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TEXAS CRIMINAL  
JUSTICE COALITION

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## **PRACTITIONERS' PERCEPTIONS OF PRISONER RE-ENTRY CHALLENGES**

AUGUST, 2008

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**ABSTRACT:** The Texas Criminal Justice Coalition (TCJC) recently developed an anonymous on-line survey to measure re-entry practitioners’ feedback regarding prisoner re-entry challenges in Texas. This survey has allowed TCJC to determine how re-entry practitioners perceive re-entry challenges so that we may provide the Texas Legislature and numerous correlated organizations with information about needs in this field. 234 professionals responded to the on-line survey within a six-week period. They answered questions relating to re-entry program information, barriers to service provision (specifically including basic needs issues, educational issues, employment issues, mental health and substance abuse issues, and life skills education issues), and program evaluation.

TCJC has developed this document to provide the Texas Legislature with valuable and relevant findings to consider during its examination of prisoner re-entry challenges – including during its observations of public hearings, review of testimony, and examination of other expert recommendations regarding possible strategies for meeting prisoner re-entry challenges in Texas.

We also hope that these findings will contribute to conversations among re-entry service providers themselves and among community planners who take an interest in strengthening a social support infrastructure within their local jails and prisons, and within their communities. In order to sustain these infrastructures, Texas must allocate funding towards re-entry resources, create incentives that will attract qualified re-entry professionals into the criminal justice field, and do its best to remove barriers – including in employment, housing, and education – that currently prevent individuals from living responsibly.

**KEYWORDS:** *Criminal Justice; Education; Employment; Housing; Incarceration; Re-entry; Rehabilitation; Re-Integration.*

Additional information about this document may be obtained by contacting the Texas Criminal Justice Coalition by phone at (512) 441.8123, Ext. 109, by e-mail at [acorrea@criminaljusticecoalition.org](mailto:acorrea@criminaljusticecoalition.org), or online at [www.criminaljusticecoalition.org](http://www.criminaljusticecoalition.org).

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## LETTER FROM THE EXECUTIVE DIRECTOR

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Dear Readers,

As the Executive Director of the Texas Criminal Justice Coalition, I am pleased to present the findings from our Re-Entry Practitioner Survey. We received feedback from numerous criminal justice practitioners – both inside and outside of the Texas Department of Criminal Justice – who work to assist incarcerated and formerly incarcerated individuals as they transition back into our communities.

According to their survey responses, the majority of these practitioners face obstacles in their re-entry efforts, especially in regards to lack of program funding. Above all, this funding deficit causes staffing difficulties: as communities attempt to start and maintain programs and provide quality services to clients with convictions, they repeatedly face staffing shortages, a lack of providers in rural areas, and a lack of certified or trained workforce. In turn, incarcerated and formerly incarcerated individuals have difficulty meeting basic needs, obtaining educational, employment, and housing opportunities, and addressing mental health and substance abuse issues.

In this upcoming legislative session, it is imperative that the State invest in resources that will assist re-entry practitioners in reducing the barriers that are preventing individuals from becoming responsible and productive members of our communities. In order to best ensure a strengthened social support infrastructure in Texas, policy-makers must work in conjunction with front-line practitioners and community members to develop programs and services that promote success for individuals and families, and aid neighborhoods to which high concentrations of formerly incarcerated men and women return.

Please join us as we work to stop the cycle of offending by collaborating for more fiscally responsible and socially effective means of dealing with our state's offender population. Together, we can make significant strides towards closing the revolving door into prison.

Sincerely,

A handwritten signature in black ink that reads "Ana Yáñez-Correa". The signature is written in a cursive style with a horizontal line underneath.

Ana Yáñez-Correa  
Executive Director, Texas Criminal Justice Coalition



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# **PRACTITIONERS' PERCEPTIONS OF PRISONER RE-ENTRY CHALLENGES**

## **INTRODUCTION**

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The Texas Criminal Justice Coalition (TCJC) is a non-partisan, non-profit organization committed to identifying and working towards real solutions to the problems facing Texas' criminal justice system. We do this by educating a broad range of supporters using data-driven policy analysis, partnering with organizations and associations that share our core beliefs, and promoting evidence-based criminal justice solutions that embody the principles of effective management, accountability, public safety, and human and civil rights.

TCJC's Public Policy Center recently launched an anonymous online survey targeted towards Texas practitioners that provide services to people who will be or who have already been integrated into society after incarceration or conviction. Specifically, this survey was intended to address certain elements of an Interim Charge being reviewed by the House Committee on Corrections prior to the 81<sup>st</sup> State Legislative Session. Charge 2 reads as follows:

Consider new strategies for meeting prisoner re-entry challenges in Texas, including the evaluation of programs with documented success. This review should include the availability of housing and occupational barriers.

It is our hope that the findings that emerge from this research will provide a useful snapshot of re-entry challenges across Texas. Our primary goal is to provide the Texas Legislature with valuable and relevant findings to consider during its examination of prisoner re-entry challenges – including during its observations of public hearings, review of testimony, and examination of other expert recommendations regarding possible strategies for meeting prisoner re-entry challenges in Texas.

However, we also hope that these findings will contribute to conversations among re-entry service providers themselves and among community planners who take an interest in strengthening social support infrastructures within their communities. In order to sustain these infrastructures, Texas must allocate funding towards re-entry resources, create incentives that will attract qualified re-entry professionals into the criminal justice field, and do its best to remove barriers – including in employment, housing, and education – that currently prevent individuals from living responsibly.

## **METHODOLOGY**

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In preparation for this survey, TCJC conducted outreach to numerous re-entry practitioners and professionals in the criminal justice field with a knowledge of re-entry barriers and related issues. We feel that the perspectives of those whose work overlaps with re-entry services should drive policies in the areas where the needs are evident. It was with great care for objectivity and inclusiveness during outreach that the information throughout this report was sought.

Ultimately, we disseminated the survey to 725 people from the following organizations:

- The Association of Substance Abuse Programs
- The Institute of Chemical Dependency Studies
- Access to Recovery-funded MHMR Centers
- Contacts listed in public records for TDCJ Rehabilitation and Re-entry programs
- Contacts listed in public records for Community Supervision and Corrections Departments
- The Restorative Justice Ministries Network
- The Restorative Justice Communities Database of Service Providers
- The Austin/Travis County Re-entry Roundtable
- Contacts collected by TCJC and criminal justice practitioners through word of mouth

We also included a link to our survey through our website, available at [www.criminaljusticecoalition.org/tools\\_for\\_re\\_entry/survey](http://www.criminaljusticecoalition.org/tools_for_re_entry/survey).

In all, 234 providers responded to the online survey within a six-week period. *Note:* We learned that many surveyed governmental agencies have policies preventing outside organizations from surveying their employees.

Respondents answered questions relating to re-entry program information, barriers to service provision (specifically including basic needs issues, educational issues, employment issues, mental health and substance abuse issues, and life skills education issues), and program evaluation.<sup>1</sup>

For the majority of survey questions, a “Not applicable” option was provided for respondents. In the results below, the percentages for these particular questions have been adjusted: we removed the “Not applicable” responses so that the resulting percentages reflect only the responses for those who felt the question *was* applicable to their work. **NOTE:** For a full breakout of percentages – including for those who responded that certain questions were not applicable to their work – please see Appendix B.<sup>2</sup>

Survey responses for the 110 individuals that either answered less than five total questions or indicated that every question was not applicable to their work were automatically eliminated.

Finally, some respondents self-identified as “Other” in the Demographics section, but they specified (in the space provided) that they were employees in the corrections field, non-profit and for-profit

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<sup>1</sup> For a full listing of survey questions, please see Appendix A.

<sup>2</sup> For both the findings below and those in Appendix B, the percentages do not always total an exact 100%. For some questions – where noted – the percentages do not total 100% because respondents were given the option of selecting more than one answer option. For others, the numbers were rounded by the online survey program we utilized (called SurveyMonkey), which resulted in some percentages totaling 99.9% or 100.1%. The following statement is a disclaimer from SurveyMonkey: “The numbering of our percentages can occasionally be off by a tenth of a percentage point due to the amounts being rounded. For example, if the calculation came out to 66.6666...% this would be rounded to 66.7%. Or if the calculation came out to 33.3333...% this would be rounded to 33.3%. This process gives us a simpler number to display, but it can cause the total value of the percentages to be slightly over or slightly under exactly 100%. This slight, perceived inaccuracy is not a fallacy in the data being presented, but a result of the rounding being done in accordance with standard significant digit rules. Unless the numbers were displayed in their entirety, which is not always possible (as in the example given above) rounding of any sort always has the chance of changing the total sum of percentages.”

practitioners and administrators, or faith-based service providers. We re-grouped these respondents under the appropriate category.

## **OVERVIEW OF FINDINGS**

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- **Demographics of Survey Respondents**

The 234 individuals who participated in the anonymous online survey administered by TCJC's Public Policy Center represented a full range of roles in the re-entry field:

- 48.9% are Community-based Program Practitioners (Private/Non-Profit/Non-TDCJ Employee)
- 26.6% are Probation Officers
- 14.1% are "Other"
- 7.7% are Community-based Public Program Practitioners (County, State)
- 2.6% are TTC Program Practitioners (Official TDCJ Transitional Therapeutic Community)

Those in the "Other" category include official TDCJ Halfway House program practitioners, county jail program practitioners/employees, Veterans Administration re-entry program practitioners, parole officers, official TDCJ Substance Abuse Felony Punishment Facility program practitioners (SAFPs), official TDCJ in-prison therapeutic community program practitioners (IPTCs), federal prison program practitioners, employees in the corrections field, non-profit and for-profit practitioners and administrators, and faith-based service providers.

**NOTE:** Please see Appendix C (Question 1) for respondents' "Other" self-identification responses.

- **Survey Part 1: Program Information**

In a series of questions relating to general program information, the largest percentages of survey respondents provide referrals to clients and case management services; they receive funding through private donations and fees for services; and of those who have a backlog of clients waiting for services, the majority estimate the backlog to be 1-25 clients.

- **Direct Services Provided by Respondents' Programs<sup>3</sup>**
  - 77.2% provide referrals to other programs/services in community
  - 54.7% provide case management services (assessment, planning, service coordination, advocacy, and monitoring of progress)
  - 41.8% provide substance abuse support groups (12-step groups, etc.)

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<sup>3</sup> The percentages in these responses do not add up to 100% because respondents were given the option of selecting more than one direct service.

- 36.6% provide substance abuse treatment and services (e.g., assessment, detoxification, state-licensed counseling, residential treatment, inpatient treatment, day treatment, comprehensive outpatient treatment, etc.)
- 34.9% provide employment services (e.g., job training, résumé writing, interview training, job placement, job search assistance, etc.)
- 34.9% provide peer support groups
- 29.3% provide mentoring
- 28.0% help secure Social Security cards and other identification
- 25.9% provide transportation (e.g., providing a driver to transport clients to appointments, providing bus passes, etc.)
- 24.6% provide clothing assistance
- 23.7% provide religious advising
- 22.8% provide food assistance (food pantry, hot meals, food vouchers, etc.)
- 22.8% provide housing (e.g., transitional with case management/support services, boarding homes without support services, etc.)
- 15.9% provide education (e.g., English-as-a-second language classes, GED preparation classes, Wyndham School District classes, college education, etc.)
- 14.7% provide mental health counseling (state-licensed)
- 11.2% provide other direct services
- 9.5% provide medical assistance (not psychiatric)

**NOTE:** Please see Appendix C (Question 2) for other direct services provided by respondents.

#### ➤ Sources of Funding<sup>4</sup>

Of respondents who know what their funding sources are:

- 40.6% receive private donations
- 30.7% receive fees for services
- 29.7% receive CSCD/CJAD contracts (community supervision)
- 23.1% receive state grants
- 19.8% receive state contracts (DSHS/TDCJ, etc.)
- 17.5% receive federal grants
- 17.0% receive funding from other sources
- 9.4% receive county and city grants (some DWI courts, etc.)
- 6.6% receive county and city contracts
- 4.2% receive federal contracts

**NOTE:** Please see Appendix C (Question 3) for respondents' major funding sources.

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<sup>4</sup> The percentages in these responses do not add up to 100% because respondents were given the option of selecting more than one source of funding.

➤ **Waiting List or Backlog of Clients Waiting to Receive Services**

For the 87.1% of respondents who indicated that this question is applicable to them:

- 55.7% claim there are not clients on a waiting list to receive their services
- 44.3% claim there are clients on a waiting list to receive their services

➤ **Estimated Number of People Waiting for Services**

For the respondents who claimed that clients are on a waiting list to receive their services:

- 51.6% estimate that 1-25 clients are waiting for services
- 15.4% estimate that 26-50 clients are waiting for services
- 9.9% estimate that 51-75 clients are waiting for services
- 5.5% estimate that 76-100 clients are waiting for services
- 6.6% estimate that 100-200 clients are waiting for services
- 1.1% estimate that 200-300 clients are waiting for services
- 0.0% estimate that 300-400 clients are waiting for services
- 9.9% estimate that 400+ clients are waiting for services

• **Survey Part 2: Barriers to Service Provision**

In a series of questions relating to barriers to service provision, the largest percentage of survey respondents feel there are “sometimes” or “often” obstacles to starting and maintaining a program, especially with regards to (a) a lack of staff due to insufficient funding, (b) a lack of certified/trained workforce, (c) restrictions on professional licensure for people with convictions, (d) a lack of staff due to high turnover, and (e) insufficient per diem by the State.

The majority of survey respondents do need additional funding to remove or minimize obstacles to efficiently providing substance abuse services to individual clients.

The largest percentage of survey respondents feel there are “sometimes” or “often” obstacles to providing quality services to clients with convictions, especially with regards to (a) a lack of providers in rural areas, (b) too much time lapse between sentencing and treatment, (c) too much time lapse between release from incarceration and community-based treatment, and (d) a lack of certified/trained workforce.

➤ **Frequency with which the Following Situations Pose Administrative Obstacles to Starting Up and Maintaining a Program/Service/District Reentry Center:**

***Lack of Certified/Trained Workforce***

For the 81.4% of respondents who indicated that this situation is applicable to them:

- 12.8% feel this is never an obstacle
- 19.1% feel this is rarely an obstacle

- 31.9% feel this is sometimes an obstacle
- 36.2% feel this is often an obstacle

***Restrictions on Professional Licensure for People with Convictions<sup>5</sup>***

For the 72.1% of respondents who indicated that this situation is applicable to them:

- 22.4% feel this is never an obstacle
- 20.0% feel this is rarely an obstacle
- 26.7% feel this is sometimes an obstacle
- 30.9% feel this is often an obstacle

***Lack of Staff Due to High Turnover***

For the 80.0% of respondents who indicated that this situation is applicable to them:

- 18.5% feel this is never an obstacle
- 25.5% feel this is rarely an obstacle
- 31.5% feel this is sometimes an obstacle
- 24.5% feel this is often an obstacle

***Lack of Staff Due to Insufficient Funding***

For the 86.2% of respondents who indicated that this situation is applicable to them:

- 9.0% feel this is never an obstacle
- 10.5% feel this is rarely an obstacle
- 27.5% feel this is sometimes an obstacle
- 53.0% feel this is often an obstacle

***Lack of Reimbursement by Insurance Companies for Mental Health Services***

For the 32.5% of respondents who indicated that this situation is applicable to them:

- 49.3% feel this is never an obstacle
- 16.0% feel this is rarely an obstacle
- 10.7% feel this is sometimes an obstacle
- 24.0% feel this is often an obstacle

***Lack of Reimbursement by Insurance Companies for Substance Abuse Treatment***

For the 32.5% of respondents who indicated that this situation is applicable to them:

- 46.8% feel this is never an obstacle
- 15.2% feel this is rarely an obstacle
- 15.2% feel this is sometimes an obstacle

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<sup>5</sup> Please see Appendix D for a comprehensive list of jobs that felons cannot access.

- 22.8% feel this is often an obstacle

### ***Insufficient Per-Diem Reimbursement by the Federal Government***

For the 33.0% of respondents who indicated that this situation is applicable to them:

- 51.3% feel this is never an obstacle
- 13.2% feel this is rarely an obstacle
- 11.8% feel this is sometimes an obstacle
- 23.7% feel this is often an obstacle

### ***Insufficient Per-Diem Reimbursement by the State***

For the 43.3% of respondents who indicated that this situation is applicable to them:

- 35.0% feel this is never an obstacle
- 10.0% feel this is rarely an obstacle
- 23.0% feel this is sometimes an obstacle
- 32.0% feel this is often an obstacle

### ***Statutory Restrictions on Starting Up the Program***

For the 45.6% of respondents who indicated that this situation is applicable to them:

- 34.6% feel this is never an obstacle
- 20.2% feel this is rarely an obstacle
- 24.0% feel this is sometimes an obstacle
- 21.2% feel this is often an obstacle

### ***Restrictions on Qualifying for Government Contracts***

For the 51.7% of respondents who indicated that this situation is applicable to them:

- 33.6% feel this is never an obstacle
- 15.1% feel this is rarely an obstacle
- 28.6% feel this is sometimes an obstacle
- 22.7% feel this is often an obstacle

### ***Requirement to Provide Both Security and Treatment as Contract Provisions***

For the 40.4% of respondents who indicated that this situation is applicable to them:

- 48.4% feel this is never an obstacle
- 17.2% feel this is rarely an obstacle
- 21.5% feel this is sometimes an obstacle
- 12.9% feel this is often an obstacle

**NOTE:** Please see Appendix C (Question 6) for respondents' descriptions of the most severe limitations to starting up and maintaining a program/service/District Reentry Center.

➤ **If Providers Experience Insufficient Funding as a Barrier to Efficiently Providing Substance Abuse Services to Individual Clients: The Additional Funds Needed Per Year or Per Diem to Remove or Significantly Minimize the Barrier**

60.2% of respondents claimed they experience insufficient funding as a barrier to efficiently providing substance abuse services to individual clients.

**NOTE:** Please see Appendix C (Question 7) for respondents' estimates of additional funds needed to remove/minimize barriers to providing substance abuse services.

➤ **Frequency with which the Following Situations Pose Barriers/Obstacles to Providing Quality Services to People with Convictions:**

***Legal Restrictions on Staff Contacting Clients for Follow-Up Evaluation and Services***

For the 63.4% of respondents who indicated that this situation is applicable to them:

- 47.6% feel this is never an obstacle
- 27.2% feel this is rarely an obstacle
- 12.9% feel this is sometimes an obstacle
- 12.2% feel this is often an obstacle

***Legal Restrictions Preventing Recovered Clients from Outreach in Jails/Prisons***

For the 63.4% of respondents who indicated that this situation is applicable to them:

- 30.6% feel this is never an obstacle
- 20.4% feel this is rarely an obstacle
- 27.9% feel this is sometimes an obstacle
- 21.1% feel this is often an obstacle

***Lack of Certified/Trained Workforce***

For the 79.7% of respondents who indicated that this situation is applicable to them:

- 13.0% feel this is never an obstacle
- 20.1% feel this is rarely an obstacle
- 34.8% feel this is sometimes an obstacle
- 32.1% feel this is often an obstacle

### ***Restrictions on Professional Licensure for People with Convictions***

For the 65.1% of respondents who indicated that this situation is applicable to them:

- 23.2% feel this is never an obstacle
- 25.8% feel this is rarely an obstacle
- 21.2% feel this is sometimes an obstacle
- 29.8% feel this is often an obstacle

### ***Lack of Information Referral Networks Among Providers***

For the 85.8% of respondents who indicated that this situation is applicable to them:

- 14.6% feel this is never an obstacle
- 22.6% feel this is rarely an obstacle
- 35.7% feel this is sometimes an obstacle
- 27.1% feel this is often an obstacle

### ***Watered-Down Services in My Agency Due to Insufficient Funding***

For the 79.7% of respondents who indicated that this situation is applicable to them:

- 20.1% feel this is never an obstacle
- 22.3% feel this is rarely an obstacle
- 23.4% feel this is sometimes an obstacle
- 34.2% feel this is often an obstacle

### ***Lack of Providers in Rural Areas***

For the 70.1% of respondents who indicated that this situation is applicable to them:

- 11.7% feel this is never an obstacle
- 8.0% feel this is rarely an obstacle
- 25.3% feel this is sometimes an obstacle
- 54.9% feel this is often an obstacle

### ***Lack of Providers that are DSHS/TDCJ Certified***

For the 63.2% of respondents who indicated that this situation is applicable to them:

- 21.9% feel this is never an obstacle
- 17.1% feel this is rarely an obstacle
- 28.1% feel this is sometimes an obstacle
- 32.9% feel this is often an obstacle

### ***Too Much Time Lapse Between Sentencing and Treatment***

For the 69.4% of respondents who indicated that this situation is applicable to them:

- 11.8% feel this is never an obstacle
- 17.4% feel this is rarely an obstacle
- 32.3% feel this is sometimes an obstacle
- 38.5% feel this is often an obstacle

### ***Too Much Time Lapse Between Release From Incarceration and Community-Based Treatment***

For the 73.3% of respondents who indicated that this situation is applicable to them:

- 11.2% feel this is never an obstacle
- 20.6% feel this is rarely an obstacle
- 30.6% feel this is sometimes an obstacle
- 37.6% feel this is often an obstacle

**NOTE:** Please see Appendix C (Question 8) for respondents' suggestions or comments about barriers/obstacles to providing quality services to people with convictions.

- **Survey Part 3: Barriers to Service Provision – Basic Needs**

The largest percentage of survey respondents feel there are “sometimes” or “often” basic needs issues that pose barriers/obstacles to re-integration, especially with regards to (a) limited financial literacy skills, (b) a lack of transportation, and (c) a lack of affordable housing availability.

- **Frequency with which Clients with Criminal Records Experience the Following Basic Needs Issues as Barriers/Obstacles to Re-Integration into the Community:**

#### ***Challenges obtaining a driver's license or other identification***

For the 96.1% of respondents who indicated that this situation is applicable to them:

- 2.3% feel this is not an obstacle
- 10.5% feel this is rarely an obstacle
- 43.2% feel this is sometimes an obstacle
- 44.1% feel this is frequently an obstacle

### ***Challenges obtaining needed work-appropriate clothing***

For the 95.2% of respondents who indicated that this situation is applicable to them:

- 5.0% feel this is not an obstacle
- 27.1% feel this is rarely an obstacle
- 45.0% feel this is sometimes an obstacle
- 22.9% feel this is frequently an obstacle

### ***Lack of transportation***

For the 97.4% of respondents who indicated that this situation is applicable to them:

- 3.1% feel this is not an obstacle
- 4.5% feel this is rarely an obstacle
- 24.7% feel this is sometimes an obstacle
- 67.7% feel this is frequently an obstacle

### ***Lack of affordable housing availability***

For the 96.1% of respondents who indicated that this situation is applicable to them:

- 1.8% feel this is not an obstacle
- 6.8% feel this is rarely an obstacle
- 27.3% feel this is sometimes an obstacle
- 64.1% feel this is frequently an obstacle

### ***Challenges maintaining housing due to failure to pay utilities, rent/mortgage, etc.***

For the 94.3% of respondents who indicated that this situation is applicable to them:

- 1.9% feel this is not an obstacle
- 7.4% feel this is rarely an obstacle
- 40.3% feel this is sometimes an obstacle
- 50.5% feel this is frequently an obstacle

### ***Limited financial literacy skills***

For the 96.5% of respondents who indicated that this situation is applicable to them:

- 0.9% feel this is not an obstacle
- 6.3% feel this is rarely an obstacle
- 35.7% feel this is sometimes an obstacle
- 57.0% feel this is frequently an obstacle

### ***Lack of resource referral information***

For the 94.8% of respondents who indicated that this situation is applicable to them:

- 5.1% feel this is not an obstacle
- 17.1% feel this is rarely an obstacle
- 45.2% feel this is sometimes an obstacle
- 32.7% feel this is frequently an obstacle

**NOTE:** Please see Appendix C (Question 9) for respondents' suggestions or comments about basic needs issues as barriers/obstacles to re-integration.

- **Survey Part 4: Barriers to Service Provision – Education**

The largest percentage of survey respondents feel there are “sometimes” or “often” educational issues that pose barriers/obstacles to re-integration, especially with regards to (a) low literacy levels, (b) a lack of pre-release GED certification, (c) a lack of pre-release educational loan opportunities, and (d) a lack of post-release educational loan opportunities.

- **Frequency with which Clients with Criminal Records Experience the Following Educational Issues as Barriers/Obstacles to Re-Integration into the Community:**

#### ***Low literacy levels***

For the 96.0% of respondents who indicated that this situation is applicable to them:

- 0.0% feel this is not an obstacle
- 6.0% feel this is rarely an obstacle
- 52.5% feel this is sometimes an obstacle
- 41.5% feel this is frequently an obstacle

#### ***Lack of GED certification (pre-release)***

For the 91.2% of respondents who indicated that this situation is applicable to them:

- 4.4% feel this is not an obstacle
- 9.7% feel this is rarely an obstacle
- 52.4% feel this is sometimes an obstacle
- 33.5% feel this is frequently an obstacle

#### ***Lack of GED certification (after release)***

For the 91.2% of respondents who indicated that this situation is applicable to them:

- 6.3% feel this is not an obstacle
- 23.3% feel this is rarely an obstacle

- 49.0% feel this is sometimes an obstacle
- 21.4% feel this is frequently an obstacle

***Lack of basic literacy education programs (pre-release)***

For the 82.3% of respondents who indicated that this situation is applicable to them:

- 5.4% feel this is not an obstacle
- 21.5% feel this is rarely an obstacle
- 49.5% feel this is sometimes an obstacle
- 23.7% feel this is frequently an obstacle

***Lack of basic literacy education programs (after release)***

For the 90.7% of respondents who indicated that this situation is applicable to them:

- 5.9% feel this is not an obstacle
- 22.9% feel this is rarely an obstacle
- 47.3% feel this is sometimes an obstacle
- 23.9% feel this is frequently an obstacle

***Lack of college-level academic education (pre-release)***

For the 80.4% of respondents who indicated that this situation is applicable to them:

- 7.2% feel this is not an obstacle
- 23.8% feel this is rarely an obstacle
- 38.7% feel this is sometimes an obstacle
- 30.4% feel this is frequently an obstacle

***Lack of college-level academic education (after release)***

For the 88.8% of respondents who indicated that this situation is applicable to them:

- 5.5% feel this is not an obstacle
- 24.6% feel this is rarely an obstacle
- 38.7% feel this is sometimes an obstacle
- 31.2% feel this is frequently an obstacle

***Lack of educational loan opportunities (pre-release)***

For the 74.7% of respondents who indicated that this situation is applicable to them:

- 7.7% feel this is not an obstacle
- 14.9% feel this is rarely an obstacle
- 35.7% feel this is sometimes an obstacle
- 41.7% feel this is frequently an obstacle

***Lack of educational loan opportunities (after release)***

For the 84.0% of respondents who indicated that this situation is applicable to them:

- 6.3% feel this is not an obstacle
- 16.9% feel this is rarely an obstacle
- 32.3% feel this is sometimes an obstacle
- 44.4% feel this is frequently an obstacle

**NOTE:** Please see Appendix C (Question 10) for respondents' suggestions or comments about educational issues as barriers/obstacles to re-integration.

• **Survey Part 5: Barriers to Service Provision – Employment**

The largest percentage of survey respondents feel there are “sometimes” or “often” employment issues that pose barriers/obstacles to re-integration, especially with regards to (a) mental health, substance abuse, and physical health challenges, (b) a lack of post-release vocational skills training, (c) a lack of academic/literacy skills, and (d) a lack of pre-release vocational skills training.

➤ **Frequency with which Clients with Criminal Records Experience the Following Employment Issues as Barriers/Obstacles to Re-Integration into the Community:**

***Lack of eligibility for a professional license (ex: barber, manicurist, electrician, plumber, sanitarian, truck driver, nurse, etc.)***

For the 96.4% of respondents who indicated that this situation is applicable to them:

- 0.9% feel this is not an obstacle
- 8.4% feel this is rarely an obstacle
- 45.1% feel this is sometimes an obstacle
- 45.6% feel this is frequently an obstacle

***Lack of vocational skills training (pre-release)***

For the 88.3% of respondents who indicated that this situation is applicable to them:

- 2.0% feel this is not an obstacle
- 7.1% feel this is rarely an obstacle
- 37.6% feel this is sometimes an obstacle
- 53.3% feel this is frequently an obstacle

***Lack of vocational skills training (after release)***

For the 95.5% of respondents who indicated that this situation is applicable to them:

- 1.4% feel this is not an obstacle
- 6.1% feel this is rarely an obstacle
- 39.9% feel this is sometimes an obstacle
- 52.6% feel this is frequently an obstacle

***Lack of communication skills/soft skills employment readiness education (pre-release)***

For the 86.2% of respondents who indicated that this situation is applicable to them:

- 3.6% feel this is not an obstacle
- 9.3% feel this is rarely an obstacle
- 33.2% feel this is sometimes an obstacle
- 53.9% feel this is frequently an obstacle

***Lack of communication skills/soft skills employment readiness education (after release)***

For the 95.1% of respondents who indicated that this situation is applicable to them:

- 1.4% feel this is not an obstacle
- 10.4% feel this is rarely an obstacle
- 35.4% feel this is sometimes an obstacle
- 52.8% feel this is frequently an obstacle

***Lack of employment procurement/interview training (pre-release)***

For the 86.1% of respondents who indicated that this situation is applicable to them:

- 3.6% feel this is not an obstacle
- 9.4% feel this is rarely an obstacle
- 35.4% feel this is sometimes an obstacle
- 51.6% feel this is frequently an obstacle

***Lack of employment procurement/interview training (after release)***

For the 95.5% of respondents who indicated that this situation is applicable to them:

- 2.3% feel this is not an obstacle
- 8.9% feel this is rarely an obstacle
- 39.4% feel this is sometimes an obstacle
- 49.3% feel this is frequently an obstacle

### ***Lack of academic/literacy skills***

For the 96.9% of respondents who indicated that this situation is applicable to them:

- 1.4% feel this is not an obstacle
- 6.9% feel this is rarely an obstacle
- 40.7% feel this is sometimes an obstacle
- 50.9% feel this is frequently an obstacle

### ***Health challenges (mental health, substance abuse, physical health)***

For the 97.3% of respondents who indicated that this situation is applicable to them:

- 0.5% feel this is not an obstacle
- 5.1% feel this is rarely an obstacle
- 30.0% feel this is sometimes an obstacle
- 64.5% feel this is frequently an obstacle

**NOTE:** Please see Appendix C (Question 11) for respondents' suggestions or comments about employment issues as barriers/obstacles to re-integration.

- **Survey Part 6: Barriers to Service Provision – Mental Health & Substance Abuse**

The largest percentage of survey respondents feel there are “sometimes” or “often” mental health and substance abuse issues that pose barriers/obstacles to re-integration, especially with regards to (a) post-release inconsistency in taking psychotropic medication, (b) post-release inability to access/afford psychotropic medication, (c) pre-release inconsistency in taking psychotropic medication, and (d) a lack of pre-release mental health services.

- **Frequency with which Clients with Criminal Records Experience the Following Mental Health and Substance Abuse Issues as Barriers/Obstacles to Re-Integration into the Community:**

### ***Lack of mental health services (pre-release)***

For the 80.5% of respondents who indicated that this situation is applicable to them:

- 6.2% feel this is not an obstacle
- 9.6% feel this is rarely an obstacle
- 41.0% feel this is sometimes an obstacle
- 43.3% feel this is frequently an obstacle

***Lack of mental health services (after release)***

For the 93.2% of respondents who indicated that this situation is applicable to them:

- 5.8% feel this is not an obstacle
- 10.2% feel this is rarely an obstacle
- 35.9% feel this is sometimes an obstacle
- 48.1% feel this is frequently an obstacle

***Inability to access/afford psychotropic medication (pre-release)***

For the 77.8% of respondents who indicated that this situation is applicable to them:

- 5.8% feel this is not an obstacle
- 11.6% feel this is rarely an obstacle
- 33.1% feel this is sometimes an obstacle
- 49.4% feel this is frequently an obstacle

***Inability to access/afford psychotropic medication (after release)***

For the 86.4% of respondents who indicated that this situation is applicable to them:

- 4.7% feel this is not an obstacle
- 7.3% feel this is rarely an obstacle
- 33.0% feel this is sometimes an obstacle
- 55.0% feel this is frequently an obstacle

***Inconsistency in taking psychotropic medication (pre-release)***

For the 74.2% of respondents who indicated that this situation is applicable to them:

- 3.7% feel this is not an obstacle
- 11.0% feel this is rarely an obstacle
- 39.6% feel this is sometimes an obstacle
- 45.7% feel this is frequently an obstacle

***Inconsistency in taking psychotropic medication (after release)***

For the 88.2% of respondents who indicated that this situation is applicable to them:

- 2.6% feel this is not an obstacle
- 3.6% feel this is rarely an obstacle
- 34.4% feel this is sometimes an obstacle
- 59.5% feel this is frequently an obstacle

***Lack of substance abuse treatment (pre-release)***

For the 84.2% of respondents who indicated that this situation is applicable to them:

- 10.2% feel this is not an obstacle
- 10.8% feel this is rarely an obstacle
- 35.5% feel this is sometimes an obstacle
- 43.5% feel this is frequently an obstacle

***Lack of substance abuse treatment (after release)***

For the 92.3% of respondents who indicated that this situation is applicable to them:

- 9.8% feel this is not an obstacle
- 12.7% feel this is rarely an obstacle
- 34.3% feel this is sometimes an obstacle
- 43.1% feel this is frequently an obstacle

***Lack of substance abuse education (pre-release)***

For the 81.9% of respondents who indicated that this situation is applicable to them:

- 9.4% feel this is not an obstacle
- 18.8% feel this is rarely an obstacle
- 29.8% feel this is sometimes an obstacle
- 42.0% feel this is frequently an obstacle

***Lack of substance abuse education (after release)***

For the 91.4% of respondents who indicated that this situation is applicable to them:

- 8.5% feel this is not an obstacle
- 20.9% feel this is rarely an obstacle
- 31.3% feel this is sometimes an obstacle
- 39.3% feel this is frequently an obstacle

***NOTE:*** Please see Appendix C (Question 12) for respondents’ suggestions or comments about mental health and substance abuse issues as barriers/obstacles to re-integration.

• **Survey Part 7: Barriers to Service Provision – Life Skills Education**

The largest percentage of survey respondents feel there are “sometimes” or “often” life skills education issues that pose barriers/obstacles to re-integration, especially with regards to (a) a lack of pre-release cognitive skills education, (b) a lack of pre-release anger management education, and (c) a lack of pre-release parenting education.

➤ **Frequency with which Clients with Criminal Records Experience the Following Life Skills Education Issues as Barriers/Obstacles to Re-Integration into the Community:**

***Lack of cognitive skills education (pre-release)***

For the 80.0% of respondents who indicated that this situation is applicable to them:

- 5.7% feel this is not an obstacle
- 5.7% feel this is rarely an obstacle
- 35.2% feel this is sometimes an obstacle
- 53.4% feel this is frequently an obstacle

***Lack of cognitive skills education (after release)***

For the 94.1% of respondents who indicated that this situation is applicable to them:

- 4.3% feel this is not an obstacle
- 8.2% feel this is rarely an obstacle
- 42.0% feel this is sometimes an obstacle
- 45.4% feel this is frequently an obstacle

***Lack of behavior modification counseling (pre-release)***

For the 79.1% of respondents who indicated that this situation is applicable to them:

- 6.3% feel this is not an obstacle
- 9.2% feel this is rarely an obstacle
- 35.1% feel this is sometimes an obstacle
- 49.4% feel this is frequently an obstacle

***Lack of behavior modification counseling (after release)***

For the 90.9% of respondents who indicated that this situation is applicable to them:

- 5.5% feel this is not an obstacle
- 7.0% feel this is rarely an obstacle
- 40.5% feel this is sometimes an obstacle
- 47.0% feel this is frequently an obstacle

***Lack of parenting education (pre-release)***

For the 80.9% of respondents who indicated that this situation is applicable to them:

- 5.6% feel this is not an obstacle
- 6.7% feel this is rarely an obstacle
- 37.1% feel this is sometimes an obstacle
- 50.6% feel this is frequently an obstacle

***Lack of parenting education (after release)***

For the 91.4% of respondents who indicated that this situation is applicable to them:

- 6.0% feel this is not an obstacle
- 8.5% feel this is rarely an obstacle
- 39.3% feel this is sometimes an obstacle
- 46.3% feel this is frequently an obstacle

***Lack of anger management education (pre-release)***

For the 82.3% of respondents who indicated that this situation is applicable to them:

- 6.6% feel this is not an obstacle
- 5.5% feel this is rarely an obstacle
- 39.8% feel this is sometimes an obstacle
- 48.1% feel this is frequently an obstacle

***Lack of anger management education (after release)***

For the 93.2% of respondents who indicated that this situation is applicable to them:

- 7.3% feel this is not an obstacle
- 9.3% feel this is rarely an obstacle
- 36.1% feel this is sometimes an obstacle
- 47.3% feel this is frequently an obstacle

**NOTE:** Please see Appendix C (Question 13) for respondents' suggestions or comments about life skills education issues as barriers/obstacles to re-integration.

➤ **Knowledge of Laws that Hinder Clients with Criminal Records from Getting and Keeping Meaningful Employment or Other Essential Components of their Re-Integration (Housing, Education, Skills Training, Etc.)**

- 53.0% claim they do not know of any such laws
- 47.0% claim they do know of such laws

**NOTE:** Please see Appendix C (Question 14) for respondents' examples of laws that hinder re-entry efforts.

• **Survey Part 8: Program Evaluation**

In a series of questions relating to client success rates and program evaluation, the largest percentage of survey respondents' programs do evaluate client success rates after 1 year, although they do not evaluate client success rates after 3 years; they measure client success rates by examining sobriety and relapses or re-arrests for any violations after a given time period;

when prevented from measuring client success rates, it is due to lack of funding opportunities, staff, and other issues; and their programs have not undergone evaluation.

➤ **Evaluation of Client Success Rates after 1 Year**

For the 82.3% of respondents who indicated this is applicable to their programs:

- 35.2% do not check client success rates after 1 year
- 64.8% do check client success rates after 1 year

➤ **Evaluation of Client Success Rates after 3 Years**

For the 76.1% of respondents who indicated this is applicable to their programs:

- 65.0% do not check client success rates after 3 years
- 35.0% do check client success rates after 3 years

➤ **How Programs Measure Client Success Rates<sup>6</sup>**

For the 54.3% of respondents who indicated this is applicable to their programs:

- 75.8% examine sobriety and relapses
- 75.0% examine re-arrest for any violation after a given time period
- 60.0% examine employment status after a given time period
- 45.8% examine educational attainment
- 48.3% examine re-arrest for certain violations after a given time period
- 40.0% examine contributions to community after a given time period

**NOTE:** Please see Appendix C (Question 17) for other benchmarks used by respondents' programs.

➤ **What Prevents Programs from Measuring Client Success Rates**

For the respondents who provided information about why their programs do not measure client outcomes, their responses can be broken down as follows:

- 21.7% believe lack of funding opportunities prevents their programs from measuring client success rates
- 21.7% believe that other issues prevent their programs from measuring client success rates
- 17.4% believe lack of staff prevents their programs from measuring client success rates
- 15.2% believe lack of needed information for this population prevents their programs from measuring client success rates
- 15.2% believe lack of technical assistance prevents their programs from measuring client success rates

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<sup>6</sup> The percentages in these responses do not add up to 100% because respondents were given the option of selecting more than one measurement of clients' success.

- 8.7% believe lack of time prevents their programs from measuring client success rates

**NOTE:** Please see Appendix C (Question 18) for respondents' explanations of why their programs do not measure client success rates.

➤ **Programs that have Undergone Evaluation**

For the 64.9% of respondents who indicated this is applicable to their programs:

- 53.2% of respondents' programs have not undergone evaluation
- 46.8% of respondents' programs have undergone evaluation

**NOTE:** Please see Appendix C (Question 19) for respondents' explanation of what has prevented their program from being evaluated (if applicable), or when and by whom their program underwent evaluation (if applicable).

## SUMMARY

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In the following section, we briefly summarize respondents' major concerns about re-entry challenges in Texas so that communities and policy-makers may address them through innovations in criminal justice planning.

### ◆ Program Information

The largest percentages of survey respondents provide referrals to clients and case management services. They receive funding through private donations and fees for services. Most do not have a backlog of clients waiting for services; however, of those who do have a backlog of clients waiting for service, the majority estimates the backlog to be 1-25 clients.

### ◆ Barriers to Starting and Maintaining a Program

The largest percentage of survey respondents feel there are “sometimes” or “often” obstacles to starting and maintaining a program, especially with regards to (a) a lack of staff due to insufficient funding, (b) a lack of certified/trained workforce, (c) restrictions on professional licensure for people with convictions, (d) a lack of staff due to high turnover, and (e) insufficient per diem by the State.

The majority of survey respondents reiterated financial concerns in the free-response comments section, claiming they need additional funding to remove or minimize obstacles to efficiently providing substance abuse services to individual clients.

### ◆ Barriers to Providing Quality Services to Clients with Convictions

The largest percentage of survey respondents feel there are “sometimes” or “often” obstacles to providing quality services to clients with convictions, especially with regards to (a) a lack of providers in rural areas, (b) too much time lapse between sentencing and treatment, (c) too much time lapse between release from incarceration and community-based treatment, and (d) a lack of certified/trained workforce.

### ◆ Basic Needs-Related Barriers to Service Provision

The largest percentage of survey respondents feel there are “sometimes” or “often” basic needs issues that pose barriers/obstacles to re-integration, especially with regards to (a) limited financial literacy skills, (b) a lack of transportation, and (c) a lack of affordable housing availability.

For respondents that were able to identify laws that hinder clients with records from succeeding in re-entry, the largest percentages identified statutory barriers to employment and housing as problems.

◆ **Education-Related Barriers to Service Provision**

The largest percentage of survey respondents feel there are “sometimes” or “often” educational issues that pose barriers/obstacles to re-integration, especially with regards to (a) low literacy levels, (b) a lack of pre-release GED certification, (c) a lack of pre-release educational loan opportunities, and (d) a lack of post-release educational loan opportunities.

◆ **Employment-Related Barriers to Service Provision**

The largest percentage of survey respondents feel there are “sometimes” or “often” employment issues that pose barriers/obstacles to re-integration, especially with regards to (a) mental health, substance abuse, and physical health challenges, (b) a lack of post-release vocational skills training, (c) a lack of academic/literacy skills, and (d) a lack of pre-release vocational skills training.

◆ **Mental Health- and Substance Abuse-Related Barriers to Service Provision**

The largest percentage of survey respondents feel there are “sometimes” or “often” mental health and substance abuse issues that pose barriers/obstacles to re-integration, especially with regards to (a) post-release inconsistency in taking psychotropic medication, (b) post-release inability to access/afford psychotropic medication, (c) pre-release inconsistency in taking psychotropic medication, and (d) a lack of pre-release mental health services.

◆ **Life Skills Education-Related Barriers to Service Provision**

The largest percentage of survey respondents feel there are “sometimes” or “often” life skills education issues that pose barriers/obstacles to re-integration, especially with regards to (a) a lack of pre-release cognitive skills education, (b) a lack of pre-release anger management education, and (c) a lack of pre-release parenting education.

◆ **Client Success Rates and Program Evaluations**

The largest percentage of survey respondents’ programs evaluate client success rates after 1 year, although not after 3 years. The largest percentage measure client success rates by examining sobriety and relapses or re-arrests for any violations after a given time period. When prevented from measuring client success rates, respondents claim it is due to lack of funding opportunities, staff, and other. With regards to respondents’ programs themselves, the majority have not undergone evaluation.

## POLICY RECOMMENDATIONS

Based on practitioners' clear need for assistance in coordinating, making available, and providing effective re-entry services to criminal justice clients, TCJC makes the following recommendations to the Texas Legislature and organizations that engage in re-entry efforts.

**(1) Texas Should Mandate that the Texas Department of Criminal Justice (TDCJ) Create Assessment-Driven, Individualized Re-Entry Plans that Span Intake and Incarceration, and It Should Provide Funding to Implement These Plans.**

In 2007, more than 73,000 individuals entered a prison, state jail, or Substance Abuse Felony Punishment (SAFP) facility in Texas.<sup>7</sup> Almost all of these individuals will one day return to our communities. Yet a very small portion of TDCJ's budget is devoted to re-entry efforts. In fact, in fiscal year 2008, approximately 3.4% of TDCJ's total budget is directed towards re-entry efforts.<sup>8</sup>

Below is a chart showing direct program expenditures and administrative costs of each re-entry program funded by the State:

Re-Entry Initiatives	Appropriation	Salaries	
		Direct	Indirect
Academic/Vocational	\$ 2,332,715	-	-
Project RIO	\$ 3,566,364	3,481,988	-
Treatment Services	\$ 15,814,445	13,971,043	849,215
Substance Abuse	\$ 75,543,749	5,372,945	326,589
<b>Total Funding</b>	<b>\$ 97,257,273</b>	<b>22,825,976</b>	<b>1,175,804</b>
		<b>23.47%</b>	<b>1.21%</b>

**Note:** Direct salaries are costs associated with providing programmatic services, such as Chaplains, Project RIO Assessment Counselors, Case Managers, Psychologists, and Substance Abuse Counselors. Indirect salaries include central administrative and support costs associated with managing an agency.

Additional funding is needed to ensure that re-entering individuals have the tools to become and stay law-abiding and productive citizens. However, it is important to note that the re-entry process will be most successful and effective if it begins long before release – during an individual's intake at the correctional facility.

**a. TDCJ should strengthen its current intake process.**

Currently, TDCJ staff use a 6-page intake questionnaire to determine, among other things, incoming individuals' work experience, vocational skills, military experience, previous criminal activity (including sex offenses), family background (including whether any family

<sup>7</sup> Please see Appendix E for a breakdown of individuals entering TDCJ in 2007.

<sup>8</sup> Information received from TDCJ. This figure does not include funding for the Windham School District, which is included in the appropriation for the Texas Education Agency. Nor does it include expenditures for services provided by the Texas Correctional Office on Offenders with Medical or Mental Impairments, halfway house contracts, or release payments.

members have been in law enforcement or incarcerated), suicide attempts, homosexual experiences, previous in-prison experiences, and substance abuse experiences.<sup>9</sup>

However, to get the clearest picture of the incarcerated population and best meet the needs of communities to which they will return, other pieces of data – in addition to those collected on the intake form – should be collected, verified, and made easily available to policy-makers and the general public, including the following information:

- Whether incoming individuals' housing statuses are ascertained (e.g., homeless, living with relatives, independently living, residing in public housing)
- Information about who TDCJ screens (and who conducts the assessments) in order to determine the incarcerated population's (a) psychological issues, (b) mental health issues, and/or (c) substance abuse and dependency issues

**b. Texas should mandate that all TDCJ inmates will have comprehensive transition planning services and resources during incarceration.**

The State should ensure that assessments guide each offender's placement into re-entry-focused programs, as based on the offender's educational and employment abilities, mental health diagnoses and dispositions, history of drug abuse, and family dynamic and history of domestic violence. *[Please see Recommendation 3 for more on employment and education programs; Recommendation 4 for more on substance abuse treatment programs; and Recommendation 5 for more on mental health treatment programs.]* Each inmate should participate in creating his/her own re-entry plan, which should be guided by this assessment.

For offenders with families, a strengths-based and family-focused perspective should be used when developing their re-entry plans. Specifically, attention should focus on assets in the areas of education, cognitive ability, social skills, employment potential, and access to community-based (including family) resources. The ultimate goal of rehabilitation should be the strengthening of each inmate's pro-social assets (above) and family/social ties through a process that will guide the offenders to become positive role models and resources for their families and communities.

**Note:** The title of TDCJ staff responsible for writing the re-entry plan with the inmate should be written into statute and include credential requirements and a mandate that these positions be permanently filled.

**(2) Texas Should Improve the Quality of In-Prison Programs for the Estimated 70,000 Prisoners Being Released Each Year.**

**a. Texas should ensure the funding and recruitment of qualified and committed staff inside units to provide programmatic services.**

As a recruitment tool, the State should create a student loan reimbursement program for students willing to work in criminal justice services. The fields of education, social work,

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<sup>9</sup> Please see Appendix F for a copy of TDCJ's Intake Questionnaire.

and counseling should be targeted, and students should be reimbursed in increments after periods of sustained employment while they work in the criminal justice system.

**b. Texas should create performance measures for all in-prison programs geared towards re-entry.**

It is important that intermittent quality control checks be made to evaluate education, treatment, and employment programs; this will prevent obvious problems with program administration from being overlooked and ultimately undermining the goals of the programs. In addition to performance-tracking technology, the State could also develop a client and staff feedback survey. Staff and client feedback is the simplest method of evaluating programmatic progress and can improve participants' investment in the process when they know their feedback is valued.

**(3) Texas Must Invest in Additional Pre- and Post-Release Programs that Support Job-Readiness, Talent Assessment, and Placement Among Ex-Offenders.**

**a. Texas must continue to support education and employment-focused programs offered to currently incarcerated individuals.**

Only with a strong skill set will re-entering men and women have a chance to reclaim their lives, become responsible members of our communities, and support their families.

In order to better prepare inmates to re-enter the community – and thus reduce the risk of recidivism – TDCJ offers eligible individuals the opportunity to participate in employment readiness programs at the Windham School District (WSD), which operates within TDCJ's Correctional Institutional Division. WSD offers assistance with literacy and life skills, provides Career and Technology Education, and includes a Continuing Education Division to offer offenders the opportunity to participate in college courses and Project Re-Integration of Offenders (RIO).<sup>10</sup>

In response to H.B. 2837 (effective 2005) – which, among other things, required WSD to develop educational and vocational training programs and evaluate the effectiveness of such training services provided to inmates – WSD conducted a study of the Career and Technology Education programs and their impact on post-release employment:

- From April 1, 2005, to March 31, 2006, 69,883 offenders were released.
- 39,817 offenders met the criteria for the study (e.g., they had a Social Security Number, they had not been released on a bench warrant, etc).
- 24,841 former offenders (62% of those studied) had a matching income and were considered employed.

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<sup>10</sup> Please see Appendix G for a chart showing Windham School District participants during the 2006-2007 fiscal year.

- 12,204 former offenders (31% of those studied) were still employed on the first anniversary of their initial employment.<sup>11</sup>

The State must continue to invest in the recidivism-reduction programs offered at WSD, but it should allocate additional funding to accommodate a larger number of participants interested in following the path to responsibility and success.

- b. Parole and probation officers should have access to a centralized job-matching system where employers who will hire the formerly incarcerated can post their openings.**

Based on the participation of formerly incarcerated individuals in the above-mentioned pre-release training programs, as well as in other educational and work-readiness programs, they will be better prepared to meet job readiness and retention criteria, in turn allowing the State to attract and retain the participation of quality employers.

- c. Probation and parole departments should offer incentives for officers that assist offenders with finding jobs.**

For each supervised parolee/probationer who is found to be employed and kept employed, the State should provide additional funding to the parole or probation department to be used as a financial reward for the officers working directly with them. This will create an incentive for parole and probation officers to actively seek new employers willing to participate in the program and assist in expanding the updated list.

- d. Texas should standardize a therapeutic culture within TDCJ's Parole District Reentry Centers (DRCs) – where the Texas Workforce Commission's Project RIO employment services are provided – and it should enhance the services they offer.**

The Parole Division's DRCs provide cognitive intervention, pre-employment assistance, victim impact classes, anger management classes, and substance abuse education. According to TDCJ, DRCs also conduct a regularly scheduled "New Arrival Orientation" where offenders receive additional information regarding community efforts, resources, and services; providers from outreach programs, vocational programs, faith-based programs and educational programs present brief overviews, and offer brochures and contact information for their programs. Approximately 12% of people served by DRCs are there voluntarily, while 88% use services in tandem with parole visits.

To begin standardizing a therapeutic culture in DRCs, the Parole Division should provide staff trainings on cultural sensitivity towards stigmatized clients, and it should develop value-based mission statements for DRC staff. These mission statements should have at their foundation an acknowledgment of rehabilitation and the preservation of public safety.

The State should also evaluate the current use of funding that, as per the Workforce Investment Act, is allocated towards Project RIO – which provides a link between education, training, and employment during incarceration with employment, training, and

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<sup>11</sup> Information received from TDCJ.

education after release. (Essentially, all offenders released to parole supervision are referred to Project RIO services. In other words, Project RIO expands upon WSD services through assessments, referrals, and ongoing training.) Based on the State's evaluation, it should identify how to enhance funding utilization and, in turn, the quality and provision of services.

#### **(4) Texas Must Invest in Additional Pre- and Post-Release Substance Abuse Treatment Programs.**

A large percentage of individuals incarcerated in Texas prisons have a history of substance abuse problems. The State must promote medical and public health responses to these individuals. For those already within prison walls, a transition plan should be developed to include how each offender will most successfully re-integrate into society, to include in-prison substance abuse treatment participation (*see Recommendation 1*).

For those leaving prison, Texas should improve and make more widely available tailored, coordinated, and effective community-based substance abuse treatment programs. Although federal and state funding for treatment programs outside prison walls began a drastic decline in 2003, the 80<sup>th</sup> state Legislature began to address the devastating effects of under-funded programs in Texas by providing funds for alternatives to incarceration. According to TDCJ, program expansions approved by the Legislature will roughly double the number of incarcerated offenders annually when fully operational.

However, now and in the future, the State should invest in further strengthening the treatment infrastructure to decrease criminal activity derived from substance abuse addiction. For instance, funding must be increased in efforts to reduce or eliminate current obstacles facing treatment providers and their clients. Enough funding should be allocated so that agencies and programs – especially in historically underserved areas (such as rural areas) – can attract and hire qualified professionals in the field, retain current, experienced practitioners, provide these practitioners with continuing education and other necessities, conduct program evaluations, and minimize the waiting periods and statutory barriers faced by criminal justice clients seeking treatment. Furthermore, Texas must do all that it can to sustain existing treatment programs that work – such as transitional treatment centers and SAFPs.

#### **(5) Texas Must Invest in Additional Pre- and Post-Release Mental Health and Healthcare Services**

Frequently, prisons take the place of mental health centers. According to TDCJ, approximately 5,400 offenders with special needs (mental illness, mental retardation, serious medical or long term care needs) were released from incarceration in fiscal year 2007 alone; they were connected to community resources through a continuity of care program.<sup>12</sup>

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<sup>12</sup> In accordance with the statutory provisions requiring a continuity of care system, each Health and Human Service Agency must provide a listing of contact staff for criminal justice referrals at the local and state level. This includes local MHMR Centers, Department of Aging and Disability Services, and Department of Assistive and Rehabilitative Services. These agencies have the primary responsibility of providing services that are required for offenders with special needs once released to the community.

Also during fiscal year 2007, approximately 1,400 HIV-positive offenders were released, and an estimated 4,500 offenders with Hepatitis C were released. A small number of releasees with other diseases were also released: for example, 16 offenders were released receiving treatment for TB.

The State should ensure that currently incarcerated individuals with special needs are being treated, and that prevention measures are fully enforced so that other inmates will not contract communicable diseases. For exiting individuals who will require mental health and healthcare services, the State should ensure that there is a continuum of care readily available to them – at the very least, exiting individuals should be provided with a comprehensive contact list of providers in local areas that can meet their needs.

#### **(6) Texas Should Create Program Enhancements to Support the Children of Incarcerated Parents.**

According to TDCJ, that agency already facilitates family connections through a variety of measures:

- TDCJ runs a program that allows for both contact and non-contact visitation (with children not counting towards the limit of two adult visitors per visit).
- Programs are offered at some units which include family participation and target the children of offenders.
- A new offender telephone authorized by the 80<sup>th</sup> Legislature is being implemented that will further enhance offender/family interaction.
- TDCJ has instituted the GO KIDS Initiative (Giving Offenders' Kids Incentive and Direction to Succeed), which is a directory showing which units have family-friendly programs, as well as an information directory for families of offenders that provide resources in the community (as available) which may be of assistance to the family.
- TDCJ has been working closely with the Department of Family and Protective Services to establish a system to identify offenders who have active (or inactive) cases with child protective services. This will assist the criminal justice and Child Protective Services (CPS) systems as they (a) identify offenders who have active (or inactive) cases with child protective services, and (b) work more closely on cases that may need additional support and monitoring toward a successful outcome.
- A new visitor tracking system is being developed which would provide additional statistical information regarding visitation.

We commend these efforts by TDCJ to encourage family participation in inmates' lives. Studies indicate that the majority of incarcerated people return to live with their family members upon release.

However, to better assist families as they strengthen themselves through positive visitations and social service support, the State should invest in the following:

- *an enhancement to visitation environments.* Specifically, enhancements to visitation that nurture parent-child bonding should become standardized. “Window visits,” in which visitors are separated from prisoners by glass and converse by telephone, are not appropriate for small children. In facilities such as county jails where these visits are the norm, exceptions should be made for prisoners with children. Furthermore, in facilities where contact visits already take place, visiting rooms should be designed with children’s needs in mind, or separate accommodations should be made for prisoners with children.
- *mentoring/ tutoring programs and counseling services for children of the incarcerated.* Given that children of incarcerated parents are more likely than other children to enter the criminal justice system, the State should invest in interventions to support the educational, emotional, psychological, health, and mental health needs of these children in order to improve their outcomes in life. Programs that target these children should be welcomed into the TDCJ visitation environment to facilitate therapeutic family-based support. This programming should ultimately include interventions that span visitation and after-school programs that address the unique needs of these children.

These investments by the State will pay off over the long term when former offenders and their loved ones are more prepared for the re-entry transition.

**Note:** These services should be coordinated with services already being provided by Health and Human Services, Child Protective Services, child support programs, and additional state and community programs intended to aid families.

**(7) Texas Must Assist Former Offenders as They Leave Incarceration**

**a. TDCJ should provide offenders with reasonable records at discharge to facilitate successful re-entry.**

Upon release, each offender should be provided verification of his or her work history during incarceration, as well as certification of educational and/or treatment programs completed. Each outgoing offender should also be provided a driver’s license, identification card, social security card, and birth certificate. This information will facilitate individuals’ ability to obtain employment, housing, and other benefits.

**b. Releasing prisoners must be given the tools to be responsible during the key post-release period.**

According to TDCJ, offenders released from TDCJ are provided a bus ticket to their destination. *Note:* More extensive travel arrangements are made for special needs offenders with conditions requiring assistance. Also, offenders are permitted to travel home with family and friends if they plan to pick up the offender upon release.

If an offender is fully discharging his/her sentence upon release, s/he will receive \$100 at the gate. However, if s/he is releasing to parole supervision, s/he receives a \$50 gate check for necessities, followed by an additional \$50 upon reporting to his/her parole officer for the first time.

A bus ticket and \$100 do not adequately prepare individuals to successfully find housing and food. TDCJ should provide a county-specific information packet to ex-offenders at the time of their release; this should include the addresses and telephone numbers of workforce offices, viable housing options (both public and private), and contact information for support groups (like churches, peer-to-peer counseling groups, and other charitable institutions).

Ultimately, secured access to a regularly updated electronic database inside the prisons would best provide the information necessary for offenders to plan their re-entry. This database could utilize existing services such as United Way's 211 referral service at no cost to the State.

## **(8) Texas Should Remove Legal Barriers to Employment for Previously Incarcerated Individuals.**

### **a. Texas should give legal protection to employers willing to give former offenders a second chance.**

The State should prevent employers from being liable for lawsuits prompted by the criminal or tortious acts of a non-3g<sup>13</sup> ex-offender employee, with the exception of gross negligence and liability regulated under Labor Code Title 5, Workers' Compensation. This initiative would encourage additional employers to give the formerly incarcerated an opportunity to re-integrate into the workforce.

### **b. Texas should remove barriers within state statutes that prevent the formerly incarcerated from obtaining licensing for jobs that are not directly related to the crime committed.**

When people come out of prison, they must find jobs and housing or risk turning to illegal activity to survive. However, Texas has 168 state laws that forbid felons from obtaining jobs – and because Texas law designates 1,941 individual offenses as felonies, Texas has a huge felon population. In fact, approximately 1 in 11 Texas adults has a felony conviction on his or her record. Current Texas licensing requirements apply to a significant number of occupations, including air conditioning and refrigeration contractors, electricians, water well drillers, manicurists, and many others. Former felons cannot currently qualify for many of these licensed positions.

**Note:** Please see Appendix D for a comprehensive list of jobs that felons cannot access.

### **c. Texas should offer a Certificate of Rehabilitation to help lift the customary bar to employment for a felon who obtains one.**

**Note:** Certificates of Rehabilitation are also referred to as Certificates of Relief from Disabilities or Certificates of Good Conduct. These are state-authorized documents of rehabilitation that allow previously incarcerated people to demonstrate that they have paid

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<sup>13</sup> 3g offenses include aggravated kidnapping, robbery and sexual assault, indecency with a child, murder, sexual assault of a child or adult, and any felony with a deadly weapon.

their debt to society and have earned the right to have statutory bars lifted and public benefits reinstated.

Through this certification process, the State can promote public safety and civic engagement, as well as the employment of people who have completed their sentences. Arizona, California, Nevada, New Jersey, New York, and Illinois have already enacted legislation to provide individuals with a way to remove barriers to employment or other post-release rights.

**(9) Texas Should Prevent Counties from Using Zoning Laws to Bar Churches and Other Direct Service Providers from Assisting Ex-Offenders, and It Should Create Financial Incentives for Counties that Facilitate the Re-Integration of Ex-Offenders into their Communities.**

Counties are creating an unfunded mandate to the State by failing to provide housing to former resident ex-offenders – and they are thereby burdening the State with the responsibility of finding them housing. Counties must accept those who are re-integrating into society. If they are not willing to allow placement into housing facilities in the neighborhoods or communities from which the individuals came, then they should have to pay a re-entry infrastructure fee to create comparable facilities that will meet Texas' public safety needs.

Additionally, county and state governments should engage in public education efforts that inform residents about the importance of religious and non-profit activities geared toward ex-offender re-integration.

Bottom line: Counties committed to the re-integration process should receive full financial assistance from the State to operate and construct re-entry facilities and programs.

**(10) Texas Should Promote Affordable Housing Options for Formerly Incarcerated Individuals.**

- a. **Wherever possible, local Texas housing authorities should be directed to utilize federal housing assistance programs to help formerly incarcerated people with finding housing, within the limits of federal law.**

Federal Community Development Block Grants and HOME Investment Partnership grants to localities can provide avenues for funding to aid formerly incarcerated individuals when communities support such initiatives.

- b. **Texas should offer tax incentives to landlords who provide housing to ex-offenders.**

Tax breaks should reward landlords who give ex-offenders a second chance to successfully re-integrate into society. Within the limitations of federal law, the housing commission should be directed to maximize the availability of low-cost housing options for ex-offenders and those currently under community supervision.

**c. Texas should fund additional supportive units for ex-offenders.**

Most public housing laws and regulations stipulate a “one-strike” rule that automatically bars anyone with a criminal record (however minor the offense) from eligibility for public housing. Additional housing units would help keep ex-offenders off the street and in sustainable homes where they are less likely to re-offend.

**d. Texas should create a pilot program with a family mentoring re-integration plan.**

This program could provide a small payment to qualified, caring families and individuals throughout Texas who want to house low-risk, low severity former offenders that are eligible for parole but who lack their own housing. This will allow former offenders to experience the family support they may never have had prior to incarceration, and it will provide them transitional housing while they have the chance to seek employment.

**Note:** Eligibility to become a host should be contingent upon a clean criminal record. Furthermore, families should be allowed prior review and approval of the individuals they take in.

**(11) Texas Should Follow Program Models from Other States that have Successfully Implemented Re-Entry Plans.**

Although the following materials are very specific to state needs, they do contain strategies that Texas could employ in its re-entry infrastructure:

- *Kansas Offender Risk Reduction and Reentry* – this is an information portal for Kansas Offender Risk Reduction and Reentry Services, available at [www.dc.state.ks.us/reentry](http://www.dc.state.ks.us/reentry).

In 2007, the State of Kansas enacted a re-entry statute that offers good time credit for inmates, as well as program credit. Although in Texas, confinees in state jail felony facilities are not entitled to good time credit, having the opportunity to receive program credit would afford them an incentive to complete in-prison rehabilitative programs, help to improve their conduct while confined in the facility, and increase the number of persons discharged from a facility – thus freeing up needed prison space.

- *Connecticut's 2007 Comprehensive Offender Re-Entry Plan* – this is a 112-page report available at [www.ct.gov/opm/LIB/opm/CjJPPD/CjReentry/ReentryStrategyPlan2007.pdf](http://www.ct.gov/opm/LIB/opm/CjJPPD/CjReentry/ReentryStrategyPlan2007.pdf).

Connecticut has also been a leading state in pushing for re-entry programs to relieve prison overcrowding.

The following projects offer additional strategies that Texas could look to for assistance in improving and strengthening its re-entry policies:

- *The Re-entry Policy Council (RPC)* – This is a national project coordinated by the Council of State Governments' Justice Center, a national nonprofit organization that serves policy-makers at the local, state, and federal levels from all branches of government. RPC works to generate bi-partisan policies for lawmakers and to facilitate coordination and information-

sharing among organizations implementing re-entry initiatives, researching trends, communicating about related issues, or funding projects. The Justice Center provides practical, nonpartisan advice and consensus-driven strategies – informed by available evidence – to increase public safety and strengthen communities.

- *The National Institute of Corrections* (Department of Justice, Bureau of Prisons) – This Institute provides training, technical assistance, information services, and policy/program development assistance to federal, state, and local corrections agencies. It also offers an excellent library of reports.

\* \* \* \* \*

The costs associated with a larger investment in re-entry service provision may be viewed as the greatest difficulty of actualizing survey respondents' recommendations.

However, the social benefits to be gained by assisting offenders who are amenable to rehabilitation outweigh the budgetary costs. With a greater allocation of state funding towards therapeutic programs, Texas will further its mission to improve public safety by producing more capable, law abiding, and productive citizens.

## APPENDIX A: TCJC SURVEY QUESTIONS

### SURVEY INSTRUCTIONS

Answering this survey will allow us to provide your input to the members of the House Corrections Committee and other key stakeholders in regards to the following legislative interim charge:

House Charge #2: Consider new strategies for meeting prisoner re-entry challenges in Texas, including the evaluation of programs with documented success. This review should include the availability of housing and occupational barriers.

The time you spend on the survey will be worthwhile. It should only take you about 15 minutes to complete.

We are looking for information about programs and services available in Texas, regardless of whether they currently serve the reentry population or specifically exclude this population.

TCJC will summarize and release the survey results in order to make your job as a re-entry professional easier and more effective. Your name/program name will only be included in our findings and publications if you so instruct us at the end of this survey. Otherwise your feedback will only be anonymously tabulated with the remainder of the respondents' information. Because of this, you should feel comfortable speaking freely about your professional experiences in this area.

Please note that only one survey should be completed for each program you are involved with. However, PLEASE also take 15 minutes to fill out our Substance Abuse Service Provider Survey if you provide substance abuse services as well.

Your assistance in completing this survey is invaluable and greatly appreciated. If you have any questions or concerns about the survey, please contact Eden Davisson, Director of Re-Entry and Best Practices, at (512) 441-8123 x 102 or at [edavisson@criminaljusticecoalition.org](mailto:edavisson@criminaljusticecoalition.org).

To learn more about us, log onto [www.criminaljusticecoalition.org](http://www.criminaljusticecoalition.org).

### **I. PROGRAM INFORMATION**

#### **1. Please identify your role in the criminal justice re-entry profession:**

- Judge
- Parole Board Member
- Parole Officer
- Probation Officer
- Wyndham School District Educator
- Community-based Program Practitioner (Private/Non-Profit/Non-TDCJ Employee)
- Community-based Public Program Practitioner (County, State)
- County Jail Program Practitioner/Employee
- TTC Program Practitioner (Official TDCJ Transitional Therapeutic Community)

- Official TDCJ Halfway House Program Practitioner
- Official TDCJ Substance Abuse Felony Punishment Facility Program Practitioner (SAFPs)
- Official TDCJ In-Prison Therapeutic Community Program Practitioner (IPTCs)
- State Jail Program Practitioner/Employee
- Federal Prison Program Practitioner
- Veterans Administration Re-Entry Program Practitioner
- Other

**2. Please check all services your program directly provides:**

- Food Assistance (food pantry, hot meals, food vouchers, etc.)
- Clothing Assistance
- Medical Assistance (not psychiatric)
- Help Securing Social Security Cards and Other Identification
- Case Management Services (Note: Please choose this option if you provide assessment, planning, service coordination, advocacy, and monitoring of progress. Choose the “Referrals to Other Programs/Services” option below if you only provide referrals.)
- Religious Advising
- Substance Abuse Support Groups (12-step groups, etc.)
- Substance Abuse Treatment and Services (e.g., assessment, detoxification, state-licensed counseling, residential treatment, inpatient treatment, day treatment, comprehensive outpatient treatment, etc.)
- Mental Health Counseling (state-licensed)
- Education (e.g., English-as-a-second language classes, GED preparation classes, Wyndham School District classes, college education, etc.)
- Employment Services (e.g., job training, résumé writing, interview training, job placement, job search assistance, etc.)
- Housing (e.g., transitional with case management/support services, boarding homes without support services, etc.)
- Mentoring
- Peer Support Groups
- Referrals to Other Programs/Services in Community
- Transportation (e.g., providing a driver to transport clients to appointments, providing bus passes, etc.)
- Other (please specify)

**3. What are your sources of funding? (Choose all that apply)**

- Private Donations
- Federal Grants
- Federal Contracts
- State Grants
- State Contracts (DSHS/TDCJ, etc.)

- CSCD/CJAD Contracts (community supervision)
- County and City Grants (Some DWI Courts, etc.)
- County and City Contracts
- Fees for Services
- I am not sure
- Other
- (Please specify your major funding sources):

4. To your knowledge, is there a waiting list or backlog of clients waiting to receive your services?

- No
- Yes
- N/A

5. If you answered “yes” to Question 4, how many people do you estimate are waiting for your services?

- I answered “no” or “n/a”
- 1-25
- 26-50
- 51-75
- 76-100
- 100-200
- 200-300
- 300-400
- 400+

## II. BARRIERS TO SERVICE PROVISION

6. How often do you experience the following administrative obstacles to starting up and maintaining your type of program/service/District Reentry Center:

- *Lack of certified/trained workforce*

- Never
- Rarely
- Sometimes
- Often
- N/A

- *Restrictions on professional licensure for people with convictions*

- Never
- Rarely

- Sometimes
- Often
- N/A

- ***Lack of staff due to high turnover***

- Never
- Rarely
- Sometimes
- Often
- N/A

- ***Lack of staff due to insufficient funding***

- Never
- Rarely
- Sometimes
- Often
- N/A

- ***Lack of reimbursement by insurance companies for mental health services***

- Never
- Rarely
- Sometimes
- Often
- N/A

- ***Lack of reimbursement by insurance companies for substance abuse treatment***

- Never
- Rarely
- Sometimes
- Often
- N/A

- ***Insufficient per-diem reimbursement by the federal government***

- Never
- Rarely
- Sometimes
- Often
- N/A

- *Insufficient per-diem reimbursement by the state*

- Never
- Rarely
- Sometimes
- Often
- N/A

- *Statutory restrictions on starting up the program*

- Never
- Rarely
- Sometimes
- Often
- N/A

- *Restrictions on qualifying for government contracts*

- Never
- Rarely
- Sometimes
- Often
- N/A

- *Requirement to provide both security and treatment as contract provisions*

- Never
- Rarely
- Sometimes
- Often
- N/A

- Please elaborate on the most severe limitations here:

**7. If you experienced insufficient funding as a barrier to efficiently providing substance abuse services to individual clients, approximately how much more money do you need per year or per diem to remove or significantly minimize the barrier(s)?**

- I do not experience insufficient funding.
- I experience insufficient funding, and suggestions are below.

Amount needed:

8. To what extent do you experience the following barriers/obstacles to providing quality services to people with convictions?

- *Legal restrictions on staff contacting clients for follow-up evaluation and services*

- Never
- Rarely
- Sometimes
- Often
- N/A

- *Legal restrictions preventing recovered clients from outreach in jails/prisons*

- Never
- Rarely
- Sometimes
- Often
- N/A

- *Lack of certified/trained workforce*

- Never
- Rarely
- Sometimes
- Often
- N/A

- *Restrictions on professional licensure for people with convictions*

- Never
- Rarely
- Sometimes
- Often
- N/A

- *Lack of information referral networks among providers*

- Never
- Rarely
- Sometimes
- Often
- N/A

- ***Watered-down services in my agency due to insufficient funding***
  - Never
  - Rarely
  - Sometimes
  - Often
  - N/A
  
- ***Lack of providers in rural areas***
  - Never
  - Rarely
  - Sometimes
  - Often
  - N/A
  
- ***Lack of providers that are DSHS/TDCJ certified***
  - Never
  - Rarely
  - Sometimes
  - Often
  - N/A
  
- ***Too much time lapse between sentencing and treatment***
  - Never
  - Rarely
  - Sometimes
  - Often
  - N/A
  
- ***Too much time lapse between release from incarceration and community-based treatment***
  - Never
  - Rarely
  - Sometimes
  - Often
  - N/A
  
- **Comments (please specify)/Other**

### III. BARRIERS TO RE-ENTRY: BASIC NEEDS

The Barriers to Re-Entry portion of this survey will cover:

Basic Needs  
Education  
Employment  
Mental Health/Substance Abuse  
Life Skills

Please use the comment box at the end of each section to provide policy-makers with specific input and to list the other barriers you witness.

**9. To what degree do your clients with criminal records experience the following Basic Needs issues as barriers/obstacles to re-integration into the community?**

- ***Challenges obtaining a driver's license or other identification***

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- ***Challenges obtaining needed work-appropriate clothing***

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- ***Lack of transportation***

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- ***Lack of affordable housing availability***

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- ***Challenges maintaining housing due to failure to pay utilities, rent/mortgage, etc.***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Limited financial literacy skills***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of resource referral information***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Comments/Other***

**IV. BARRIERS TO RE-ENTRY: EDUCATION**

**10. To what degree do your clients with criminal records experience the following Educational Issues as barriers/obstacles to re-integration into the community?**

- ***Low literacy levels***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A

- ***Lack of GED certification (pre-release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of GED certification (after release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of basic literacy education programs (pre-release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of basic literacy education programs (after release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of college-level academic education (pre-release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of college-level academic education (after release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A

- ***Lack of educational loan opportunities (pre-release)***

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- ***Lack of educational loan opportunities (after release)***

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- ***Comments/Other***

## V. **BARRIERS TO RE-ENTRY: EMPLOYMENT**

### 11. To what degree do your clients with criminal records experience the following Employment Issues as barriers/obstacles to re-integration into the community?

- ***Lack of eligibility for a professional license (ex: barber, manicurist, electrician, plumber, sanitation, truck driver, nurse, etc.)***

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- ***Lack of vocational skills training (pre-release)***

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- ***Lack of vocational skills training (after release)***

- Not a barrier
- Rarely a barrier

- Sometimes a barrier
- Frequently a barrier
- N/A
  
- ***Lack of communication skills/soft skills employment readiness education (pre-release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of communication skills/soft skills employment readiness education (after release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of employment procurement/interview training (pre-release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of employment procurement/interview training (after release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of academic/literacy skills***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A

- ***Health challenges (mental health, substance abuse, physical health)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
- ***Comments/Other***

**VI. BARRIERS TO RE-ENTRY: MENTAL HEALTH & SUBSTANCE ABUSE**

**12. To what degree do your clients with criminal records experience the following Mental Health and Substance Abuse Issues as barriers/obstacles to re-integration into the community?**

- ***Lack of mental health services (pre-release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
- ***Lack of mental health services (after release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
- ***Inability to access/afford psychotropic medication (pre-release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
- ***Inability to access/afford psychotropic medication (after release)***
  - Not a barrier
  - Rarely a barrier

- Sometimes a barrier
- Frequently a barrier
- N/A
  
- ***Inconsistency in taking psychotropic medication (pre-release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Inconsistency in taking psychotropic medication (after release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of substance abuse treatment (pre-release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of substance abuse treatment (after release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A
  
- ***Lack of substance abuse education (pre-release)***
  - Not a barrier
  - Rarely a barrier
  - Sometimes a barrier
  - Frequently a barrier
  - N/A

- *Lack of substance abuse education (after release)*

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- *Comments/Other*

## VII. BARRIERS TO RE-ENTRY: LIFE SKILLS

13. To what degree do your clients with criminal records experience the following Life Skills Education as barriers/obstacles to re-integration into the community?

- *Lack of cognitive skills education (pre-release)*

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- *Lack of cognitive skills education (after release)*

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- *Lack of behavior modification counseling (pre-release)*

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- *Lack of behavior modification counseling (after release)*

- Not a barrier
- Rarely a barrier
- Sometimes a barrier

- Frequently a barrier
- N/A

- ***Lack of parenting education (pre-release)***

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- ***Lack of parenting education (after release)***

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- ***Lack of anger management education (pre-release)***

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

- ***Lack of anger management education (after release)***

- Not a barrier
- Rarely a barrier
- Sometimes a barrier
- Frequently a barrier
- N/A

**14. Are there any laws you are aware of that hinder clients who have criminal records from getting and keeping meaningful employment or other essential components of their re-integration (housing, education, skills training, etc.)?**

- No
- Yes

If “yes,” please describe the nature of these laws:

**VIII. PROGRAM EVALUATION**

**15. Do you check the success rate of your clients after 1 year?**

- No
- Yes
- I don't know
- N/A

**16. Do you check the success rate of your clients after 3 years?**

- No
- Yes
- I don't know
- N/A

**17. How does your program measure whether or not its clients are successful? (Please be as specific as possible, and check all that apply)**

- We don't measure client outcomes
- Examining employment status after a given time period
- Examining re-arrest for any violation after a given time period
- Examining re-arrest for certain violations after a given time period
- Examining educational attainment
- Examining contributions to community after a given time period
- Examining sobriety and relapses
- I don't know
- N/A
- Other

Please specify:

**18. If you do not measure the success of your clients, what prevents you from doing so?**

**19. Has an evaluation of this program been conducted?**

- No
- Yes
- I don't know
- N/A

If you answered "no," what has prevented your program from being evaluated? If you answered "yes," when and by whom?

**20. If you answered “yes” to Question 19, can TCJC receive a copy of the evaluation results and may we share this with other criminal justice decision-makers? (If so, we will contact you for a copy of the results.)**

- No
- Yes
- N/A

**21. If you provide direct services, is your organization already registered with the 2-1-1 Information and Referral Network?**

- I don't provide direct services
- Yes, we are registered
- No, we are not registered
- I don't know

**IX. CONTACT INFORMATION**

**22. How may we use your written responses?**

- Only share my written responses anonymously.
- You may quote me for my written responses.

**23. May we inform you of opportunities to voice your concerns to lawmakers?**

- No
- Yes

**24. If you would like us to be able to contact you for future collaboration, please fill out the following contact information.**

Program Name	<input type="text"/>
Contact Name	<input type="text"/>
Contact Phone	<input type="text"/>
Contact Email	<input type="text"/>
Program Address (please include zipcodes)	<input type="text"/>
Program Website	<input type="text"/>

## APPENDIX B: ALL RESPONSES TO TCJC SURVEY QUESTIONS

### I. PROGRAM INFORMATION

#### 1. Role in the Criminal Justice Substance Re-Entry Profession

Of the 234 individuals who participated in the anonymous online survey administered by TCJC's Public Policy Center:

- 0.0% are Judges
- 0.0% are Parole Board Members
- 0.4% are Parole Officers
- 26.6% are Probation Officers
- 0.0% are Wyndham School District Educators
- 48.9% are Community-based Program Practitioners (Private/Non-Profit/Non-TDCJ Employee)
- 7.7% are Community-based Public Program Practitioners (County, State)
- 0.9% are County Jail Program Practitioners/Employees
- 2.6% are TTC Program Practitioners (Official TDCJ Transitional Therapeutic Community)
- 1.7% are Official TDCJ Halfway House Program Practitioners
- 0.4% are Official TDCJ Substance Abuse Felony Punishment Facility Program Practitioners (SAFPs)
- 0.4% are Official TDCJ In-Prison Therapeutic Community Program Practitioners (IPTCs)
- 0.0% are State Jail Program Practitioners/Employees
- 0.4% are Federal Prison Program Practitioners
- 0.9% are Veterans Administration Re-Entry Program Practitioners
- 9.0% identified themselves as Other

Those who identified themselves as “Other” are mostly directors of probation departments, but also include program administrators of public agencies and community organizations.

#### 2. Direct Services Provided by Respondents' Programs<sup>14</sup>

- 22.8% provide food assistance (food pantry, hot meals, food vouchers, etc.)
- 24.6% provide clothing assistance
- 9.5% provide medical assistance (not psychiatric)
- 28.0% help secure Social Security cards and other identification
- 54.7% provide case management services (assessment, planning, service coordination, advocacy, and monitoring of progress)
- 23.7% provide religious advising

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<sup>14</sup> The percentages in these responses do not add up to 100% because respondents were given the option of selecting more than one direct service.

- 41.8% provide substance abuse support groups (12-step groups, etc.)
- 36.6% provide substance abuse treatment and services (e.g., assessment, detoxification, state-licensed counseling, residential treatment, inpatient treatment, day treatment, comprehensive outpatient treatment, etc.)
- 14.7% provide mental health counseling (state-licensed)
- 15.9% provide education (e.g., English-as-a-second language classes, GED preparation classes, Wyndham School District classes, college education, etc.)
- 34.9% provide employment services (e.g., job training, résumé writing, interview training, job placement, job search assistance, etc.)
- 22.8% provide housing (e.g., transitional with case management/support services, boarding homes without support services, etc.)
- 29.3% provide mentoring
- 34.9% provide peer support groups
- 77.2% provide referrals to other programs/services in community
- 25.9% provide transportation (e.g., providing a driver to transport clients to appointments, providing bus passes, etc.)
- 11.2% provide other direct services

### 3. Sources of Funding<sup>15</sup>

- 38.5% receive private donations
- 16.5% receive federal grants
- 4.3% receive federal contracts
- 22.9% receive state grants
- 18.6% receive state contracts (DSHS/TDCJ, etc.)
- 27.7% receive CSCD/CJAD contracts (community supervision)
- 9.1% receive county and city grants (some DWI courts, etc.)
- 6.1% receive county and city contracts
- 29.0% receive fees for services
- 8.2% answered “I am not sure”
- 16.5% receive funding from other sources

### 4. Waiting List or Backlog of Clients Waiting to Receive Services

- 48.5% of respondents claim that, to their knowledge, clients are not on a waiting list to receive their services
- 38.6% of respondents claim that, to their knowledge, clients are on a waiting list to receive their services
- 12.9% of respondents claim this is not applicable to their work

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<sup>15</sup> The percentages in these responses do not add up to 100% because respondents were given the option of selecting more than one source of funding.

## 5. Estimated Number of People Waiting for Services

Of respondents who claimed that clients are on a waiting list to receive their services:

- 59.4% said that either they have no waiting list, or this is not applicable
- 21.0% estimate that 1-25 clients are waiting for services
- 6.3% estimate that 26-50 clients are waiting for services
- 4.0% estimate that 51-75 clients are waiting for services
- 2.2% estimate that 76-100 clients are waiting for services
- 2.7% estimate that 100-200 clients are waiting for services
- 0.4% estimate that 200-300 clients are waiting for services
- 0.0% estimate that 300-400 clients are waiting for services
- 4.0% estimate that 400+ clients are waiting for services

## II. BARRIERS TO SERVICE PROVISION

### 6. Frequency with which the Following Situations Pose Administrative Obstacles to Starting Up and Maintaining a Program/Service/District Reentry Center:

#### *Lack of Certified/Trained Workforce*

- 10.4% feel this is never an obstacle
- 15.6% feel this is rarely an obstacle
- 26.0% feel this is sometimes an obstacle
- 29.4% feel this is often an obstacle
- 18.6% claim this is not applicable to their work

#### *Restrictions on Professional Licensure for People with Convictions*

- 16.2% feel this is never an obstacle
- 14.4% feel this is rarely an obstacle
- 19.2% feel this is sometimes an obstacle
- 22.3% feel this is often an obstacle
- 27.9% claim this is not applicable to their work

#### *Lack of Staff Due to High Turnover*

- 14.8% feel this is never an obstacle
- 20.4% feel this is rarely an obstacle
- 25.2% feel this is sometimes an obstacle
- 19.6% feel this is often an obstacle
- 20.0% claim this is not applicable to their work

#### *Lack of Staff Due to Insufficient Funding*

- 7.8% feel this is never an obstacle
- 9.1% feel this is rarely an obstacle

- 23.7% feel this is sometimes an obstacle
- 45.7% feel this is often an obstacle
- 13.8% claim this is not applicable to their work

***Lack of Reimbursement by Insurance Companies for Mental Health Services***

- 16.0% feel this is never an obstacle
- 5.2% feel this is rarely an obstacle
- 3.5% feel this is sometimes an obstacle
- 7.8% feel this is often an obstacle
- 67.5% claim this is not applicable to their work

***Lack of Reimbursement by Insurance Companies for Substance Abuse Treatment***

- 16.0% feel this is never an obstacle
- 5.2% feel this is rarely an obstacle
- 3.5% feel this is sometimes an obstacle
- 7.8% feel this is often an obstacle
- 67.5% claim this is not applicable to their work

***Insufficient Per-Diem Reimbursement by the Federal Government***

- 17.0% feel this is never an obstacle
- 4.3% feel this is rarely an obstacle
- 3.9% feel this is sometimes an obstacle
- 7.8% feel this is often an obstacle
- 67.0% claim this is not applicable to their work

***Insufficient Per-Diem Reimbursement by the State***

- 15.2% feel this is never an obstacle
- 4.3% feel this is rarely an obstacle
- 10.0% feel this is sometimes an obstacle
- 13.9% feel this is often an obstacle
- 56.7% claim this is not applicable to their work

***Statutory Restrictions on Starting Up the Program***

- 15.8% feel this is never an obstacle
- 9.2% feel this is rarely an obstacle
- 11.0% feel this is sometimes an obstacle
- 9.6% feel this is often an obstacle
- 54.4% claim this is not applicable to their work

***Restrictions on Qualifying for Government Contracts***

- 17.4% feel this is never an obstacle
- 7.8% feel this is rarely an obstacle

- 14.8% feel this is sometimes an obstacle
- 11.7% feel this is often an obstacle
- 48.3% claim this is not applicable to their work

***Requirement to Provide Both Security and Treatment as Contract Provisions***

- 19.5% feel this is never an obstacle
- 7.0% feel this is rarely an obstacle
- 8.7% feel this is sometimes an obstacle
- 5.2% feel this is often an obstacle
- 59.6% claim this is not applicable to their work

**7. For Those Who Experience Insufficient Funding as a Barrier to Efficiently Providing Substance Abuse Services to Individual Clients: The Additional Funds Needed Per Year or Per Diem to Remove or Significantly Minimize the Barrier**

- 39.8% feel they do not experience insufficient funding
- 60.2% feel they experience insufficient funding

**8. Frequency with which the Following Situations Pose Barriers/Obstacles to Providing Quality Services to People with Convictions:**

***Legal Restrictions on Staff Contacting Clients for Follow-Up Evaluation and Services***

- 30.2% feel this is never an obstacle
- 17.2% feel this is rarely an obstacle
- 8.2% feel this is sometimes an obstacle
- 7.8% feel this is often an obstacle
- 36.6% claim this is not applicable to their work

***Legal Restrictions Preventing Recovered Clients from Outreach in Jails/Prisons***

- 19.4% feel this is never an obstacle
- 12.9% feel this is rarely an obstacle
- 17.7% feel this is sometimes an obstacle
- 13.4% feel this is often an obstacle
- 36.6% claim this is not applicable to their work

***Lack of Certified/Trained Workforce***

- 10.4% feel this is never an obstacle
- 16.0% feel this is rarely an obstacle
- 27.7% feel this is sometimes an obstacle
- 25.5% feel this is often an obstacle
- 20.3% claim this is not applicable to their work

***Restrictions on Professional Licensure for People with Convictions***

- 15.1% feel this is never an obstacle
- 16.8% feel this is rarely an obstacle
- 13.8% feel this is sometimes an obstacle
- 19.4% feel this is often an obstacle
- 34.9% claim this is not applicable to their work

***Lack of Information Referral Networks Among Providers***

- 12.5% feel this is never an obstacle
- 19.4% feel this is rarely an obstacle
- 30.6% feel this is sometimes an obstacle
- 23.3% feel this is often an obstacle
- 14.2% claim this is not applicable to their work

***Watered-Down Services in My Agency Due to Insufficient Funding***

- 16.0% feel this is never an obstacle
- 17.7% feel this is rarely an obstacle
- 18.6% feel this is sometimes an obstacle
- 27.3% feel this is often an obstacle
- 20.3% claim this is not applicable to their work

***Lack of Providers in Rural Areas***

- 8.2% feel this is never an obstacle
- 5.6% feel this is rarely an obstacle
- 17.7% feel this is sometimes an obstacle
- 38.5% feel this is often an obstacle
- 29.9% claim this is not applicable to their work

***Lack of Providers that are DSHS/TDCJ Certified***

- 13.9% feel this is never an obstacle
- 10.8% feel this is rarely an obstacle
- 17.7% feel this is sometimes an obstacle
- 20.8% feel this is often an obstacle
- 36.8% claim this is not applicable to their work

***Too Much Time Lapse Between Sentencing and Treatment***

- 8.2% feel this is never an obstacle
- 12.1% feel this is rarely an obstacle
- 22.4% feel this is sometimes an obstacle
- 26.7% feel this is often an obstacle
- 30.6% claim this is not applicable to their work

***Too Much Time Lapse Between Release From Incarceration and Community-Based Treatment***

- 8.2% feel this is never an obstacle
- 15.1% feel this is rarely an obstacle
- 22.4% feel this is sometimes an obstacle
- 27.6% feel this is often an obstacle
- 26.7% claim this is not applicable to their work

**III. BARRIERS TO RE-ENTRY: BASIC NEEDS**

**9. Degree to which clients with criminal records experience the following basic needs issues as barriers/obstacles to re-integration into the community:**

***Challenges obtaining a driver's license or other identification***

- 2.2% feel this is not an obstacle
- 10.0% feel this is rarely an obstacle
- 41.5% feel this is sometimes an obstacle
- 42.4% feel this is frequently an obstacle
- 3.9% claim this is not applicable to their work

***Challenges obtaining needed work-appropriate clothing***

- 4.8% feel this is not an obstacle
- 25.8% feel this is rarely an obstacle
- 42.8% feel this is sometimes an obstacle
- 21.8% feel this is frequently an obstacle
- 4.8% claim this is not applicable to their work

***Lack of transportation***

- 3.1% feel this is not an obstacle
- 4.4% feel this is rarely an obstacle
- 24.0% feel this is sometimes an obstacle
- 65.9% feel this is frequently an obstacle
- 2.6% claim this is not applicable to their work

***Lack of affordable housing availability***

- 1.7% feel this is not an obstacle
- 6.6% feel this is rarely an obstacle
- 26.2% feel this is sometimes an obstacle
- 61.6% feel this is frequently an obstacle
- 3.9% claim this is not applicable to their work

***Challenges maintaining housing due to failure to pay utilities, rent/mortgage, etc.***

- 1.7% feel this is not an obstacle
- 7.0% feel this is rarely an obstacle
- 38.0% feel this is sometimes an obstacle
- 47.6% feel this is frequently an obstacle
- 5.7% claim this is not applicable to their work

***Limited financial literacy skills***

- 0.9% feel this is not an obstacle
- 6.1% feel this is rarely an obstacle
- 34.5% feel this is sometimes an obstacle
- 55.0% feel this is frequently an obstacle
- 3.5% claim this is not applicable to their work

***Lack of resource referral information***

- 4.8% feel this is not an obstacle
- 16.2% feel this is rarely an obstacle
- 42.8% feel this is sometimes an obstacle
- 31.0% feel this is frequently an obstacle
- 5.2% claim this is not applicable to their work

***Comments/Other***

**IV. BARRIERS TO RE-ENTRY: EDUCATION**

**10. Degree to which clients with criminal records experience the following educational issues as barriers/obstacles to re-integration into the community:**

***Low literacy levels***

- 0.0% feel this is not an obstacle
- 5.8% feel this is rarely an obstacle
- 50.4% feel this is sometimes an obstacle
- 39.8% feel this is frequently an obstacle
- 4.0% claim this is not applicable to their work

***Lack of GED certification (pre-release)***

- 4.0% feel this is not an obstacle
- 8.8% feel this is rarely an obstacle
- 47.8% feel this is sometimes an obstacle
- 30.5% feel this is frequently an obstacle
- 8.8% claim this is not applicable to their work

***Lack of GED certification (after release)***

- 5.8% feel this is not an obstacle
- 21.2% feel this is rarely an obstacle
- 44.7% feel this is sometimes an obstacle
- 19.5% feel this is frequently an obstacle
- 8.8% claim this is not applicable to their work

***Lack of basic literacy education programs (pre-release)***

- 4.4% feel this is not an obstacle
- 17.7% feel this is rarely an obstacle
- 40.7% feel this is sometimes an obstacle
- 19.5% feel this is frequently an obstacle
- 17.7% claim this is not applicable to their work

***Lack of basic literacy education programs (after release)***

- 5.3% feel this is not an obstacle
- 20.8% feel this is rarely an obstacle
- 42.9% feel this is sometimes an obstacle
- 21.7% feel this is frequently an obstacle
- 9.3% claim this is not applicable to their work

***Lack of college-level academic education (pre-release)***

- 5.8% feel this is not an obstacle
- 19.1% feel this is rarely an obstacle
- 31.1% feel this is sometimes an obstacle
- 24.4% feel this is frequently an obstacle
- 19.6% claim this is not applicable to their work

***Lack of college-level academic education (after release)***

- 4.9% feel this is not an obstacle
- 21.9% feel this is rarely an obstacle
- 34.4% feel this is sometimes an obstacle
- 27.7% feel this is frequently an obstacle
- 11.2% claim this is not applicable to their work

***Lack of educational loan opportunities (pre-release)***

- 5.8% feel this is not an obstacle
- 11.1% feel this is rarely an obstacle
- 26.7% feel this is sometimes an obstacle
- 31.1% feel this is frequently an obstacle
- 25.3% claim this is not applicable to their work

***Lack of educational loan opportunities (after release)***

- 5.3% feel this is not an obstacle
- 14.2% feel this is rarely an obstacle
- 27.1% feel this is sometimes an obstacle
- 37.3% feel this is frequently an obstacle
- 16.0% claim this is not applicable to their work

**V. BARRIERS TO RE-ENTRY: EMPLOYMENT**

**11. Degree to which clients with criminal records experience the following employment issues as barriers/obstacles to re-integration into the community:**

***Lack of eligibility for a professional license (ex: barber, manicurist, electrician, plumber, sanitation, truck driver, nurse, etc.)***

- 0.9% feel this is not an obstacle
- 8.1% feel this is rarely an obstacle
- 43.5% feel this is sometimes an obstacle
- 43.9% feel this is frequently an obstacle
- 3.6% claim this is not applicable to their work

***Lack of vocational skills training (pre-release)***

- 1.8% feel this is not an obstacle
- 6.3% feel this is rarely an obstacle
- 33.2% feel this is sometimes an obstacle
- 47.1% feel this is frequently an obstacle
- 11.7% claim this is not applicable to their work

***Lack of vocational skills training (after release)***

- 1.3% feel this is not an obstacle
- 5.8% feel this is rarely an obstacle
- 38.1% feel this is sometimes an obstacle
- 50.2% feel this is frequently an obstacle
- 4.5% claim this is not applicable to their work

***Lack of communication skills/soft skills employment readiness education (pre-release)***

- 3.1% feel this is not an obstacle
- 8.0% feel this is rarely an obstacle
- 28.6% feel this is sometimes an obstacle
- 46.4% feel this is frequently an obstacle
- 13.8% claim this is not applicable to their work

***Lack of communication skills/soft skills employment readiness education (after release)***

- 1.3% feel this is not an obstacle
- 9.9% feel this is rarely an obstacle
- 33.6% feel this is sometimes an obstacle
- 50.2% feel this is frequently an obstacle
- 4.9% claim this is not applicable to their work

***Lack of employment procurement/interview training (pre-release)***

- 3.1% feel this is not an obstacle
- 8.1% feel this is rarely an obstacle
- 30.5% feel this is sometimes an obstacle
- 44.4% feel this is frequently an obstacle
- 13.9% claim this is not applicable to their work

***Lack of employment procurement/interview training (after release)***

- 2.2% feel this is not an obstacle
- 8.5% feel this is rarely an obstacle
- 37.7% feel this is sometimes an obstacle
- 47.1% feel this is frequently an obstacle
- 4.5% claim this is not applicable to their work

***Lack of academic/literacy skills***

- 1.3% feel this is not an obstacle
- 6.7% feel this is rarely an obstacle
- 39.5% feel this is sometimes an obstacle
- 49.3% feel this is frequently an obstacle
- 3.1% claim this is not applicable to their work

***Health challenges (mental health, substance abuse, physical health)***

- 0.4% feel this is not an obstacle
- 4.9% feel this is rarely an obstacle
- 29.1% feel this is sometimes an obstacle
- 62.8% feel this is frequently an obstacle
- 2.7% claim this is not applicable to their work

## VI. BARRIERS TO RE-ENTRY: MENTAL HEALTH & SUBSTANCE ABUSE

### 12. Degree to which clients with criminal records experience the following mental health and substance abuse issues as barriers/obstacles to re-integration into the community?

#### *Lack of mental health services (pre-release)*

- 5.0% feel this is not an obstacle
- 7.7% feel this is rarely an obstacle
- 33.0% feel this is sometimes an obstacle
- 34.8% feel this is frequently an obstacle
- 19.5% claim this is not applicable to their work

#### *Lack of mental health services (after release)*

- 5.4% feel this is not an obstacle
- 9.5% feel this is rarely an obstacle
- 33.5% feel this is sometimes an obstacle
- 44.8% feel this is frequently an obstacle
- 6.8% claim this is not applicable to their work

#### *Inability to access/afford psychotropic medication (pre-release)*

- 4.5% feel this is not an obstacle
- 9.0% feel this is rarely an obstacle
- 25.8% feel this is sometimes an obstacle
- 38.5% feel this is frequently an obstacle
- 22.2% claim this is not applicable to their work

#### *Inability to access/afford psychotropic medication (after release)*

- 4.1% feel this is not an obstacle
- 6.3% feel this is rarely an obstacle
- 28.5% feel this is sometimes an obstacle
- 47.5% feel this is frequently an obstacle
- 13.6% claim this is not applicable to their work

#### *Inconsistency in taking psychotropic medication (pre-release)*

- 2.7% feel this is not an obstacle
- 8.1% feel this is rarely an obstacle
- 29.4% feel this is sometimes an obstacle
- 33.9% feel this is frequently an obstacle
- 25.8% claim this is not applicable to their work

***Inconsistency in taking psychotropic medication (after release)***

- 2.3% feel this is not an obstacle
- 3.2% feel this is rarely an obstacle
- 30.3% feel this is sometimes an obstacle
- 52.5% feel this is frequently an obstacle
- 11.8% claim this is not applicable to their work

***Lack of substance abuse treatment (pre-release)***

- 8.6% feel this is not an obstacle
- 9.0% feel this is rarely an obstacle
- 29.9% feel this is sometimes an obstacle
- 36.7% feel this is frequently an obstacle
- 15.8% claim this is not applicable to their work

***Lack of substance abuse treatment (after release)***

- 9.0% feel this is not an obstacle
- 11.8% feel this is rarely an obstacle
- 31.7% feel this is sometimes an obstacle
- 39.8% feel this is frequently an obstacle
- 7.7% claim this is not applicable to their work

***Lack of substance abuse education (pre-release)***

- 7.7% feel this is not an obstacle
- 15.4% feel this is rarely an obstacle
- 24.4% feel this is sometimes an obstacle
- 34.4% feel this is frequently an obstacle
- 18.1% claim this is not applicable to their work

***Lack of substance abuse education (after release)***

- 7.7% feel this is not an obstacle
- 19.1% feel this is rarely an obstacle
- 28.6% feel this is sometimes an obstacle
- 35.9% feel this is frequently an obstacle
- 8.6% claim this is not applicable to their work

## **VII. BARRIERS TO RE-ENTRY: LIFE SKILLS**

### **13. Degree to which clients with criminal records experience the following life skills education as barriers/obstacles to re-integration into the community:**

#### ***Lack of cognitive skills education (pre-release)***

- 4.5% feel this is not an obstacle
- 4.5% feel this is rarely an obstacle
- 28.2% feel this is sometimes an obstacle
- 42.7% feel this is frequently an obstacle
- 20.0% claim this is not applicable to their work

#### ***Lack of cognitive skills education (after release)***

- 4.1% feel this is not an obstacle
- 7.7% feel this is rarely an obstacle
- 39.5% feel this is sometimes an obstacle
- 42.7% feel this is frequently an obstacle
- 5.9% claim this is not applicable to their work

#### ***Lack of behavior modification counseling (pre-release)***

- 5.0% feel this is not an obstacle
- 7.3% feel this is rarely an obstacle
- 27.7% feel this is sometimes an obstacle
- 39.1% feel this is frequently an obstacle
- 20.9% claim this is not applicable to their work

#### ***Lack of behavior modification counseling (after release)***

- 5.0% feel this is not an obstacle
- 6.4% feel this is rarely an obstacle
- 36.8% feel this is sometimes an obstacle
- 42.7% feel this is frequently an obstacle
- 9.1% claim this is not applicable to their work

#### ***Lack of parenting education (pre-release)***

- 4.5% feel this is not an obstacle
- 5.5% feel this is rarely an obstacle
- 30.0% feel this is sometimes an obstacle
- 40.9% feel this is frequently an obstacle
- 19.1% claim this is not applicable to their work

***Lack of parenting education (after release)***

- 5.5% feel this is not an obstacle
- 7.7% feel this is rarely an obstacle
- 35.9% feel this is sometimes an obstacle
- 42.3% feel this is frequently an obstacle
- 8.6% claim this is not applicable to their work

***Lack of anger management education (pre-release)***

- 5.5% feel this is not an obstacle
- 4.5% feel this is rarely an obstacle
- 32.7% feel this is sometimes an obstacle
- 39.5% feel this is frequently an obstacle
- 17.7% claim this is not applicable to their work

***Lack of anger management education (after release)***

- 6.8% feel this is not an obstacle
- 8.6% feel this is rarely an obstacle
- 33.6% feel this is sometimes an obstacle
- 44.1% feel this is frequently an obstacle
- 6.8% claim this is not applicable to their work

**14. Knowledge of Laws That Hinder Clients with Criminal Records from Getting And Keeping Meaningful Employment or Other Essential Components of their Re-Integration (Housing, Education, Skills Training, Etc.)**

- 53.0% claim they do not know of any such laws
- 47.0% claim they do know of such laws

**V. PROGRAM EVALUATION**

**15. Evaluation of Client Success Rates after 1 Year**

- 29.0% of respondents' programs do not check client success rate
- 53.3% of respondents' programs do check client success rate
- 3.7% of respondents answered "I don't know"
- 14.0% of respondents claim this is not applicable to their program

**16. Evaluation of Client Success Rates after 3 Years**

- 49.5% of respondents' programs do not check client success rate
- 26.6% of respondents' programs do check client success rate
- 3.3% of respondents answered "I don't know"
- 20.6% of respondents claim this is not applicable to their program

## **17. How Programs Measure Client Success Rates<sup>16</sup>**

- 14.0% of respondents' programs do not measure client outcomes
- 39.3% of respondents' programs examine employment status after a given time period
- 47.2% of respondents' programs examine re-arrest for any violation after a given time period
- 28.5% of respondents' programs examine re-arrest for certain violations after a given time period
- 30.8% of respondents' programs examine educational attainment
- 26.2% of respondents' programs examine contributions to community after a given time period
- 49.1% of respondents' programs examine sobriety and relapses
- 11.2% of respondents answered "I don't know"
- 7.9% of respondents claim this is not applicable to their program
- 12.6% of respondents' programs use a different benchmark

## **18. What Prevents Programs from Measuring Client Success Rates**

- 15.9% believe lack of funding opportunities prevents their programs from measuring client success rates
- 12.7% believe lack of staff prevents their programs from measuring client success rates
- 11.1% believe lack of needed information for this population prevents their programs from measuring client success rates
- 11.1% believe lack of technical assistance prevents their programs from measuring client success rates
- 6.3% believe lack of time prevents their programs from measuring client success rates
- 15.9% believe that other issues prevent their programs from measuring client success rates
- 4.8% indicated that there are no barriers preventing their programs from measuring client success rates
- 22.2% indicated that this question is not applicable to them

## **19. Programs that have Undergone Evaluation**

- 34.6% of respondents' programs have not undergone evaluation
- 30.4% of respondents' programs have undergone evaluation
- 22.0% of respondents answered "I don't know"
- 13.1% of respondents claimed this is not applicable to their program

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<sup>16</sup> The percentages in these responses do not add up to 100% because respondents were given the option of selecting more than one measurement of clients' success.

## APPENDIX C: FREE-RESPONSE COMMENTS FROM RESPONDENTS, BY QUESTION

The following are written comments from survey respondents that they completed for particular questions.

### Question 1: Please identify your role in the criminal justice re-entry profession:

#### OTHER ROLES

- (1) Parole Officer
- (2) County Jail Program Practitioner/Employee
- (3) County Jail Program Practitioner/Employee
- (4) Official TDCJ Halfway House Program Practitioner
- (5) Official TDCJ Halfway House Program Practitioner
- (6) Official TDCJ Halfway House Program Practitioner
- (7) Official TDCJ Halfway House Program Practitioner
- (8) SAFP - Official TDCJ Substance Abuse Felony Punishment Facility Program Practitioner
- (9) IPTC - Official TDCJ In-Prison Therapeutic Community Program Practitioner
- (10) Federal Prison Program Practitioner
- (11) Veterans Administration Re-Entry Program Practitioner
- (12) Veterans Administration Re-Entry Program Practitioner
- (13) Program Administrator - CSCD
- (14) Director County CSCD
- (15) County
- (16) Asst. Chief Bowie County CSCD
- (17) Director-Adult Probation Department
- (18) Asst. Chief
- (19) Director Probation
- (20) Chief Probation Officer
- (21) Assist Ombudsman
- (22) SEARCH
- (23) Community base
- (24) Landlord
- (25) Kairos Volunteer-Faith Based Listen-Listen-Love- Love
- (26) Christian Volunteer-Mentor-Musician-Bible Study Teacher
- (27) Director of homeless veterans facility
- (28) VatC-Program Coordinator (Volunteers)
- (29) Business Dev. - Outreach Coordinator
- (30) Division Director TDCJ Rehabilitation and Reentry Programs
- (31) Soon to be faith based aftercare facility
- (32) Advocate
- (33) State re-entry program opportunity in the community

**Question 2: Please check all services your program directly provides**

<b>OTHER DIRECT SERVICES</b>	
(1)	Accessible computer training
(2)	Rent/Utility assistance for our zip code service area 77042,57,63,77,and 82
(3)	Assistance with utilities
(4)	Assistance managing finances and paying bills
(5)	Limited financial assistance
(6)	Individual and group sex offender treatment
(7)	We provide methadone and Suboxone outpatient treatment for opiate-addicted individuals. Services include psychiatric treatment, educational groups (including Yoga and acudetox), and case management
(8)	Crises Intervention for new releases
(9)	Psychiatric services
(10)	Psychiatric care, psychiatric medications, psychosocial rehab training, skills training, CBT
(11)	Rehabilitative Skills Training
(12)	Social skills readjustment, parenting classes, anger management, budgeting, parent-child relationship skills training, computer classes (basic), coping skills, self-esteem rebuilding
(13)	Parenting classes and liaison with Child Protective Services
(14)	Parenting classes, Help residents work require CPS service plans and have their children place with under our supervision
(15)	Parenting
(16)	Pre release transition planning
(17)	The Life Tools cognitive behavioral program of therapy, training, mentoring and aftercare
(18)	Counseling and treatment through contract services with licensed providers
(19)	Family counseling
(20)	Support to families as well as pre-release referrals and counseling
(21)	Helping establish or modify current child support order and education of child support
(22)	Child Care
(23)	Self help/spiritual
(24)	Community Voice Mail
(25)	Probation services
(26)	Supervising probationers in adherence to the Conditions Of Probation

**Question 3: What are your sources of funding?**

<b>MAJOR FUNDING SOURCES</b>	
(1)	Baptist General Convention of Texas
(2)	Episcopal Churches
(3)	Bible Way Fellowship Baptist Church
(4)	Blessings for service to our King

- (5) Donations from member churches
- (6) Church
- (7) Church budget
- (8) From our church
- (9) Personal donations by friends and family of ministry. In kind gifts from church and budget through Central Texas Conference Restorative Justice fund. Also extensive collaboration with other service providers in the community to develop a “one stop” location. Additional funding significant to replicating program throughout Tarrant County
- (10) Local religious resources
- (11) Religious organizations;
- (12) The congregation of All Saint’s Episcopal Church, Austin, TX
- (13) Funding is sought from the churches and ministries
- (14) Self-Church
- (15) Church support
- (16) Churches
- (17) churches
- (18) Churches
- (19) Congregations
- (20) Client fees
- (21) CLIENT SELF PAY
- (22) Community fund raisers and from participants and their families in program
- (23) Former offenders will pay a small fee for living in the transitional home
- (24) Managed Care Insurance Contracts
- (25) Private Pay
- (26) Fees for Services
- (27) Fees for services
- (28) Probation fee collections
- (29) Probation fees paid by offenders
- (30) Probation Fees
- (31) Self pay
- (32) Individual fees
- (33) Patient self pay
- (34) Rents
- (35) Inmate commissary funds
- (36) The men pay a weekly fee
- (37) Fully self supporting, parolee’s pay their own way, deposit required (\$200.00) \$420.00 for Electronic Monitor
- (38) HUD
- (39) HUD
- (40) Federal Grants
- (41) By Department of Veterans Affairs
- (42) Federal program (VA)
- (43) Federally subsidized programs
- (44) Medicare (applied for)
- (45) Medicaid reimbursement
- (46) TRICare (applied for)

- (47) Currently federal
- (48) IV-D funds
- (49) Basic Supervision Funds Community Corrections Program Funds Diversion Program Funds
- (50) CJAD
- (51) CJAD
- (52) CJAD
- (53) Cjad
- (54) CJAD funding and supervision fees from probationers
- (55) CJAD State Aid Funding
- (56) CJAD
- (57) CSCD
- (58) CSCD Contracts
- (59) CSCD
- (60) Drug Court Grant offered through the Governor's office
- (61) Money received from the State for supervising probationers
- (62) RSA
- (63) SAFPF
- (64) State and federal mental health funds through Value Options
- (65) State and local funding via probationers
- (66) State Contracts
- (67) State Contract (TDCJ)
- (68) Texas Department of State Health Services
- (69) DSHS
- (70) DSHS
- (71) DSHS
- (72) Department of State Health Services
- (73) TDSHS
- (74) State Contracts DSHS
- (75) State contracts with DSHS
- (76) State contracts with DADS
- (77) State Funding
- (78) State Grant
- (79) State Grants
- (80) State Aide
- (81) TCOOMI
- (82) TDCJ
- (83) TDCJ
- (84) TDCJ
- (85) TDCJ Contract
- (86) TDCJ Contracts
- (87) TDCJ Parole
- (88) Approximately one-half of our funding comes from TDCJ-CJAD and the other half comes from offender fees. We really heavily on local services that are provided at a discounted fee and we also really heavily on offenders paying for the services
- (89) City of Austin
- (90) City of Austin

- (91) City of Austin HHS
- (92) City of Houston
- (93) County contract to provide services to juvenile probation population
- (94) County Hospital District
- (95) Travis County
- (96) Travis County General Fund
- (97) Travis County HHS
- (98) County
- (99) County Match
- (100) United Way
- (101) We are also allowable to be reimbursed via federal entitlements AND some private insurances
- (102) We have NO FUNDING, All of our expenses, including maintenance, office supplies, phone and internet service are provided by my husband and myself, our building, insurance and utilities are donated by Border TM Industries
- (103) United Way of Greater Houston
- (104) Veritas Foundation
- (105) Family foundations
- (106) Holt Foundation
- (107) Girl Scouts of Central Texas
- (108) Polk Foundation
- (109) Thrift Stores
- (110) Austin Community Foundation
- (111) United Way
- (112) Austin Community Foundation
- (113) Foundations
- (114) Foundations
- (115) Fund raising
- (116) Fundraising
- (117) Grants
- (118) Grants
- (119) Grants
- (120) Board dues
- (121) Agency Funding
- (122) Annual fundraiser
- (123) Donations
- (124) Donations and income from part-time work
- (125) Donations and monthly supporters
- (126) Individual contribution
- (127) Indiv-donors
- (128) Individual donors
- (129) Individual donors
- (130) Individuals
- (131) Private Donations
- (132) Private donations
- (133) Private Donations, Cottage Industries, Room & Board
- (134) Private donations, fundraising

- (135) Non profits
- (136) For-profits
- (137) Businesses
- (138) Individuals
- (139) VatC Golf Tournament
- (140) I work for the Travis County Sheriff's Office and I refer clients to other agencies

**Question 6: Please elaborate on the most severe limitations to starting up and maintaining your type of program/service/District Reentry Center:**

#### **ADMINISTRATIVE OBSTACLES**

- (1) Insufficient staffing due to limited funding--highly restricted government contracts leave little time for growth, development, and sustainability efforts Within the non-profit agency itself
- (2) Lack of funding and counselors
- (3) We have a serious problem attracting and keeping licensed counselors due to low pay
- (4) Lack of state general revenue dollars available to compete for license professionals i.e. LPCs, physicians etc.
- (5) Extremely Low Reimbursement Rate
- (6) Low per diem makes it impossible to provide quality services or maintain quality staff.
- (7) Often hard to contract with vendors due to low per diem
- (8) The biggest problem that we have had w/providing services to SAFP/TDJC clients has been the poor reimbursement rates
- (9) Per-diem reimbursement is too low in comparison with other state agencies, example: TDSHS. The rates should be increased at least every 2 years with the cost of living and other factors, such as gas prices and food prices.
- (10) Per-diem rates do not allow for adequate staff coverage in meeting budgets. Tue, 4/8/08 7:51 AM
- (11) The state should offer some sort of student loan forgiveness or other incentives for students to pursue professional counseling careers in substance abuse or other forms of counseling. A criminal history should not necessarily preclude these individuals from becoming licensed, either.
- (12) Lack of competent staff due to funding restrictions
- (13) Quality and effectiveness of service is significantly diminished due to lack of funding, leading to inability to work closely with clients to ensure program effectiveness
- (14) Lack of funding and workforce depletion due to poor salaries
- (15) Lack of staff due to insufficient funding
- (16) Starting salaries are well below other similar professions
- (17) They don't pay us enough.
- (18) Lack of staff due to lack of funding
- (19) Lack of state funding has not allowed our department to pay sufficient salaries comparable to other similar jobs
- (20) WE DON'T PAY ENOUGH TO ATTRACT AND KEEP THE BEST PEOPLE
- (21) Psychiatrists are in short supply/hi demand, causing their price to be very high
- (22) Finding professionals willing to work hard for short pay

- (23) Salaries
- (24) We serve mostly rural counties. Funding is not often granted for non-urban areas.
- (25) Finding qualified staff for rural areas
- (26) Lack of certified/trained staff
- (27) Turnover of employees due to pay scale vs pay scale of other counties and job positions
- (28) Always need more workers
- (29) Shortage of staff limits flexibility in program
- (30) Employment barriers like Licensure restriction on qualified ex-offenders
- (31) Convictions should not be major contributing factor on criteria for competent people for licensure
- (32) Restrictions on professional licensure for people with convictions
- (33) Criminal backgrounds & funding
- (34) Convictors records
- (35) Staffing background checks
- (36) Unable to expand due to funding shortages esp. operational expenses
- (37) Lack of funding and funding information
- (38) Annual funding and amount dedicated to program
- (39) Lack of funding
- (40) Lack funding
- (41) Funding
- (42) Lack of funding and financial support
- (43) Lack of funding.
- (44) We need funding to effectively run our program
- (45) Lack of funding; population specificity
- (46) Lack of funding - no one wants to pay
- (47) Decrease in Funding
- (48) Funding
- (49) Lack of funds
- (50) Not enough funds to provide adequate services
- (51) Starting a After-care very difficult with no grants for startups.
- (52) Qualifying for Medicare is a cumbersome and paperwork intensive process. If their system loses submitted paperwork, it becomes your responsibility to re-submit.
- (53) Sexual offender status
- (54) Time of conviction happened at the date of sentencing in the court, and is not the same as time of release from prison.
- (55) Example of ATR contract was so restrictive second round we had to drop it because they didn't allow a parole to sign paperwork
- (56) It is almost like TDCJ does not want you to succeed as well as county restrictions on providing residential aftercare.
- (57) Length of time providing service and minimum budget
- (58) Lack of volunteer staffing
- (59) Parole, TDCJ restrictions and approval.
- (60) Being a Faith- Based Program limits us to apply for state, fed funding
- (61) No reimbursements through Voucher program, CPS, Medicaid.
- (62) Some folks don't want to be involved
- (63) NA
- (64) We want to remain Faith Based with the option to gently encourage others to become a

- Christian
- (65) No positions available for my skills
  - (66) Hard to connect with TDCJ education directors
  - (67) The Texas Code requires that we provide all services inside the jail since we use inmate commissary funds. However, we have seen that case management upon release is key to the success of mentally ill ex-offenders.

**Question 7: If you experienced insufficient funding as a barrier to efficiently providing substance abuse services to individual clients, approximately how much more money do you need per year or per diem to remove or significantly minimize the barriers?**

- FUNDING NEEDED PER YEAR**
- (1) \$0.00
  - (2) \$200.00
  - (3) \$5,000.00
  - (4) \$5,000.00
  - (5) \$10,000.00
  - (6) \$10,000 per year
  - (7) \$10,000.00
  - (8) \$10,000 to \$15,000.00
  - (9) \$20,000.00
  - (10) \$20,000.00-30,000
  - (11) \$24,000 a year
  - (12) \$25,000.00
  - (13) \$25,000.00
  - (14) \$25,000 for outpatient and \$100,000 for in-patient
  - (15) \$30,000.00
  - (16) \$40,000.00
  - (17) \$40,000 - \$50,000
  - (18) Probably need additional \$30 per day per offender or \$45,000 per year to cover additional pay for 9 licensed counselors serving 1620 offenders per year
  - (19) \$50,000.00
  - (20) \$50,000.00
  - (21) Difficult if we received \$50,000 we would try to serve enough to serve with \$ 100,000.
  - (22) We have 10 sites around our area ready to provide help. I need additional staff to help facilitate and oversee these sites. I would expect 50 thousand a year to assist in this. We are open to both male and female.
  - (23) \$50,000 per year
  - (24) \$50,000.00
  - (25) \$60,000.00
  - (26) \$60K
  - (27) \$65,000.00 annual
  - (28) \$65,000.00
  - (29) \$75,000 would be a great start, this would add a full time Employment Specialist to our staff, plus the cost of benefits, operations, etc. to support that position. We could

- greatly improve our outcomes with this funding.
- (30) \$75,000.00 additional
  - (31) For this program to attain another level 75K
  - (32) 3\$ per line, per person @ 2,100 numbers = 75,600 - 22,000 budgeted = 53,600 needed
  - (33) \$95,000.00
  - (34) \$100,000 for substance abuse assessments up front
  - (35) \$100,000.00 in Basic Supervision Funding
  - (36) \$100,000.00+
  - (37) \$100,000.00+
  - (38) \$100,000.00
  - (39) \$100,000.00
  - (40) \$100,000.00
  - (41) \$100,000.00
  - (42) 100,000 seed plus on going
  - (43) 120,000 year
  - (44) \$125,000.00
  - (45) \$148,000.00
  - (46) \$150,000.00
  - (47) \$150,000.00
  - (48) \$150,000.00
  - (49) Ideally, between 150,000 - 250,000
  - (50) \$195,000.00
  - (51) \$200,000.00
  - (52) \$200,000 or more
  - (53) \$200,000.00 a year
  - (54) \$200,000.00 annual
  - (55) \$200,000.00 or more
  - (56) Minimum of \$200,000.00 to help with salaries and start up costs
  - (57) We would need to hire at least 4 more counselors at the cost of \$200,000 per year.
  - (58) \$250k
  - (59) \$250,000.00
  - (60) \$250,000.00
  - (61) Around \$300,000 for another CSO, designated Prosecutor, public defender and additional counselors.
  - (62) Methadone Clients: we are in need of 100 funded slots for the rural area at a cost of \$11.00 daily x 7 days x 52 weeks = \$400,400
  - (63) \$400,000.00
  - (64) \$500,000 FOR NEW THERAPEUTIC HOUSING FACILITY
  - (65) \$500,000.00
  - (66) \$800,000.00
  - (67) \$1,000,000.00
  - (68) \$7500 per client per year
  - (69) \$ 550 per client
  - (70) \$5,000.00 per month
  - (71) 20% increase
  - (72) At least 25% more funding per client for treatment.

## FUNDING NEEDED PER DAY OR WEEK

- (1) \$ 9.00 per day per patient
- (2) Example: Commitment to Change program only pays \$11 per day and \$22 is needed at minimum
- (3) The reimbursement rates should be \$45 for individual and \$16 for individual per group
- (4) Need to increase the hourly rate to \$45 and the group to \$16 per individual in group
- (5) \$28 per day as used by Access to Recovery
- (6) \$38 - \$40 per day
- (7) \$45/day per client minimum.
- (8) \$50 per diem for supportive / \$80 per diem for intensive
- (9) Minimum \$50.00 per day per client
- (10) \$50.00 per day, per client
- (11) \$80/day
- (12) \$89.00 dollars per day instead of the 58.00 we are currently getting
- (13) \$110.00 per day for each client

## ADDITIONAL SUGGESTIONS FOR FUNDING CHANGES

- (1) I would require that the funding minimally match the DSHS reimbursement amounts for the other grants that we receive funding from
- (2) For our agency we need at least another 100 residential beds
- (3) Comparable to Federal per diem
- (4) ability to increase per diem annually w/justification based on increase in cost of living
- (5) As much as possible
- (6) Depends on the number of applicants being provided for
- (7) Federal agencies need to give more money
- (8) If agencies are not fulfilling their contracts in regards to services promised this population, then their funding should go to those that are working and producing results. Too many "chiefs not enough Indians," also
- (9) Increase funding to hire more officers and support staff
- (10) More funding
- (11) More funds needed for staff and office space
- (12) My need is not for substance abuse programs, but support and employment programs
- (13) Need further funding to keep qualified staff and prevent turnover
- (14) Need more funds in NorthStar for mental health
- (15) Need salaries increased
- (16) No cost of living increase in over 10 years
- (17) Not known at this time
- (18) Insufficient / by being inconsistent/ maintaining program requires consistent funding
- (19) Provide more funding opportunities
- (20) Provide more State funding
- (21) Receive no funding for sub abuse services-receive clients from residential treatment facilities after they complete program there. One social worker certified in mental health sub abuse area is case manager for them.
- (22) Several million to adequately serve the need

- (23) Substance abuse is provided through collaboration
- (24) Do not know.
- (25) Undetermined at this time
- (26) UNK
- (27) Unknown
- (28) UNKNOWN
- (29) Unsure
- (30) Unsure what it would take.
- (31) We can only treat dozens of the hundreds that need it
- (32) We do not provide direct treatment
- (33) We don't provide substance abuse treatment
- (34) ? Not Sure
- (35) Not sure yet since we are in pre-opening phase

**Question 8: Please provide comments on barriers/obstacles to providing quality services to people with convictions.**

**COMMENTS**

- (1) Offenders are released from out facility and are supposed to be required to attend level II aftercare but too often these services aren't available or mandated by parole upon release
- (2) TDSHS facility licensure rules are greatest barrier. Unreasonable changes made periodically cause for increased costs to provider. Auditors are punitive and inflexible.
- (3) Comm-based treatment is only effective if it is immediately provided and is structured, reputable and supported by parole
- (4) Approval from Parole board
- (5) Due to the lack of professional services there is too much time lapse between release from incarceration to community based treatment.
- (6) No holistic approach or follow through with families
- (7) Aftercare - resources for internships & apprenticeships for former offender
- (8) I do not have access to answers to some of these questions.
- (9) Funding for public methadone programs grossly inadequate.
- (10) Substance abuse 12-step provided in prison as part of our reentry program
- (11) No real programs from prison to society(meaningful employment
- (12) Watered-down services due to disgruntled Lazy Caseworkers
- (13) There needs to be coordination and cooperation
- (14) Lack of business and government willing to hire ex offenders
- (15) Services within first 30 days reenter that are free
- (16) Also some referrals don't come or quit because it is not court mandated.... voluntary program.
- (17) Clients lack resource to pay fees
- (18) Need more treatment - less incarceration!

**Question 9: To what degree do your clients with criminal records experience basic needs issues as barriers/obstacles to re-integration into the community?**

**INPUT FOR POLICY-MAKERS, INCLUDING OTHER BARRIERS TO RE-INTEGRATION**

- (1) We provide many of the services, so they aren't a barrier. But without our services some of the items checked "not a barrier" would indeed be a barrier
- (2) Too many referrals and not enough providers
- (3) Life skills are lacking-employment is the biggy
- (4) Poor literacy
- (5) Often trapped by Pay-Day Loans and Housing Barriers
- (6) Housing Authority automatically denies housing to returning citizens who have a record
- (7) Clients with criminal records face the large challenge obtaining affordable housing; In that housing allow stability for clients to avoid the high stress and able to focus more on treatment.
- (8) Challenges obtaining housing due to criminal records
- (9) Appropriate Transitional Housing is especially a big issue
- (10) Challenges obtaining food and Legal representation
- (11) Food Stamps can be issued to a murderer or child molester, but not a felon for a drug conviction (big issue), next is ID: TDCJ card needs to be exchanged for a DPS State ID at Walls Unit in Huntsville by a DPS officer on site!
- (12) If they could have assistance the first 30 day they could get these things accomplished
- (13) Clients can not go to work with out a drivers license and can not obtain money to purchase an ID or drivers license with out money
- (14) Most clients cannot obtain services in Texas due to conviction
- (15) Helping to obtain these needs will be helpful if we can get it done from a pre-release
- (16) These people need organized assistance to keep them free and prevent their return to prison
- (17) Client have completed Life Skills or faith based programs while incarcerated
- (18) Life needs a tour guide
- (19) It's as though the system perpetuates itself & becomes a major income producer by restricting individuals to the point of the only option for housing is to return to prison
- (20) Stats are already out there that substantiates these answers
- (21) Funding is there, but case management will not use it because they don't see the need.
- (22) I am not involved with this type of service provision
- (23) These services require money and training, they are not given enough assistance of this nature to succeed
- (24) It is as though the system does not want the x-offender to succeed.

**Question 10: To what degree do your clients with criminal records experience education issues as barriers/obstacles to re-integration into the community?**

**INPUT FOR POLICY-MAKERS, INCLUDING OTHER BARRIERS TO RE-INTEGRATION**

- (1) Untreated low literacy and undiagnosed learning disabilities are prevalent among the incarcerated. Due to academic deprivation in early childhood, many respond favorably when taught. Those with learning disabilities need curricula that will address and remediate their specific needs.
- (2) Need to have a resource to PAY for the GED TEST post release. Some prisons have programs, some don't. Need to REQUIRE ALL inmates to take skill/interest assessment and REQUIRE them to attend classes their whole sentence, even if they are in Administrative Segregation. Post release there needs to be an ex-offender higher education fund set up for up to 10 years after release to get them fully integrated and this human resource tapped to it's full potential.
- (3) The time to approach the literacy has got to begin almost immediately upon entry into the system.
- (4) People become trapped in the system with no way out educationally, especially with children.
- (5) Education provided to offenders needs to be consistent with in their capabilities and based on what employment opportunities are actually available in the community in which they will be released. For example, an individual with a certificate in building maintenance will not be hired by because of his/her offense. They will not allow this individual to work unaccompanied in a building.
- (6) The lack of educational loan opportunities prevent large number of clients from basic preparation to compete for gainful employment.
- (7) Those client who are interested in college have started while incarcerated and want to complete their education once released with leased restrictions, etc.
- (8) There are many after release educational opportunities however it is difficult to fit them in among other priorities such as earning money and child care.
- (9) Many offenders do not get their GED while incarcerated
- (10) They cannot get a federal loan with drug charges
- (11) Drug convictions prevents Pell grant for college tuition
- (12) Loan opportunities are decreasing
- (13) College grant programs are complicated and difficult for offenders to access pre release
- (14) All the education that is received does not overcome company policy to hire ex-felons
- (15) How can they increase educational skills when there is no money to support them , no loans available for them and they are required to get a job with no qualifications and pay fees to parole with no income readily available
- (16) Their charges will reflect the outcome
- (17) This is a huge problem
- (18) Unknown
- (19) We do not work with clients in this capacity.

**Question 11: To what degree do your clients with criminal records experience employment issues as barriers/obstacles to re-integration into the community?**

**INPUT FOR POLICY-MAKERS, INCLUDING OTHER BARRIERS TO RE-INTEGRATION**

- (1) There is a need in the rural communities for additional funding for mental health services. Long waiting periods
- (2) Soft skill training is severely lacking. Most inmates do not even see the reality of why it would be needed. We do. The Mental Health system is in extreme need of timely dispensing of medications. Yesterday I had a lady that was told she had to wait from March (now) to her appointment date May 26 to get her 5 psych meds prescribed in prison. Now with no sleep, anxiety, shaking...how can she look for work and who would hire her?
- (3) Offenders need to learn organizational skills, study strategies, goal setting and planning for the future. Those teaching them need to understand their specific learning style. Prison staff needs to be trained in these areas as well.
- (4) Many have never held a job and don't know where to begin to start thinking and acting like an honest person with a job.
- (5) We attempt to bring them out of an environment where they are told to do everything, when and how and dump them back into society and expect them to make good decisions on their own. We don't prepare them with the skill to make good choices and the BAD choices are what put them in the system in the first place.
- (6) Clients experience major frustration due to a lack of these services and that interferes with treatment
- (7) Legal Status primary barrier (sex offender status significantly impacts ability to be employed. No distinction made between aggravated, child victim, etc. Need risk scale.
- (8) Many who might become licensed chemical dependency counselors, can not because of prior criminal history.
- (9) Affordable dental services scarce
- (10) Drug laws restrictions of obtaining assistance
- (11) Prison does not give appropriate skills for performing in a real society, They must integrate and learn from their experiences in society and succeed on a day to day basis, with someone guiding them and monitoring their success. They are at the literacy and mental level they were at the beginning of incarceration and must be encouraged and directed to grow and move forward without pressure, or false hopes.
- (12) Training is available but transportation and housing are problems to get to the training
- (13) I have no knowledge of pre-release activities so I checked na
- (14) Most clients are job ready or have a job once released or have a plan of action
- (15) We do not work with clients in this capacity.
- (16) We are a probation dept so pre/post release is not an issue
- (17) Texas provides nothing but heartache for persons attempting to re-integrate into society.
- (18) These issues are not addressed at all while incarcerated

**Question 12: To what degree do your clients with criminal records experience mental health and substance abuse issues as barriers/obstacles to re-integration into the community?**

**INPUT FOR POLICY-MAKERS, INCLUDING OTHER BARRIERS TO RE-INTEGRATION**

- (1) Depending on what prison unit the inmate falls to is dependent on the level of MH or SA treatment and education received. Also the aftercare portion of substance abuse education is non-existent. Here in the Capitol of Texas, I have an ex-felon that has been waiting for 2 months to get into Austin Recovery!
- (2) Substance abuse education is not a sufficient way to address the issue - they know how to use and need to be seen from a spiritual, psychological, and physical point of view.
- (3) What is determined to be substance abuse education after release tells them what not to do, they know it better than any teacher, They need to be showed what to do and shown what other alternative will work. They have never succeeded and don't believe there is a way to so they take the easy way out.
- (4) Combination of lack of resources/interest
- (5) Parolees w/positive UAs are arrested for parole violation w/o alternative for treatment.
- (6) Opiate addicts should be properly treated while incarcerated or immediately upon discharge from prison (with methadone or Suboxone).
- (7) Mentally ill people don't think they are. Therefore they do not think they need meds. If they have no transportation to the MHMR and miss appointments they are kicked out of the system for 90 day. Often act out and get in trouble when off meds. Many end up at shelters that are already short staffed and under trained in working with mentally ill.
- (8) Education a priority for this specific population to realize the benefit of treatment.
- (9) Houston lacks accessible Substance Abuse and Mental Health services for all, not just those with criminal records
- (10) Most clients are participants of a substance abuse program or have been referred
- (11) State under funds MH and SA needs by 100%
- (12) We are a probation department so pre/post release is not an issue
- (13) Prevention education is most cost effective but rarely funded
- (14) Drugs are given in prison only to keep people Quiet
- (15) Many of these people don't know anyone who doesn't drink and use drugs, and can't even imagine what that sort of life would be like.
- (16) We provide Substance Abuse treatment and education
- (17) Punishment does not address addiction
- (18) As a proactive participant in solving this issue, we failed!

**Question 14: Are there any laws you are aware of that hinder clients with criminal records from getting and keeping meaningful employment or other essential components of their re-integration (housing, education, skills training, etc.)?<sup>17</sup>**

<b>NATURE OF THE LAWS: EMPLOYMENT</b>	
(1)	Look at the 100+ career opportunities not available to felonies in the state of Texas. See Project RIO strategy budget for 2006-2007
(2)	Governmental jobs, jobs on military bases, no license to drive because they owe child support, etc
(3)	Hard to find employment except fro day labor opportunities that pay minimally.
(4)	Licensing
(5)	Even misdemeanor arrests prohibit employment opportunities by some state funding sources.
(6)	Licensing laws
(7)	I work exclusively with women and it is very difficult for them to find jobs that pay more than minimum wage or skills training programs when that have a history of felony arrests and drug charges. The many restrictions on licensed employment add another obstacle to employment. Affordable, safe housing is rarely available to persons with a felony history.
(8)	All of the statutes that prohibit people with criminal backgrounds to work. And then the lack of training while incarcerated is such a huge set back. Project RIO does not help. They don't have the jobs because employers will not hire those convicted of crimes, even those that have the skills. Computer classes are offered but jobs not available after release. Females really suffer because they have the kids to take care of, with low paying jobs. It's not fair. so they come back to prison
(9)	Companies will not hire felons.
(10)	Background checks in schools and healthcare facilities as well as in daycare settings. Lack of opportunities to work in settings with meaningful chances for growth and advancement. Low paying jobs that lead to barely hanging on that lead to distress and depression leading to resuming substance abuse.
(11)	Criminal background check goes back to far
(12)	Employers being able to do an in-depth history of an individual
(13)	Most agencies and employers will not hire due to criminal records!
(14)	Law provides for individual companies to block employment of those with particular types of criminal histories
(15)	Employment applications that ask a person if they have had justice system involvement
(16)	When employers can run the background check and turn a guy down for his past.
(17)	Some jobs are off limits depending on the offense, and this is good. However, we must find something for all to do or they will return to crime.
(18)	Offenders can not hold professional license
(19)	Many companies cannot hire individuals with criminal records due to employment policies/procedures.
(20)	Most employment with security related. education and with at risk population (elderly, children, etc.)

<sup>17</sup> Respondents' comments that included more than one type of law were listed in all applicable tables.

- (21) Since there are restrictions on job placement for sex offenders, the should be employers list that will hire them. Many have the child safety to avoid.
- (22) However, most employers are shying away from hiring anyone with felony criminal record.
- (23) Offenders are often restricted on having jobs that require licensure. Also, persons with criminal records are often denied Section 8 public housing.
- (24) Employers and housing personnel can discriminate again felony defendants; same with furthering education and educational loans. Its hard for regular people to get student loans and harder for felony defendants. No/bad credit history--no housing. No education/no skills. How do you break the cycle???
- (25) Certain places will not hire ex- offenders
- (26) Licensure issues, lack of funding for education and vocational training, stable housing.
- (27) Felony convictions hinder clients from obtaining suitable work to pay living expenses, etc. They also have difficulty renting apartments/houses with felony convictions.
- (28) Simply having a felony conviction in Texas hinders. Even fast food restaurants will not hire ex-offenders with a felony conviction. Here in Texas there is no number of years out that makes a difference in one rehabilitation proving to society he/she has changed, once an “x” is on their back, on their record, extremely difficult to find a reasonable income.
- (29) Working some low paid jobs - day care will not hire if have a drug conviction - even minor drug conviction - department stores will not hire if theft convictions (any theft conviction)
- (30) There may not be laws, but society has closed the door on ex-offenders, they are barely able to find a self-supporting job or one that will restore their self-esteem, many are hard working and just want a chance to be successful at something. But society has marked them and without proper guidance they will revert back to their old habits.
- (31) Parole requirements for reporting and restrictions on where they can go and reside often create barriers to gaining and keeping employment
- (32) Many places will not hire a felon
- (33) Rental Agencies are not willing to rent to individuals with Felony convictions barring the opportunity to acquire safe/equal housing. Williamson county is unwilling to remove the box to provide each applicant an equal opportunity to obtain a stable job with a decent salary.
- (34) Laws that hinder their being able to sign a contract for an apartment; and to be employed for some jobs
- (35) Housing, MANY VOCATIONAL CERTICATIONS NOT ALLOW EX-OFFENDERS
- (36) Housing, City and County Restriction on parole/probation employment, Laws re: certification and offender felony home entry occupations.
- (37) Section 8 housing Employment in Health Care Industry
- (38) Federal in housing, federal in skills training (if men don't have selective service number cannot get WIA funding)if were plumbers, electricians cannot get licenses reinstated
- (39) housing and employment are the highest
- (40) Some housing restrictions and licensing for professional occupations.
- (41) Felony's prevent or make it difficult to obtain housing and employment. Sexual offenses make both of these even more difficult to obtain. Laws need to be reviewed and changed in this area.

- (42) Laws concerning housing and about labor licenses
- (43) Texas and Federal law make it no violation to refuse housing to an ex-offender. Many employers refuse to hire ex-offenders. Many professional certifications are denied to ex-offenders. All of these travesties are being permitted by law.
- (44) Many apartments that will accept people with felonies are places that will put the client back into the environment that they were in before incarceration. Many apartments that would change their environment will not rent to felons or the rent is too high. Employment for people with felons are usually very low paid positions at minimum wage, which makes them not able to afford safe housing in safe neighborhoods.
- (45) Ex-offenders will not qualify for housing, educational grants, or certain types of jobs if they have felony charges.
- (46) Housing, jobs, documents, education, mentoring, counseling all essential areas but with a felony so many doors are closed even if under adult supervision.
- (47) If they have a felony most businesses will not hire them. Also if they have a drug charge Section 8 and Food Stamp assistance are not willing to help them.
- (48) Parole conditions for sex offenders are restrictive and a huge barrier to transition. Parolees being restricted from working in TDCJ contracted facilities or being overly scrutinized to the point of creating a barrier for contracted facilities to consider them for employment such as maintenance, etc.
- (49) housing restrictions, welfare restrictions, denied licensure, lack of full citizenship and right to vote
- (50) Laws regarding sex offenders and substance abusers affect both housing and job opportunities.
- (51) CHILD SAFETY ZONES TRADE LICENSES - A/C, PLUMBING, ET.
- (52) The law that won't allow felons to get gainful employment or to their own apartment.
- (53) I believe the biggest problem is a misinterpretation and misapplication of laws in regards to housing, education, and skills training which hinder access.
- (54) Don't know, but there is a lack of affordable advocacy for individuals who need to know whether they would be safe to apply for various types of employment when they have been arrested or convicted. If they are fearful of deportation, they often won't seek assistance. Some are unable to keep jobs in hospitals as medical assistants after arrest for domestic violence but this may be the employer who is firing them rather than a law.

#### **NATURE OF THE LAWS: HOUSING**

- (1) Only thing I am familiar with is Section 8 with reference to housing for convicted felony offenders.
- (2) I work exclusively with women and it is very difficult for them to find jobs that pay more than minimum wage or skills training programs when that have a history of felony arrests and drug charges. The many restrictions on licensed employment add another obstacle to employment. Affordable, safe housing is rarely available to persons with a felony history.
- (3) Rental Agencies are not willing to rent to individuals with Felony convictions barring the opportunity to acquire safe/equal housing. Williamson county is unwilling to remove the box to provide each applicant an equal opportunity to obtain a stable job with a decent salary.

- (4) Laws that hinder their being able to sign a contract for an apartment; and to be employed for some jobs
- (5) Yes, Section 8 HUD ---Result No housing no job. No housing, no family re-integration. Hence, why try?
- (6) Housing, MANY VOCATIONAL CERTIFICATIONS NOT ALLOW EX-OFFENDERS
- (7) Housing, City and County Restriction on parole/probation employment, Laws re: certification and offender felony home entry occupations.
- (8) No felons allowed in Section 8/public housing
- (9) Almost all housing performs background checks and if a person has conviction they are refused housing and forced into housing that will expose them to communities that are unsafe or expose to chance of devolvement of mental state. HUD supported housing refuses to accept residents with criminal background.
- (10) Licensure issues, lack of funding for education and vocational training, stable housing.
- (11) Decent housing from the criminal and addiction environment, certain drug convictions
- (12) Unable to rent in Dallas if has felony arrest
- (13) Federal Housing assistance laws
- (14) Employers and housing personnel can discriminate again felony defendants; same with furthering education and educational loans. Its hard for regular people to get student loans and harder for felony defendants. No/bad credit history--no housing. No education/no skills. How do you break the cycle???
- (15) Individual city public housing laws
- (16) Offenders are often restricted on having jobs that require licensure. Also, persons with criminal records are often denied Section 8 public housing.
- (17) Section 8 housing Employment in Health Care Industry
- (18) Those with substance related convictions being ineligible for government subsidized housing.
- (19) Criminal histories are frequently a reason for lack of access to housing. Many of my clients with serious criminal histories remain homeless and unstable because they aren't allowed into public housing or private subsidized housing.
- (20) I don't know about "laws," per se, but it's very difficult for them to rent an apartment because of the strict requirements.
- (21) Housing HUD laws prevent leasing and many apt. too Also Pell Grants cannot be obtained by offenders with a drug conviction
- (22) housing and employment are the highest
- (23) Housing Laws that state "no convicted felons allowed to rent on property that gets federal funding".
- (24) Federal in housing, federal in skills training (if men don't have selective service number cannot get WIA funding)if were plumbers, electricians cannot get licenses reinstated
- (25) Felony's prevent or make it difficult to obtain housing and employment. Sexual offenses make both of these even more difficult to obtain. Laws need to be reviewed and changed in this area.
- (26) Federal Housing prohibit convicted felons from receiving assistance.
- (27) HUD restrictions on subsidized housing and statutes regarding sex offenses
- (28) Some housing restrictions and licensing for professional occupations.
- (29) Many apartments that will accept people with felonies are places that will put the client back into the environment that they were in before incarceration. Many apartments that

- would change their environment will not rent to felons or the rent is too high. Employment for people with felons are usually very low paid positions at minimum wage, which makes them not able to afford safe housing in safe neighborhoods.
- (30) Laws concerning housing and about labor licenses
  - (31) Texas and Federal law make it no violation to refuse housing to an ex-offender. Many employers refuse to hire ex-offenders. Many professional certifications are denied to ex-offenders. All of these travesties are being permitted by law.
  - (32) Ex-offenders will not qualify for housing, educational grants, or certain types of jobs if they have felony charges.
  - (33) Housing, jobs, documents, education, mentoring, counseling all essential areas but with a felony so many doors are closed even if under adult supervision.
  - (34) Housing restrictions, welfare restrictions, denied licensure, lack of full citizenship and right to vote
  - (35) If they have a felony most businesses will not hire them. Also if they have a drug charge Section 8 and Food Stamp assistance are not willing to help them.
  - (36) Felony convictions hinder clients from obtaining suitable work to pay living expenses, etc. They also have difficulty renting apartments/houses with felony convictions.
  - (37) The law that won't allow felons to get gainful employment or to their own apartment.
  - (38) Laws regarding sex offenders and substance abusers affect both housing and job opportunities.
  - (39) Housing and education laws regarding not allowing loans or housing opportunities to individuals with drug-related criminal histories.
  - (40) Access to school loans access to housing -- county & HUD regulations right to vote
  - (41) Felons are not accepted in housing. Financial reimbursement for education is not provided to felons.

**NATURE OF THE LAWS: FOOD STAMPS**

- (1) I do not know the particular law but there laws disallow clients to receive student loans, housing, drivers license, food stamps, etc once you have been convicted of a felony drug charge.
- (2) Felons cannot receive food stamps, vote, or obtain housing contract in their name. Sex offenders must register with the county they reside in.
- (3) Texas has laws in place that prohibit persons with felony criminal records to obtain services that include Food Stamps and Housing
- (4) If client has a drug conviction, he/she is not legible for food stamps, public housing, section 8 or federal grants to continue their education
- (5) Prohibition on receiving food stamps, housing restrictions, inability to open more half way houses due to zoning restrictions
- (6) Housing food stamps
- (7) Housing restrictions, welfare restrictions, denied licensure, lack of full citizenship and right to vote
- (8) If they have a felony most businesses will not hire them. Also if they have a drug charge Section 8 and Food Stamp assistance are not willing to help them.

## NATURE OF THE LAWS: SEX OFFENDER BARRIERS

- (1) Parole conditions for sex offenders are restrictive and a huge barrier to transition. Parolees being restricted from working in TDCJ contracted facilities or being overly scrutinized to the point of creating a barrier for contracted facilities to consider them for employment such as maintenance, etc.
- (2) Law relating to Sex Offenders regarding Child Safety Zones (1000 ft rule from a school, daycare etc.) Likewise they are not allowed to hold certain jobs which involve children. This would also apply where housing and education are concerned.
- (3) For Sex Offenders
- (4) The sex-offender registry law, especially for youth who as a high school student dated another high school student who is considered underage. That high school student is considered a child molester, convicted and must register as a sex offender for their remaining life.
- (5) Sex offenders - their employers are now posted
- (6) CHILD SAFETY ZONES TRADE LICENSES - A/C, PLUMBING, ET.
- (7) Restrictions on sex offenders and license revocations for DWI offenders
- (8) I don't know about specific laws but public opinion makes employment difficult. The law concerning the registration of sex offenders creates difficulties in employment and housing.
- (9) Sex Offenders cannot live in certain areas.
- (10) Laws regarding sex offenders and substance abusers affect both housing and job opportunities.
- (11) Sex Offender Laws
- (12) Sexual offender laws are often applied to a parolee when they were never convicted of an offence.
- (13) HUD restrictions on subsidized housing and statutes regarding sex offenses
- (14) Sex offender laws

## NATURE OF THE LAWS: STUDENT LOAN BARRIERS

- (1) Getting federal funds for education
- (2) Employers and housing personnel can discriminate against felony defendants; same with furthering education and educational loans. Its hard for regular people to get student loans and harder for felony defendants. No/bad credit history--no housing. No education/no skills. How do you break the cycle???
- (3) Housing and education laws regarding not allowing loans or housing opportunities to individuals with drug-related criminal histories.
- (4) Ex-offenders will not qualify for housing, educational grants, or certain types of jobs if they have felony charges.
- (5) Housing, jobs, documents, education, mentoring, counseling all essential areas but with a felony so many doors are closed even if under adult supervision.
- (6) Felons are not accepted in housing. Financial reimbursement for education is not provided to felons.
- (7) Housing HUD laws prevent leasing and many apt. too Also Pell Grants cannot be obtained by offenders with a drug conviction

- (8) Access to school loans access to housing -- county & HUD regulations right to vote
- (9) I believe the biggest problem is a misinterpretation and misapplication of laws in regards to housing, education, and skills training which hinder access.

**MISCELLANEOUS COMMENTS ON STATUTORY BARRIERS**

- (1) Laws such as driver’s license with no public transportation? Minimum wage issues for the working poor, lack of employees willing to hire (corporate rules), trying late teens as adults (if drinking age is 21 then the legal adult age should be 21 as well).  
Security Installation
- (2) All of them
- (3) Laws maybe no, but RULES for sure
- (4) The need for identification to access social services, housing and employment. Youth restrictions to housing and services.
- (5) Criminal Record
- (6) It is more of an educational issue within our communities. The public would rather just lock them away and forget about them. We, who work in re-integration need a more effective, energetic approach to reach out to the communities and attempt to answer their questions, dispel their fears and educate them to their role in the re-entry process.
- (7) Pleading ignorance in general, I believe when clients are interested in being substance abuse counselors, they are now unable to receive training after a related criminal offense.
- (8) ??
- (9) Not so much the law, but the interpretation of the law. Date of Conviction is the day in Court the Felon was sentenced. This has nothing to do with day felon was released.
- (10) Not that I know of most of the time it’s “society” who just doesn’t want to give the former offender a chance.
- (11) Civil liabilities

**Question 17: How does your program measure whether or not its clients are successful?**

**OTHER BENCHMARKS**

- (1) Examining these and many others every 3months (hospitalizations, risk of self/others, housing stability, overall level of functioning, overall level of support systems working with the client)
- (2) We do not stop home visits. We want the clients to become Mentors and volunteers. So the client is either being served or is serving others.
- (3) No more victim violations. And minimal infractions. Actual numbers.
- (4) Obtaining employment Retaining employment Re-conviction of a new felony after one year of release
- (5) Hopefully being employed in the program after released, if possible.
- (6) We are required to maintain a 6 month initial employment follow-up
- (7) Their ability to continue to pay their child support
- (8) Examining their walk with Christ. to see if they have slipped back into the old lifestyle.

- (9) Housed, income improved
- (10) Track homeless and housing status. Track access into employment, social services, legal services and healthcare.
- (11) In housing of their own
- (12) If they stay sober and get a job while with us and then move on to their own place after a year, we consider it a success.
- (13) Financial stability, access to medical care and MHMR case management, maintaining housing
- (14) Supervision (office/field visits) is provided on a monthly basis (sometimes biweekly) by supervising officers to monitor client's compliance with court agreement regarding substance abuse treatment, drug education, anger classes, and criminal activity.
- (15) If they are not revoked we are successful. Period.
- (16) Completion of probation requirements
- (17) As a probation office we check the clients while on probation but after release then only if they are re-arrested in our area.
- (18) 60 day follow-ups and contact with Supervision Officers on a regular basis.
- (19) Completion of court-ordered conditions of probation
- (20) Examining goal completion every 90 days
- (21) Only a small portion of clients are followed up on after 60 days, although CJAD keeps records for them. Without standardized measures success rates can be skewed and biased particularly when funding is attached to outcomes.
- (22) Maintaining sponsor and attending AA
- (23) We do a follow up b/t 60 to 90 days after the client is discharged to check on their sobriety status, work, living, & legal status, medical problems.
- (24) We monitor general progress and urine drug screens while in treatment. We make attempts to follow-up with patients out of treatment. As we receive no public funding, payment of clinic fees is an informal method of monitoring financial situation. Follow-up treatment is free.
- (25) The clients reported quality of life
- (26) Our program treats those arrested for domestic violence
- (27) Assessments done verbally no automated system.
- (28) We maintain contact with the clients for as long as they need us. We have many clients who still meet with us and communicate with us after 10 years.
- (29) We don't know how.
- (30) Just starting up and have not started to place and track clients as of yet
- (31) Program just started and we are beginning to capture these numbers
- (32) After a client is discharge, there is never a follow-up usually the client contacts the staff and give feedback at their leisure
- (33) I can determine after 30 days if a client will successfully integrate into society, only the ones who have been in the program over a year have been successful and are still involved in the program. Those who have left prematurely have not done well. When they are required to get a job and take on responsibility they fail and relapse, the pressure of surviving is too great. only those with disabilities have been able to become conducive to change.
- (34) Follow-up is contingent upon the area in which the client received assistance and the need(s) and condition of client
- (35) Outcomes at discharge and 6 months

- (36) By staying in touch helps me to gauge the success of mentoring, etc.
- (37) By telephone follow up
- (38) Pre and post surveys after psychosocial education.
- (39) 60 day and one year follow call made to client or family
- (40) 30 day follow-up
- (41) Sixty days after discharge from outpatient services a follow-up interview is conducted.
- (42) POLYGRAPH EXAMS, ABEL SCREEN FOR PARAPHILLIC INTERESTS, RE-ARREST/ FAILURES IN REHABILITATION
- (43) The evaluations done are on an informal basis and we are not always successful in locating former residents
- (44) The VA Re-Entry Program does not require this outcome measure as of this date. Resources to contact released inmates is not available and self-report indicators such as success are unreliable.
- (45) Since we are not a governmental agency, we do not have access to re-arrest and/or re-imprisonment information, and are thus unable to follow anyone whose phone number we do not have (and this is, by its very nature, a volatile population).
- (46) We need the right software and funding is a issue
- (47) We are a correctional facility with an in house modified therapeutic community substance abuse program. Parole might monitor outcome based or re arrest, I'm not sure.
- (48) When men are still in our program, we carefully monitor them. If they leave us we don't track them.
- (49) Our program has only been in existence for 8 months. We are still working on this aspect of the program.
- (50) No funding available to provide the above listed services.

**Question 18: If you do not measure the success of your clients, what prevents you from doing so?**

- | OBSTACLES |  |
|-----------|--|
| (1)       | Funds  |
| (2)       | Resources  |
| (3)       | Resources  |
| (4)       | Funding  |
| (5)       | Funding and software   |
| (6)       | Lack of sufficient funding prevents providing adequate program delivery and follow-up. |
| (7)       | It is an informal assessment due to lack of funding.                                   |
| (8)       | We desperately need the funding for an external, independent program evaluation.       |
| (9)       | Larger numbers require more funding  |
| (10)      | Staffing/funding   |
| (11)      | Lack of manpower and the lack of time on existing staff                                |
| (12)      | Staffing   |
| (13)      | Staff  |
| (14)      | Staff  |
| (15)      | Lack of department manpower to collect and analyze data.                               |

- (16) Clerical staff will be required to research the recidivism rate of screened individuals. We are looking into doing this soon.
- (17) After release from our facility to their county of residence, we have no legal authority to re-contact them for this purpose. Further, this is a cost-added activity that is not accommodated for in the per diem rate.
- (18) As stated above, government will not share this information with a private non-profit or its affiliated researchers.
- (19) We attempt to, but it is often hard to find people.
- (20) After many are discharge information is kept in data base but the contact information is outdated many relocate with...
- (21) Difficulty tracking clients
- (22) Data and mobility of the released
- (23) Inability to make contact or that it was a simple provision of resource due to a referral from another source;
- (24) Lack of staff and restrictions on communicating with offenders after release.
- (25) We do not have a standard of measurement for success. Consistent attendance, maintaining a job and giving back to the community are areas we observe.
- (26) No consistent guidelines
- (27) We do not have the resources to do so, but would love to participate in studies of this nature if someone would fund them or conduct them for us.
- (28) Need to have someone show us how.
- (29) Training
- (30) Tracking methods not in place
- (31) Time or funds available to hire additional support staff to complete these measures (which would be extremely valuable).
- (32) Lack of time
- (33) Time - another group of clients
- (34) Inability to follow up
- (35) Our program is serves clients only once every six months so we have very little follow-up, especially with those released from the criminal justice system. They usually come only once for help with ID's, work boots, in-town bus passes or an out-of-town bus ticket.
- (36) Infrastructure
- (37) When they don't follow-up
- (38) No plan in place
- (39) The Kairos program
- (40) We are a medical program. we track compliance with treatment & service plans.
- (41) We measure quality of care.
- (42) THEY ARE OFF PROBATION
- (43) Cannot measure success when I face failure in these clients and because of the system and not being able to offer all the necessary assistance they need, they are forced to seek jobs which they cannot keep and ultimately they fail and move out from our covering with no further contact.
- (44) Not in our program
- (45) I do track
- (46) TDCJ Parole should make the Employment, Residence, and collateral screens available/partnership with organizations that want to track outcomes/results of their

- clients in various programs.
- (47) NA
  - (48) N/A
  - (49) NA
  - (50) I am not a counselor and I do not provide direct services
  - (51) I don't personally. Perhaps Admin does
  - (52) I am an LCDC Evaluator, and do not keep ongoing records of client success rates at this time.
  - (53) We don't do case management we are only an assistance agency.
  - (54) It's not my job
  - (55) Just received a grant to assist in reentry, have not placed any clients in jobs or tracking has yet to begin
  - (56) Program too new and as stated before, numbers are just being captured
  - (57) New program that has not yet started to measure this
  - (58) We are in process of collecting data.
  - (59) I am an Intern and at the moment I do not have access to that information
  - (60) Our program is in its infancy.

**Question 19: Has an evaluation of this program been conducted? If “no,” what has prevented your program from being evaluated? If “yes,” when and by whom?**

- WHY PROGRAM HAS NOT BEEN EVALUATED**
- (1) Funding!!!
  - (2) Lack of funding for external monitoring and evaluation
  - (3) Lack of funds
  - (4) Lack of funds for staff
  - (5) We have done internal measurements and evaluation, but lack the funding to do an outside evaluation.
  - (6) We have never had the funding to pay for researchers
  - (7) Time, staff, money, how?
  - (8) Staff
  - (9) Staffing
  - (10) Are looking for someone to do the research project.
  - (11) Lack of caseworkers for documentation.
  - (12) Lack of staff/ lack of academic institutions in the area to evaluate for you
  - (13) Have not been contacted
  - (14) We are not state or federally funded and are evaluated in house
  - (15) We do not know about the evaluation process.
  - (16) We are not aware of the evaluation process
  - (17) Never asked to evaluate
  - (18) The department was re-organized. New management is still in transition.
  - (19) Not required by an agency
  - (20) Not required for CRCG ADULT- we are staffed voluntarily
  - (21) Not required, in a sense
  - (22) This is our first 6 months.

- (23) This year we will be evaluated
- (24) Too new
- (25) Too new
- (26) Too new to have a performance record
- (27) We've only been in operation for a little over a year
- (28) Still in the a pilot mode
- (29) Program is less than one year old, will evaluate after one year
- (30) New organization
- (31) New VA initiative
- (32) It is to early, we have 7 participants and they haven't completed the process.
- (33) Being fairly new and not having the resources to do one.
- (34) We are only one year old, and have not had official evaluation conducted
- (35) Only been in this role since August, stay pretty busy trying to keep program operating.
- (36) Not enough data
- (37) Not really large enough yet.
- (38) Not by any outside agency. We are a faith based religious organization. Since 1995 we have only 3 of our clients who have re-entered the system.

#### **FOR PROGRAMS THAT HAVE BEEN EVALUATED, DATE AND FACILITATORS**

- (1) Association of Gospel Rescue Missions 2007
- (2) Audits are conducted periodically by CJAD
- (3) By DSHS in 2007; by Harris County in 2008
- (4) CARF AND DSHS
- (5) CJAD analyzes data submitted through CSTS to determine successful completion and revocation rates.
- (6) DSHS
- (7) Evaluation in on going by administrative staff. In 2006, UH Graduate Social Work students attempted to evaluate clients post discharge but their data collection was negatively influenced by Hurricanes Katrina & Rita. We hope to initiate another evaluation in 2008.
- (8) In-house evaluations are completed and evaluations by Texas A&M University have conducted studies on our Drug Court Program.
- (9) Our Commitment To Change Program is scheduled to be evaluated by Travis County Criminal Justice Planning department in the summer of 2008.
- (10) One is in process, in conjunction with UT.
- (11) Ray Marshall Center & City of Austin
- (12) REGIONAL PAROLE OUT OF TYLER, TEXAS MR.STANTLY
- (13) RSA
- (14) TDCJ Parole Specialized Programs Division conducts routine compliance audits to ensure services are being provided as per contract. Unfortunately, outcomes are not a part of the evaluation process.
- (15) TDCJ-CJAD CAN GIVE THIS INFORMATION
- (16) The DSHS, TDCJ
- (17) We are monitored regularly by TDCJ, Specialized Programs
- (18) State Sex Offender Council Keeps this information.
- (19) VA national programs monitored by northeast program evaluation center, new haven,

conn

- (20) We are accredited by JCAHO and monitored by TxDSHS, as well as the DEA.
- (21) Program results are available from CJAD as outputs are submitted annually.

#### **OTHER INFORMATION ABOUT PROGRAM EVALUATIONS**

- (1) We are currently in an ongoing evaluation process in the department on some of our programs.
- (2) It is in the process of being evaluated.
- (3) In process
- (4) NA
- (5) We don't do case management we are only an assistance agency.
- (6) We just take care of each person on an individual bases
- (7) Not sure
- (8) Unsure
- (9) We are not contract providers and are private practice. WE make every effort to confirm to licensing requirements.

## APPENDIX D: LICENSURE RESTRICTIONS FOR INDIVIDUALS WITH FELONY CONVICTIONS

The following chart contains a comprehensive, alphabetical list of jobs that felons cannot access.

*Note:* This compilation, from January 2007, employed all known resources, but may not be all inclusive. Business licensing may also be affected, but is not addressed in this compilation.

Occupation	Authority	Code	Citation	Texas Administrative Code and additional comment, if available. Without regard to entry, ALL listed occupations MAY be impacted by felony)
<b>All licensed occupations</b>	ALL	Occupations	53.021	A licensing authority may suspend or revoke a license, disqualify a person from receiving a license, or deny to a person the opportunity to take a licensing examination on the grounds that the person has been convicted of a felony or misdemeanor that directly relates to the duties and responsibilities of the licensed occupation.
<b>All occupations, without regard to licensing, where employed for in-home service, delivery, or installation.</b>	n/a	Civil Practice & Remedies Code	Chapter 145	Imposes increased potential employer liability when ex-felons are employed in "in home" service, delivery, or installation
Accessibility Specialist	TDLR	Government	469.201	Title 16, Part 4, Texas Administrative Code, Chapter 68.70
Accountant, Certified Public	BPA	Occupations	901.1565	Title 22, Part 22, Texas Administrative Code Chapter 525. felony or misdemeanor offense which directly relates to the practice of public accountancy
Acudetox Specialist	TMB	Occupations	205	Title 22, Part 9, Texas Administrative Code Chapter 183.14. crime involving moral turpitude or a felony or is the subject of deferred adjudication or pretrial diversion for such an offense
Acupuncturist	TMB	Occupations	205.351	Title 22, Part 9, Texas Administrative Code Chapter 183. Felony, deferred adjudication, place in pre-trial diversion, or crime involving moral turpitude
Air Conditioning & Refrigeration Contractors	TDLR	Occupations	1302.251	Title 16, Part 4, Texas Administrative Code Chapter 75. Conviction of a felony deemed adverse to the safety of person or property
Airport Workers	TSA	49 CFR 1542.209		Governs workers with access to secure areas. Conviction of certain felonies within 10 years
Alarm (Fire), Installer, monitor, sales	TDI	Insurance	5.43	Title 28, Part 1, Texas Administrative Code Chapter 1.502 and 34.600. Regulated by TDI, State Fire Marshal
Alarm System Installer, Monitor, Sales, Branch Manager	DPS	Occupations	1702.221	Title 37. Part 1, Texas Administrative Code Chapter 35
Appliance Delivery, Installation & Repair	n/a	Civil Practice & Remedies Code	Chapter 145	Imposes increased potential employer liability when ex-felons are employed in "in home" service companies
Appraiser, Real Estate	ALCB	Occupations	1103.202	Title 22, Part 8, Texas Administrative Code Chapter
Architects	BAE	Occupations	1051.207	Title 22, Part 1, Texas Administrative Code Chapter 1
Asbestos Remediation	DSHS	Occupations	1954	Title 25, Part 1, Texas Administrative Code Chapter 295
Athletic Agent	SOS	Occupations	2051.105	Title 1, Part 4 Texas Administrative Code Chapter 78 Felony or Misdemeanor involving moral turpitude
Athletic Trainer	DSHS	Occupations	451.251	Title 22, Part 40, Texas Administrative Code Chapter 871.15. Regulated by DSHS, Advisory Board of Athletic Trainers

Occupation	Authority	Code	Citation	Texas Administrative Code and additional comment, if available. Without regard to entry, ALL listed occupations MAY be impacted by felony)
Attorney	TSB	Government	81.078	State Bar of Texas, Texas Disciplinary Rules of Professional Conduct, Rule 8.04 (a) (2). Barratry; felony involving moral turpitude; misdemeanor involving theft, embezzlement, or fraudulent or reckless misappropriation of money or other property; attempt, conspiracy or solicitation to commit foregoing.
Auctioneer	TDLR	Occupations	1802.052	Title 16, Part 4, Texas Administrative Code Chapter 67. Felony within 5 years of application
Audiologist	DSHS	Occupations	401.453	Title 22, Part 32, Texas Administrative Code Chapter 741. Regulated by DSHS, State Board of Examiners for Speech-Language Pathology and Audiologists
Bail Bondsman	county bond board	Occupations	1704.153	Conviction after 8/27/73 of a felony; or misdemeanor involving moral turpitude.
Backflow Prevention Assembly Tester	TCEQ	Water Health & Safety	37.005 341.033	Title 30, Part 1, Texas Administrative Code Chapters 30.33 and 30.60
Bank Director	TBD	Finance Code	33.103	Title 7, Part 2, Texas Administrative Code Chapter 21. Felony conviction
Barber	TDLR	Occupations	1601.253	Title 16, Part 4, Texas Administrative Code Chapter 82. Conviction of crime related to barbering
Bingo Operator, caller, usher, salesperson, cashier	TLC	Occupations	2001.105	Title 16, Part 9, Texas Administrative Code Chapter 402.402. Felony, gambling offense, crime involving moral turpitude w/discharge of sentence within 10 yrs
Boiler Inspector	TDLR	Health and Safety	755	Title 16, Part 4, Texas Administrative Code Chapter 65. crimes involving misrepresentation, fraud, extortion, theft or deceptive business practices
Bus Driver, School	DPS	Education Code	22.084	Title 37, Part 1, Texas Administrative Code Chapter 14.11
Child Care Administrator	DFPS	Human Resources	43.01	Title 40, Part 19, Texas Administrative Code Chapter 745.8911. felony or misdemeanor involving fraud, deceit, public indecency or offenses against the person or family
Child Care Worker	DFPS	Human Resources	42.056	Title 40, Part 19, Texas Administrative Code Chapter 745.651. Any felony within past 10 years. Some felony and misdemeanor convictions permanently bar licensing.
Chiropractors	BCE	Occupations	201.302	Title 22, Part 3, Texas Administrative Code Chapter 71 felony or conviction of crime involving moral turpitude or involving abortion
Chiropractic Radiologic Technologist	BCE	Occupations	201.452	Title 22, Part 3, Texas Administrative Code Chapter 78
City Officer	court	Local Government	21.031	Felony or Misdemeanor involving official misconduct
Code Enforcement Officer	DSHS	Occupations	1952.101	Title 25, Part 1, Texas Administrative Code Chapter 130.14. crime related to code enforcement
Combative Sports Occupations	TDLR	Occupations	2052	Title 16, Part 4, Texas Administrative Code Chapter 61. violation of laws, regs, or rules related to boxing

Occupation	Authority	Code	Citation	Texas Administrative Code and additional comment, if available. Without regard to entry, ALL listed occupations MAY be impacted by felony)
Consultant, Property Tax	TDLR	Occupations	1152	Title 16, Part 4, Texas Administrative Code Chapter 66.20
Contact Lens Dispensor	DSHS	Occupations	353	Title 25, Part 1, Texas Administrative Code Chapter 128.15
Continuing Care Facility Mgr., Third Party	TDI	Health & Safety	246.045	Title 28, Part 1, Texas Administrative Code Chapter 1.502 and 33
Cosmetologist	TDLR	Occupations	1602.251	Title 16, Part 4, Texas Administrative Code Chapter 83
Counselor, Chemical Dependency	DSHS	Occupations	504.1525	Title 25, Part 1, Texas Administrative Code Chapter 450.115
Counselor, Marriage & Family (Therapist)	DSHS	Occupations	502.252 502.351	Title 22, Part 35, Texas Administrative Code Chapter 801.332. Regulated by DSHS, Texas State Board of Examiners of Marriage and Family Therapists
Counselor, Licensed Professional	DSHS	Occupations	503.2045	Title 22, Part 30, Texas Administrative Code Chapter 681. felony or misdemeanor related to responsibilities of a professional counselor. Regulated by DSHS, Texas State Board of Examiners of Professional Counselors
County Officer		Local Government	87.031	Felony or Misdemeanor involving official misconduct
Court Interpreter, Licensed	TDLR	Government Code	57.048	Title 40, Part 4, Texas Administrative Code Chapter 109.701; Title 16 Texas Administrative Code Chapter 80. "dishonorable or unethical conduct" with essential element of misstatement, fraud, dishonesty
Court Reporter	OCA	Government Code	52.029	Criminal offense involving moral turpitude, fraud or corruption
Day Care Workers	DFPS	Human Resources	42	Title 40, Part 19, Texas Administrative Code Chapter 745.651. Any felony within past 10 years. Some felony and misdemeanor convictions permanently bar licensing.
Delivery & Installation, Home	n/a	Civil Practice & Remedies Code	145	Imposes increased potential employer liability when ex-felons are employed in "in home" service companies
Dental Assistant	BDE	Occupations	265	Title 22, Part 5, Texas Administrative Code Chapter 114. Felony involving drugs or moral turpitude. "certification" required to perform radiographs, sedation, pit & fissures.
Dental Hygienist	BDE	Occupations	263.001	Title 22, Part 5, Texas Administrative Code Chapter 103. Felony involving moral turpitude
Dental/Dental Hygiene School Faculty	BDE	Occupations	267.003	Title 22, Part 5, Texas Administrative Code Chapter 117
Dentist	BDE	Occupations	263.001	Title 22, Part 5, Texas Administrative Code Chapter 101. Felony involving moral turpitude
Dietitians	DSHS	Occupations	701.1535	Title 22, Part 31, Texas Administrative Code Chapter 711.13. Regulated by DSHS, Texas State Board of Examiners of Dietitians
Dog Trainer (Licensed Guard Dog)	DPS	Occupations	1702.221	Title 37, Part 1, Texas Administrative Code Chapter 35
Educator Certification	SBEC	Education Code	21.003	Title 19, Part 7, Texas Administrative Code Chapter 230

Occupation	Authority	Code	Citation	Texas Administrative Code and additional comment, if available. Without regard to entry, ALL listed occupations MAY be impacted by felony)
Elderly and Disabled Care: All positions with direct contact such as Home Health Aides, Nurse Aides, Food Service, etc.	DADS	Health and Safety	250.006	Title 40 Texas Administrative Code Part 1. Homicide, Kidnapping, indecency with a child, sexual or aggravated assault, injury to a child/elderly/ disabled, abandoning or endangering a child, aiding suicide, agreement to abduct from custody, sale or purchase of a child, arson, burglary, and robbery, Conviction within 5 yrs: Felony or Misdemeanor Assault, Felony or Misdemeanor misapplication of fiduciary property, Forgery
Electrician, various levels & functions	TDLR	Occupations	1305.152	Title 16, Part 4, Texas Administrative Code Chapter 73. Fraud, deceptive trade practices, theft, burglary, homicide, kidnapping, and assault
Electronic Access Control Device Installer	DPS	Occupations	1702.221	Title 37, Part 1, Texas Administrative Code Chapter 35
Elevators, Escalators, & Related	TDLR	Health & Safety	754.017	Title 16, Part 4, Texas Administrative Code Chapter 74. Deceptive business practices, theft, burglary, sexual offenses.
Embalmers	FSC	Occupational	651.452	Title 22, Part 10, Texas Administrative Code Chapter 203. Misdemeanor involving moral turpitude conviction within last 10 years
EMS Personnel	DSHS	Health & Safety	773.041	Title 25, Part 1, Texas Administrative Code Chapter 157.37
Engineers	TBPE	Occupations	1001.2035	Title 22, Part 6, Texas Administrative Code Chapter 133. conviction for criminal offense
Fire Alarm Installation, Sales, Monitoring Technician	TDI	Insurance	5.43	Title 28, Part 1, Texas Administrative Code Chapter 1.502 and 34.600. Regulated by TDI, State Fire Marshal
Fire Extenguisher Technican	TDI	Insurance	5.43	Title 28, Part 1, Texas Administrative Code Chapter 1.502 and 34.500. Regulated by TDI, State Fire Marshal.
Fire Fighter	TCFP	Local Government Government	143.051 419	Title 37, Part 13, Texas Administrative Code Chapter 403.7
Fire Sprinkle Responsible Managing Employee	TDI	Insurance	5.43	Title 28, Part 1, Texas Administrative Code Chapter 1.502 and 34.700
Fireworks Mfg, Dist., jobber, retailer	TDI	Occupations	2154	Title 28, Part 1 Texas Administrative Code Chapter 1.502 and 34.800
Funeral Directors & morticians	FSC	Occupations	651.259	Title 22, Part 10, Texas Administrative Code Chapter 203. Misdemeanor involving moral turpitude conviction within last 10 years
Geoscientist	TBPG	Occupations	1002.402	Title 22, Part 39, Texas Administrative Code Chapter 851
Hazardous Materials Endorsement, Commercial Truck Driver	TSA	49 CFR 1572.103		permanent disqualification includes espionage, sedition, treason, murder, explosives offenses; Interim disqualification- Ineligible for 5 years following release if conviction was assault with intent to murder, kidnapping, rape, aggravated sexual abuse, firearms charges, extortion, fraud, bribery, smuggling, robbery, drug distribution or intent to distribute, & arson. Lists not all inclusive.

Occupation	Authority	Code	Citation	Texas Administrative Code and additional comment, if available. Without regard to entry, ALL listed occupations MAY be impacted by felony)
Hearing Aid/Instrument Fitter, Dispensor	DSHS	Occupations	402.203 402.501	Title 22, Part 7 Texas Administrative Code Chapter 141. Felony or Misdemeanor involving dishonesty. Regulated by DSHS, State Committee of Examiners in the Fitting and Dispensing of Hearing Instruments.
Industrial Hygienist	ABIH	Occupations	1957.003	Licensed by American Board of Industrial Hygiene
Industrial Radiographer	DSHS	Health & Safety	401	Title 25, Part 1, Texas Administrative Code Chapter 289.255
Inspector, Vehicle	DPS	Transportation	548.407	Title 37, Part 1, Texas Administrative Code Chapter 23.61 Felony or Class A or B misdemeanor relating to duties
Insurance agents, adjusters, public insurance adjusters, counselors, risk managers, reinsurance intermediaries, title agents, title escrow officers, title attorneys, utilization review agents, viatical and life settlement registrants, and management contractors	TDI	Insurance	4001.101; 981; 1111; 1305; 2552; 2651; 2652; 4001; 4051; 4052; 4053; 4054; 4055; 4056; 4101; 4102; 4151; 4152; 4153	Title 28, Part 1, Texas Administrative Code Chapters 1.502 and 19. any offense for which fraud, dishonesty, or deceit is an essential element; criminal violation of the Texas Insurance Code or any state or federal insurance or security law regulating or pertaining to the business of insurance; any felony involving moral turpitude or breach of fiduciary duty; homicide assault, arson, robbery, burglary, theft manufacture, delivery, or possession with intent to manufacture or deliver, a controlled substance or a dangerous drug; an offense against the person as described by Penal Code §§20.03, 20.04, 21.07, 21.08, or 21.11; an offense against the family as described by Penal Code §§25.02 or 25.07; a stalking offense as described by Penal Code §42.072; or an offense against public order and decency as described by Penal Code §§43.25 or 43.26.
Interior Designer	BAE	Occupations	1053.252	Title 22, Part 1, Texas Administrative Code Chapter 5
Interpreter, Sign Language and Oral	DARS	Civil Practice & Remedies Code	21.003	Title 40, Part 2, Texas Administrative Code Chapter 109.701
Jailer	TCLE	Occupations	1701.312 1701.502	Title 37, Part 7, Texas Administrative Code Chapter 217.1
Labor Union Official	*	Labor	101.109	* Enforced by the Attorney General, District Attorney or County Attorney. Felony conviction
Laboratory Practitioners	DSHS			Title 25, Part 1, Texas Administrative Code Chapter 127. Registry is voluntary
Land Surveyor	TBPLS	Occupations	1071.1515	Title 22, Part 29, Texas Administrative Code Chapter 661
Landscape Architects	BAE	Occupations	1052	Title 22, Part 1 Texas Administrative Code Chapter 3 Felony involving moral turpitude
Landscape Irrigator & Installer: includes sales, design, installation, service	TCEQ	Occupations	1903.251	Title 30, Part 1, Texas Administrative Code Chapters 30.120 & 344
Law Enforcement Officer	TCLE	Occupations	1701.312	Title 37, Part 7, Texas Administrative Code Chapter 217.1 conviction of above a class B misdemeanor w/in 10 years; Class C family violence
Lead Remediation	DSHS	Occupations	1955	Title 25, Part 1, Texas Administrative Code Chapter 295

Occupation	Authority	Code	Citation	Texas Administrative Code and additional comment, if available. Without regard to entry, ALL listed occupations MAY be impacted by felony)
Leaking Petroleum Storage Tank Corrective Action Project Manager	TCEQ	Water Code	37.005	Title 30, Part 1, Texas Administrative Code Chapters 30.33, 30.180 & 334
Librarian, County (Certification)	TSLAC			Title 13, Part 1, Texas Administrative Code Chapter 5 Appointed by County Commissioner Court
Loan Officer, Licensed	TSLD	Finance Code	156.303	Disciplinary action if notice of felony conviction not provided
Locksmith	DPS	Occupations	1702.221	Title 37, Part 1, Texas Administrative Code Chapter 35
Lottery Sales Agent	TLC	Government Code	466.155	Title 16, Part 9, Texas Administrative Code Chapter 401.153 Felony conviction within 10 yrs completion of sentence felony, criminal fraud, gambling related offense or misdemeanor involving moral turpitude
Manicurist	TDLR	Occupations	1601.257	Title 16, Part 4, Texas Administrative Code Chapter 83
Maritime Occupations	TSA	49 CFR 1572.103		See Port Work
Massage Therapist	DSHS	Occupations	455.152	Title 25, Part 1, Texas Administrative Code Chapter 141.11. crimes related to prostitution or sexual
Medical Physicist	DSHS	Occupations	602.209	Title 22, Part 26, Texas Administrative Code Chapter 601. Felony or crime involving moral turpitude. Regulated by DSHS, Texas Board of Licensure for Professional Medical Physicists
Medication Aide	DADS	Health and Safety	142 242	Title 40, Part 1, Texas Administration Code Chapter 95.121
Midwife	DSHS	Occupations	203.404	Title 22, Part 38, Texas Administrative Code Chapter 831. Regulated by DSHS Texas Midwifery Board
Mold Assessment & Remediation	DSHS	Occupations	1958.104	Title 25, Part 1, Texas Administrative Code Chapter 295
Mortgage Broker & Loan Officer	TSLD	Finance Code	156.206	Title 7, Part 4, Texas Administrative Code Chapter 80.2 theft, misappropriation, or misapplication, of monies or goods in any amount; falsification of records, perjury, or other similar criminal offenses indicating dishonesty; taking of bribes, kickbacks, or other illegal compensation; deceiving the public by means of swindling, false advertising or the like
Municipal Solid Waste Facility operator or supervisor.	TCEQ	Water Health & Safety	37.005 361.027	Title 30, Part 1, Texas Administrative Code Chapters 30.33, 30.210, and 330
Notary Public	SOS	Government Code	406.004	Title 1, Part 4, Texas Administrative Code Chapter 87.43 Conviction involving moral turpitude
Nurse Aide	DADS	Health and Safety	250.006	Title 40, Part 1, Texas Administrative Code Chapter 94 criminal history, findings of abuse, neglect, or misappropriation of residents property
Nurse, Registered, Lic. Vocational	BNE	Occupations	301.4535	Title 22, Part 11, Texas Administrative Code Chapter 217. Felony or Misdemeanor (involving moral turpitude)
Nursing Facility Administrator	DADS	Health & Safety	242	Title 40, Part 1, Texas Administrative Code Chapter 18.41 Felony or misdemeanor involving moral turpitude
Occupational Therapists	PTOTE	Occupations	454.301	Title 22, Part 28, Texas Administrative Code Chapter 651
Offshore Platform Work	TSA	49 CFR 1572.103		See Port Work

Occupation	Authority	Code	Citation	Texas Administrative Code and additional comment, if available. Without regard to entry, ALL listed occupations MAY be impacted by felony)
Optician	DSHS	Occupations	352	Title 25, Part 1, Texas Administrative Code Chapter
Optometrist	TOB	Occupations	351.501	Title 22, Part 14, Texas Administrative Code Chapter 271. Felony or Misdemeanor (involving moral turpitude)
Orthotist (including technician)	DSHS	Occupations	605	Title 22, Part 37, Texas Administrative Code Chapter 821. Regulated by DSHS, Texas Board of Orthotics and Prosthetics
Paramedic	DSHS	Health & Safety	773.041	Title 25, Part 1, Texas Administrative Code Chapter 157 Felony or misdemeanor
Pawnbroker/Lender	OCCC	Finance Code	371	Title 7, Part 5, Texas Administrative Code Chapter 85.601 crime involving moral turpitude, theft fraud forgery
Peace Officer	TCLE	Local Government Occupations	143.051 1701.312 1701.502	Title 37, Part 7, Texas Administrative Code Chapter 217.1
Perfusionist	DSHS	Occupations	603.1535	Title 25, Part 1, Texas Administrative Code Chapter 140.14
Personal Emergency System (PERS) Provider (sales, install...)	DSHS	Health & Safety	781.101	Title 37, Part 1, Texas Administrative Code Chapter 35
Personal Protection Officer	DPS	Occupations	1702.201	Title 37, Part 1, Texas Administrative Code Chapter 35.161
Pesticide Applicator	TDA TSPCB DSHS	Occupations	1951	Title 4, Part 1 Texas Administrative Code Chapter 2.1 (TDA); Title 22, Part 25, Texas Administrative Code Chapter 593 (TSPCB); Title 25, Part 1, Texas Administrative Code Chapter 267 (DSHS)
Petroleum Storage Tank, Corrective Action Spec. & Mgr.	TCEQ	Water	37.005	Title 30, Part 1, Texas Administrative Code Chapters 30.33 and 334
Pharmacist	TSBP	Occupations	565.001 565.002	Title 22, Part 15, Texas Administrative Code Chapter 283. Felony or Misdemeanor involving moral turpitude
Pharmacy Technician	TSBP	Occupations	568.003	Title 22, Part 15, Texas Administrative Code Chapter 297. Felony or Misdemeanor involving moral turpitude
Physical Therapist	PTOTE	Occupations	453.351	Title 22, Part 16, Texas Administrative Code Chapter 323. Felony
Physician	TMB	Occupations	164.057	Title 22, Part 9, Texas Administrative Code Chapter 163. Felony conviction or certain misdemeanors
Physician, Podiatric	BPME	Occupations	202.253	Title 22, Part 18, Texas Administrative Code Chapter 371.17 Felony; crime involving moral turpitude
Physician Assistant	TMB	Occupations	204.303	Title 22, Part 9, Texas Administrative Code Chapter 185. Felony, deferred adjudication, place in pre-trial diversion
Plumber: Licensed Plumber, Master Plumber, Plumbing Inspector, Tradesman Plumber, Residential Utilities Installer, Drain Cleaner, Plumbers Apprentice	TSBPE	Occupations	1301.4521	Title 22, Part 17, Texas Administrative Code Chapter 365. felony and certain misdemeanors
Podiatrist	BPME	Occupations	202.502	Title 22, Part 18, Texas Administrative Code Chapter 371. Felony conviction pursuant to certain state drug laws

Occupation	Authority	Code	Citation	Texas Administrative Code and additional comment, if available. Without regard to entry, ALL listed occupations MAY be impacted by felony)
Polygraph Examiner	TPEB	Occupations	1703.203 1703.351	Title 22, Part 19, Texas Administrative Code Chapter 391. Felony or Misdemeanor involving moral turpitude
Port Workers, Maritime Employees, some Offshore Platform workers: Requirement for Transportation Worker Identification Credential (TWIC) scheduled for phased roll out beginning March 2007	TSA	49 CFR 1572.103		permanent disqualification includes espionage, sedition, treason, murder, explosives offenses; Interim disqualification- Ineligible for 5 years following release if conviction was assault with intent to murder, kidnapping, rape, aggravated sexual abuse, firearms charges, extortion, fraud, bribery, smuggling, robbery, drug distribution or intent to distribute, & arson. Lists not all inclusive.
Private Investigator	DPS	Occupations	1702.221	Title 37, Part 1, Texas Administrative Code Chapter 35. felony or class a misdemeanor; class b misdemeanor within 5 yrs
Private Security Consultant	DPS	Occupations	1702.221	Title 37, Part 1, Texas Administrative Code Chapter 35
Property Tax Consultant	TDLR	Occupations	1152.155	Title 16, Part 4, Texas Administrative Code Chapter 66
Property Tax Professionals	BTPE	Occupations	1151.152	Title 22, Part 27, Texas Administrative Code Chapter 623.2 Appraisal District Employees and contractors
Proprietary School Employee	TWC	Education Code	132.059	Title 40, Part 20, Texas Administrative Code Chapter 807. Felony conviction
Prosthetist (including technician)	DSHS	Occupations	605	Title 22, Part 37, Texas Administrative Code Chapter 821.
Psychologist	BEP	Occupations	501.255 501.401	Title 22, Part 21, Texas Administrative Code Chapter 463. Felony or crime involving moral turpitude
Public Elected Official		Election Code	141.001	Felony conviction
Pump Installer (water well)	TDLR	Occupations	1902.051	Title 16, Part 4, Texas Administrative Code Chapter 76
Racing (pari-mutuel) occupations, various	TRC	Vernon's Texas Civil Statutes	Title 6 Art. 179e. Sec. 7.04	Title 16, Part 8, Texas Administrative Code Chapter 303.202. felony or any crime involving moral turpitude
Radiologic Technician (non-certified)	TMB	Occupations	601.302	Title 22, Part 9, Texas Administrative Code Chapter 194. crime directly related to the practice of radiologic technology
Radiologic Technologist (Podiatry)	BPME	Occupations	202	Title 22, Part 18, Texas Administrative Code Chapter 382.11
Radiologic Technologist	DSHS	Occupations	601.302	Title 25, Part 1, Texas Administrative Code Chapter 143.13 Felony or crime involving moral turpitude
Real Estate Appraiser	ALCB	Occupations	1103.202	Title 22, Part 8, Texas Administrative Code Chapter
Real Estate Broker/Salesperson	TREC	Occupations	1101.352	Title 22, Part 23 Texas Administrative Code Chapter 541.1
Real Estate Inspector	TREC	Occupations	1102.108	Title 22, Part 23 Texas Administrative Code Chapter 541.1
Respiratory Care (tech., therapist,..)	DSHS	Occupations	604	Title 25, Part 1 Texas Administrative Code Chapter 123
Sanitarian	DSHS	Occupations	1953.102	Title 25, Part 1, Texas Administrative Code Chapter 265

Occupation	Authority	Code	Citation	Texas Administrative Code and additional comment, if available. Without regard to entry, ALL listed occupations MAY be impacted by felony)
School Bus Driver	DPS	Education Code Transportation	22.084 521.022	Title 37, Part 1, Texas Administrative Code Chapter 14.11 Felony; misdemeanor conviction involving moral turpitude
School, Charter: Director, Officer, Employee	TEA	Education Code	12.120	Title 19, Part 2, Texas Administrative Code Chapter 100. Felony or misdemeanor conviction involving moral turpitude
Securities (financial) Dealer/ Agent / Investment Advisor	SSB	Vernon's Texas Civil Statutes	Title 19 Art. 581-14	Title 7, Part 7, Texas Administrative Code Chapter 115.6 Felony; misdemeanor related to securities
Security Officer, Commissioned and Non-Commissioned	DPS	Occupations	1701.312 1701.502 1702.163	Title 37, Part 1, Texas Administrative Code Chapter 35. felony or class a misdemeanor; class B misdemeanor within 5 yrs.
Security Consultant	DPS	Occupations	1702.263	Title 37, Part 1, Texas Administrative Code Chapter 35.75
Security System Sales & Administrative	DPS	Occupations	1702.263	Title 37, Part 1, Texas Administrative Code Chapter 35. Felony
Sewage Facility on site installer	TCEQ	Health & Safety	366.071	Title 30, Part 1, Texas Administrative Code Chapters 30.33 and 30.240
Sex Offender Treatment Provider	DSHS	Occupations	110.309	Title 22, Part 36, Texas Administrative Code Chapter 810.3. Regulated by DSHS, Council on Sex Offender Treatment. Felony; any sex offense
Sign Language and Oral Interpreters	DARS	Civil Practice & Remedies Code	21.003	Title 40, Part 2, Texas Administrative Code Chapter 109.701
Social Workers	DSHS	Occupations	505.353	Title 22, Part 34, Texas Administrative Code Chapter 781. Regulated by DSHS, Texas State Board of Social Worker Examiners
Speech Language Pathologist	DSHS	Occupations	401.453	Title 22, Part 32, Texas Administrative Code Chapter 741. Regulated by DSHS, State Board of Examiners for Speech-Language Pathology and Audiologists
State Trust Co. Director, manager	TBD	Finance Code	183.103	Title 7, Part 2, Texas Administrative Code
Surgical Assistants	TMB	Occupations	206.203	Title 22, Part 9, Texas Administrative Code Chapter 184. Felony or crime involving moral turpitude
Tax Professional/Appraiser/ Assessor Collector	BTPE	Occupations	1151.152	Title 22, Part 27, Texas Administrative Code Chapter 623.2 Felony involving moral turpitude
Teacher	SBEC	Education Code	21.003	Title 19, Part 7, Texas Administrative Code Chapter 230
Teacher Aide	SBEC	Education Code	21.003	Title 19, Part 7, Texas Administrative Code Chapter 230
Technician, Respiratory	DSHS	Occupations	604	Title 25, Part 1, Texas Administrative Code Chapter 123
Therapist, Marriage and Family	DSHS	Occupations	502.252	Title 22, Part 35, Texas Administrative Code Chapter 801.332. Regulated by DSHS, Texas State Board of Examiners of Marriage and Family Therapists
Therapist, Massage	DSHS	Occupations	455.151	Title 25, Part 1, Texas Administrative Code Chapter 141.11. crimes related to prostitution or sexual
Therapist, Occupational	PTOTE	Occupations	454.301	Title 22, Part 28, Texas Administrative Code Chapter 651
Therapist, Physical	PTOTE	Occupations	453.351	Title 22, Part 16, Texas Administrative Code Chapter 323.

Occupation	Authority	Code	Citation	Texas Administrative Code and additional comment, if available. Without regard to entry, ALL listed occupations MAY be impacted by felony)
Therapist, Respiratory	DSHS	Occupations	604	Title 25, Part 1, Texas Administrative Code Chapter 123
Truck Driver	DPS	Transportation	522	Title 37, Part 1, Texas Administrative Code Chapter 16. For HAZMAT, see entry under Hazardous Materials Endorsement
Underground Tank, On Site Supervisors	TCEQ	Water Code	37.005 26.456	Title 30, Part 1, Texas Administrative Code Chapters 30.33, 30.310, and 334
Veterinarians	VME	Occupations	801.402 801.406	Title 22, Part 24, Texas Administrative Code Chapter 575
Viatical Life Settlements	TDI	VATCS 4641		Title 28, Part 1, Texas Administrative Code Chapter 1.502
Wastewater Operator	TCEQ	Water Code Health & Safety	37.005 26.0301	Title 30, Part 1, Texas Administrative Code Chapters 30.33 and 30.340
Water Supply Customer Service Inspector	TCEQ	Water Code	37.005	Title 30, Part 1, Texas Administrative Code Chapters 30.33 and 30.90
Water System Operator, Public	TCEQ	Water Code Health & Safety	37.005 341.033	Title 30, Part 1, Texas Administrative Code Chapters 290.46 and 30.390
Water Treatment Specialist	TCEQ	Water Code Health & Safety	37.005 341.102	Title 30, Part 1, Texas Administrative Code Chapters 30.33 and 30.270
Water Well Driller	TDLR	Occupations	1901.052	Title 16, Part 4, Texas Administrative Code Chapter 76
Water Well Pump Installers	TDLR	Occupations	1902.051	Title 16, Part 4, Texas Administrative Code Chapter 76

Note: Compilation employed all known resources, but may not be all inclusive. Business licensing may also be affected, but is not addressed in this compilation. January 2007

## APPENDIX E: INDIVIDUALS ENTERING THE TEXAS DEPARTMENT OF CRIMINAL JUSTICE (TDCJ) IN 2007

The chart below breaks down the number of individuals entering TDCJ in Fiscal Year 2007, according to incarceration type.

**Note:** The “New Receives” category includes direct sentences as well as community supervision (probation) violators. According to TDCJ, it is estimated that approximately 12,800 of the prison new receives and approximately 11,100 of the state jail new receives were community supervision violators.

<b>TDCJ Receives and Admissions by Type</b>			
<b>Category</b>	<b>Total Receives by Incarceration Type</b>		<b>Percent of Receives by Incarceration Type</b>
<b><i>Prison</i></b>			
New Receives	33,426		78.09%
Parole/DMS/MS Revocations	9,381		21.91%
New Offense	7,400		
Technical	1,981		
Total	42,807		100.00%
<b><i>State Jail</i></b>			
New Receives	25,208		100.00%
New Sentence	25,059		
Upfront Time	119		
Community Supervision Modification	30		
Total	25,208		100.00%
<b><i>SAFP</i></b>			
Parole	606		11.00%
New Offense	135		
Technical	471		
Community Supervision	4,904		89.00%
Direct Sentences	48		
Modification	3,144		
Original Condition	1,712		
Total	5,510		100.00%
<b>Total</b>			
<b>Total TDCJ Receives</b>	<b>73,525</b>		

Bench warrant returns from prior fiscal years and transfers among TDCJ are not included in the above receive figures.

# APPENDIX F: TDCJ's INTAKE QUESTIONNAIRE

## CONSOLIDATED REPORT FORM

Date Received \_\_\_/\_\_\_/\_\_\_      Sex: M F      Race: \_\_\_\_\_      Interview: Date \_\_\_/\_\_\_/\_\_\_  
 Work Experience: \_\_\_\_\_      By \_\_\_\_\_

County: \_\_\_\_\_      1. \_\_\_\_\_  
 2. \_\_\_\_\_      Sociology: Date \_\_\_/\_\_\_/\_\_\_  
 3. \_\_\_\_\_      Time \_\_\_\_\_

SAIP Sentenced:      Yes No      Vocational Skills:      By \_\_\_\_\_  
 Additional Information:      Yes No      1. \_\_\_\_\_      UC00: \_\_\_\_\_  
 Victim Impact:      Yes No      2. \_\_\_\_\_      OI00: \_\_\_\_\_  
 Current offense TYC:      Yes No  
 Foreign Language:      Yes No  
 (Specify Language) \_\_\_\_\_

Recidivist Code: \_\_\_\_\_

### GENERAL INFORMATION

Name: \_\_\_\_\_ (PN)      TDCJ #: \_\_\_\_\_  
(Last Name, First Name Middle Name or Initial / as per Judgment)

True Name: \_\_\_\_\_ (TN)      Prior TDCJ#: \_\_\_\_\_

Alias: \_\_\_\_\_

DOB: \_\_\_/\_\_\_/\_\_\_      Age: \_\_\_\_\_      Ht: \_\_\_\_\_      Wt: \_\_\_\_\_      Hair: \_\_\_\_\_      Eyes: \_\_\_\_\_      IQ Score: \_\_\_\_\_

SID# \_\_\_\_\_      FBI# \_\_\_\_\_      SS# \_\_\_\_\_ - \_\_\_\_\_      D.L. State \_\_\_\_\_  
 D.L. # \_\_\_\_\_

Code: \_\_\_\_\_      Code: \_\_\_\_\_

\_\_\_\_\_ Nativity \_\_\_\_\_      \_\_\_\_\_/\_\_\_\_\_ Military Branch / Discharge\* \_\_\_\_\_  
 \_\_\_\_\_ Citizenship \_\_\_\_\_      Begin date \_\_\_/\_\_\_/\_\_\_      End Date \_\_\_/\_\_\_/\_\_\_  
 \_\_\_\_\_ Residence \_\_\_\_\_      \* O/T/H Reason \_\_\_\_\_  
 \_\_\_\_\_ Marital \_\_\_\_\_      Education \_\_\_\_\_      Highest Grade Verified Not Verified  
 \_\_\_\_\_ Religion \_\_\_\_\_      GED Yes No      //      Verified Not Verified

Number of Dependents: \_\_\_\_\_

### PREVIOUS CRIMINAL SUMMARY

Commitments: _____ Juv Detention Homes: _____ Juvenile Probation: _____ <b>Juvenile Reformatory:</b> _____ Jails: _____ City / County Farm: _____ County Bootcamp: _____ TDCJ- State Jail: _____	Escape: _____ Suspended Sentence: _____ <b>Adult Probation (State):</b> _____ Adult Probation (Fed): _____ TDCJ- SAFP: _____ Military Incarcerations: _____ <b>Other State/Fed Prisons:</b> _____ TDCJ-ID: _____
---	---

SPD: ES HS SA SR      TOTAL ARRESTS: \_\_\_\_\_      VIOLENT OFFENSES: \_\_\_\_\_

### DETAINDER INFORMATION

Agency: \_\_\_\_\_       Felony /  Misd /  ICE      Date: \_\_\_/\_\_\_/\_\_\_

Reason/Offense: \_\_\_\_\_

Pending TDCJ- ID SJ: \_\_\_\_\_

Possible Detainer: \_\_\_\_\_ Form

**SEX OFFENDER IDENTIFICATION**

- A. Is the offender a sex offender as defined in Administrative Directive 4.09? Yes No
- B. Is the offender required to register as a sex offender under Policy Operating Procedure 3.6.4? Yes No
- C. Is the offender eligible for civil commitment under Executive Directive 7.22? Yes No

**PRIOR OFFENSE HISTORY**

Juvenile Detention Homes (Dictate **only** violence, escape, DWI/DUI): \_\_\_\_\_

\_\_\_\_\_ Total \_\_\_\_\_

Juvenile Probation: \_\_\_\_\_

\_\_\_\_\_ Total \_\_\_\_\_

Juvenile Reformatories: \_\_\_\_\_

\_\_\_\_\_ Total \_\_\_\_\_

Jails (Dictate **only** violence, escape, DWI/DUI): \_\_\_\_\_

\_\_\_\_\_ Total \_\_\_\_\_

**Offender Name:** \_\_\_\_\_

**TDCJ Number:** \_\_\_\_\_

City, County, State Work Farms (include Adult County Bootcamps): \_\_\_\_\_

\_\_\_\_\_ Total \_\_\_\_\_  
\_\_\_\_\_

TDCJ- State Jail: \_\_\_\_\_

\_\_\_\_\_ Total \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Suspended Sentences: \_\_\_\_\_

\_\_\_\_\_ Total \_\_\_\_\_

Adult Probations: \_\_\_\_\_

\_\_\_\_\_ Total \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

TDCJ- SAFPF: \_\_\_\_\_

\_\_\_\_\_ Total \_\_\_\_\_  
\_\_\_\_\_

Military Incarcerations: \_\_\_\_\_

\_\_\_\_\_ Total \_\_\_\_\_

Other Prisons (State & Federal – Include PIA's): \_\_\_\_\_

\_\_\_\_\_ Total \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

TDCJ-ID (Include PIA's): \_\_\_\_\_

\_\_\_\_\_ Total \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

List of Institutions: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**ADDITIONAL INFORMATION**

(1.) Have you or any members of your immediate family been a law enforcement officer, security officer, or police officer? 1-  Yes  No

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\*\* (2.) Has any member of your immediate family ever been in a juvenile or adult penal institution? 2-  Yes  No

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\*\* (3.) Have you ever attempted to kill yourself or mutilate yourself in any manner? 3-  Yes  No

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(4.) Are you expecting trouble from any member of the offender population? 4-  Yes  No

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(5.) Have you ever escaped from a jail, juvenile reformatory, or any other penal institution? 5-  Yes  No

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(6.) Have you ever been a member of any type of militant or subversive organization or group, which advocates racial superiority and aggression towards other racial groups? 6-  Yes  No

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**\*\*No Additional Information Report Necessary for questions 2 & 3--- Dictate in Summary Card**

Offender Name: \_\_\_\_\_

TDCJ Number: \_\_\_\_\_

(7.) Have you ever participated in any type of homosexual activity? 7-  Yes  No  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(8.) While incarcerated in jail or prison, were you ever involved in any of the following types of incidents?  
*(If yes, indicate if racial attitude was a motivating factor.)*

(a.) Assaulted another offender, either physically or sexually; 8a-  Yes  No  
\_\_\_\_\_  
\_\_\_\_\_

(b.) Been assaulted by another offender, either physically or sexually; 8b-  Yes  No  
\_\_\_\_\_  
\_\_\_\_\_

(c.) Involved in a fight; 8c-  Yes  No  
\_\_\_\_\_  
\_\_\_\_\_

(d.) Pressured for commissary or sexual favors; 8d-  Yes  No  
\_\_\_\_\_  
\_\_\_\_\_

(e.) Involved in a group disturbance between offenders of a different race; 8e-  Yes  No  
\_\_\_\_\_  
\_\_\_\_\_

(f.) Found guilty of being in possession of, or use of a weapon; ( i.e., to protect yourself, to retaliate against another offender, etc.) 8f-  Yes  No  
\_\_\_\_\_  
\_\_\_\_\_

(9.) During a prior incarceration, have you ever requested placement in and/or been assigned to any of the following?

(a.) security detention; \_\_\_\_\_ 9a-  Yes  No

(b.) protective custody; \_\_\_\_\_ 9b-  Yes  No

(c.) safekeeping \_\_\_\_\_ 9c-  Yes  No

(10.) Other Additional Information (i.e., offender claims different DOB involving possible YOP placement, etc.) 10-  Yes  No  
\_\_\_\_\_

**SUBSTANCE ABUSE HISTORY**

**Alcohol Abuse History:** Excessive **Drinker** (ED)  Yes  No  
Alcohol **Treatment**  Yes  No

Admitted **Alcoholic** (ED)  Yes  No

**Drug Abuse History:** Drug **User** (DU)  Yes  No  
Drug **Seller** (DU)  Yes  No

Drug **Addiction** (DU)  Yes  No  
Drug **Treatment**  Yes  No



## APPENDIX G: WINDHAM SCHOOL DISTRICT PROGRAMS AND PARTICIPANTS

The following chart breaks out Windham School District (WSD) programs and participants during the 2006-2007 fiscal year. During that time, 78,124 individual offenders participated in one or more WSD programs.

<b>Literacy</b>	
Literacy I, Reading	708
Literacy I, II, III	33,989
English as a Second Language	1,012
Special Education	1,740
Title I	870
<b>Life Skills</b>	
CHANGES/Pre-Release	30,656
Cognitive Intervention	17,424
Parenting	5,102
Perspectives and Solutions	3,441
Women's Health	993
Life Matters	447
<b>Career and Technology</b>	
Career & Technology Full Length Course	10,586
Career & Technology - Short Course	142
Apprenticeship Related Training	447
<b>Continuing Education</b>	
Two-Year College Academic	5,212
Four-Year College Academic	366
Graduate College Academic	67
Vocational College Credit	2,813
Workforce Education Non-Credit	930
Project RIO	
RIO Participants	61,663
RIO Participants Released with an Individual Employment Plan	31,517

*Note:* The Continuing Education participants are not included in the 2007 fiscal year total of 78,124. WSD is a separate entity whose primary funding source comes from the Texas Education Agency.







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**TEXAS CRIMINAL  
JUSTICE COALITION**

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