

To the Joint Committee on Corrections and Juvenile Justice Oversight
By the Kansas Department of Corrections
November 29, 2022
Education & Employment Programs and Services Increase the Likelihood of Achieving
Sustained Livable Wage Employment,
Which Significantly Reduces Recidivism

Kansas Research/Data:

- The rate of getting a sustained livable wage job increases,
 - By 6% if the person completes GED
 - By 8% if the person completes a Career Technical Education (CTE) program
 - By 20% if the person completes one college course
 - By 25% if the person holds an industry job 6 months or longer
- Those who achieve sustained livable wage employment return to prison ***one-third less often***.
- Impact is greatest on highest risk people

Why it works:

- Pro-social role around pro-social people, using time pro-socially. Mitigates the “Big 4” (criminal history, anti-social thinking, anti-social companions, anti-social use of time)
- Weak employment and education history is a significant risk factor. Quality employment mitigates this risk area.
- Substance misuse is buffered by quality employment.
- Family needs are met, and family relations are stronger.

Education & Employment Services provided by KDOC:

1. Preparing a ready workforce

- ***What are we doing to prepare our population to be part of the workforce?***
 - Adult education/GED
 - Robust market relevant CTE and other higher education
 - Higher education (Pell funding) available in all facilities (Kansas is the only state)
 - Kansas Consortium of Corrections Higher Education since 2019
 - Nine college partners; all Pell sites
 - In the past year, post-secondary programs increased by 50%
 - In Fall of 2022, 545 enrolled (46 Bachelor’s, 338 Associates, 161 CTE)
 - Programs include BS Computer Information Systems, AAS Business Technology, AAS Construction Technology, AAS Sustainable/Renewable

Energy, Certificates in Welding, Construction Technology, Industrial Production Technician, Telecommunications Networking Technician

- Funding through Pell grants for eligible students, KDOC Scholarships, State-level support (AO-K), college scholarships, college tuition forgiveness
 - \$6.5M awarded last session from CARES funds for equipment; using for robust tablets for class material, virtual welders, CDL simulators, and other equipment to support current and under-development CTE programs
- Programs to address thinking errors and soft skills
- Job Specialists and Education Navigators to bridge to employers and workforce centers

2. Putting people to work – employer partnerships

• **Private Industry**

- 40 private industry partners and 12 correctional industries employ 1,414 residents (wage ranges from \$8.45-\$20.01/hr.; average is \$11-14 per hour)
 - TCF – women have access to as many as 210 industry jobs, with 209 currently filled, making a wage of \$12.09-\$14.57 per hour.
- This means residents can:
 - Pay fines, fees, restitution, and save to prepare for release
 - Learn job skills
 - Build a resume for future employment
 - Gain all the benefits of quality employment

For more information on our private industry program please see <https://www.doc.ks.gov/work-programs-kdoc>

• **Employers in the community**

- Job Specialists and workforce center partners work closely with employers to address issues that arise and work towards stable employment.
 - JS work 1:1 with higher risk to develop comprehensive employment plans addressing resumes, mock interviews, effective job searching, soft skills, transportation, community identification, housing, etc.
- Parole and reentry specialists provide wraparound case management for employment stability.
- Transparency and robust communication/feedback loop
- Work with employers to bridge the box, experience successful second chance hires, review hiring policies, let KDOC help meet their workforce needs

3. Tracking data and monitoring outcomes