



Workforce Training Partnership: Moving From Incarceration to a Career

Sara Bremser | WI DOC Reentry Employment Coordinator | Wisconsin Department of Corrections

Becca Collins | Programs Manager | Workforce Development Board of South Central Wisconsin

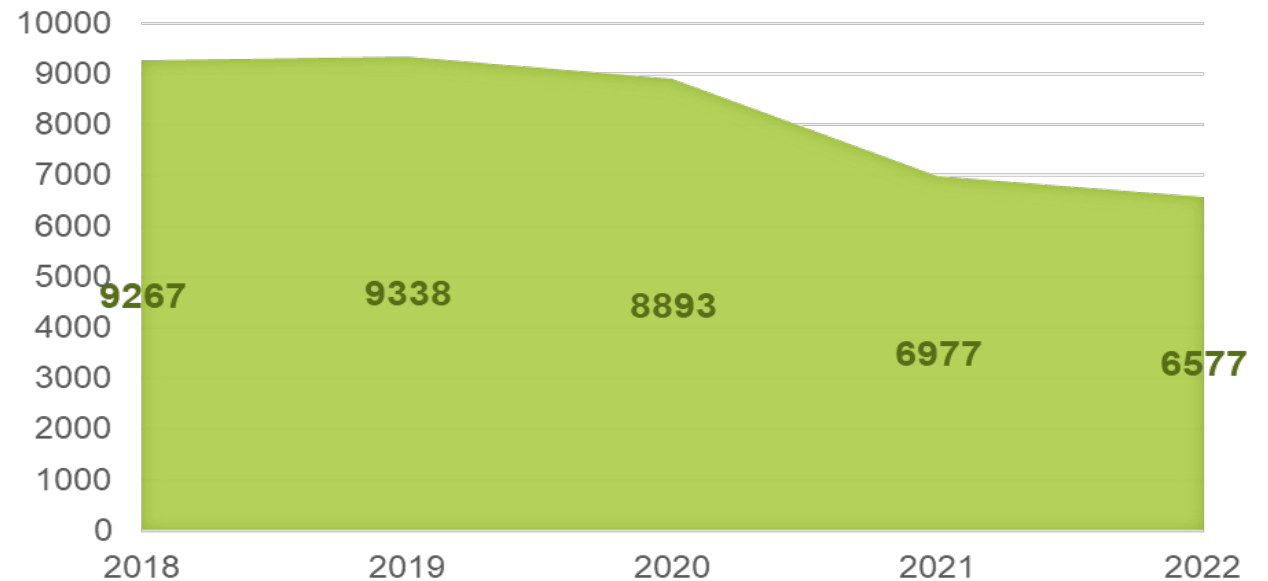
Julie Enloe | One-Stop Operator | Employment and Training Association

Natalie Flores | Windows to Work Coach | Employment and Training Association

Corrections in Wisconsin

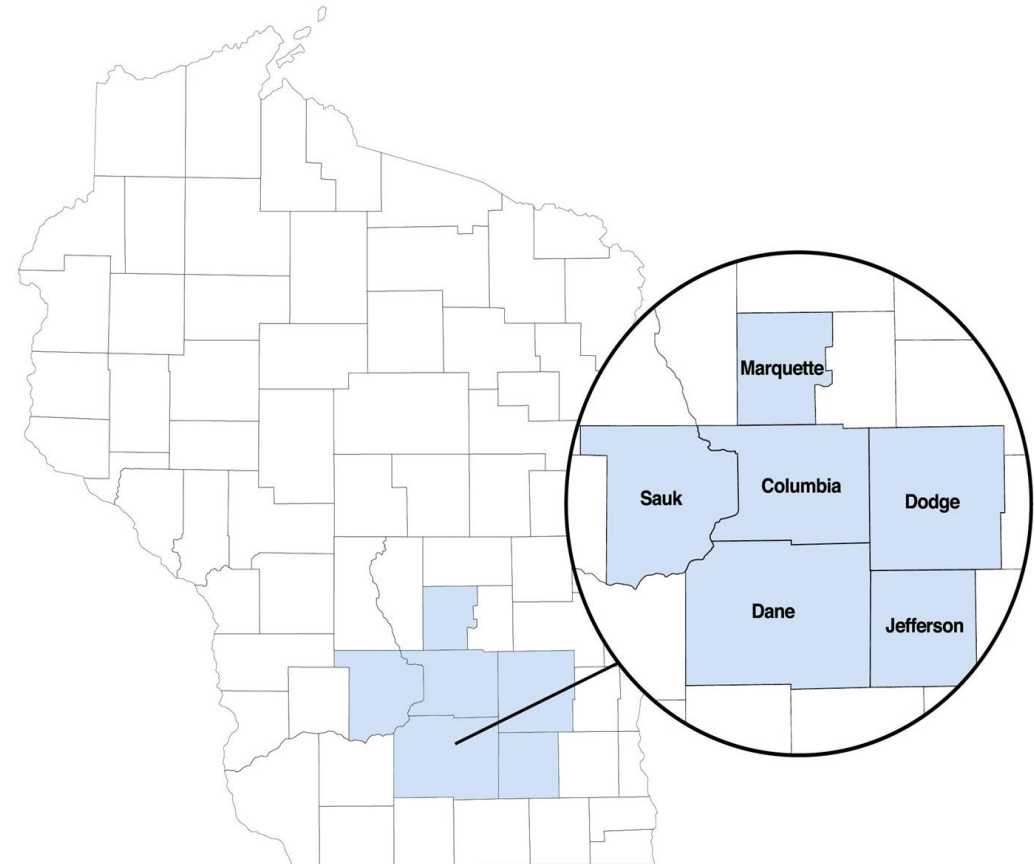
- ▶ 84,299 individuals under WI DOC correctional supervision (count summary on 12/31/22)
 - ▶ 63,672 individuals on community supervision
 - ▶ 20,627 individuals incarcerated
 - ▶ 6,577 individuals released in calendar year 2022
 - ▶ 558 individuals released to South Central WI Workforce Development Board Area in calendar year 2022

DOC RELEASES BY CALENDAR YEAR



Supporting South Central Wisconsin

- ▶ Full spectrum of security institutions
 - ▶ Maximum Security
 - ▷ Columbia Correctional Institution
 - ▶ Minimum Security
 - ▷ Oakhill Correctional Institution
 - ▷ Fox Lake Correctional Institution
 - ▶ Work Release
 - ▷ Oregon Correctional Center
 - ▷ Thompson Correctional Center
 - ▷ John C. Burke Correctional Center





Supporting South Central Wisconsin

2022 Release by County Data

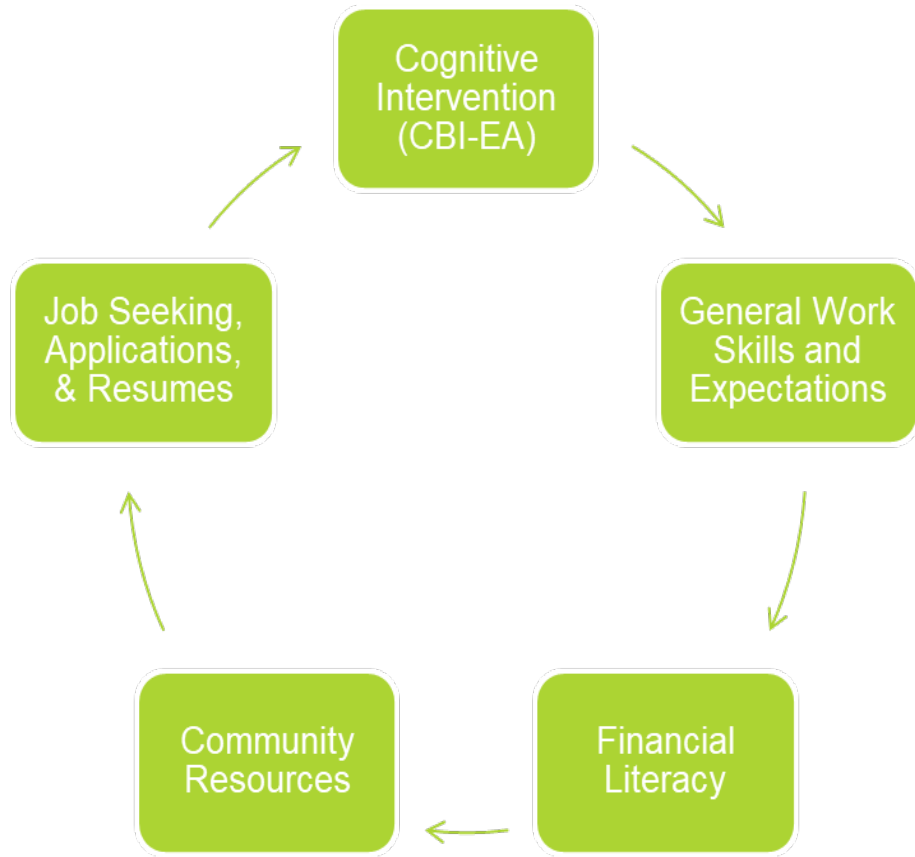
- ▶ **Milwaukee County: 29.2%** (1,921 individuals)
- ▶ **Brown/Outagamie Counties: 8.5%** (560 individuals)
- ▶ **Racine County: 5.7%** (374 individuals)
- ▶ **Dane County: 5.2%** (341 individuals)
- ▶ **Kenosha County: 3.9%** (257 individuals)



Program Description

- ▶ Windows to Work is a pre- and post-release program designed to address criminogenic needs that can lead to recidivism.
- ▶ WI DOC contracts with each of Wisconsin's 11 Workforce Development Boards (WDB) to provide, or subcontract to provide, a Windows to Work Program at selected state correctional institutions or county jail facilities.
- ▶ Instruction begins in the institution or county jail site approximately three to 12 months prior to a participant's release, and continues in the community for approximately 12 months following the participant's release.
- ▶ Following a participant's release from incarceration, the Coach will collaborate with the Division of Community Corrections (DCC) Agent to assist participants with job search and job retention activities.

Pre-Release Phase



WORKSHEET : DOUBLE BEHAVIOR CHAIN

NAME DATE

Situation

Old Thoughts

New Feelings

New Thoughts

New Behavior

New Consequences

+ -

Post-Release Phase

- ▶ Coaches use a variety of assessment tools to assist in determining skill level and career path choices.
- ▶ Coaches assist participants with Post-Release Phase job search and job retention activities for approximately 12 months after release from incarceration.
- ▶ Participants may receive additional assistance in accessing available community resources to address needs for food, shelter, clothing, transportation and other services depending on the Board Area's funding.

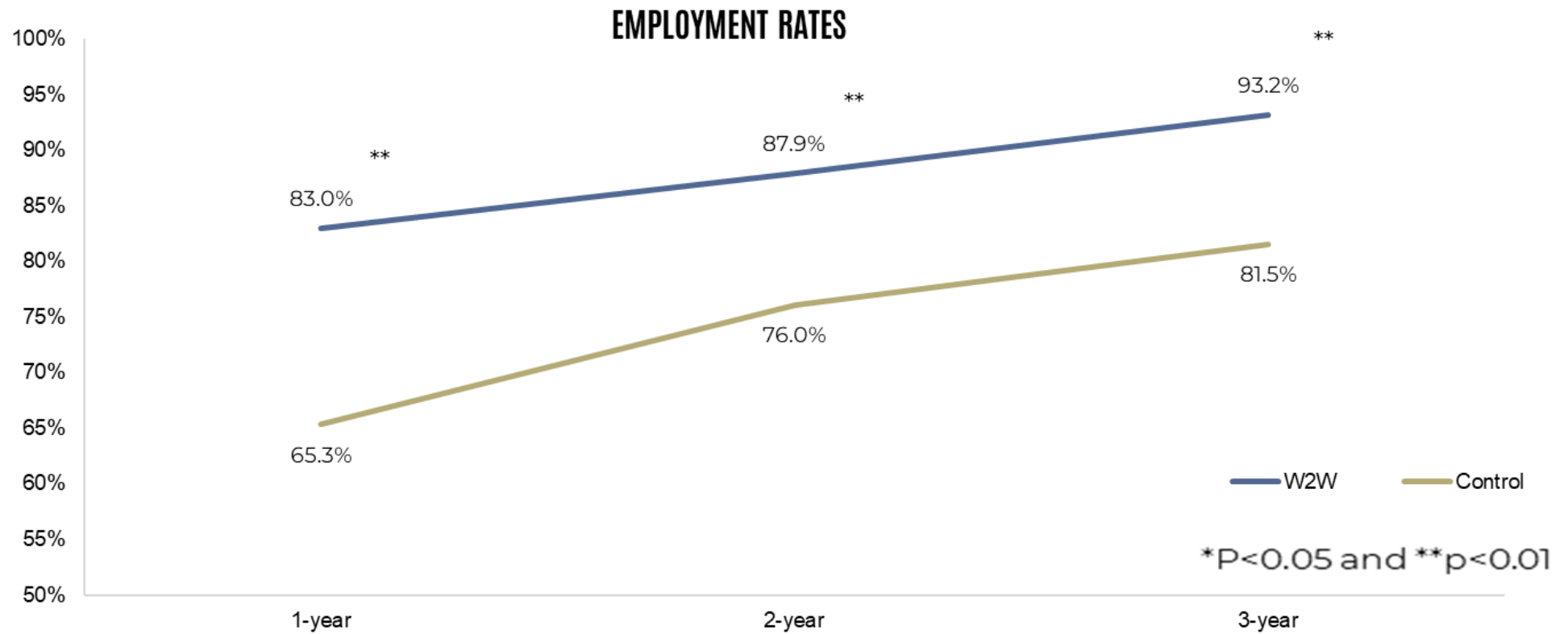




W2W FY2022 Data Snapshot

- ▶ 502 New Enrollments in FY2022
- ▶ 124 Successful Completions
- ▶ Employment Episodes
 - ▶ 428 new employment episodes of all participants who were in the program during FY22
- ▶ Average wage
 - ▶ \$16.81/hour for all participants working a new job during FY22

Employment Rates



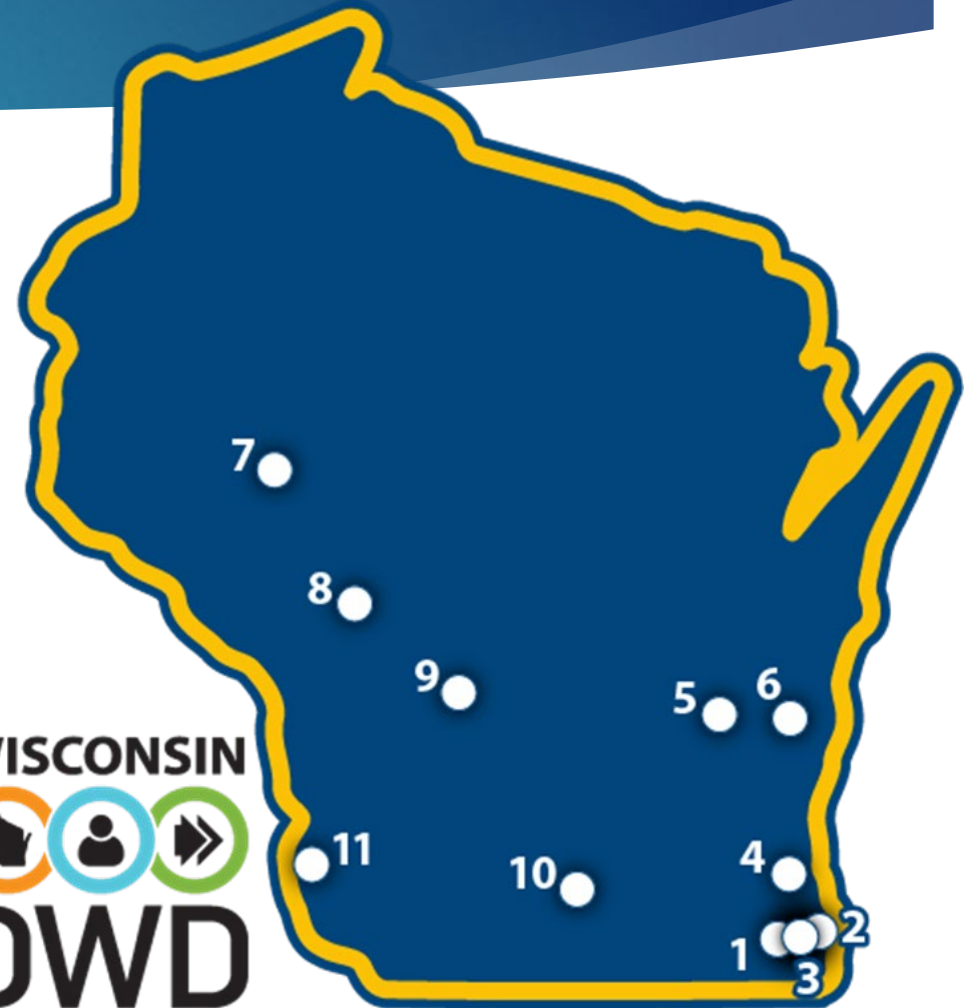
Oakhill Job Lab

- ▶ Collaborative with DOC, DWD and WDBSCW started in the summer 2018
- ▶ People in our care (PIOC) are able to:
 - ▶ Create Job Center of Wisconsin accounts
 - ▶ Create a resume/cover letter
 - ▶ Apply online for positions
 - ▶ Practice their interview skills
 - ▶ Participate in phone and virtual interviews
- ▶ <https://youtu.be/Ss6qxHOABl4>



Job Lab Locations

- ▶ Since 2018 there have been 11 additional Job Labs opened in correctional facilities
 1. Robert E. Ellsworth Correctional Center (REECC)
 2. Racine Youthful Offender Correctional Facility (RYOCF)
 3. Racine Correctional Institution (RCI)
 4. Milwaukee Women's Correctional Center (MWCC)
 5. Taycheedah Correctional Institution (TCI)
 6. Kettle Moraine Correctional Institution (KMCI)
 7. Chippewa Valley Correctional Treatment Facility (CVCTF)
 8. Jackson Correctional Institution (JCI)
 9. New Lisbon Correctional Institution (NLCI) – Mobile
 10. Oakhill Correctional Institution (OCI)
 11. Prairie du Chien Correctional Institution (PDCI)





W2W Support Pre & Post Release

Common supports needed for success:

- ▶ Assistance obtaining driver's license and other vital documents
- ▶ Housing assistance
- ▶ Transportation assistance: Gas cards/Bus passes/Bicycles
- ▶ Clothing
 - ▷ Interview attire
 - ▷ Work boots
- ▶ Hygiene products
- ▶ Household items

Supporting Co-Enrollments

- ▶ W2W Coaches and One-Stop Operator (OSO) are housed in the Dane County Job Center
- ▶ Monthly Meetings between W2W Coaches and WIOA Career Planners
- ▶ Training staff that co-enrollment is essential
- ▶ Braiding of funding resources



Other Collaborations

- ▶ Certified Pre-Apprenticeship training collaboratives to skill up the justice-involved population while reducing recidivism
 - ▶ Carpentry, Electromechanical Maintenance, and Welding
 - ▶ John C. Burke, Oakhill, Oregon, and Thompson Correctional Centers
 - ▶ Technical college curriculum and credentials awarded to graduates
 - ▶ Industry leaders supported job fairs and work readiness workshops employment opportunities



What We've Learned

- ▶ It takes a village
- ▶ Communication is key
- ▶ Make it happen - ASAP!
- ▶ Keep it simple (for participants)
- ▶ Know who to contact:
 - ▶ Correctional sites and contact information:
 - ▶ doc.wi.gov → [adult facilities](#)
 - ▶ DOC General Mailbox
 - ▶ DOCGeneral@wisconsin.gov



Thank you!

Sara Bremser

WI DOC Reentry
Employment Coordinator

WI Department of
Corrections

sara.bremser@wisconsin.gov



Becca Collins

Programs Manager

Workforce Development
Board of South Central WI

bcollins@wdbscw.org

Julie Enloe

One-Stop Operator

Employment and
Training Association

enloe@eata.org



A proud partner of the American Job Center Network

Natalie Flores

Windows to Work Coach

Employment and Training
Association

nflores@worksmartnetwork.org



Employment & Training Association, Inc