

## 2013 Program Report Card: Non-Residential Employment Program – Department of Correction

*Quality of Life Result:* All Connecticut working age residents have jobs that provide financial self-sufficiency.

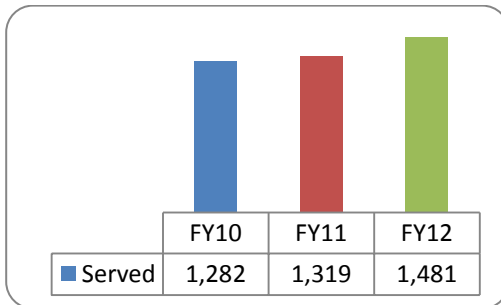
*Contribution to the Result:* Employment services assist released offenders from DOC to obtain and maintain employment. Services include employment readiness, job-finding, and assistance in maintaining employment. Barriers, which include a need for identification, transportation, and clothing are identified and addressed.

Program Expenditures	State Funding	Federal Funding	Other Funding	Total Funding
Actual FY 12	\$2,055,138.00	\$0	\$30,000	\$2,085,138.00
Estimated FY 13	\$3,642,220.00	\$0	\$0	\$3,642,220.00

*Partners:* Connection, CT Renaissance, Annie Casey Foundation, Neon, Perception, Department of Mental Health and Addiction Services, Department of Social Services, Department of Labor, Board of Pardons and Paroles, University of Hartford, University of Connecticut, local city and town governments, local colleges and universities, business community, other non-profit agencies, and other state agencies

### How Much Did We Do?

Number served in non-residential employment services



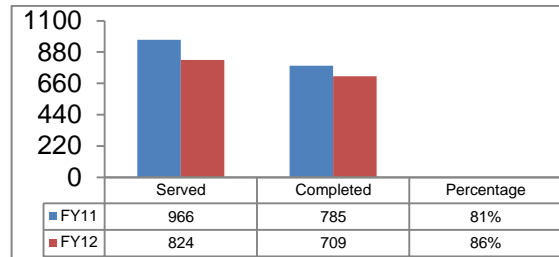
#### Story behind the baseline:

From FY10 to FY12, the number served in employment services increased by 15.5%. We believe this reflects the increased efforts that our providers are making to assist offenders with employment.

Trend: ▲

### How Well Did We Do It?

Percentage completed job readiness



#### Story behind the baseline:

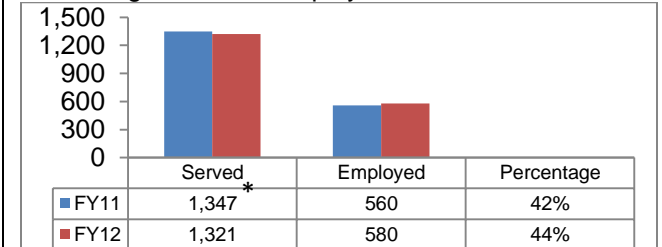
We began to collect this data in FY11. “Served” refers to those offenders participating in job readiness programs. Offenders are counted as “completed,” if they finished all of the training in the program. Those who obtained employment or stopped the training because they obtained employment are also considered completed.

In FY11, there was an 81% completion rate, which was anecdotally high compared to reports from other states’ criminal justice programs. In FY12, this percentage increased by 5% to 86%. We will continue to work with the providers to maintain, if not improve, the program completion rate.

Trend: N/A

### Is Anyone Better Off?

Percentage obtained employment



#### Story behind the baseline:

We began to collect this data in FY11. In FY12, the percentage of those employed rose from 42% to 44%. We think this is due to the hiring of employment specialists.

Last year we reported a large range of outcomes. We have recently discovered this was most likely a data reporting issue that did not in fact reflect poor service delivery.

\*On the FY11 RBA Report Card, the number reported that obtained employment was 1,319. There were 28 more served in FY11 which was not reported making the total served to be 1,347.

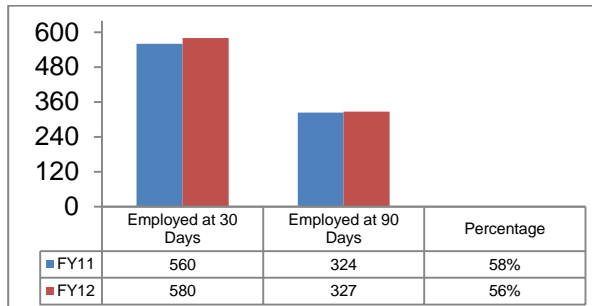
Trend: N/A

**Is Anyone Better Off?**

## 2013 Program Report Card: Non-Residential Employment Program – Department of Correction

*Quality of Life Result:* All Connecticut working age residents have jobs that provide financial self-sufficiency.

Percent retaining jobs at 90 days



### Story behind the baseline:

We began collecting this data in FY11. We included this information in the “Is Anyone Better Off?” section because maintaining employment is predictive of lower rates of recidivism. We need to help offenders **obtain** employment. Often, an even more daunting challenge is to help them **maintain** employment. In both fiscal years FY11 and FY12, about two-thirds of the offenders who were employed at least 30 days maintained their employment at the 90th day mark.

Given the generally poor employment history of these individuals, we are pleased with this level of job retention. The data from FY11 and FY12 will provide a good baseline to measure our performance.

Trend: N/A

### Proposed Actions to Turn the Curve:

In October 2012, DOC put together a Workforce Development Training for all program providers that supplied employment services. This training was partially funded by DOC and the Annie E. Casey Foundation. The plan is to conduct another Workforce Development Training for all of our providers in the near future.

During FY13, DOC funded 4 additional full-time employment specialists for our nonprofit partners. In addition, DOC added a second job developer. The hiring of employment specialists made a significant change in the number of those employed and those maintained employment. As time goes on, we expect to reap the benefits from the additional job developer as the number of prospective employers increase.

### Data Development Agenda:

Beginning January 1, 2012, we began collecting information on hourly wages in an attempt to address financial self-sufficiency. We failed to report on the total hours worked. This is a limitation we will soon correct.

After a thorough review of the data received for this report card, several limitations were noted. We learned that the percentage employed includes both individuals who participated in job readiness and a smaller number who did not. Given the current way the data is collected it cannot be disaggregated. This is a limitation we will correct. We have made the decision to take steps to implement a web-based data system which we expect will lead to both better data collection and increase the ease of reporting by our non-profit providers. Our understanding had been that we were reporting employment levels 30 days after a person was enrolled. We noted that about two-thirds employed at 30 days were still employed at 90 days. In actuality, the “Employed at 30 days” mean 30 days after landing a job, not 30 days after enrolling in the program. We need to report both of these outcomes in future.