

Wake County Detention Center – Employment and Education Initiative

Creating a sustainable reentry process to ensure coordinated employment and supportive services for Wake County offenders

Current Initiatives

There are a number of new programs and resources for offenders in Wake County. Below provides a snap shot of current initiatives.

- With financial support from the North Carolina Department of Public Safety, the **Capital Area Reentry Council** (CARC) is now being led by the Family Resource Center. Its current focus is the local prison population.
- Our community was awarded \$1.29 million from the Department of Labor for **Training to Work**, which will provide training and employment to 179 inmates in work-release programs in local prisons. It will be overseen by Capital Area and Durham Workforce Development Boards.
- **Wake County Inmate Employment and Education Initiative** will create a sustainable reentry process to ensure coordinated employment and supportive services for offenders in the Wake County Detention Center.

Goals of the Wake County Inmate Employment and Education Initiative

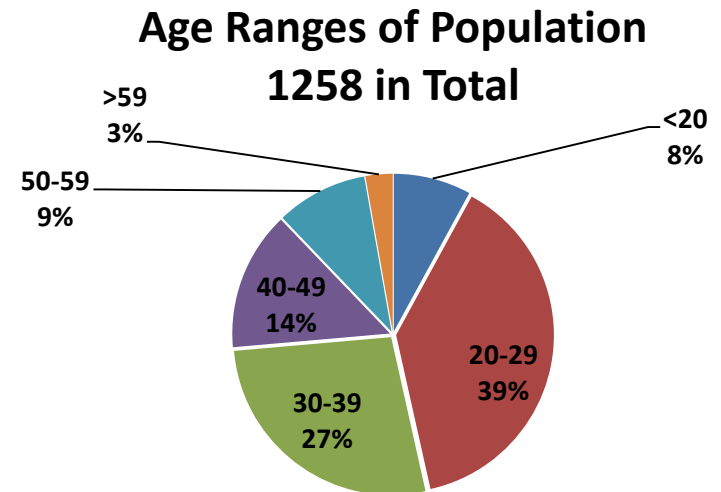
- To create a sustainable transition and reentry process that ensures coordinated employment and supportive services for offenders released from the Detention Center, leading to careers that provide family-supporting wages;
- To provide inmates access to educational opportunities that lead to high school completion and postsecondary credentials;
- To strengthen the network of government agencies, community organizations, businesses, and citizens committed to successful offender transition and reentry; and
- To ensure public safety and reduce public costs by reducing recidivism through successful employment and community reintegration.

Program components discussed at first meeting

- Partnership with Wake County Public School System
 - Courses leading to high school completion
- Life skills training
 - Personal development and soft skills
- High school equivalency preparation
- Career awareness and exploration; providing continuity to employment resources at NCWorks Career Center, post release
- Vocational training and employer engagement
- Supportive services
 - Legal assistance, housing, transportation, etc.

Demographic information about Detention Center population*

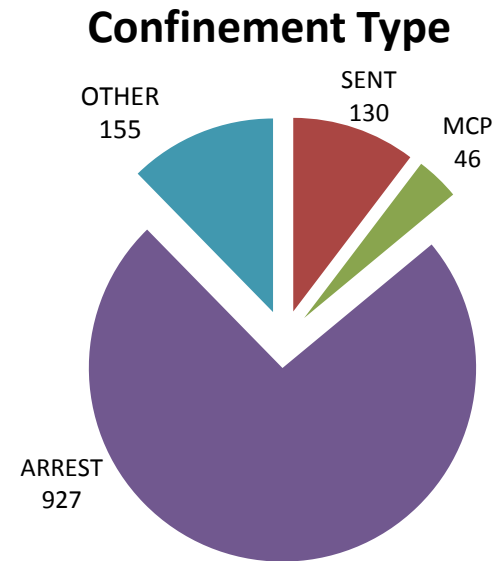
Wake County Detention Totals	Male	Female	Total	Percent
Number of Inmates	1110	148	1258	
Race				
Black	743	72	815	
White	366	76	442	
Ethnicity				
Hispanic	101	14	115	
Age				
average (mean)	33	34	33	
median	31	32	31	
<20	89	11	100	7.9%
20-29	432	53	485	38.6%
30-39	300	41	341	27.1%
40-49	156	23	179	14.2%
50-59	104	14	118	9.4%
>59	29	6	35	2.8%



* Based on a report of inmate population, created February 27, 2017

Demographic information about Detention Center population

	Males	Females	Total	Percentage
County of Home Zip Code				
Wake	854	101	955	75.9%
Durham	41	9	50	4.0%
Johnston	28	0	28	2.2%
Franklin	17	3	20	1.6%
Other	54	14	68	5.4%
Unknown	116	21	137	10.9%
Confinement				
SENT	115	15	130	10.3%
MCP	38	8	46	3.7%
ARREST	811	116	927	73.7%
OTHER	146	9	155	12.3



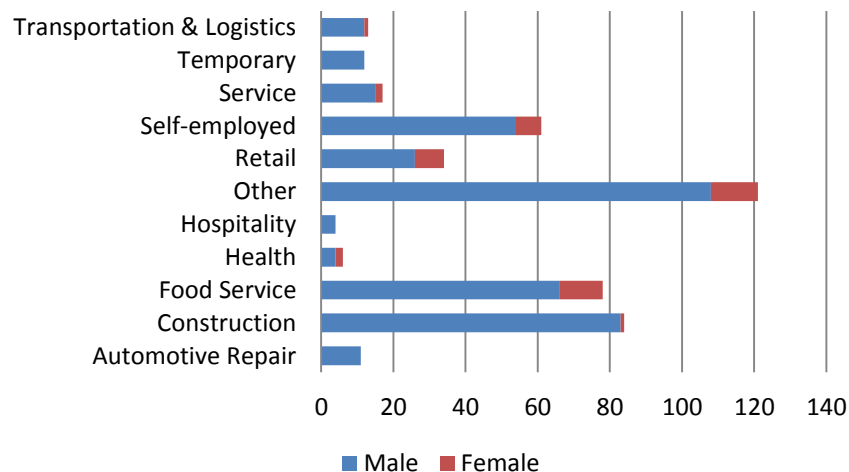
Notes:

- 20 percent of inmates from Wake County live in zip code 27610.
- Average sentence (SENT) was 71 days (median was 45 days).

Demographic information about Detention Center population

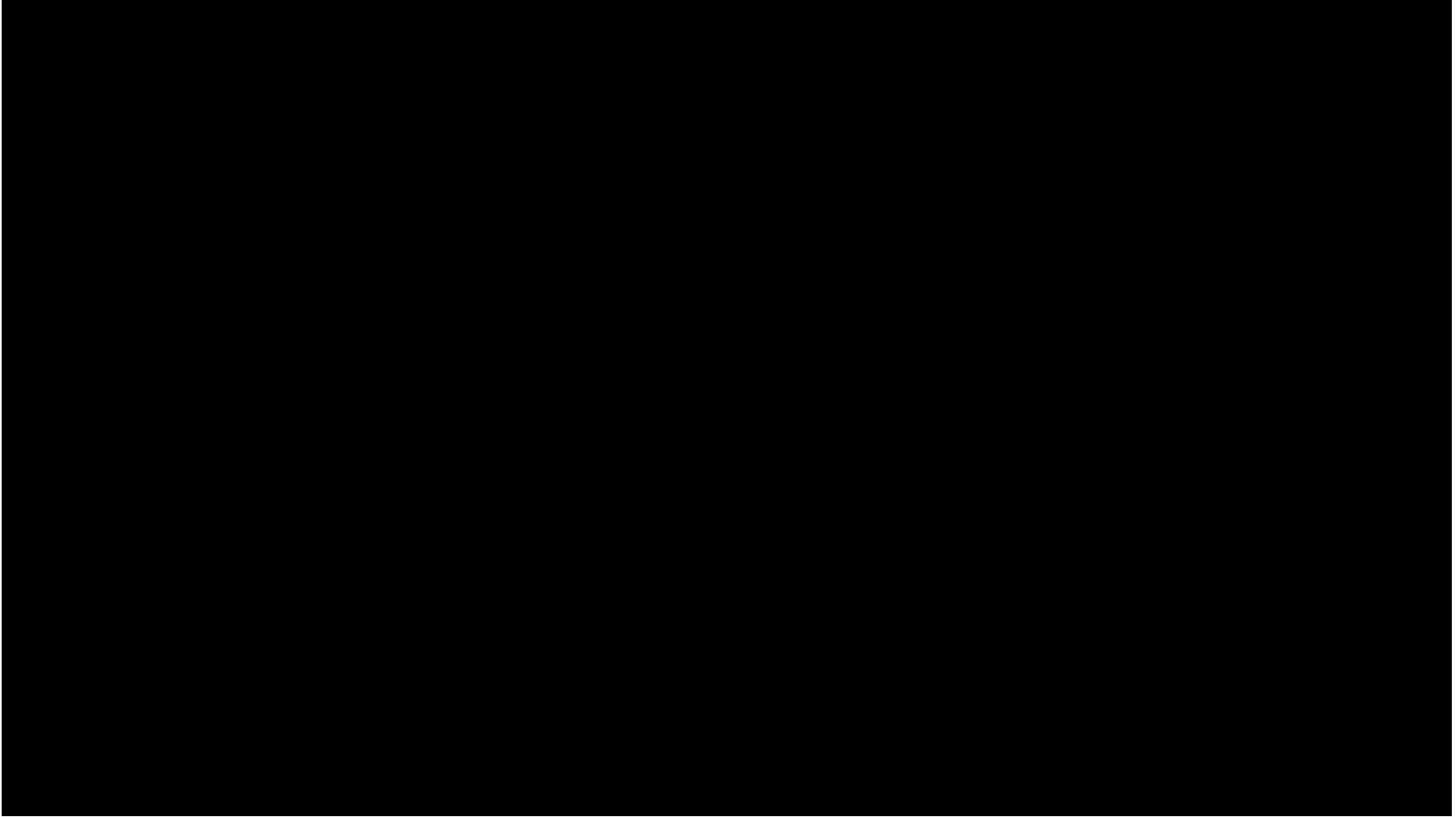
	Males	Females	Total
Employment Status			
Unknown	302	44	346
Unemployed	332	46	378
Military	2	0	2
In School	63	7	70
Disability	10	2	12
Retired	6		6
Employed	395	45	440
<i>Types of Employment</i>			
Self-employed	54	7	61
Automotive Repair	11		11
Construction	83	1	84
Food Service	66	12	78
Transportation & Logistics	12	1	13
Retail	26	8	34
Health	4	2	6
Service	15	2	17
Hospitality	4		4
Temporary	12		12
Other	108	12	120

Types of Employment



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What we have learned from other communities



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Who, What, and When:

Draft program design for the WCIEEI

Prioritization of service for **Who** will be enrolled in program

1. Wake County residents that have a sentence that exceeds 21 days
2. Individuals in Misdemeanor Confinement Program, if from Wake County
3. Individuals awaiting sentencing with court date beyond 21 days and who will likely return to Wake County

What will be provided

- Intake, assessment, and reentry plan
- Educational, behavioral, and vocational classes
- Individualized case management

When will services be provided?

- Programming can be offered between 9 a.m. and 11:30 a.m., and between 1 p.m. and 3:30 p.m.
- Programming will take place on a set weekly rotation.

Reentry process flowchart

Intake

- Risk assessment
- Needs identified
- Initial goals
- Test for Adult Basic Education



Case Management

- Reentry plan
- Goals developed
- Classes assigned
- Individualized support
- Coordination with post-release supports



Release

- Reentry plan completed
- Link to NCWorks Career Center for training, work experience, and employment
- Link to Wake County Human Services, housing, MH/SA, Wake Tech, and other necessary supports

Suggested classes to be offered

Educational/Behavioral

- Cognitive Behavioral Change
- Substance abuse education
- Anger management
- Domestic violence
- High school equivalency prep
- Basic Skills
- Computer literacy

Vocational

- Working Smart (Soft skills for workplace success)
- Work Keys (Job skills test for career seekers)
- Employment training for offender-friendly occupations, for example hospitality training
- Resume building
- Career awareness modules
- Interview skills
- NCWorks Online

Classes will be taught by WCIEEI staff, Wake Tech, and other community providers.

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WCIEEI staffing

Reentry Case Managers and Intake Specialists

- Case load of one to twenty-five
- Responsible for intake, assessments, reentry plan, some class instruction, and warm handoff to NCWorks Career Center and community partners

If there is funding for more than one reentry case manager, one could focus on intake and have a smaller case load, or they could solely focus on intake.

Reentry Coordinator

- Responsible for program oversight, coordinating educational and vocational classes and managing the partnership with NCWorks Career Center and community partners

Could this role be filled by existing Detention Center academic coordinator?

Reentry Job Developer

- Specific focus on identifying employment opportunities for the formerly incarcerated

Leveraged through the Training to Work grant.

Reentry best practice considerations

- Need for flexible scheduling to allow for both group classes and one-on-one case management
- Participants would benefit from being segregated from other inmates.
- Coordination with mental health and substance abuse assessment
- Coordination with the Court System to identify participants pre-sentencing
- Consideration of reduced sentencing for commitment to program
- Internet access, with the inclusion of a firewall
- Consideration should be given to dedicated funding for the program.

Year one pilot budget scenarios

	Scenario One	Scenario Two	Scenario Three
Assumptions	One case manager, to serve 100 inmates (25 in 3 month period); supervised by Detention Center education coordinator	Two case managers, to serve 200 inmates (50 in 3 month period); supervised by Detention Center education coordinator	Two case managers and reentry coordinator to serve 240 inmates (60 in 3 month period)
Personnel	\$ 52,400.00	\$ 104,800.00	\$ 163,750.00
			\$ -
Participant training	\$ 37,460.00	\$ 63,420.00	\$ 83,804.00
Vocational and educational classes			
Staff costs	\$ 7,028.00	\$ 12,806.00	\$ 17,144.00
Training, travel, supplies			
Start-up infrastructure	\$ 10,800.00	\$ 12,500.00	\$ 14,200.00
Computers, firewall, other tech			
Total	\$ 107,688.00	\$ 193,526.00	\$ 278,898.00
Leverage - Capital Area WDB	\$ 65,390.00	\$ 105,890.00	\$ 122,390.00
Reentry job developer (two-year funding availability)			
Paid work experience, supportive services			
Total with leverage	\$ 173,078.00	\$ 299,416.00	\$ 401,288.00

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