

NORTH CAROLINA DEPARTMENT OF CORRECTION WORKFORCE DEVELOPMENT ACTIVITIES

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NORTH CAROLINA DEPARTMENT OF CORRECTION

- Charged with the supervision and rehabilitation of convicted adult offenders
- Goals
 - Provide an appropriate level of supervision to ensure public safety
 - Put inmates to work
 - Give offenders the tools they need to become productive, law-abiding citizens
- More than 18,000 employees across the state

DIVISION OF PRISONS (DOP)

- FY 2002-2003 Authorized Budget \$906,148,525
- Responsible for incarcerating more than 33,500 inmates in 73 prisons facilities
- Provide housing, food, medical services, and rehabilitative programs
- Coordinates a wide range of inmate work, educational, and rehabilitative programs
- Inmates are required to either work full time or to be assigned to a full time program unless pose a security risk, have health problems, or are in the admissions process

DOP WORK ASSIGNMENTS

- Inmates assigned variety of jobs
- Inmates paid an incentive wage set by statute for the majority of jobs, ranges from \$.40 to \$1.00 per day depending on the work assignment
- 69% of inmates work inside prison facilities
- Primary assignment is Unit Services, janitorial and general maintenance duties
- Second most frequent work assignment is in the kitchens of all prison facilities preparing and serving food to other inmates
- Also involved in grounds keeping, light construction, repair, and maintenance projects at prisons including roofing, plumbing, wiring, and other unit improvements
- Selected inmates in the Inmate Construction Program work on new prison construction projects, managed by the Department's Central Engineering Section
- Employs approximately 200 inmates chosen based on pre-existing skills in the construction industry, 50% of the inmates participate in a trades apprenticeship program that offers certification from the N. C. Department of Labor

- Recently constructed \$21 million addition to Warren Correctional Institution
- Wages range from \$1-\$3 per day, depending on experience and skills
- Several Specialized work crews in prisons across the state
- 6 inmates out of Harnett Correctional Institution fabricate and install metal security bars in prisons
- 50 inmates employed in Manpower Services to install and move furnishings in schools and state agencies
- 60 inmates work in maintenance crews under the supervision of DOP regional maintenance staff
- 30 inmates from Western Youth Institution prevent and put out fires in the Department of Environmental and Natural Resources' Bridge Program
- Minimum and medium custody inmates work in squads on the state's roads, patching potholes, clearing right-of-way and picking up litter, medium custody inmates work under the supervision of armed correctional officers, minimum custody inmates work under the direction of Department of Transportation employees, wage for working on the road squads is \$.70 per day.
- Community Work Program uses minimum custody inmates for work projects in state and local governmental agencies, crews of ten inmates and one correctional officer perform short-term, labor-intensive projects such as hurricane cleanup, litter cleanup, painting schools, washing school buses, and cleaning buildings and grounds. Inmates assisted in building over 30 houses for Hurricane Floyd victims
- Work Release inmates worthy of limited release from minimum custody, allowed to leave the prison unit for jobs, are near their release date and work for businesses in the community, receive prevailing market wages from their employers but pay a room-and-board fee to the prison unit
 - FY 02-03, work release inmates paid the department over \$4.1 million in per diem, almost \$900,000 for transportation and job-related expenses and almost \$4 million in courts costs, fines, fees, child support, spousal support and other family expenses

DOP WORK ASSIGNMENTS FY 2002-2003

In-Prison	Average Assigned
Unit Services	4,590
Food Services	2,944
Construction Enterprises	1,905
Prison Maintenance	1,386
Construction	184
Other	1,051
Outside Prison	Average Assigned
Road Squads	2,175
Community Work Crews	1,176
State and Local Govt.	714
Work Release	1,143
Total	17,268

DOP PROGRAM ASSIGNMENTS

- Inmates participate in programs based on interests, abilities, needs and whether the time remaining on their sentence allows completion of the program

Academic Programs

- Inmates under 18 years of age, with no high school diploma required to pursue the General Education Development (GED) certificate of equivalency, Division of Prisons' teachers in facilities for youth males and females prepare them to pass the GED test series
- Local community college staff provide range of academic programs in prison, primarily adult basic education
- 90% of prison facilities offer academic programs for inmates with an average monthly enrollment of 8,200
- CY 2002, more than 1,273 inmates passed the GED test and nearly 5,591 earned college certificates, diplomas or degrees
- Associate degree programs offered by community colleges and bachelor degree programs offered at two prison sites through Shaw University & University of North Carolina at Chapel Hill

Vocational Programs

- Local community colleges provide variety of vocational programs including computer literacy, food service training, electrical engineering technology, brick masonry, air conditioning, heating and refrigeration, and job readiness,

Life Skills Programs

- Life skills programs include Character Education, Human Resource Development (HRD), and Cognitive Behavioral Interventions, programs are lead by prison or community college staff

**DOP PROGRAM ASSIGNMENTS
AVERAGE DAILY ENROLLMENT
FY 2002-2003**

	Full Time	Part Time
Academic Education	1,941	1,384
Vocational Education	1,915	413
Life Skills Programs	151	3,381

CORRECTION ENTERPRISES DIVISION

- Administers industries on prison sites, dual mission of providing quality products and services to tax-supported entities and providing inmates rehabilitative opportunities through meaningful work experiences
- Self-sustaining organization, totally supported through the sale of goods and services it produces
- Wages for all Correction Enterprises inmates, as well as inmates assigned to other jobs throughout the department, are paid from Enterprises' funds, wage up to \$3 per day based on skills
- Inmates employed at plants making stainless steel institutional kitchen items, duplicating and printing documents, manufacturing apparel, producing car license tags, street signs and highway signs, making eyeglasses, operating laundries, manufacturing furniture, producing paint and janitorial products, and farming and food processing
- 24 inmates at the North Carolina Correctional Institution for Women serve as telephone hotline for the Division of Travel and Tourism in the Department of Commerce
- 50 inmates work in Manpower Services, moving and installing furnishings in schools and state agencies.
- During FY 2002-2003, on average, 1,095 inmates were assigned to Correction Enterprises jobs daily
- FY 2002-2003, sold \$69.4million in goods and services, paid \$2.1 million in incentive wages for inmates, \$5 million to the State's General Fund

- Prison Industries Enhancement (PIE) program, overseen by the federal Bureau of Justice Assistance Allows private industry to operate a business within a prison, pay inmate employees prevailing wage for the area of operation, cannot displace any current employees, and agrees to cover inmate workers with workman's compensation insurance and the employer's portion of social security, Inmate agrees to mandatory deductions from their wages
- PIE Partner at Mountain View, CWI, Inc., employs average of 91 inmates in the manufacture of pantyhose
- Pamlico Correctional Institution, PIE Partner Bob Barker Company, Inc. employs average of 35 inmates in the manufacture of inmate uniforms for jails and private prisons

**DIVISION OF COMMUNITY CORRECTIONS (FY 2002-2003
AUTHORIZED BUDGET \$126, 004,488)**

- Division of Community Corrections (DCC) supervises 118,000 offenders in the community (probationers, parolees or post-release offenders)
- Majority of these offenders required to work as a condition of probation, and many take community college courses
- DCC officers across the state refer offenders to JobLink career centers and local Employment Security Commission (ESC) offices to gain employment counseling, job referral, and placement services.
- Division administers the Criminal Justice Partnership (CJP) Act state grant program to counties for sentenced offenders (e.g. day reporting centers, resource centers, and substance abuse treatment services), programs coordinate local educational and employment services for offenders and network with local community college, ESC, and JobLink staff.

TRANSITION/REENTRY SERVICES

- Secretary Beck committed to creating a systemic approach to offender transition within the department and with other department partners including e Department of Commerce (Commission on Workforce Development and the Division of Employment and Training), Employment Security Commission, Department of Labor, Department of Transportation (the Division of Motor Vehicles), the Department of Health and Human Services (Division of Mental Health, Developmental Disabilities, Substance Abuse Services, Division of Vocational Rehabilitation Services and the Division of Social Services), and Community College system.
- Division of Prisons transition services policy prepares inmates for successful release to the community, array of programs, services and activities to aid inmates pending release to prepare for independent living, to obtain and maintain employment, to secure and maintain a stable residence, to assume family responsibilities, to participate in community-based spiritual activities, and to be a law-abiding citizen

- Case managers in prisons responsible for identifying, planning, delivering, referring, and monitoring transition services for inmates
- Inmate leaves prison with a transition envelope that includes a Social Security card, NC Driver's License, birth certificate, educational certificates, vocational certificates, school transcript, and referrals to community resources.

JobStart

- Job Start is prison-to-work transition training program with goal of preparing inmates for success on the job and in the community
- Program offered at four male youth institutions and one adult female institution, teaches core competencies through instructional counseling, case management organizes the inmate's transition portfolio, identifies community referral resources, and matches inmates to faith-based ministry volunteers.

Transition Aftercare Network (TAN)

- TAN created by Chaplaincy Services in the Division of Prisons, statewide network of volunteers, churches, and faith-based ministries who assist ex-offenders in reintegration back into their families, communities, and the workforce
- Division of Prisons provide training on how to work with inmates and identify inmates who have completed pre-release programs
- TAN representatives screen and match inmates to community volunteers who provide mentoring and support.

Transition Training for Youth Offenders

- \$1.7 million grant by the U. S. Department of Education in 1998 to Educational Services in the Division of Prisons to provide post-secondary education, employment counseling and other related services to inmates who are 25 years of age or younger and eligible for release or parole within five years
- Program, operates at six youth prisons and two adult prisons to deliver educational services to incarcerated youth including a university-level course of study, CBI Training, and Employability Skills Training
- Between 1998 and 2001, 89 university-level courses taught with 953 youth offenders enrolled, 339 youth participated in CBI Training, and 436 students in the Employability Skills Training

Job Preparation for Offenders Grant

- Two-year \$500,000 grant funded by the N. C. Governor's Crime Commission, involves all operational divisions in Department of Correction and numerous state agency partners including Department of Commerce, Department of Labor, the Department of Health and Human Services, Employment Security Commission, and Department of Transportation
- Goal of the project to establish a comprehensive job-readiness planning and preparation process that results in work-qualified offenders securing suitable jobs in the community and retaining employment
- Targets inmates 6-12 months prior to release from prison that agree to

participate in a series of program offerings, link to employers prior to release from prison through job fairs at prisons, ESC job bank workstations at prisons, an electronic bulletin board of potential employees for prospective employers, and job development in communities

- Selected 10 prisons as sites during the life of the grant and several hundred inmates will be enrolled in the project

Going Home Grant

- \$1.3 million grant jointly funded by the federal Department of Justice, the Department of Labor, and the Department of Health and Human Services to create a systemic pre-release, community transition, and reentry infrastructure for offenders
- involves all operational divisions in the Department of Correction, and numerous partners including local Workforce Development Boards, JobLink Career Centers, Treatment Alternatives to Street Crime (TASC) programs, TAN and other faith-based groups, community colleges, and private non-profit community organizations
- Begin while offenders still in prison, continue through offenders' transition back into the community, and help sustain ex-offenders through services such as housing stability, employment training and substance abuse and mental health treatment
- Target population includes serious, violent, and chronic offenders, aged 18-35, who are on supervised release from prison
- 13 counties formed local partnerships to create Reentry teams who will manage several hundred offenders over the life of the project