



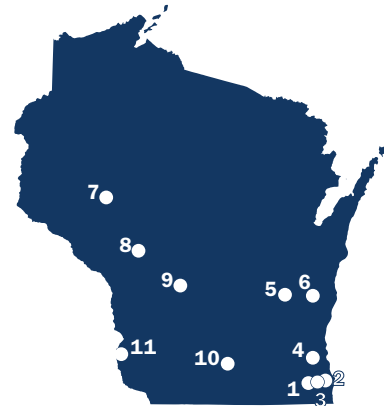
SERVICES FOR JUSTICE INVOLVED WORKERS AND PROSPECTIVE EMPLOYERS

Correctional Job Labs

In 2017, DWD Division of Employment and Training leadership identified strategies to prepare justice involved individuals for employment after release. A year later, in 2018, the first correctional job lab opened at Oakhill Correctional Institution in Oregon, WI.

Since 2018, 11 correctional job labs have opened, including one mobile job lab and 10 classrooms inside correctional facilities. In 2023, the Wisconsin Department of Workforce Development (DWD) and the Wisconsin Department of Corrections (DOC) assisted nearly 8,729 persons in DOC care through the correctional job labs.

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)



Through the job labs, DWD and DOC:

- Provide on-site staffing from local Job Service offices.
- Collaborate with external partners, for example, the local Workforce Development Boards.
- Deliver job readiness workshops on-site in the Job Labs.
- Ensure alignment with DOC's Windows to Work programming.
- Connect veterans to DWD's veterans services.
- Connect disabled individuals with counselors from DWD's Division of Vocational Rehabilitation.
- Share Fidelity Bonding and Work Opportunity Tax Credit Program information.



▲ Correctional lab at the Chippewa Valley Correctional Treatment Facility.

Programs provided to those in DOC care through the job labs include:

- DOC Division of Adult Institutions Primary Programs.
- Cognitive based interventions for employment.
- Second Chance Pell Programs.
- Career technical education programs.
- Entrepreneur in Training Program.
- Mobile training labs.
- Apprenticeship opportunities.



▲ Correctional lab at Oakhill Correctional Institution.

Mobile Training Labs



- RCI: **CNC Mobile Lab** (Gateway Technical College)
- JCI: **CNC Mobile Lab** (Western Technical College)
- TCI: **Welding Mobile Lab** (Moraine Park Technical College)
- NLCI: **Electrical Mechanical Mobile Lab** (Western Technical College)
- RYOCF: **Mechatronics** (Gateway Technical College)

◀ One of two Computer Numerical Control (CNC) Mobile Training Labs.

Certified Pre-Apprenticeship Programming

- RCI: **CNC** (Gateway Technical College)
- WCI: **Building Maintenance & Construction** (Moraine Park Technical College)
- OSCI: **Building Maintenance & Construction** (Moraine Park Technical College)
- TCI: **Building Maintenance & Construction** (Moraine Park Technical College)
- TCI: **Welding** (Moraine Park Technical College)
- OCI: **Building Maintenance & Construction** (Madison College)
- RYOCF: **Mechatronics** (Gateway Technical College)
- NLCI: **Electro-Mechanical** (Western Technical College)
- OCC: **Construction Techniques** (Madison College)
- TCC: **Construction Techniques** (Madison College)

Hiring Incentives Available to Employers

Fidelity Bonding:

Federal fidelity bonding is a business insurance policy that protects the employer in case of any loss of money or property due to employee dishonesty. Bond coverage is provided for a number of groups including individuals with record of arrest or imprisonment and people who have suffered from addiction and have been rehabilitated through treatment for substance abuse.

Visit dwd.wisconsin.gov/bonding to learn more.

Work Opportunity Tax Credit:

The Work Opportunity Tax Credit Program is a federal income tax credit helps people gain on-the-job experience and achieve better employment outcomes. The federal tax credit for employers serves as an incentive to hire people in several specific target groups, including justice-involved individuals.

Visit dwd.wisconsin.gov/jobservice/taxcredit to learn more.



**WORK
OPPORTUNITY
TAX
CREDIT**

WORKFORCE SOLUTIONS INITIATIVE

In July 2021, Gov. Tony Evers announced the historic **Workforce Solutions Initiative**¹, which now reflects an unprecedented investment of more than \$158 million in solutions to help address Wisconsin's post-pandemic workforce needs. The initiative is funded with federal American Rescue Plan Act dollars.

Funds were invested into Wisconsin's workforce across multiple programs, including the \$10 million Worker Connection program, the \$20 million Worker Advancement Initiative, and the \$128 million Workforce Innovation Grant program.

Worker Connection

The Worker Connection Program provides free career navigation services aimed at expanding career opportunities to job seekers in greater Milwaukee and the area in and surrounding Green Bay. The program targets organizations that work with justice involved individuals including adult probation and parole, jails and other correctional facilities, and certain community-based organizations. Since enrollment began in March 2022, the program has enrolled 552 justice involved people.

Through the program, career navigators offer coaching that meets clients where they're at and quickly connects them with career, training, and supportive services. Navigators use motivational interviewing with a trauma-informed lens to guide job seekers through a process to identify strengths and conditions of work that match with job opportunities.

Worker Advancement Initiative

The Worker Advancement Initiative offers subsidized employment and skills training opportunities with local employers to those whose previous employment has not come back post-pandemic, as well as those who were not attached to or were not successful in the labor market prior to the pandemic. The program builds on the success of existing transitional jobs programs in the state by launching a new, statewide effort to provide subsidized work opportunities to around 2,000 individuals. DWD administers the program through local workforce development boards (WDB) in partnership with community-based organizations.

- **Southeastern Wisconsin WDB – \$547,464.** The Southeastern Wisconsin WDB provided Computer Numeric Controlled (CNC) machinist training. Two cohorts of training were justice involved women from the Robert E. Ellsworth Correctional Center (REECC). Multiple employers were involved with the training cohorts and extended offers of employment to program graduates.
- **Employ Milwaukee – \$5,255,005.** Employ Milwaukee used the funds to launch the Skillful Transitions Program, which provides individualized assessment of skills, experience, and job readiness to job seekers. The Skillful Transitions Program conducts targeted, specialized outreach to a number of groups, including justice-involved individuals.
- **Fox Valley WDB – \$1,085,001.** The Fox Valley WDB partnered with Forward Service Corporation to provide training and supportive services to participants. Fox Valley WDB is increasing diversity in their services by focusing on underserved groups, including justice-involved individuals.
- **Bay Area WDB – \$1,613,436.** The Bay Area WDB is using the funding to connect job seekers with employment opportunities in identified local driver industries. Targeted participants include justice-involved individuals.
- **North Central Wisconsin WDB – \$999,900.** The North Central Wisconsin WDB collaborated with Nicolet Technical College and the Department of Corrections-McNaughton Facility to enroll 10 justice-involved individuals into a Forestry- Heavy Equipment Operator (HEO) training. The Forestry HEO short-term training course ran from September – October 2023.
- **Northwest Wisconsin Workforce Investment Board – \$2,260,437.** The Northwest Wisconsin Workforce Investment Board is using the funds to target several groups, including justice-involved individuals. Participants will receive the 28-hour Move to Manufacturing curriculum, as well as wraparound services provided through a local staffing agency.
- **Western Wisconsin WDB – \$1,500,000.** The Western Wisconsin WDB is using the funds to provide paid work experience opportunities, hard and soft skills training for in-demand jobs, on-the-job training opportunities, and enhanced supportive services, including child care, housing, transportation, and worker stipends. Targeted populations include justice-involved individuals.
- **WDB of South-Central Wisconsin – \$2,000,000.** The WDB of South-Central Wisconsin is using grant funds to support justice-involved individuals with training offerings centering on multiple driver industries: Manufacturing, Construction Trades, and Industrial Maintenance. Programs of focus include Industrial Maintenance, Carpentry and/or Welding with DOC and technical college partners Madison College and Moraine Park Technical College.

¹ This project is being supported, in whole in or in part, by federal award number SLFRP0135 awarded to the Department of Workforce Development via the Wisconsin Department of Administration by the U.S. Department of Treasury.

Workforce Innovation Grants

The Workforce Innovation Grant program offered up to \$10 million in grants to local and regional collaborations with proposals that represented innovative thinking, data-driven planning, and leveraged existing infrastructures to connect the dots for post-pandemic workforce solutions. The program funded initiatives to help businesses find workers and to help workers connect to better, higher quality, and more family-sustaining jobs.

Grant funds could be used to meet local workforce needs resulting from or exacerbated by the pandemic, or could be used to support initiatives like training, planning, marketing, or developing pilot programs that can be applied in other communities.

- **Universities of Wisconsin – \$5.7 Million.** The Universities of Wisconsin will use its \$5.7 million Workforce Innovation Grant for the University of Wisconsin Prison Education Initiative (PEI). Serving counties across the state through the Wisconsin Department of Corrections, PEI delivers workforce-ready curriculum to teach employable skills to students while incarcerated and continues supporting them post-release through program completion and career placement. The program engages six regions of the state with programs through UW-Oshkosh, UW-Milwaukee, UW-Parkside, UW-Green Bay, and UW-Madison.

