

2012 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 helps released offenders obtain and maintain employment. These services include employment readiness, job-finding, and assistance in maintaining employment. Barriers such as a need for identification, transportation, and clothing are identified and addressed.

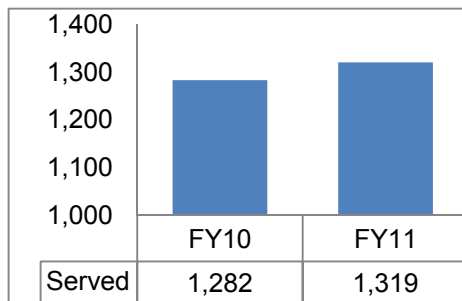
Program Expenditures	State Funding	Federal Funding	Other Funding	Total Funding
Actual FY 11	\$2,055,138.00*	\$0	\$30,000	\$2,085,138.00
Estimated FY 12	\$2,055,138.00*	\$0	\$30,000	\$2,085,138.00

*Total funding for employment (including programs with other components): SFY 2011 funding \$3,631,320.00. We anticipate SFY 2012 to be funded at the same level.

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:

These services were enhanced beginning in FY10. We are currently satisfying the demand for these services. We expect them to remain the same. However, we are positioned to increase those services should the demand increase.

Trend: ◀▶

How Well Did We Do It?

Percentage completed job readiness

FY	Served	Completed	%
2011	966	785	81%

Story behind the baseline:

This is a new data element for FY11. Most offenders need job readiness training prior to seeking employment. "Served" refers to those offenders participating in job readiness. Offenders are counted as "completed" if they completed all of the training or while participating in training obtained employment.

In 2011, the rate of job readiness completion rates ranged from 62% to 94% with a variance of 32%. This large variance may reflect either a data problem and/or a lack of consistency in practice.

Trend: N/A

Is Anyone Better Off?

Percentage obtained employment

FY	Served	Employed	%
2011	1319	560	42%

Story behind the baseline:

This is a new data element for FY11. The range here is 31% to 55% with a variance of 24%. There are a number of possible reasons for this variance. This includes different rates of employment where the services are delivered, different agency approaches and resources devoted to employment assistance, and whether the agency has staff specifically trained in this area.

Trend: N/A

2012 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.

Is Anyone Better Off?

Percent retaining jobs at 90 days

FY	Employed	Employed at 90 Days	%
2011	560	324	58%

Story behind the baseline:

This is a new data element for FY11.

Maintaining employment following release from prison is predictive of lower rates of recidivism. In 2011, 4 of the 7 employment contractors had at least 60% of those offenders who got a job, maintain it after 90 days. Given the nature of their clientele this is remarkable since maintaining employment with ex-offenders is often more difficult than finding them employment. However, three other agencies had much lower rates of maintaining employment after 90 days: 18% to 29%. One possible reason for such variation is that remand rates and returns for criminal violations can have a significant effect on this outcome measure. We will be conducting an analysis to determine to what extent this explains variation in this outcome measure. One employment agency, which has a split case load of addicted individuals, was not included in this analysis since the clientele are quite different and therefore, are not comparable to the other agencies.

Trend: N/A

Proposed Actions to Turn the Curve:

Regarding number of completions, we will meet with agencies to establish a best practices model, and a mechanism to quality assure this best practice model.

Possible explanations for the variance may include different employment rates for different geographic areas, presence of an employment specialist, and the number and mix of employers to which agencies regularly refer clients.

We need to collect data that better addresses “financial self-sufficiency”. On January 1, 2012, we will begin to collect information on the number of hours worked and hourly wages. On May 1, 2012, we will be in the position to review first quarter data.

Data Development Agenda:

Regarding number of completions, we will first review original data sources to determine if there is a data reporting problem.

We have recently clarified how “percentage of maintained employment” is calculated, so as to take into account individuals with whom we have lost contact. We suspect there may be some discrepancy in the way this data has been calculated.

Individuals may first have to work at a wage insufficient in the long-run to support themselves. In the short run we need to help these individuals establish a history of working and then to develop a “financial self-sufficiency plan.” We will design this plan and then audit to ensure that individuals do in fact leave with such plans.