



# Incarceration to Employment: Building the Texas Workforce

AEL Fall Institute  
September 17, 2020





# Presentation Topics

- Overview of the Texas Department of Criminal Justice (TDCJ) and the Windham School District (WSD)
- Program opportunities and job training for incarcerated students
- Performance measures and outcomes
- COVID-19 adjustments
- Partnership opportunities
- Question & Answer





# TDCJ

- Mission Components

- Public safety
- Positive change in behavior
- Reintegration into society
- Assist victims of crime

- Goals

- Probation Supervision & Community Diversions to Incarceration
- Custody, Care and Management of Incarcerated
- Rehabilitation and Reentry Programs
- Parole Supervision and Revocation Diversions
- Victim Services







# WSD

- Mission

- The mission of the Windham School District, in partnership with its stakeholders, is to provide quality educational opportunities.

- Vision

- The vision of the Windham School District is to empower students and transform lives through excellence in education.





# Unique Aspects

- Authorized by the Legislature in 1969
- Present in 88 facility campuses
- Superintendent reports to Texas Board of Criminal Justice
- Funds appropriated through the Texas Education Agency
- Leave calendar rather than accrued
- Certified principals, teachers, counselors
- 1,205 total employees







# Student Profile

- Dropped out of public school in 9th grade
- Educational Functional Level of 6th Grade
- Average age of 32
- In need of employability skills training





# Programs Offered

- Individualized Treatment Plan
  - Academic Education Standard High School Diploma
  - English as a Second Language (ESL)
  - Career and Technical Education
  - Cognitive Behavioral – CIP/CHANGES
  - Life Skills and Elective Personal Enrichment Courses
  - Family Literacy
  - Integrated Education and Training





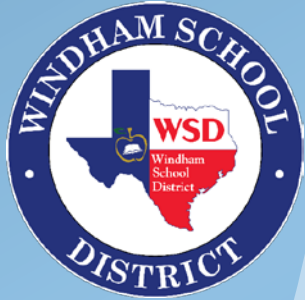


# Academic Education

- Individualized Treatment Plan
  - Literacy
  - Adult Basic Education
  - High School Equivalency
  - Standard High School Diploma
  - English as a Second Language (ESL)







# Career and Technical Education

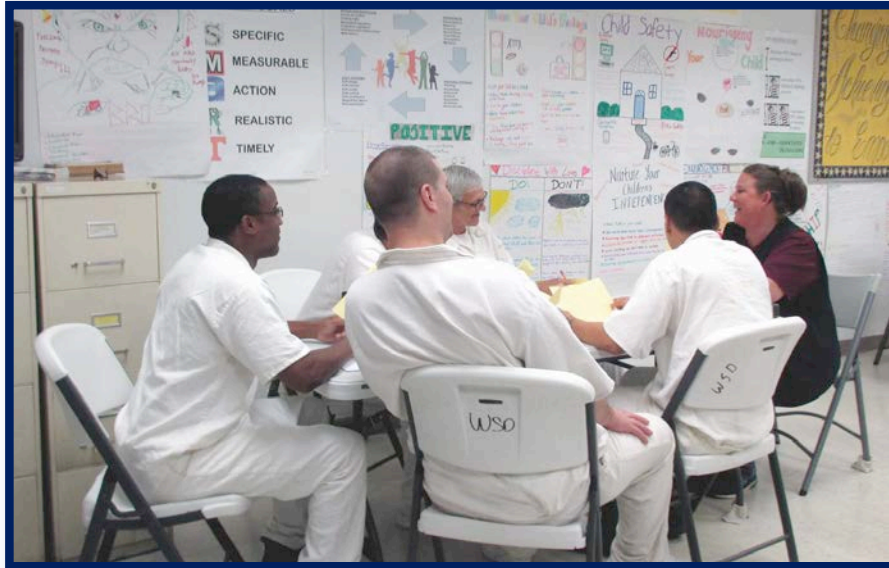
- Individualized Treatment Plan
  - Integrated Education and Training (IET)
  - Employment outlook projections and industry needs
  - Equitable programs for women
  - Teacher training





# Life Skills Education

- Cognitive Behavioral – CIP/CHANGES
- Life Skills and Elective Personal Enrichment Courses
- Family Literacy

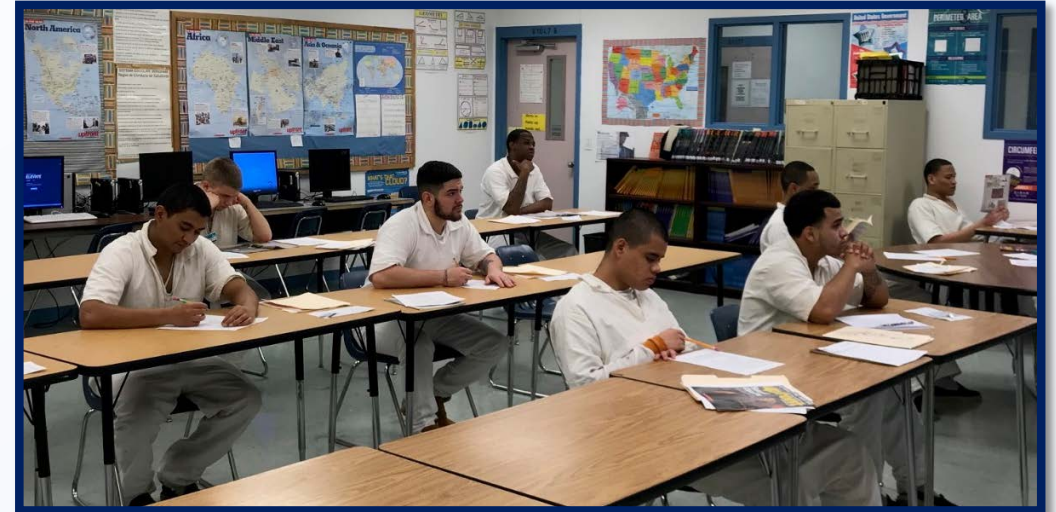






# Supplemental Services

- Title 1, Part D
  - Students under the age of 21 with no high school diploma/equivalency
- Special Education
  - Exceptionalities
    - Specific Learning Disability, Emotional/Behavioral, Speech/Language, Intellectual Disability, Other Health Impaired
  - Vocational Interest and Career Exploration







# Additional Services

- General Library- 1,104,997 books circulated
- 543 Volunteers
- ECHO
- Recreation and Radio Television
- Contracts
  - Positive Behavioral Interventions and Support
  - Cognitive Program at ISF
  - EDWINS
  - Sign Language Interpreters





# TDCJ Rehabilitative Programs Division

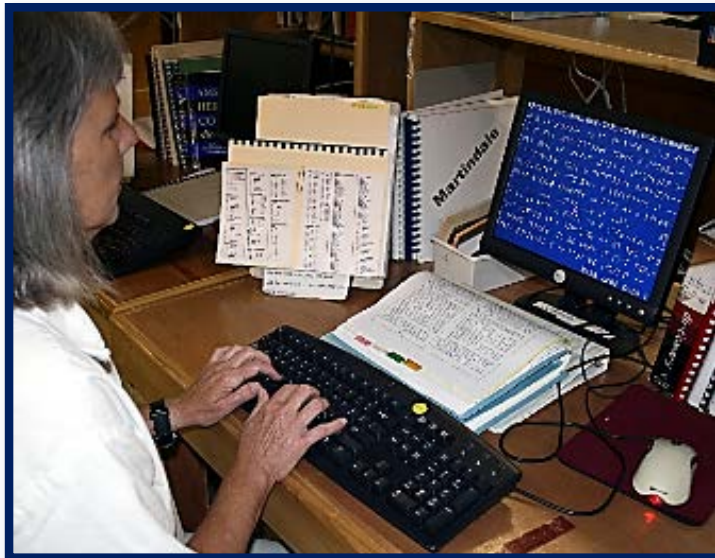
- Substance Use Treatment
- Programs for Women
- Specialized Programming
- Religious Services
- Postsecondary Education Programs
- Volunteer Services
- Women's Reentry Center: Strength Through Restoration, Independence, Vision & Empowerment (STRIVE)



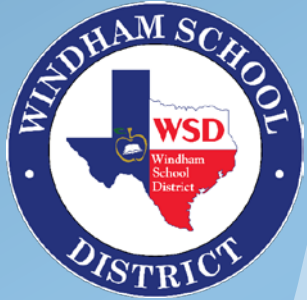


# Manufacturing, Agribusiness and Logistics Division

- Apprenticeship Programs
- On-the-Job and Job-Skills Training
- National Certifications
- Work History and Performance Evaluations
- Work Against Recidivism Program



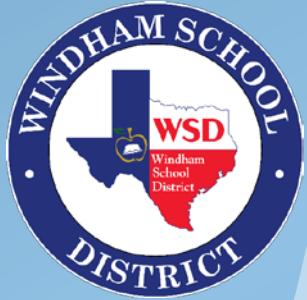




# Manufacturing, Agribusiness and Logistics Division

- Apprenticeship Programs – partnership with WSD and TDCJ

SY 19-20 Approved Standards		
Assembly Technician	Computer Programmer	Landscape Technician
Automobile Body Repairer	Cook	Maintenance Mechanic
Automobile Mechanic	Diesel Mechanic	Maintenance Repairer, Build
Automotive Technician Specialist	Drafter, Civil	Mechanic, Industrial Truck
Baker	Electrician	Metal Fabricator
Barber	Furniture Upholsterer	Plumber
Boiler Operator	Graphic Designer	Sewing Machine Repairer
Cabinetmaker	Heating & Air Conditioner Install/Service	Sheet Metal Worker
Carpenter	Horticulturist	Truck Driver, Heavy
Computer Peripheral Equipment Operator		Welder, Combination



# Reentry and Integration Division

- Employment Events
- Case Management / Reentry Planning
- Identification Document Ordering
- Releasing
- Website for Work





# Parole Supervision

- Assess needs (adult education program, technical training, employment)
- Reentry Community Case Manager Visit
- Referrals for adult education and literacy
- Employment







# Outcomes

- 68,000 students served
- 86% pass rate for high school equivalency
- 33,695 industry certifications awarded



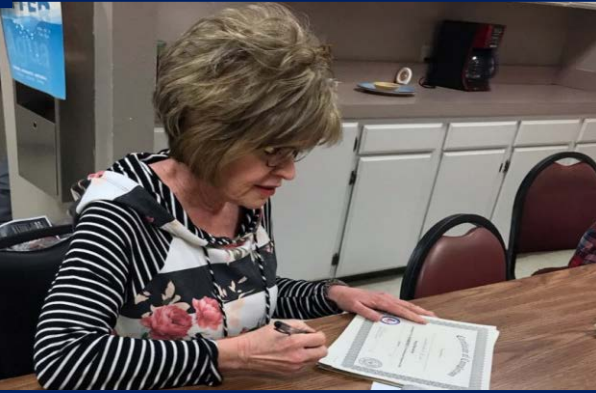
Windham School District					
2019 Accountability Report Card					
		Districtwide			
		<b>B</b>			
<hr/>					
Accountability Score					
<hr/>					
Attendance:	15.75	Academic Completion:	8.8	CTE Certificate:	8.6
HSE:	12.91	Industry Certificate:	13.4	Life Skills:	13
WSD Audit:	8.39			Bonus Points:	0



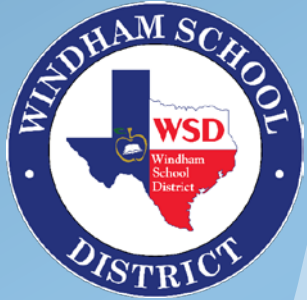


# COVID-19 Adjustments

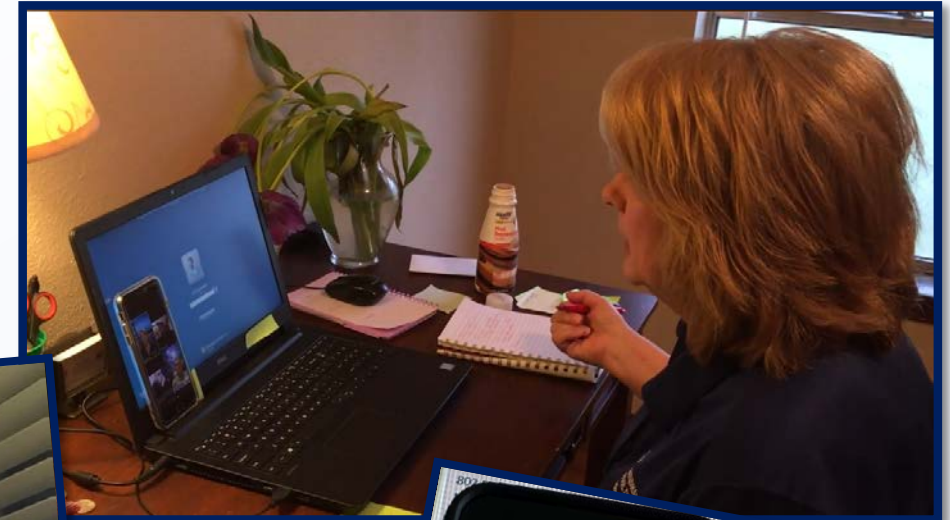
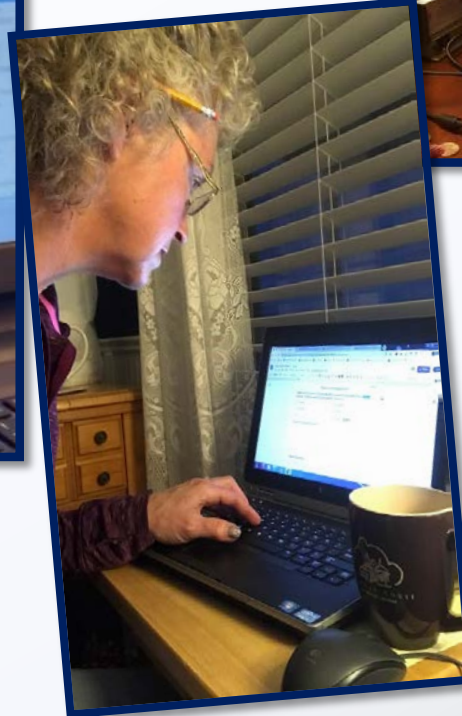
- Distance Learning/Remote Work
- Reduced class size hybrid model
- Increased communication



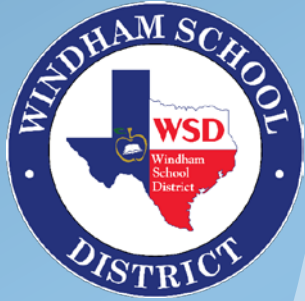




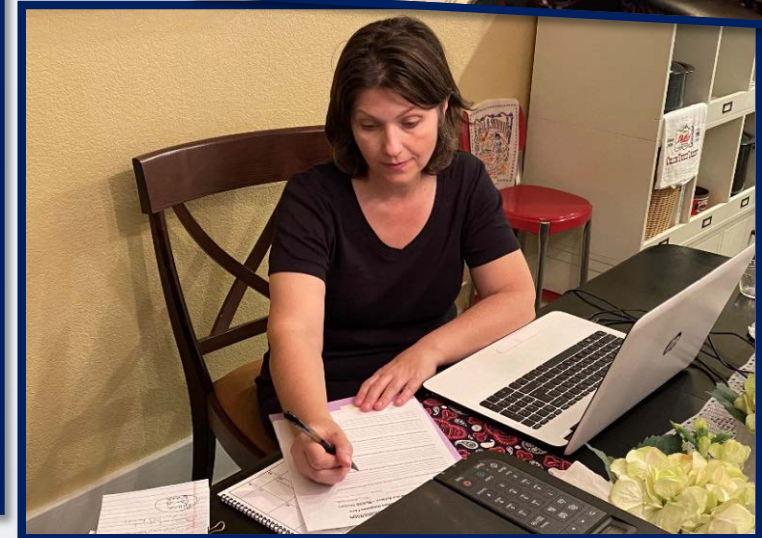
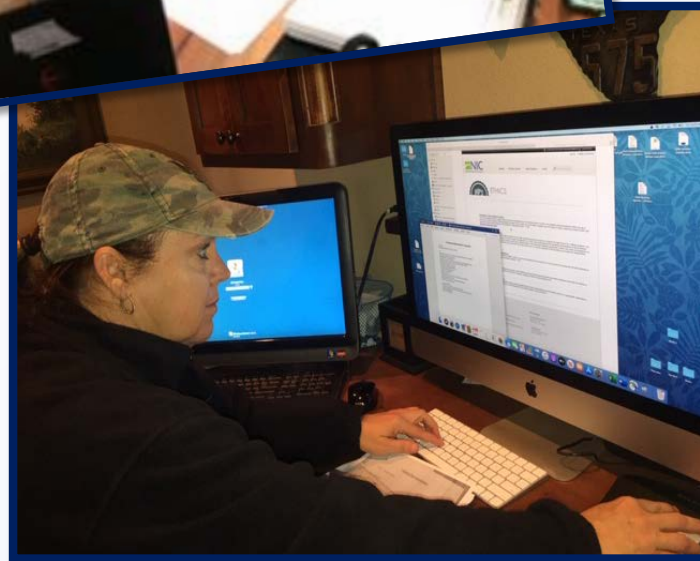
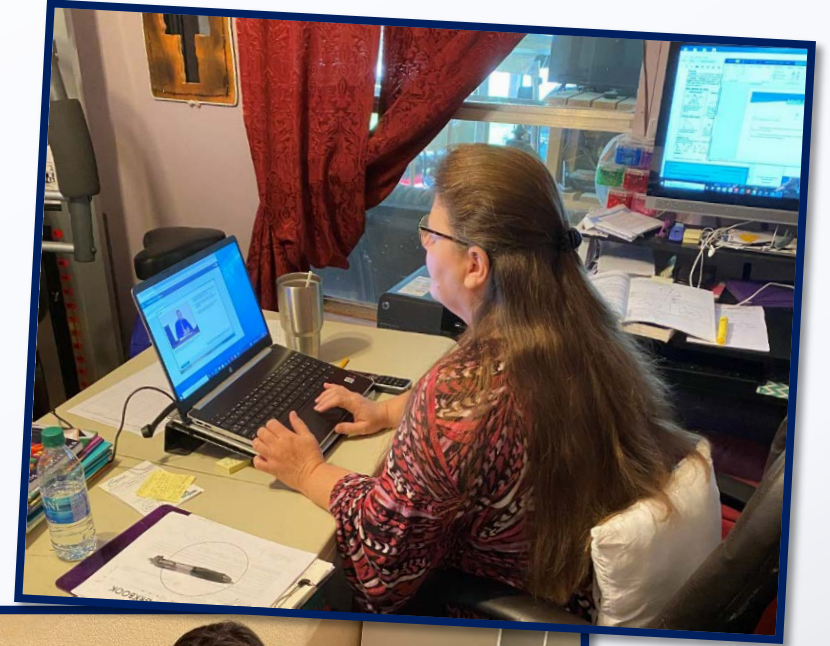
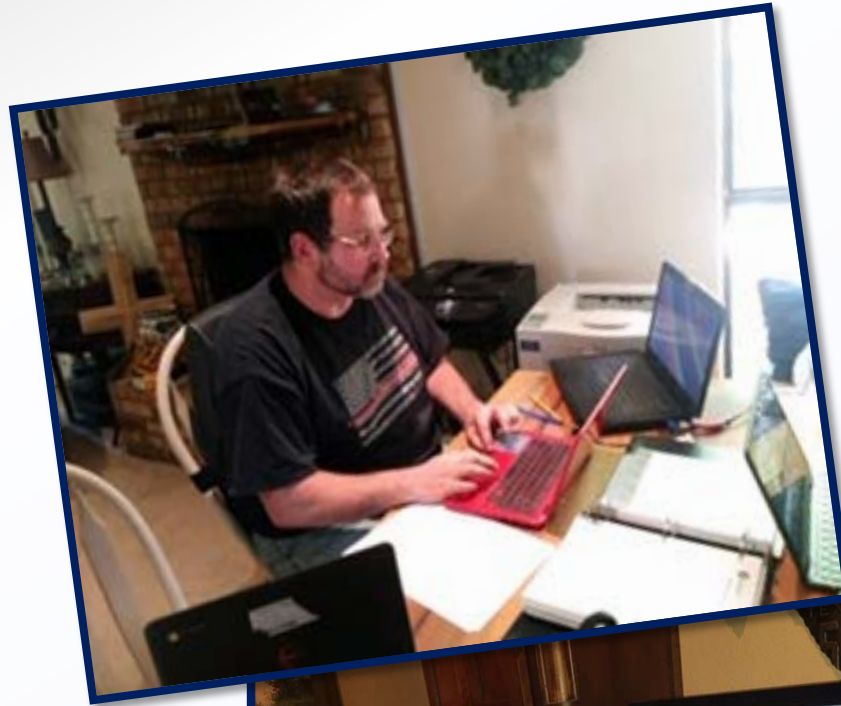
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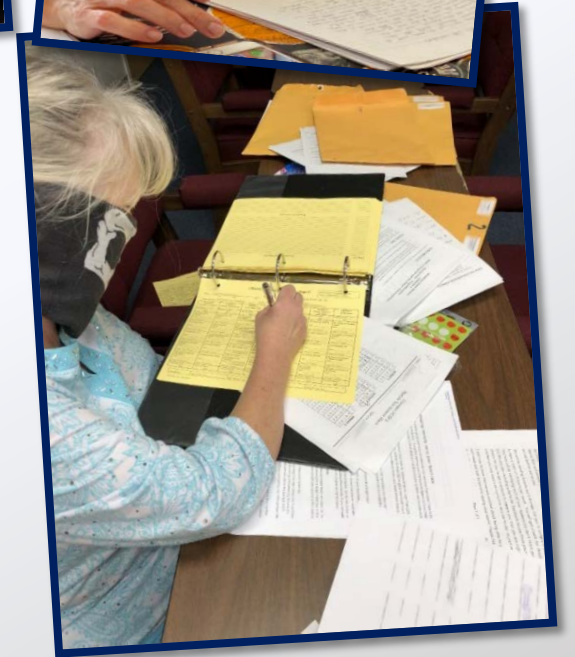
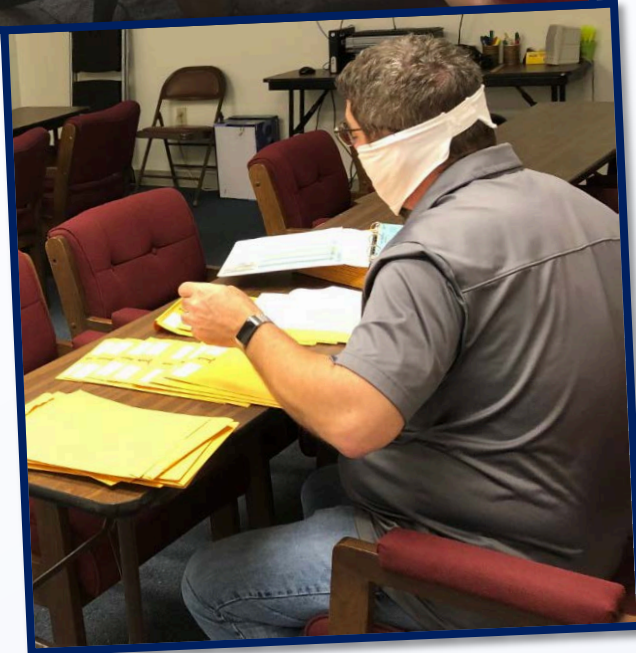
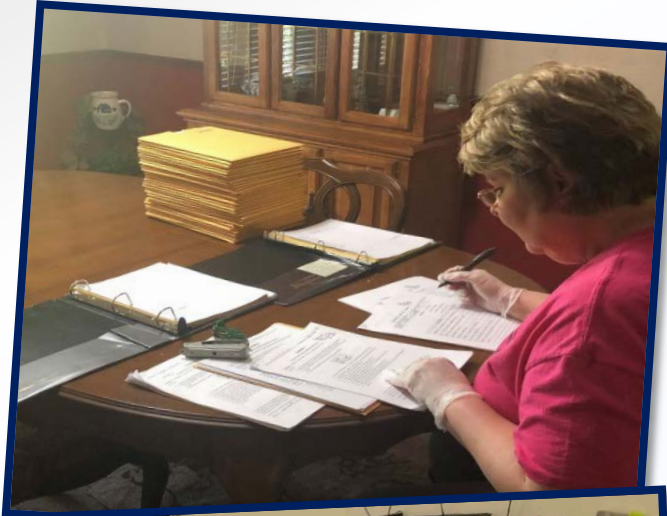
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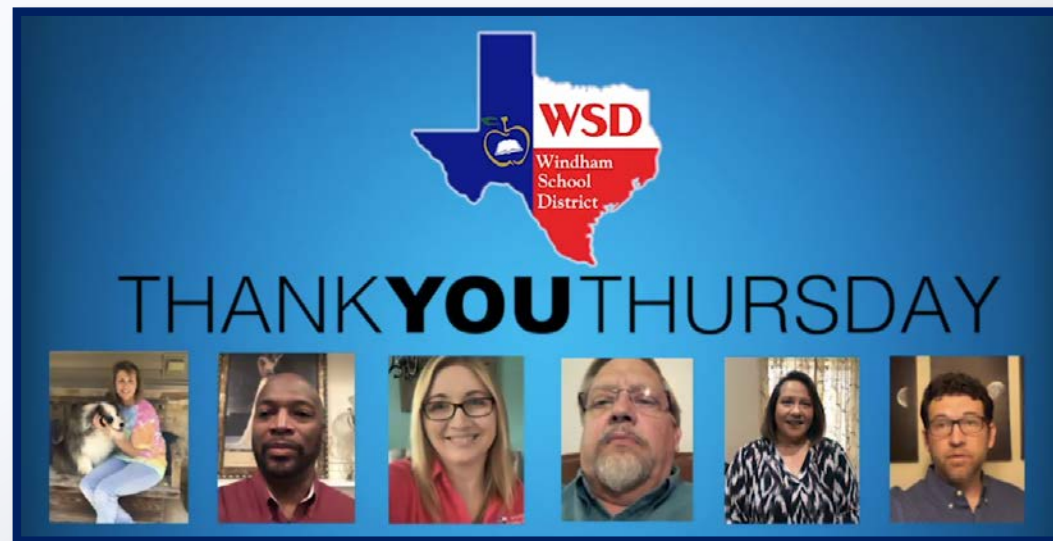
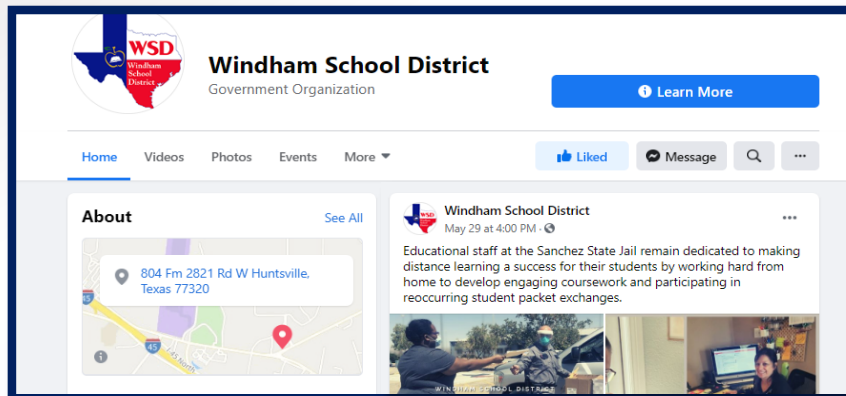
# COVID-19 Adjustments







# COVID-19 Adjustments







# Partnerships

- How to partner with WSD and/or TDCJ
- HB 918- Resume, Mock Interview and Job History
- Stakeholders- TDCJ, TWC, TDLR, Employers, Students
- Partnerships- Texas Association of Business





# Questions?

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Thank you!