Treatment Programs Group Who Retained Employment Three Consecutive Quarters by Education Level**

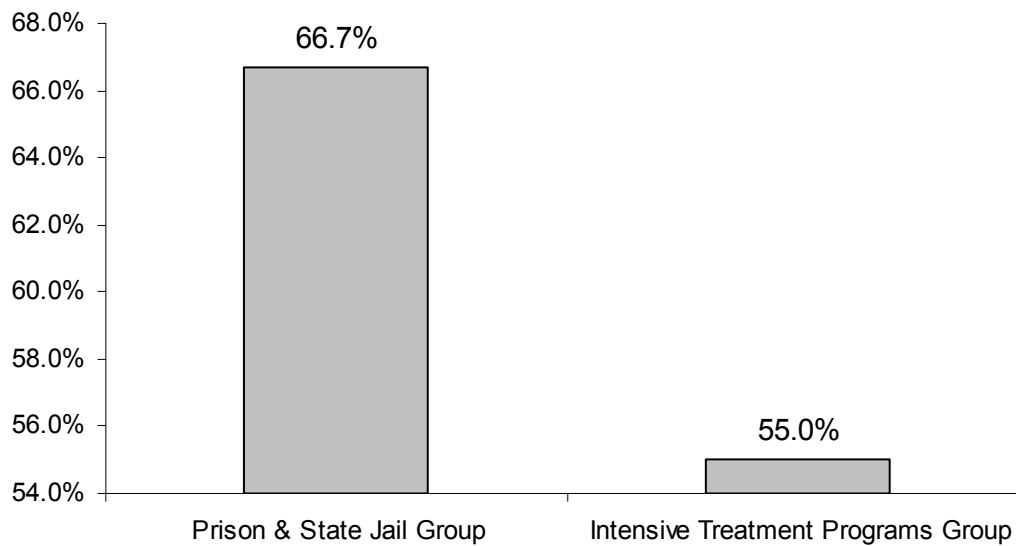




**Percentage of Employed Vocational Completion Group Working  
in an Occupation Related to Their Training Who Retained  
Employment for Three Consecutive Quarters**



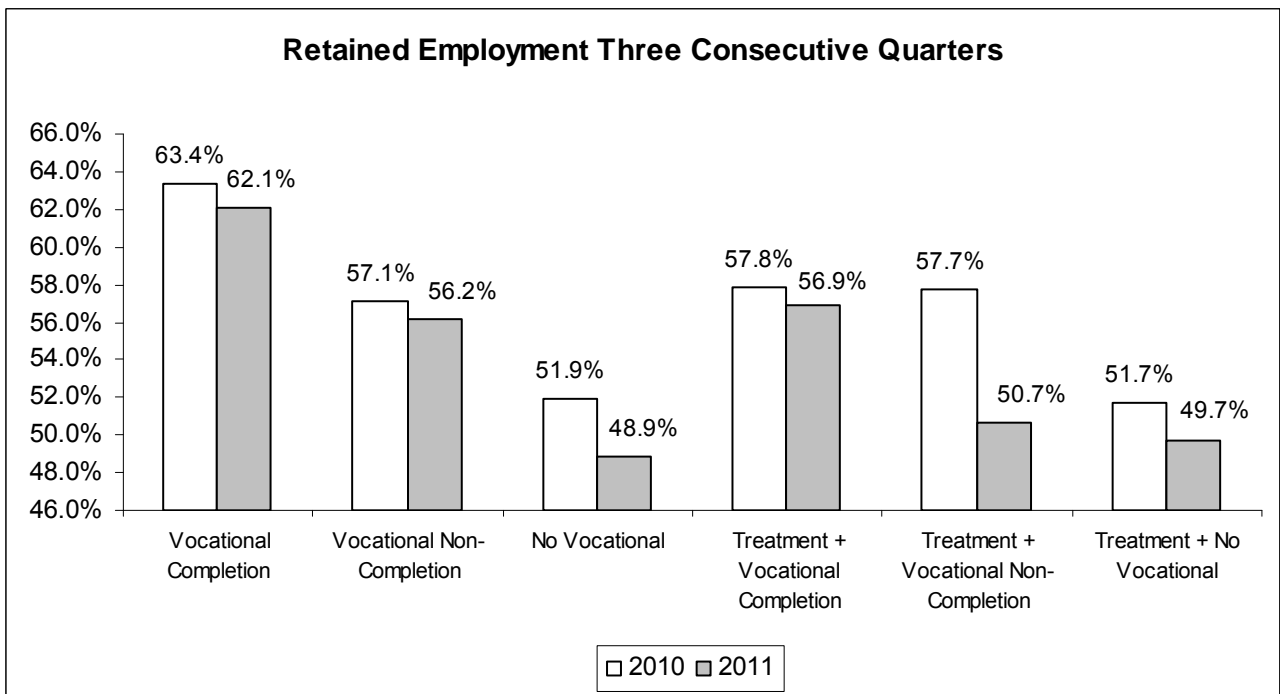
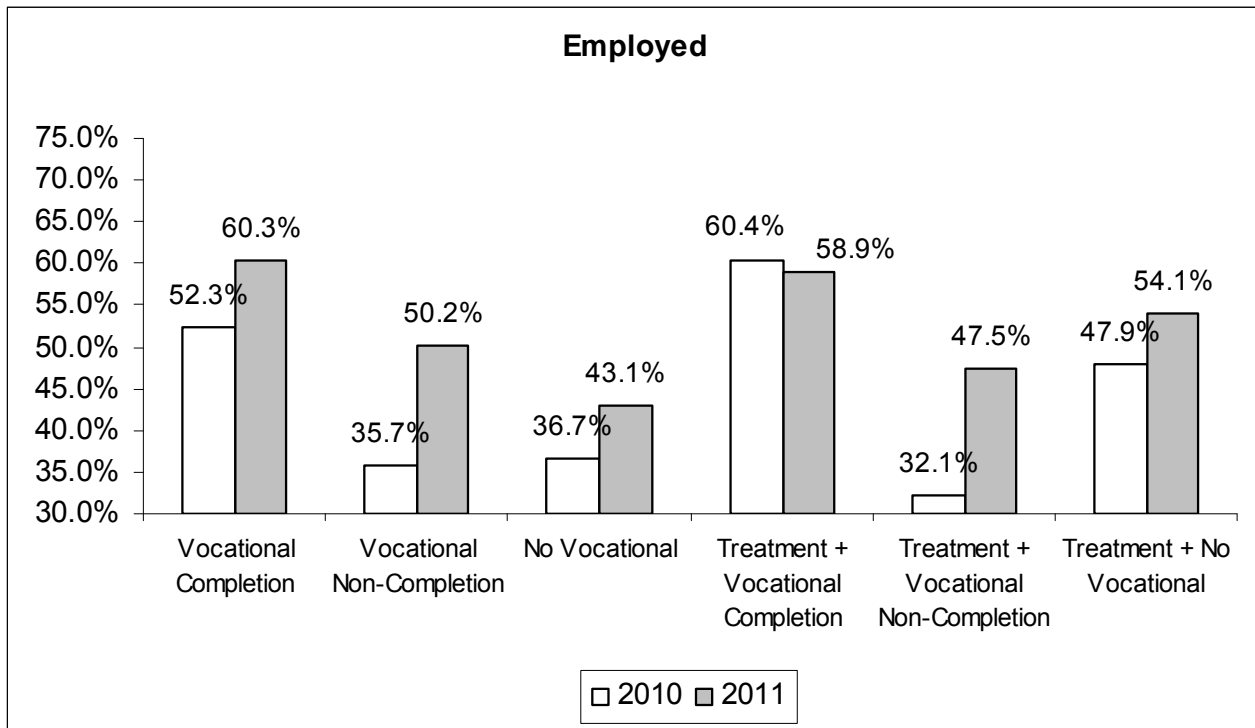
**Percentage of Employed Vocational Completion Group with  
Industry Certification Who Retained Employment for Three  
Consecutive Quarters**



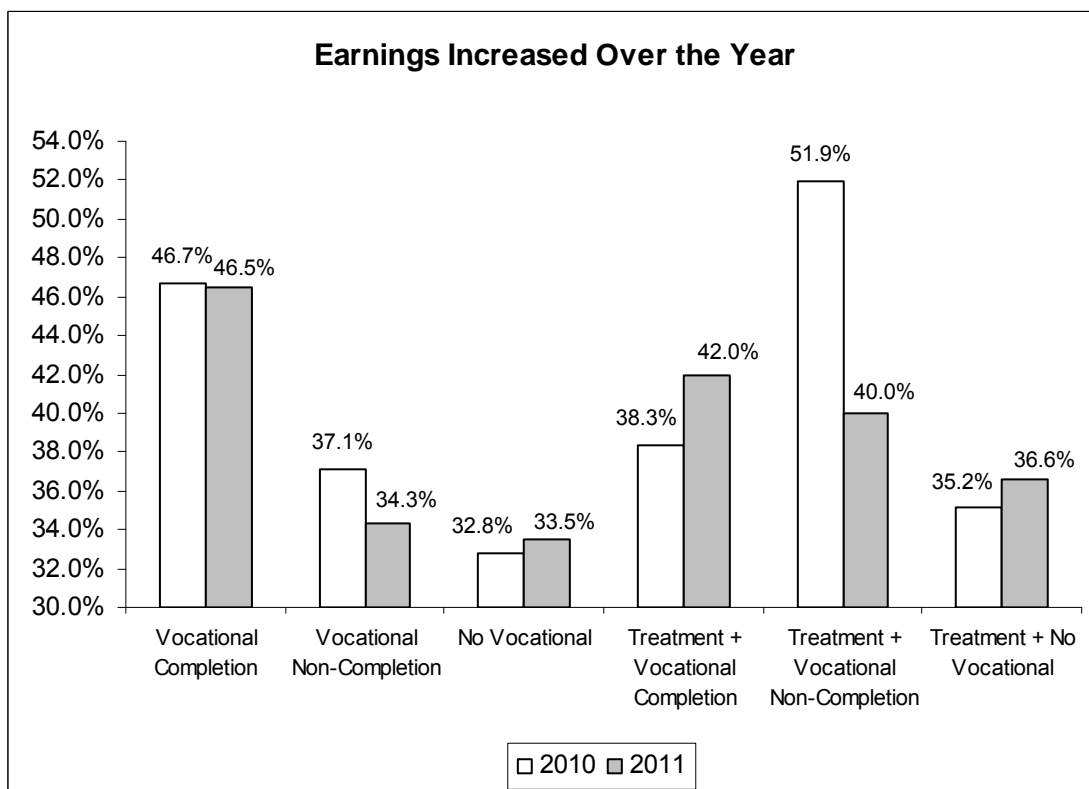
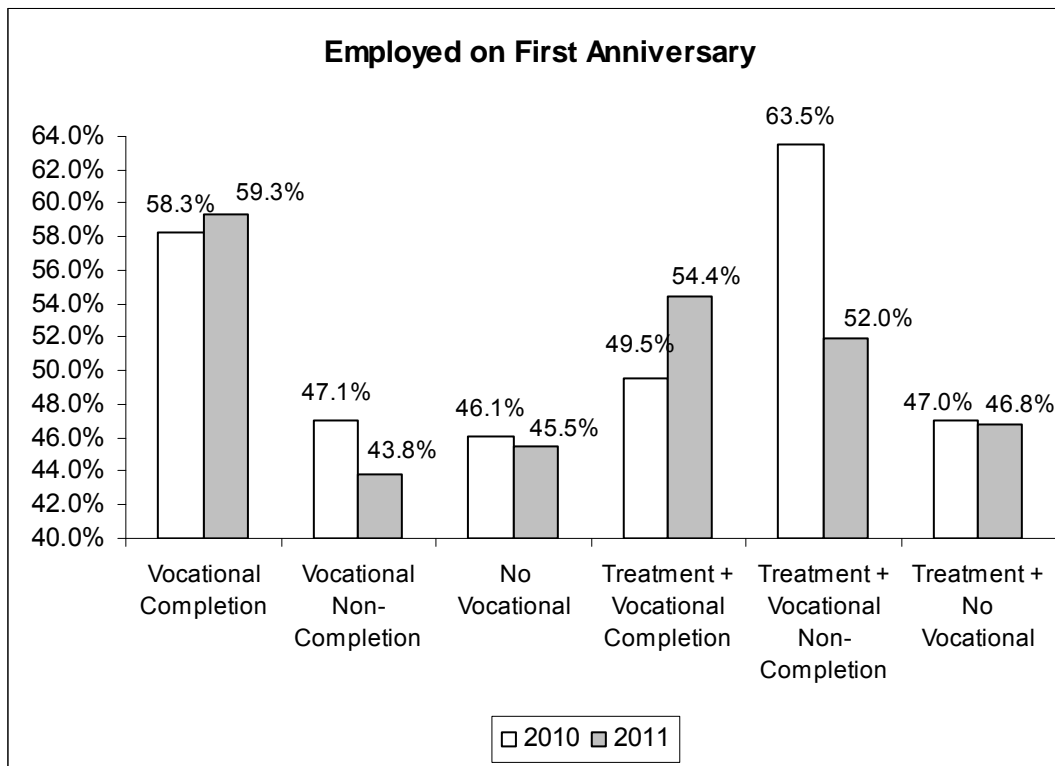




# COMPARISON OF COLLEGE 2010 AND 2011 DATA









# Appendix



# Appendix A

## WSD RESPONSE TO LEGISLATIVE BUDGET BOARD SUGGESTIONS FROM 2010 STUDY

Following the submission of data in November 2010, the LBB suggested the following additional considerations to further enhance the next evaluation of training services:

- Storing historical enrollment data in order to generate reports for past dates;
- Assessing the relationship between participation in post-secondary academic and vocational programs by TDCJ inmates and length of stay (sentence); and
- 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 Response

- Storing historical enrollment data in order to generate reports for past dates;

**Enrollment data and waiting list data are dynamic. Enrollment data is maintained. With respect to waiting list data, WSD is now capturing a snapshot of the data one day per month.**

- 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 is in the process of developing a Memorandum of Understanding with Sam Houston State University to conduct a recidivism study. It is anticipated that a draft report of the study might be available by May 2012.**





## Appendix B

### VOCATIONAL PROGRAM WAITING LIST INFORMATION

Average Number of Offenders Pending WSD and College Vocational Courses* Females and Males (Duplicated Count)	
7,323	Total Pending WSD Vocational Courses – Female Only
360	Total Pending College Vocational Courses – Female Only
20,634	Total Pending WSD Vocational Courses – Male Only
5,984	Total Pending College Vocational Courses – Male Only
<b>34,301</b>	<b>Total</b>

\*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
9,742	Female
21,563	Male
<b>31,305</b>	<b>Total</b>

\*\*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
633	Female
6,840	Male
<b>7,473</b>	<b>Total</b>

\*\*\*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
10,154	Female
25,883	Male
<b>36,037</b>	<b>Total</b>

\*\*\*\*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 State Jail Group			Intensive Treatment Program Group					
Code	Industry Title	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
111	Crop Production	22	0.4%	14	63.6%	18	0.4%	7	38.9%
112	Animal Production	12	0.2%	11	91.7%	13	0.3%	10	76.9%
113	Forestry and Logging	0	0.0%	0	0.0%	2	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	0.3%	13	68.4%	14	0.3%	12	85.7%
211	Oil and Gas Extraction	9	0.2%	8	88.9%	12	0.3%	11	91.7%
212	Mining (except Oil and Gas)	2	0.0%	2	100.0%	0	0.0%	0	0.0%
213	Support Activities for Mining	69	1.2%	63	91.3%	72	1.8%	68	94.4%
221	Utilities	2	0.0%	2	100.0%	4	0.1%	4	100.0%
236	Construction of Buildings	102	1.8%	91	89.2%	101	2.5%	92	91.1%
237	Heavy and Civil Engineering Construction	78	1.4%	67	85.9%	62	1.5%	56	90.3%
238	Specialty Trade Contractors	314	5.6%	287	91.4%	264	6.4%	235	89.0%
311	Food Manufacturing	155	2.8%	116	74.8%	129	3.1%	99	76.7%
312	Beverage and Tobacco Product Manufacturing	1	0.0%	1	100.0%	3	0.1%	3	100.0%
313	Textile Mills	4	0.1%	3	75.0%	2	0.0%	1	50.0%
314	Textile Product Mills	3	0.1%	3	100.0%	3	0.1%	3	100.0%
315	Apparel Manufacturing	1	0.0%	1	100.0%	0	0.0%	0	0.0%
316	Leather and Allied Product Manufacturing	3	0.1%	2	66.7%	2	0.0%	0	0.0%
321	Wood Product Manufacturing	24	0.4%	20	83.3%	16	0.4%	14	87.5%
322	Paper Manufacturing	3	0.1%	1	33.3%	4	0.1%	2	50.0%
323	Printing and Related Support Activities	7	0.1%	6	85.7%	4	0.1%	4	100.0%



## NAICS Industry Breakdown for Vocational Completion Group -- Windham

		Prison and State Jail Group				Intensive Treatment Program Group			
Code	Industry Title	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	Employed Offenders Trained in Related Courses %
324	Petroleum and Coal Products Manufacturing	2	0.0%	2	100.0%	4	0.1%	3	75.0%
325	Chemical Manufacturing	14	0.3%	14	100.0%	10	0.2%	7	70.0%
326	Plastics and Rubber Products Manufacturing	33	0.6%	28	84.8%	24	0.6%	20	83.3%
327	Nonmetallic Mineral Product Manufacturing	15	0.3%	11	73.3%	16	0.4%	13	81.2%
331	Primary Metal Manufacturing	12	0.2%	7	58.3%	5	0.1%	5	100.0%
332	Fabricated Metal Product Manufacturing	63	1.1%	58	92.1%	52	1.3%	39	75.0%
333	Machinery Manufacturing	23	0.4%	19	82.6%	19	0.5%	12	63.2%
334	Computer and Electronic Product Manufacturing	7	0.1%	5	71.4%	1	0.0%	1	100.0%
335	Electrical Equipment, Appliance, and Component Manufacturing	1	0.0%	1	100.0%	0	0.0%	0	0.0%
336	Transportation Equipment Manufacturing	26	0.5%	20	76.9%	19	0.5%	14	73.7%
337	Furniture and Related Product Manufacturing	18	0.3%	14	77.8%	17	0.4%	15	88.2%
339	Miscellaneous Manufacturing	11	0.2%	10	90.9%	8	0.2%	6	75.0%
423	Merchant Wholesalers, Durable Goods	90	1.6%	74	82.2%	69	1.7%	63	91.3%
424	Merchant Wholesalers, Nondurable Goods	40	0.7%	32	80.0%	26	0.6%	21	80.8%
425	Wholesale Electronic Markets and Agents and Brokers	17	0.3%	15	88.2%	18	0.4%	17	94.4%
441	Motor Vehicle and Parts Dealers	41	0.7%	31	75.6%	28	0.7%	21	75.0%
442	Furniture and Home Furnishings Stores	11	0.2%	6	54.5%	11	0.3%	6	54.5%
443	Electronics and Appliance Stores	3	0.1%	2	66.7%	3	0.1%	2	66.7%
444	Building Material and Garden Equipment and Supplies Dealers	22	0.4%	18	81.8%	14	0.3%	12	85.7%
445	Food and Beverage Stores	42	0.8%	30	71.4%	44	1.1%	30	68.2%
446	Health and Personal Care Stores	1	0.0%	0	0.0%	0	0.0%	0	0.0%



# NAICS Industry Breakdown for Vocational Completion Group -- Windham

		Prison and State Jail Group				Intensive Treatment Program Group			
Code	Industry Title	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
447	Gasoline Stations	39	0.7%	20	51.3%	36	0.9%	24	66.7%
448	Clothing and Clothing Accessories Stores	18	0.3%	9	50.0%	9	0.2%	4	44.4%
451	Sporting Goods, Hobby, Book, and Music Stores	7	0.1%	6	85.7%	6	0.1%	2	33.3%
452	General Merchandise Stores	19	0.3%	14	73.7%	18	0.4%	11	61.1%
453	Miscellaneous Store Retailers	26	0.5%	20	76.9%	15	0.4%	14	93.3%
454	Nonstore Retailers	6	0.1%	4	66.7%	16	0.4%	14	87.5%
481	Air Transportation	1	0.0%	1	100.0%	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	0.0%	2	100.0%
484	Truck Transportation	87	1.6%	63	72.4%	76	1.9%	64	84.2%
485	Transit and Ground Passenger Transportation	5	0.1%	2	40.0%	6	0.1%	2	33.3%
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	33	0.6%	22	66.7%	17	0.4%	14	82.4%
491	Postal Service	0	0.0%	0	0.0%	0	0.0%	0	0.0%
492	Couriers and Messengers	6	0.1%	2	33.3%	4	0.1%	4	100.0%
493	Warehousing and Storage	44	0.8%	40	90.9%	35	0.9%	30	85.7%
511	Publishing Industries (except Internet)	6	0.1%	5	83.3%	7	0.2%	7	100.0%
512	Motion Picture and Sound Recording Industries	2	0.0%	2	100.0%	1	0.0%	1	100.0%
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	2	0.0%	2	100.0%	7	0.2%	5	71.4%
518	Internet Service Providers, Web Search Portals, and Data Processing Services	0	0.0%	0	0.0%	0	0.0%	0	0.0%
519	Other Information Services	3	0.1%	3	100.0%	2	0.0%	1	50.0%





## NAICS Industry Breakdown for Vocational Completion Group -- Windham

		Prison and State Jail Group				Intensive Treatment Program Group			
Code	Industry Title	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
521	Monetary Authorities - Central Bank	0	0.0%	0	0.0%	0	0.0%	0	0.0%
522	Credit Intermediation and Related Activities	6	0.1%	4	66.7%	2	0.0%	2	100.0%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1	0.0%	1	100.0%	1	0.0%	1	100.0%
524	Insurance Carriers and Related Activities	5	0.1%	5	100.0%	3	0.1%	3	100.0%
525	Funds, Trusts, and Other Financial Vehicles	2	0.0%	1	50.0%	3	0.1%	2	66.7%
531	Real Estate	24	0.4%	19	79.2%	13	0.3%	12	92.3%
532	Rental and Leasing Services	15	0.3%	11	73.3%	16	0.4%	14	87.5%
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	1	0.0%	1	100.0%	0	0.0%	0	0.0%
541	Professional, Scientific, and Technical Services	101	1.8%	89	88.1%	74	1.8%	65	87.8%
551	Management of Companies and Enterprises	6	0.1%	6	100.0%	3	0.1%	3	100.0%
561	Administrative and Support Services	1242	22.3%	1197	96.4%	1000	24.4%	961	96.1%
562	Waste Management and Remediation Services	37	0.7%	30	81.1%	27	0.7%	19	70.4%
611	Educational Services	11	0.2%	8	72.7%	9	0.2%	8	88.9%
621	Ambulatory Health Care Services	70	1.3%	41	58.6%	45	1.1%	25	55.6%
622	Hospitals	5	0.1%	5	100.0%	5	0.1%	5	100.0%
623	Nursing and Residential Care Facilities	30	0.5%	18	60.0%	16	0.4%	12	75.0%
624	Social Assistance	36	0.6%	22	61.1%	40	1.0%	26	65.0%
711	Performing Arts, Spectator Sports, and Related Industries	12	0.2%	7	58.3%	5	0.1%	3	60.0%
712	Museums, Historical Sites, and Similar Institutions	3	0.1%	2	66.7%	2	0.0%	2	100.0%



# NAICS Industry Breakdown for Vocational Completion Group -- Windham

		Prison and State Jail Group				Intensive Treatment Program Group			
Code	Industry Title	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
713	Amusement, Gambling, and Recreation Industries	21	0.4%	19	90.5%	19	0.5%	16	84.2%
721	Accommodation	54	1.0%	49	90.7%	55	1.3%	45	81.8%
722	Food Services and Drinking Places	687	12.4%	298	43.4%	514	12.5%	244	47.5%
811	Repair and Maintenance	132	2.4%	107	81.1%	121	2.9%	88	72.7%
812	Personal and Laundry Services	31	0.6%	15	48.4%	30	0.7%	21	70.0%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	5	0.1%	5	100.0%	7	0.2%	3	42.9%
814	Private Households	7	0.1%	5	71.4%	3	0.1%	1	33.3%
921	Executive, Legislative, and Other General Government Support	18	0.3%	16	88.9%	10	0.2%	10	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	1	0.0%	1	100.0%	0	0.0%	0	0.0%
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%	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 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										
	Prison and State Jail Group					Intensive Treatment Program Group				
Code	Industry Title	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Employed Offenders Trained in Related Courses*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	
111	Crop Production	7	0.6%	3	42.9%	3	0.3%	1	33.3%	
112	Animal Production	0	0.0%	0	0.0%	2	0.2%	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	0	0.0%	0	0.0%	3	0.3%	3	100.0%	
211	Oil and Gas Extraction	1	0.1%	1	100.0%	5	0.5%	5	100.0%	
212	Mining (except Oil and Gas)	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
213	Support Activities for Mining	21	1.9%	20	95.2%	19	2.0%	15	78.9%	
221	Utilities	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
236	Construction of Buildings	26	2.3%	22	84.6%	19	2.0%	13	68.4%	
237	Heavy and Civil Engineering Construction	18	1.6%	15	83.3%	16	1.7%	15	93.8%	
238	Specialty Trade Contractors	88	7.9%	77	87.5%	58	6.2%	48	82.8%	
311	Food Manufacturing	41	3.7%	30	73.2%	31	3.3%	25	80.6%	
312	Beverage and Tobacco Product Manufacturing	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
313	Textile Mills	0	0.0%	0	0.0%	1	0.1%	0	0.0%	
314	Textile Product Mills	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
315	Apparel Manufacturing	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
316	Leather and Allied Product Manufacturing	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
321	Wood Product Manufacturing	7	0.6%	7	100.0%	4	0.4%	4	100.0%	
322	Paper Manufacturing	2	0.2%	0	0.0%	2	0.2%	1	50.0%	
323	Printing and Related Support Activities	1	0.1%	1	100.0%	0	0.0%	0	0.0%	



## NAICS Industry Breakdown for Vocational Completion Group -- College

		Prison and State Jail Group				Intensive Treatment Program Group			
		Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
Code	Industry Title								
324	Petroleum and Coal Products Manufacturing	1	0.1%	1	100.0%	3	0.3%	3	100.0%
325	Chemical Manufacturing	0	0.0%	0	0.0%	5	0.5%	4	80.0%
326	Plastics and Rubber Products Manufacturing	6	0.5%	4	66.7%	4	0.4%	4	100.0%
327	Nonmetallic Mineral Product Manufacturing	5	0.4%	4	80.0%	4	0.4%	1	25.0%
331	Primary Metal Manufacturing	4	0.4%	3	75.0%	1	0.1%	1	100.0%
332	Fabricated Metal Product Manufacturing	13	1.2%	10	76.9%	12	1.3%	10	83.3%
333	Machinery Manufacturing	8	0.7%	7	87.5%	8	0.9%	5	62.5%
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	1	0.1%	0	0.0%	0	0.0%	0	0.0%
336	Transportation Equipment Manufacturing	7	0.6%	3	42.9%	4	0.4%	4	100.0%
337	Furniture and Related Product Manufacturing	4	0.4%	3	75.0%	3	0.3%	3	100.0%
339	Miscellaneous Manufacturing	4	0.4%	4	100.0%	3	0.3%	1	33.3%
423	Merchant Wholesalers, Durable Goods	26	2.3%	24	92.3%	20	2.1%	16	80.0%
424	Merchant Wholesalers, Nondurable Goods	17	1.5%	16	94.1%	4	0.4%	4	100.0%
425	Wholesale Electronic Markets and Agents and Brokers	2	0.2%	2	100.0%	3	0.3%	3	100.0%
441	Motor Vehicle and Parts Dealers	12	1.1%	10	83.3%	9	1.0%	7	77.8%
442	Furniture and Home Furnishings Stores	4	0.4%	2	50.0%	1	0.1%	1	100.0%
443	Electronics and Appliance Stores	2	0.2%	2	100.0%	1	0.1%	1	100.0%
444	Building Material and Garden Equipment and Supplies Dealers	2	0.2%	1	50.0%	9	1.0%	6	66.7%
445	Food and Beverage Stores	10	0.9%	6	60.0%	6	0.6%	3	50.0%
446	Health and Personal Care Stores	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 Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	Employed Offenders Trained in Related Courses %
447	Gasoline Stations	10	0.9%	9	90.0%	6	0.6%	4	66.7%
448	Clothing and Clothing Accessories Stores	2	0.2%	0	0.0%	0	0.0%	0	0.0%
451	Sporting Goods, Hobby, Book, and Music Stores	3	0.3%	2	66.7%	1	0.1%	1	100.0%
452	General Merchandise Stores	8	0.7%	6	75.0%	7	0.8%	5	71.4%
453	Miscellaneous Store Retailers	5	0.4%	3	60.0%	3	0.3%	2	66.7%
454	Nonstore Retailers	1	0.1%	1	100.0%	4	0.4%	2	50.0%
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	0	0.0%	0	0.0%	1	0.1%	1	100.0%
484	Truck Transportation	21	1.9%	17	81.0%	30	3.2%	27	90.0%
485	Transit and Ground Passenger Transportation	1	0.1%	1	100.0%	2	0.2%	2	100.0%
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%	1	0.1%	1	100.0%
488	Support Activities for Transportation	8	0.7%	7	87.5%	11	1.2%	10	90.9%
491	Postal Service	0	0.0%	0	0.0%	0	0.0%	0	0.0%
492	Couriers and Messengers	2	0.2%	1	50.0%	2	0.2%	2	100.0%
493	Warehousing and Storage	10	0.9%	8	80.0%	4	0.4%	3	75.0%
511	Publishing Industries (except Internet)	0	0.0%	0	0.0%	0	0.0%	0	0.0%
512	Motion Picture and Sound Recording Industries	0	0.0%	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	2	0.2%	1	50.0%	4	0.4%	3	75.0%
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%



## NAICS Industry Breakdown for Vocational Completion Group -- College

		Prison and State Jail Group				Intensive Treatment Program Group			
Code	Industry Title	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
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%	1	100.0%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	0	0.0%	0	0.0%	0	0.0%	0	0.0%
524	Insurance Carriers and Related Activities	1	0.1%	1	100.0%	3	0.3%	3	100.0%
525	Funds, Trusts, and Other Financial Vehicles	1	0.1%	1	100.0%	1	0.1%	1	100.0%
531	Real Estate	6	0.5%	5	83.3%	3	0.3%	3	100.0%
532	Rental and Leasing Services	4	0.4%	4	100.0%	7	0.8%	6	85.7%
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	33	3.0%	27	81.8%	36	3.9%	27	75.0%
551	Management of Companies and Enterprises	3	0.3%	3	100.0%	3	0.3%	3	100.0%
561	Administrative and Support Services	287	25.7%	260	90.6%	265	28.5%	231	87.2%
562	Waste Management and Remediation Services	6	0.5%	4	66.7%	9	1.0%	8	88.9%
611	Educational Services	6	0.5%	4	66.7%	3	0.3%	1	33.3%
621	Ambulatory Health Care Services	10	0.9%	6	60.0%	5	0.5%	3	60.0%
622	Hospitals	0	0.0%	0	0.0%	1	0.1%	1	100.0%
623	Nursing and Residential Care Facilities	2	0.2%	2	100.0%	5	0.5%	3	60.0%
624	Social Assistance	10	0.9%	5	50.0%	7	0.8%	3	42.9%
711	Performing Arts, Spectator Sports, and Related Industries	2	0.2%	1	50.0%	2	0.2%	1	50.0%
712	Museums, Historical Sites, and Similar Institutions	2	0.2%	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			
		Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses	Total Offenders Employed in Industry*	% Offenders Employed	Total Employed Offenders Trained in Related Courses*	% Employed Offenders Trained in Related Courses
Code	Industry Title								
713	Amusement, Gambling, and Recreation Industries	5	0.4%	3	60.0%	4	0.4%	4	100.0%
721	Accommodation	3	0.3%	3	100.0%	7	0.8%	6	85.7%
722	Food Services and Drinking Places	153	13.7%	63	41.2%	107	11.5%	45	42.1%
811	Repair and Maintenance	43	3.8%	33	76.7%	31	3.3%	28	90.3%
812	Personal and Laundry Services	10	0.9%	5	50.0%	9	1.0%	5	55.6%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	1	0.1%	1	100.0%	2	0.2%	1	50.0%
814	Private Households	0	0.0%	0	0.0%	2	0.2%	1	50.0%
921	Executive, Legislative, and Other General Government Support	3	0.3%	3	100.0%	4	0.4%	3	75.0%
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%
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 offenders in comparison as most were employed in multiple industries during the review period.							

