



SWDB BOARD NOTES

Date: 8/24/22

Location: ZOOM

Minutes

Iowa Workforce Development Board Meeting

Returning Citizens Committee

October 26, 2022

2:00 pm – 3:00 pm

ZOOM

Agenda item 1. Call to Order

Chair Daniel Tallon called to order the meeting of the Returning Citizens Committee on October 26, 2022, at approximately 2:00 pm via ZOOM.

Agenda item 2. Roll Call

Members in Attendance

1. Daniel Tallon, Chair
2. Beth Skinner
3. Sally Kreamer
4. Katrina Carter
5. Caprice Jones
6. Jim Kertsen
7. Rob Denson
8. Dane Sulentic
9. Erica Hopper for Kingsley Botchway, II
10. Rachel Cecil
11. Richelle Seitz

Members Absent:

1. Courtney Arringdale
2. Julie Johnson
3. Dennis Henderson
4. Barb Grant
5. Wayne Ford
6. Rita Grimm
7. Beth Townsend

Other Attendees:

1. Michelle McNertney
2. Shelly Evans

Shelly Evans called roll and advised Chair Tallon that quorum was established. Chair Tallon introduced the new attendees: Rachel Cecil, Ryan Murphy, and Erica Hopper.

Agenda item 3. Approval of Agenda

Chair Tallon called the next order of business which was the approval of the meeting Agenda for August 24, 2022. The agenda was emailed to the Members of the Committee.

- ACTION ITEM: Motion to Approve the Agenda for 10/26/22.

Rob Denson motioned to approve the agenda and Beth Skinner seconded the motion. Members of the Committee in attendance voted on the motions by voice vote, which carried unanimously.

Agenda item 4. Approval of 8/24/22 Minutes

Chair Tallon called the next order of business which was the approval of the minutes for August 24, 2022. The minutes were emailed to the Members of the Committee.

- ACTION ITEM: Motion to Approve the Minutes for 08/24/22.

Sally Kreamer motioned to approve the Minutes and Beth Skinner seconded the motion. Members of the Board in attendance voted on the motions by voice vote, which carried unanimously.

Agenda item 5. Discussion and review of data.

Chair Tallon opened for discussion on what data should we request:

- Basic demographic data
- Employment data (how long staying employed, etc.)
- Data related to youth (Department of Human Rights)

DOC data is quite robust. Education information in database. Data points that are tracked:

- Risk level
- Race
- Sex
- Charge type
- How many released/enter
- Received programming in institution
- Education information
- If violate condition of supervision
- Collect everything related to all contact we have with them

Does IWD have an interface?

IWD LMI team meets with DOC on multiple projects:

- Programs they have received, specifically RA, employment info.
- Are they employed?

- What earning?
- What industry/occupation employed in.

IWD data is about 95% of all employers in the state (don't know self-employment info, etc.) Also have unemployment data and have looked at workforce programming data at IWD but was a very small piece.

Include VR on data. VR has data on self-reported disabilities.

IWD/DOC don't run any reoccurring reports for dashboards, etc. Most recent report was pre-pandemic. Funding may be a barrier to do the work.

- What is the cost of the work? On IWD side could be \$25K depending on the scope.

State of IL has a re-employment dashboard, Iowa cannot share data across state lines which is a limitation of the data.

When someone is released and on supervision then DOC is aware of where they live, even if it is out of state. On the DOC side, many of the workforce related fields are not required and only for "level 3" and above, low risk clients are not required to report at all, which is about 50% of the population. Is it cheaper to survey people? Don't know the population size and if they would be willing to fill out the survey?

Probably cannot use the SSN after they separate.

Anything DOC does with these individuals is recorded. When they are seen, programming, interventions, release, seen in community, if violating conditions of release, grievances, housing information. Collect almost everything related to any contact and information with returning citizens.

- What is the goal or mission of this group? Ensure we are doing what we can from multi-organizational approach to ensure employability and success long-term. Recommend if we can use UI data, we do that. Surveying is more expensive.

Trying to learn who is employed, where employed, what industries, livable wages, do jobs reduce rate to recidivate or reduce risk to make mistake on supervision.

We need to explore that further once they are off supervision.

- Director Skinner will talk to legal counsel about that to find out what we really can/can't do.
- How do we track prisoners who have employment on release. The release plan has a box to check if they have a job prior to release.
- Bring that back next time to discuss what it looks like.
- What is the percentage that have a job on release? We don't have a baseline right now, DOC will see how they can gather that info.

Iowa Voc Rehab to become more involved. Voc Rehab would have self-reported data.

Can cross match individuals. Juvenile data, mostly residential, in custody. Not sure if this data can be cross matched. Juvenile data is not housed in DHS. Missing piece or potential gap.

IWD/DOC current data sharing agreement. Not recurring. Many discussions about recurring report or dashboard related to employment after release. Has not happened yet. Could be funding, staff resources, etc. Close to 6 to 8 specific studies/reports over the last 10 years. Most recent pre-pandemic and probably shouldn't use.

Funding is barrier.

- What would cost to replicate most recent reports?

From IWD, depending on scope, could be \$25K, something like that. Set aside report, continued reporting, what is the output – dashboard, standalone or report and how in depth?

State of Illinois has reemployment dashboard. Publicly available. Can track down and share. They do share data across state lines. That is one limitation that we would have. Currently no ability to do that. If incarcerated in Iowa and move to Missouri, that employment is not visible to us.

If someone is discharged and move out of state we would lose track of them. Once they are on supervision they can track. Collecting self-reported employment data for those under supervision gets dicey. Don't always say who their employer is if they are hired. Some fields are not required. Must say if part-time or full-time.

Other issue if only level 3 and above. Not required for those below and that's ½ of the population.

Chair Tallon – only way to get data on that lower ½, a study as opposed to absolute data.

Director Skinner – have to survey.

Chair Tallon – survey cost benefit to that and understanding percentages instead of being absolute?

Ryan Murphy – hard to say. Not sure what size of population is or likeness to complete survey.

Director Skinner – thousands of people. On check ins, is there a line for employment. Is that optional or included? If DOC has to gather, is employment?

Sally Kremer – every intake it is there. Parole or pre-trial. May never get updated again. Condition is to get a job.

Chair Tallon – anyone we would have that data available with UI data. If not under supervision can you still use that SS 3 for future wage information?

Director Skinner – cannot if they are separated.

Chair Tallon – barrier of not being able to use their SS #.

Ryan Murphy – step back. What is goal or overall mission of this group? Gain employment, recidivism?

Chair Tallon – doing everything we can from multi organizational approach to ensure employment outcomes. Data more about understanding the jumping off point.

Ryan Murphy – that helps. What would be helpful for this group. Data points we want to capture. Survey is more expensive than using administrative data. Always bias. Use UI data that is preferred.

Chair Tallon – surveying would not solve gap. We lose access.

Director Skinner – ultimately trying to learn who is employed, where, construction, food services, etc. Wages. Explore further about following them once off supervision. Goal is for them to have a sustainable job and wages post supervision. Talk to legal counsel and circle back and find out what we can and cannot do. Important piece of information of post-supervision and success. Public safety. Risk to recidivism. Violate terms of condition. Mitigating risk. From correctional standpoint, measure success.

Katrina Carter – once successful completion, they don't want to talk to DOC anymore.

Chair Tallon – other organizations that continue to connect?

Katrina Carter – no.

Chair Tallon – data if convicted?

Sally Kreamer – if on pretrial or parole, would have data. Most probationers have suspended sentence and we have that data.

Director Townsend – main metric – important, job on release. Is that self-reported?

Director Skinner – good question on how it is tracked.

Katrina Carter – upon release, they check box if they have employment.

Director Townsend – this is valuable data and not a gap of services. Can we bring this back next time and discuss?

Director Skinner – Do not have percentage of job on release. See how that information can be gathered.

Director Townsend – any other data that would be useful?

Richelle Seitz – in house tracking sheet and make notes. Make sure we get that information in place.

Rob Denson – ability to do Pell in prisons. We need to track certificates or skill certifications that individuals released with. Also find those coming out with skills may be more likely to be reincarcerated But will have jobs when they come out with skills. Can be placed after they complete their skills.

Director Townsend – what would it take to track Pell grants or gain employment?

Rob Denson – need to track how many on those inside are involved in skill building. Great opportunity to change their lives and it won't happen on the outside. Look at others to benefit. If someone completes skills and job waiting, possibility they can be moved out on a quicker basis. Companies don't wait a long time either.

Ryan Murphy – DOE is working with researchers at Grinnell College. A piece does include employment and some programming of individuals in facilities. I will get more information.

Katrina Carter – if person has job to get out sooner. Also consider lack of housing.

Chair Tallon – is housing tracked?

Director Skinner – reentry dashboard that tracks how many times they move within 6 months, 1 year. Track those with unstable housing. Hard to sustain a job if they have housing issues. Really want to shore up resources around housing.

Chair Tallon – can we learn about the number of those with housing issues? Halfway houses and rent needs. Influences and trying to satisfy with DOC.

Sally Kreamer – required to pay rent. Rent they pay, people don't want to leave because they can't find housing cheaper than what they are paying. Have to also collect garnishment. Hard to safe up rent x 2 and deposit.

Chair Tallon – any other data?

Sally Kreamer – housing, good employment and job skills are important stability pieces to make it through first 6 months.

Chair Tallon – hard to align everything at the same time along with release. Violation in first 6 months makes early release more important. Paid work or other participation?

Director Skinner – IPI, apprenticeship programs – we have all that information?

Chair Tallon – work assignments.

Director Skinner – lots of jobs in prison, laundry, maintenance, food service. \$18 per hour. Homes for Iowa current project. HVAC, carpentry – lots of opportunities for hard and soft skills.

Chair Tallon – paid employment or working in higher paid positions and what impact that has on job on release or employment in general?

Director Skinner – are you asking what they do in prison with similar jobs when getting out?

Chair Tallon – indicator of job stability or the same field?

Katrina – what is available in the institutions and limited to what is available on the streets.

Jim Kertsen – great relationship with IW@D and Rockwell City and local parole board with local employers. Paying first/last month rent and deposit.

Chair Tallon – if employers – summarize or send out examples of those employers?

Jim Kertsen – will send out.

Chair Tallon – large employers?

Jim Kertsen - Small town manufacturers. LeMars, Iowa, is a big one and offering housing assistance. Parole officers at IWD are helpful in placing them.

Director Skinner – prior to pandemic, Governor Reynolds, Director Townsend, Ryan West, and Director Skinner, did visits and panel presentations with employers. Had incarcerated individuals present as well. Side note, great feedback. Add onto education of getting employers engaged. Start those back up again and is there benefit?

Jim Kertsen – very supportive of that.

Dane Sulentic – 100%.

Chair Tallon – any other data thoughts?

Caprice Jones – working inside prisons modeled with after prisons. He encountered upon his release, no job experience other than jobs in prison. Prestart to put down the prison. Point of reference of work experience. Supervisor in prison would become a reference.

Katrina Carter – we do that. Work with people when leaving Iowa DOC. Life skills class. 4, almost 6 IWD workforce advisors. Reentry is being set up before they leave. Caprice is correct to list skills learned while incarcerated. Can do references.

Chair Tallon – is it known that person giving reference is from DOC?

Katrina Carter – it should be.

Chair Tallon – employment verification process – is the wage verified

Katrina Carter – H&H Trailers. Put their phone #. H&H is community employer but within the

fences of Clarinda. Up to individual if they want to state they were incarcerated while working for H&H.

Chair Tallon – verify employment without someone knowing they were incarcerated.

Katrina Carter – yes.

Chair Tallon –

Jim Kertsen – Rockwell City was well received.

Director Skinner – really good and brief presentations. Justice center would come in and give statistics. Dane apprenticeship programs. Testimonials. Governor said words of support. Almost every single one, every room was filled. Only barrier is schedules. Election around the corner and the Governor's availability to make this work.

Chair Tallon – January the earliest?

Director Skinner – start of session. Start conversation with Director Townsend. See what Governor has available.

Chair Tallon – does it have to be that high level? Smaller employers.

Katrina Carter – job fairs throughout the year. Employers are aware they can interview before they are released from prison. Peaks interest. Shows employers and citizens that Iowa is hiring those with records. Higher level is a good practice. Daily, weekly, monthly things happen with employers and the prison.

Chair Tallon – high level start. Identify time to get high level there.

Katrina Carter – IWD did a great job with a lot of resources and printed books were good. Involved employers were part of the panel and shared best practices. Perked ears of other employers in the audience. Not such a hard task. Instead of saying why they left room saying why not. IWD shared about tax credits, insurance, etc. High level and having employers on the panel really helped to keep it moving.

Chair Tallon – great opportunities. Get others involved outside of IWD and DOC, state employment.

Katrina Carter – focus on secondary and post-secondary and include education and registered apprenticeship programs for sure.

Chair Tallon – any other ideas, Director Skinner to start conversations and share out agenda. Identify who lived experience done through DOC?
Worth sharing

[Agenda item 6. Discussion on business roundtables / visits within the prison setting.](#)

Chair Tallon opened for discussion on business roundtables / visits within the prison setting. Director Townsend shared information on previous roundtables held at the facilities. Further discussions on setting these for early fall 2023.

Agenda Item 7. Adjournment

Motion to adjourn – Jim Kertsen.

Chair Tallon adjourned the meeting of the Committee at approximately 1:58 pm.