

PRESENTATION REGARDING SECOND CHANCE HIRING

2021

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GOAL

- Develop strong partnerships with businesses in Kansas, to prepare residents in correctional facilities to be part of a ready skilled workforce upon release/return to Kansas communities
- Advantages:
 - Help meet workforce needs (example: 50,000 vacancies in kANSAS)
 - Returning citizens achieve livable wage employment,
 - Decreases returns to prison (recidivism)
 - Increases pro-social contribution to their families and communities
 - Stronger and safer communities

TALENT PIPELINE FROM PRISON TO KC AREA

- Each year, nearly 6000 people release from prison to Kansas communities
- There are currently just over 5400 people under parole supervision statewide,
 - 7% have property crimes
 - 22% have drug crimes
 - 27% have sex crimes
 - 37% have other person crimes (assault, battery, homicide, etc.)
- There are also just over 8400 people under community corrections (intense probation) statewide

Education and Industry Opportunities Lead to Good Jobs and Lower Recidivism

FINDINGS FROM MULTIPLE KANSAS STUDIES BY AN INDEPENDENT EVALUATOR (2014-2021):

- Those who complete GED while incarcerated are 6% more likely to get a livable wage job after release
- Those who complete at least one certification (CTE) course while incarcerated are 8% more likely to get a livable wage job after release

- Those who complete at least one college course while incarcerated are 20% more likely to get a livable wage job after release
- Those who hold an industry job for 6 months or longer while incarcerated are 25% more likely to get a livable wage job after release
- Those who get a livable wage job upon release are a third less likely to return to prison

KDOC PARTNERS FOR JOB READINESS

- 43 private industry partners and 16 correctional industries employ 1,073 residents
- All facilities have GED courses
- All facilities have Job Readiness cognitive-based learning groups (soft skills)
- Most facilities and some parole offices have devoted Job Specialists who work closely with residents and employers
- Imbedded positions in Commerce, Wichita Workforce Center and in the Northwest Kansas workforce centers

EDUCATION PROGRAMS & COLLEGE PARTNERSHIPS

- Seven colleges selected to serve six facilities with Second Chance Pell
 - Three will serve Lansing Correctional Facility (Donnelly, KCKCC, Univ of St Mary's)
- In December 2020, Congress lifted the ban on use of Pell in prison
- Programs will include credit-bearing Career Technical Education (CTE) in market relevant vocations, as well as associates and bachelors
- Programs being established now include:
 - welding, solar energy and photovoltaic, wind technology and business management, general studies, applied science, business, networking and office administration, science health information systems management, computer information systems, and integrated studies

ONGOING WORK ...

- In every facility, education programming include,
 - Market relevant, answering to high need/demand occupations
 - Partnering closely with colleges and employers to ensure returning citizens are workforce ready
 - Strong support system in the facilities, with an environment conducive to learning, including more GED, tutoring, readiness, peer and social support, technology, and research and study opportunities

To build on this, a collaboration for a Career Campus ...

LANSING CORRECTIONAL FACILITY (LCF) CAREER CAMPUS



TREANORHL

Aerial of project

- 45,000 square foot education and training center
- Modern technology
- Learning environment
- Market relevant training, targeted to workforce needs
- Strong partnerships with employers

CAREER CAMPUS: CHANGING LIVES, CHANGING WORKFORCE

- Public-private partnership with a dramatic plan to reduce recidivism, developing a model to replicate statewide
- Growing group of business, chambers, non-profits and state and local agencies, helping create a strong workforce
- Data-driven solutions: For every \$1 spent on educating incarcerated citizens, \$4-5 are saved in re-incarceration costs
- All businesses are invited to participate, so ensure the model is meeting employers' needs

HOW CAN WE PARTNER WITH YOU?

- Connect to our job specialists for referrals and placements
 - We can assist with providing,
 - Relevant criminal history
 - Work they have done to improve/reduce risk
 - Screening according to your criteria
- Partnerships between business, education and corrections for pre-release training relevant to your needs

LET'S WORK TOGETHER

- Spread the word about the advantages of hiring people with criminal histories and coming out of prison,
 - Committed; they need a job
 - Job specialists, parole officers and mentors available to address any problems that may arise
 - Many are skilled, and can become more skilled
 - Corrections is committed to strong readiness for your workforce

QUESTIONS/ANSWERS

- For more information, contact KDOC_CareerCampus@ks.gov

THANK YOU!

Let us know your workforce needs, and let us demonstrate our returning citizens can help meet them in real ways.

