
RESPONSES TO MEETING 2 QUESTIONS

1. What are Wisconsin's current public and private investments in technical colleges and in job training, inside and outside prison? Are these programs effective? What examples of effective practices exist in other states?

a) Wisconsin's public investments in technical colleges

Wisconsin Technical College System (WTCS)

Sixteen colleges and 50 campuses deliver career and technical education. In 2013-14, WTCS had 71,643 full-time equivalent students: 89% in a postsecondary program, 7% in basic education, and 4% in continuing education.

- Of the 2014 graduates surveyed in 2015, 92% were employed, and 84% were employed in Wisconsin
- Public investment in WTCS (2013-15): State \$112 million; federal \$48 million, local \$614 million
- For additional information on WTCS, see [WTCS Board 2013-15 Biennial Report](#)

b) Wisconsin's public investments in job training

Department of Workforce Development (DWD)

DWD has primary responsibility for the state's employment and training services, and offers a broad spectrum of employment programs and services, which are supported through multiple funding streams (federal, state and/or local match funds). Its overall investment in job and employment training for 2013-2015 was approximately \$100 million. Major DWD employment and training programs include:

- *Apprenticeships** — hosted 7,755 apprentices in SFY 2015
- *Dislocated Worker Services (DWS)*—served 1,869 individuals in SFY 2015
- *Job Service Programs (JSPs)* — in 2013-2015, there were 592,199 job seeker registrations; 2,800 new employer registrations; and 600,000 job openings posted via the Job Centers
- *Career Pathways* (a.k.a. Regional Industry Skills Education or RISE)*—Career Pathway programs are present in the 16 technical college districts in Wisconsin. In 2013-15, there were 1,370 RISE participants.
- *Veterans Employment Programs (VEPs)*—the program served 3,142 veterans in SFY 2014
- *Wisconsin Fast Forward* (WFF)* —in 2013-2015, WFF supported 145 grant projects that involved 13,800 trainees and 300 businesses

*also serves high school age youth

For more information: https://dwd.wisconsin.gov/dwd/Biennial/2013-2015_biennial_report.pdf

Department of Children and Families (DCF)

DCF provides job training and employment services targeted to low-income parents with minor children, and to youth aging out of foster care. Total annual investment in job and employment training for 2013-2015, including federal and state resources, was approximately \$59.1 million. Major DCF job training and employment programs include:

- *Wisconsin Works (W-2) Program*— available to parents of minor children whose family income is below 115% of the Federal Poverty Level (FPL). Each W-2 eligible participant meets with a Financial and Employment Planner (FEP), who helps the individual develop an employability plan. In 2015, there were 29,000 total participants; of these, 11,000 (38%) obtained employment. Total cost in 2015 was \$44 million. For more information, see <http://dcf.wi.gov/w2/parents/w2>
- *Transform Milwaukee Jobs (TMJ)* — A transitional jobs program in Milwaukee County that assists low-income adults and youth ageing out of foster care transition into stable unsubsidized employment. Also provides businesses with subsidized workers to better position themselves to expand and hire unsubsidized workers. Services are delivered by UMOS and the Milwaukee Area Workforce Development Board. In 2015,

RESPONSES TO MEETING 2 QUESTIONS

over 1,100 individuals were served; of these, 346 obtained employment. Total cost was \$4.8 million. For more information, see http://www.umos.org/workforce/transform_milwaukee.html or <http://milwaukee.wib.org/job-seekers/youth/#transform>

c) Wisconsin's private investments in job training

Wisconsin does not track private investments in job training. The University of Wisconsin, WTCS and state agencies have a long history of investments in business-led, public-private partnerships. Examples of major private-public partnerships include:

- *Wisconsin Industry Partnership* (2008-2012), <http://www.cows.org/data/documents/1489.pdf>.
- *Community Action Agencies (CAAs)* <http://wiscap.org/programs-services/programs/job-business-development/> and <http://wiscap.org/programs-services/programs/skills-enhancement/>

d) Wisconsin's investment in education and job training for incarcerated individuals

The **Wisconsin Department of Corrections (DOC)** is the state agency responsible for providing education and job training programs to incarcerated individuals to assist with re-entry. These programs help prisoners obtain a high school or general education degree, and deliver technical training via partnerships with the WTCS and DWD. In 2015, approximately \$21 million was expended in support of employment and training re-entry services, which served approximately 25% of Wisconsin inmates (5,500 of 22,000).

Other major DOC employment and training programs include:

- *Windows to Work (W2W)*--In 2015, W2W served 471 incarcerated offenders.
- *Community Corrections Employment Program (CCEP)* — served 1,059 incarcerated offenders in 2015.
- *DAI (Division of Adult Institutions) Employment Specialists*—served 605 inmates in 2015.

e) How effective are Wisconsin's prison-based education and job training programs?

DOC employs logic models to identify outcomes and performance measures for funded re-entry programs. Effectiveness is measured using individual program objectives and performance targets, and/or decreases in the arrest, conviction and incarceration rates of offenders receiving services. In June of 2014, DOC released its most recent "Recidivism after Release from Prison" [report](#) shows that between 1993 and 2009 the three year recidivism rate in Wisconsin decreased by 33.6%.

f) Practices in other states

Examples of strategies used by other states to improve training and postsecondary education attainment:

- *Alabama Industrial Development Training (AIDT)* - www.aidt.edu
- *New Jersey Talent Networks* - jobs4jersey.com
- *Kansas Works Initiative* – <http://kansasworksstateboard.org>
- *Michigan Regional Skills Alliances* - MiRSA

RESPONSES TO MEETING 2 QUESTIONS

2. What is Wisconsin's current investment in vocational / technical programs? What examples are available currently?

a) Vocational and technical career education for youth

Department of Public Instruction (DPI)

The Wisconsin Department of Public Instruction (DPI) has redesigned high school curricula to integrate career-technical education pathways for students, as approximately 21% of Wisconsin's high school graduates go directly into the job market. Career and Technical Education (CTE) programs have been implemented statewide to help students develop individualized career plans (ICP) that are compatible with their abilities, aptitudes and interests. DPI collaborates with DWD and DCF to link high school students to vocational/technical programs. See <http://dpi.wi.gov/cte> or <http://dpi.wi.gov/sites/default/files/imce/cte/pdf/ctebrochure.pdf>

b) Vocational and technical training programs

These programs are designed to help individuals prepare for employment, or find better jobs, by offering basic skills and occupational training, and/or industry-recognized credentials.

- *Wisconsin Regional Training Partnership – Milwaukee (WRTP)*--WRTP provides job training in areas such as health care, construction, and manufacturing to unemployed or disadvantaged individuals in Milwaukee. <http://www.wrtp.org/bigstep/>
- *Gateway Boot Camps*--Gateway Technical College offers fast-track opportunities for skills training and certification in Computer Numeric Control (CNC) Operations and Telecom / Cabling Installer. See <https://www.gtc.edu/business-workforce-solutions/boot-camps/cnc-boot-camp> and <https://www.gtc.edu/business-workforce-solutions/boot-camps/telecom-cabling>

In addition, as noted in Question 1, DWD and DCF programs include vocational and training components.

c) Effective vocational and technical training programs

- *WRTP—Milwaukee*--WRTP is an evidence-based program that was evaluated using a randomized control trial design (the gold-star in program evaluation) in Milwaukee, Wisconsin in 2010 (N=393). See <http://evidencebasedprograms.org/wp-content/uploads/2012/12/Wisconsin-Sectoral-Training-RCT-Feb-2011.pdf>.
- *Career Pathways*--From 2012-14, there were 50 active career pathway programs in Wisconsin. These programs reached 1,370 students and accounted for approximately five percent of the state's total adult basic education population. Of these students, 74% (1,015) completed all the credits associated with their program. See http://www.cows.org/data/files/Wisconsin_Career_Pathways_v4_FINAL.pdf.
- *Wisconsin Fast Forward*--In 2015, Wisconsin Fast Forward (WFF) supported customized skills training for 14,011 workers at more than 300 Wisconsin businesses through 146 grants (3 rounds of funding) issued by the Office of Skills Development (OSD) that included nine industry-specific Grant Program Announcements (GPAs). See <http://wisconsinfastforward.com/pdf/wffAnnualReport2015.pdf>
- *Transform Milwaukee Jobs*--TMJ (which ran from 2010-2013) was evaluated in 2013 by the Economic Mobility Corp. A total of 4,076 people participated, and over half (2,050) secured unsubsidized employment. More than 800 businesses provided work for the job-seekers. Participants' average annual earnings prior to program entry was less than \$2,000. In the year after leaving the program, average annual income increased to \$5,296.

RESPONSES TO MEETING 2 QUESTIONS

d) Effective vocational and technical training programs in other states

- *WorkAdvance*: [Locations: Oklahoma, Ohio and New York]. A sector-based program for low-income adults that helps participants prepare for, enter, and succeed in quality jobs in high-demand fields by aligning training, job preparation and job placement with employer needs. Labor market sectors include information technology (IT), transportation, manufacturing, health care, and environmental remediation. See <http://www.mdrc.org/publication/workadvance/file-full>.
- *Supplemental Nutrition Assistance Program/Employment and Training Program (SNAP/E&T) Pilot Programs*: [Locations: Georgia, Illinois, Kansas, and Virginia]. SNAP E&T pilot programs help SNAP recipients obtain unsubsidized employment, increase earned income, and reduce their reliance on public assistance by gaining work-readiness training and other skills and/or employment experience. Mathematica Policy Research is in the process of completing randomized controlled trial evaluations at all four sites. See <http://www.mathematica-mpr.com/our-publications-and-findings/projects/supplemental-nutrition-assistance-program-employment-and-training-study>.
- *Sectorial Employment Programs*: [Locations: Boston, New York and Milwaukee]. Sectoral employment programs—training programs that focus on a certain industry—that have improved job outcomes for low-income adults who were struggling in the labor market. In Boston, workers were trained in medical billing and accounting; in New York, they were trained in information technology; and in Milwaukee, they were trained in manufacturing, construction, and health care. The Boston program provided longer-term job-specific occupational training, and the New York curriculum was designed with the industry A+ certification—a credential for service technicians used by many IT companies—in mind. In Milwaukee, programs were designed to fill specific immediate needs, sometimes at the direct request of employers. The programs ranged from up to eight weeks in Milwaukee to around twenty weeks in Boston. Evaluated in the Sectoral Employment Impact Study, in the year after the program, trainees in these three programs earned about \$4,000 more than nonparticipants per year—a 29 percent increase. See <http://www.aspenwsi.org/wordpress/wp-content/uploads/TuningExecSum.pdf>

RESPONSES TO MEETING 2 QUESTIONS

3. Are there existing evidence-based programs that reduce recidivism? What types of programs are more effective – those that are managed by the state or those that are faith based?

a) Evidence-based programming

Research suggests effective correctional programs must address criminogenic needs in two key domains:

(1) those that aim to reduce criminal or anti-social thinking and behavioral patterns, and (2) those that aim to help people acquire manual or cognitive skills for application in the workplace. Programs designed to focus on the educational and training needs of offenders without addressing aspects of individuals' functioning that have been linked to criminal acts are determined to be far less effective.

Correctional services have implemented a broad array of programs ranging from interventions for juveniles (e.g. *Aggression Replacement Training* or *Multi-Systemic Therapy*) to prison-based therapeutic communities and after-care programs for substance-abusing offenders (e.g. *Amity* and *Vista*). Given the scale and diversity of the correctional services and agencies in the U.S., there is no integrated national strategy for program implementation. However, social policy research organizations, such as the Manpower Demonstration Research Corporation (MDRC) have evaluated existing programs to provide guidance about how to build better programs.

For information on successful prisoner reentry programs, see: <http://www.mdrc.org/publication/successful-prisoner-reentry-program-expands/file-full>

For information on evaluation and evidence-based practices related to employment-focused programs for ex-prisoners, see: <http://www.mdrc.org/publication/employment-focused-programs-ex-prisoners/file-full>.

Examples of promising programs:

- *Re-Integration of Ex-Offenders (RExO) Program*—the RExO program is designed to serve urban centers and areas of greatest need by providing mentoring, job training, case management, education, legal aid services, and other comprehensive transitional services to assist former prisoners with successful entry into the public workforce system. It also aims to capitalize on the strengths of faith-based and community organizations (FBCOs) and their ability to serve prisoners seeking to reenter their communities following the completion of their sentences. Locations: AZ, CA, CO, CT, FL, IL, IA, LA, MD, MA, MI, MO, NJ, OH, OR, PA, TX, WA). To access the full evaluation report of RExO, please see <http://www.mdrc.org/publication/evaluation-re-integration-ex-offenders-rexo-program/file-full>
- *Cognitive Behavioral Employment for Offenders Seeking Employment (CBE-EMP)*— (CBI-EMP) is designed for criminal and juvenile offenders who have moderate to high needs in the area of employment. The curriculum integrates cognitive-behavioral interventions with more traditional employment approaches and teaches individuals how to identify and manage high-risk situations related to obtaining and maintaining employment. Heavy emphasis is placed on skill building activities to assist with cognitive, social, emotional, and coping skill development for the work environment. The curriculum is designed to allow for flexibility across various service settings and intervention lengths. (Locations: NY). For more information CBI-EMP, please visit http://www.uc.edu/corrections/services/trainings/changing_offender_behavior/cbi-emptrainingoverview.html

In Wisconsin, DOC is highly focused on using evidenced-based strategies to guide and inform correctional services. All of the programming provided through the Becky Young Community Services: Recidivism Reduction Community Services (BYCS-RRCS) adheres to the national guidance regarding effective programming. In addition, in 2015, Wisconsin was awarded a grant from the National Institute of Corrections (NIC) to participate in a national Evidence-Based Decision Making Initiative focused on reducing offender risk and building collaborative evidence-based decision-making and practices in Chippewa, Lacrosse, Marathon, Outagamie, Rock

RESPONSES TO MEETING 2 QUESTIONS

and Waukesha counties. This grant will allow policymakers to identify services that are cost-effective and have the greatest impact on reducing recidivism.

For more information on DOC's efforts to reduce recidivism and increase the use of evidence-based practices, please see <http://doc.wi.gov/about/doc-overview/office-of-the-secretary/reentry-unit>.

b) Secular versus faith based programming

Currently, no information is available that compares effectiveness rates of secular versus faith-based recidivism prevention programs nationally. However, a number of programs determined to be effective at reducing recidivism among offender populations, such as the RExO program noted above, include faith-based program components.

In Wisconsin, faith-based services offered by DOC and its contracted services providers are supportive in nature and do not cite recidivism reduction as their main objective. However, DOC has a number of chaplaincy services staff within their institutions and faith-based community organizations that provide evidence-based, scripted curricula such as "Thinking for a Change" and "Cognitive Interventions for Domestic Violence Offenders." These interventions have been designed and proven effective as recidivism reduction tools. Program activities are delivered by formally trained facilitators and engage offenders in cognitive restructuring, social skills development, and problem solving in order to reduce the likelihood of reoffending. Social workers, teachers, and treatment specialists often facilitate evidence-based interventions and enlist the help of chaplains as co-facilitators.

4. What information is available about ways to reduce the stigma associated with directing high school youth to attend a 2-year vocational / technical college rather than a four year institution?

Jobs in skilled trades provide a stable income and require a smaller investment than college, but negative attitudes about this career path remain. Some people see the trades as a path for students who aren't "book smart;" one survey of parents indicated that one in four thought the trades were for "weak" students.

However, technological advances mean these jobs are more technical and complex than ever, and more rewarding. They require math, science and English skills at more advanced levels than ever. Others view the trades as requiring hard physical labor, when in reality technology is doing most of the heavy lifting and workplaces are discouraging it to reduce injuries.

College isn't for everyone, but high schools continue to focus on preparing all students for a four year college, and the narrowing of the curriculum may squeeze out programs that could improve high school graduation rates, particularly for boys. As noted earlier, career academies and other types of technical education are available in schools to provide hands-on career training.

A recent study using data from the National Center for Education Statistics found that enrollment in Career Technical Education (CTE) is a strong predictor of staying in high school for boys. Other research has consistently shown a link between CTE and higher levels of engagement and achievement in high school.

Additionally, part of the stigma attached to not going to college is the earnings gap between high school graduates and those with a college degree. However, this isn't always the case, as graduates of trade and vocational schools with strong connections to industry can enter the workforce prepared to earn good wages.

According to the president of the Association of Career and Technical Education, these approaches would reduce this stigma:

- Expose policymakers and their staff who do not actively value and support CTE to the research and student success stories that highlight the effectiveness of CTE in keeping students in school and employed after graduation.
- Improve the quality of teaching via professional development that focuses on weaving math, science and English into CTE courses and helping students apply their knowledge to real-world problems.
- Provide venues for high school students to start career exploration early and assist them to develop individual graduation plans consistent with their interests

See: <http://www.macleans.ca/education/college/jobs-report-the-tricks-of-the-trades/>
<http://www.forbes.com/sites/robertfarrington/2014/11/10/5-proud-alternatives-to-going-to-college/#21be561e3343>
<http://fortune.com/2012/11/20/why-college-grads-are-heading-back-to-community-college/>
<http://hechingerreport.org/even-vocational-high-schools-are-pushing-kids-to-go-to-college/>

See Questions 1 & 2 for information on opportunities for high school youth in Wisconsin.

RESPONSES TO MEETING 2 QUESTIONS

5. What is Wisconsin's data on home visiting nursing or other similar programs? Are there any parallel programs for new fathers, particularly in at-risk communities?

a) What are Wisconsin's home visiting programs?

Wisconsin state-administered home visiting program is called *Family Foundations*, and is administered by DCF and DHS. The program's goal is to improve maternal and child health outcomes, ensure children are ready to learn upon entering school, and prevent child abuse or neglect.

Family Foundations currently funds seventeen "local implementing agencies" to deliver evidence-based home visiting services in 18 Wisconsin counties and 5 tribes. The evidence-based program models used by these agencies are: Healthy Families America, Early Head Start, Family Spirit, Nurse - Family Partnership, and Parents as Teachers.

Services are voluntary, and provided in the homes of pregnant women, children from birth to five years, and their families. Home visitors and the families they serve collaborate to develop a set of goals and activities that they work on together, so as to ensure the healthy development of the child and the well-being of the family. Home visitors are nurses, social workers, or paraprofessionals who meet with program participants weekly. Visit activities may include: accessing quality prenatal care; conducting screenings and assessments; providing health education; connecting the family to community resources; and offering strategies for parents to support their child's development.

Who is targeted?

Family Foundations home visiting programs target at-risk communities; within these, services are targeted to families identified as high risk for poor birth and child outcomes.

What are the outcomes of interest?

Improved child and maternal health; improved child development and school readiness; reduced incidence of child injury and maltreatment; improved family economic self-sufficiency; reduced domestic violence; and greater coordination of and referrals to other community resources and support.

How many are served?

In 2015, the program served 1,406 families statewide, in 18 counties and five tribal communities.

<https://www.dhs.wisconsin.gov/mch/homevisits.htm>

How effective are they?

In general, evidence-based home visiting services have been found to improve parenting, school readiness, and both child and maternal health, and can help prevent child abuse and neglect. Research also shows that evidence-based home visiting can provide a positive return on investment to society through savings in public expenditures on emergency room visits, child protective services and special education, as well as increased tax revenues from parents' earnings. See "Home Visiting Evidence of Effectiveness (HomVEE)," available at:

<http://homvee.acf.hhs.gov/>; and "Early Childhood Interventions: Proven Results, Future Promise," available at: <http://www.rand.org/pubs/monographs/MG341.html>

b) Are there parallel programs for new fathers? How effective are they?

While evidence-based models implemented in Wisconsin have focused on working with mothers, at least ten of the 17 programs provided services to fathers or other male caregivers during 2015, and the remaining programs include outreach to fathers. The ten programs serve Brown, Burnett, Manitowoc, Milwaukee, and Winnebago, as well as all listed Tribes. The Brown County program has two fatherhood specialists on staff, who provide

RESPONSES TO MEETING 2 QUESTIONS

services to fathers such as home visits and support groups; the Milwaukee DADS project, embedded in the City Health Department's programs, employs male home visitors to engage fathers early in the mother's pregnancy.

Nationally, evidence-based home visiting models haven't focused on father engagement, but there is emerging work in this area. At the federal level, resources are being directed to build the research base regarding what works. More information on this and other research on fathers and home visiting can be found at:

<http://www.acf.hhs.gov/programs/opre/research/project/home-visiting-approaches-to-father-engagement-and-fathers-experiences>

Also, the *Fatherhood Research and Practice Network* examines the evidence base for fatherhood programs more broadly, highlighting the extent to which programs have worked to strengthen fathers' involvement, parenting skills, relationship quality, and economic stability: see <http://www.frpn.org/asset/making-good-fatherhood-review-the-fatherhood-research>

What effective practices exist in other states?

The Home Visiting Evidence of Effectiveness (HomVEE) provides information about additional home visiting program models that have evidence of effectiveness: <http://homvee.acf.hhs.gov/models.aspx>

RESPONSES TO MEETING 2 QUESTIONS

6. What is the rate of incarceration and the demographics of those incarcerated? What is the rate of non-violent incarceration? Are there alternatives to incarceration for some of them?

Current:

In April of 2010 when the U.S. Census Bureau conducted its decennial count of Wisconsin residents, it found 12.8% (or 1 in 8) of African American working age men behind bars in state prisons and local jails. This rate of mass incarceration is the highest for African American men in the country and nearly double the national average of 6.7% (or 1 in 15). Wisconsin also leads the nation in incarceration of Native American men, with 7.6% of working age men (or 1 in 13) in state prisons and local jails in 2010, compared to 3.1% (or 1 in 32) nationally. By contrast, Wisconsin's rate of incarceration of white men is similar to the national average (1.2%, or 1 in 100).

State DOC records show incarceration rates for African American males in Milwaukee County are even higher: over half of African American men in their 30s and half of men in their early 40s have been incarcerated in state correctional facilities.

- Of these, one-third were incarcerated for non-violent offenses; of these, 40% were for drug-related offenses
- Two-thirds came from 6 zip codes in the poorest neighborhoods of Milwaukee.

Background:

From 1925 to the mid-1970s, the incarceration rate did not rise above 140 per 100,000. From 1980 – 2014, the incarceration rate skyrocketed, from 220 per 100,000 to a peak of 760 per 100,000 in 2008 and 2009, to 690 per 100,000 in 2014:

- Less than ten percent of the increase can be attributable to changes in criminal behavior
- Most of the increase from can be accounted for by tough-on-crime policies
 - Individuals now are imprisoned for crimes that they would not have been incarcerated for in the past (e.g., less serious crimes such as nonviolent drug offenses)
 - Those who committed offenses that would have previously warranted confinement receive much longer prison terms.
- African-American males are disproportionately more likely to be incarcerated
 - Attributed not to increased likelihood of criminal behavior, but to policing and prosecutorial decisions; these decisions may not be intentional, but reflective of ingrained racism
- Black children born in 2001 are 5.5 times more likely than their white counterparts to be incarcerated, a disparity that is historical but exacerbated in recent years
- There are strong effects of incarceration on employment and earnings, as well as voter disenfranchisement
- Recommendation is to address systemic racial bias within the law, increasing the diversity of criminal justice actors with the most discretion (police officers, prosecutors and judges) and redirect funds used to expand incarceration towards social programs that improve the quality of education and enhance job skills and employment specifically of marginalized youth
- National Investment Employment Corps mentioned as a promising initiative

Source: [Where Do We Go from Here? Mass Incarceration and the Struggle for Civil Rights](#): Economic Policy Institute, January 2016

Alternatives:

- Divert technical violators of probation rules, whenever appropriate, to community supervision to allow employed ex-offenders to continue working.
- Expand programs such as Windows to Work, a joint effort between the DOC and Workforce Investment Boards, to improve employment readiness, including restoration and repair of the driver's license for those

RESPONSES TO MEETING 2 QUESTIONS

with fixable problems. Those unable to secure or repair their license should be given assistance obtaining a state photo ID. Obtaining a driver's license and clearing up license suspensions and revocations should also be a priority employment initiative for those already released into the community.

- Expand transitional jobs programs for released inmates and for offenders diverted from incarceration especially in communities with high unemployment and job gaps.
- Target funding for employment training, job placement, and driver's licensing to the large population of black males approaching adulthood in Milwaukee County. Without such investments the population incarcerated will likely only increase and public safety problems escalate.
- State aids funding free driver's education in school districts where the families of more than half of the students are poor or near poor would advance the engagement of low-income youth in the labor force.

Source: [Wisconsin's Mass Incarceration of African American Males: Workforce Challenges for 2013](#): UW-Milwaukee Employment & Training Institute, 2013.

Other recommendations for reducing levels of imprisonment and improving life outcomes for offenders have been advanced by religious leaders and others throughout the state:

- "11x15 Campaign for Justice" at prayforjusticeinwi.org
- Milwaukee County District Attorney John Chisholm (<http://www.jsonline.com/news/crime/john-chisholm-criminal-justice-system-cant-solve-societal-problems-b99584618z1-329642371.html>)
- The Commission on Reducing Racial Disparities in the Criminal Justice System (report and appendices posted at <http://www.epi.org/files/2014/MassIncarcerationReport.pdf>)
- "The Cost of Corrections: Wisconsin and Minnesota" by the Wisconsin Taxpayers Alliance, April 2010 at <https://wistax.org/publication/the-cost-of-corrections-wisconsin-and-minnesota>

RESPONSES TO MEETING 2 QUESTIONS

7. What are the societal costs of putting the children of incarcerated men in foster care?

While there are societal costs, both financial and otherwise, associated with children being placed in foster care, fathers' imprisonment for the most part does not lead to his children being placed in foster care, because fathers are much less likely than mothers to be their children's primary (or only) caregiver prior to incarceration.

Nationally, 51% of incarcerated males were parents of minor children.

- Less than half (47%) of incarcerated fathers had lived with at least one of their children prior to incarceration.
- Of those fathers who lived with their children before incarceration, only 26% had been responsible for their children's daily care.
- Most (88%) reported that, while they were incarcerated, their minor children were being cared for by their other parent (e.g., their mother);
- Less than two percent (2%) reported that their minor children were in a foster care placement.

[Source: *Bureau of Justice Statistics Special Report: Parents in Prison and Their Minor Children*: August 2008; accessed at <http://www.bjs.gov/content/pub/pdf/pptmc.pdf>]

The impact of fathers' incarceration on a child in part depends on whether or not a child was living with his/her father before he was incarcerated, and whether or not the father was abusive prior to being imprisoned.

[Source: *Parents' Imprisonment Linked to Children's Health, Behavioral Problems*; accessed at <http://www.prb.org/Publications/Articles/2014/incarcerated-parents-and-childrens-health.aspx>]

There are some indirect ways in which paternal incarceration could raise the future risk of children's foster care placement, by increasing household instability in one of four ways:

- Financial instability – includes that faced by a mother as a result of her children's father's incarceration, as well as the negative consequences for the father of a criminal record on employment; also, if the romantic relationship between the father and mother ends, father's financial household contributions are reduced.
- Maternal well-being – women whose partners are incarcerated are likely to experience increased mental health problems and reduced social support, leading to worse parental behaviors
- Changes in romantic relationships – in addition to incarceration increasing the likelihood of a romantic relationship ending, it also increases the likelihood of the mother finding a new romantic partner; the presence of a social father in the household after incarceration of the biological father has been linked to higher risk of child abuse.
- Diminished parenting ability of fathers – recently incarcerated fathers are less likely to be positively involved with their children and more likely to use violence against their children's mothers and to experience problems with both mental and physical health.

(See "If Dad is in Prison, Will His Children End Up in Foster Care?" – *Focus*: Volume 32, No. 2, Fall/Winter 2015-16 <http://www.irp.wisc.edu/publications/focus/pdfs/foc322e.pdf>)