

KRS 439.3103 (11 RS HB 463) Annual Report 2021

Kentucky Department of Corrections

Mission Statement:

To protect the citizens of the Commonwealth and to provide a safe, secure and humane environment for staff and offenders in carrying out the mandates of the legislative and judicial processes; and, to provide opportunities for offenders to acquire skills which facilitate non-criminal behavior.

Introduction

In 2010, the Kentucky legislature established the bipartisan, inter-branch task force on the Penal Code and Controlled Substances Act. The task force began an analysis of Kentucky's sentencing and corrections data with assistance from the Pew Center on the states, the Crime and Justice Institute and the JFA Institute. The analysis identified four key drivers for prison growth in the state:

- An increase in arrests and court cases from 2001 to 2009 served as a contributing factor, with an increase in adult arrest rates by thirty-two (32) percent during this time period.
- Offenders were sentenced to prison as opposed to probation or other alternative sanctions at a much higher rate than other states.
- Parolees sent back to prison for a violation of the terms of their release who did
 not have a new felony conviction nearly doubled as a percentage of prison
 admissions over the previous twelve (12) years.
- An increased incarceration rate of drug offenders contributed to the increased prison population.

Findings of the task force led to a set of reforms that were codified in the Public Safety and Offender Accountability Act of 2011, KY House Bill 463 (11 RS HB 463). The legislation was the first major criminal justice reform policy in the state in over 30 years. KRS 439.3103 (11 RS HB 463) supported strengthening Kentucky's criminal justice system by:

- Requiring a risk/needs assessment in all phases of the system to determine program needs in prison, supervision levels on probation and parole and parole stability;
- Establishing administrative caseloads for low-risk offenders;
- Authorizing compliance credits for parolees and early termination for probationers who successfully comply with supervision conditions; and
- Authorizing imposition of administrative, graduated sanctions for parole and probation violations.

This report will highlight the most recent efforts of the Kentucky Department of Corrections in implementing evidence-based practices with hopes of reducing recidivism in the Commonwealth throughout 2021.

2021 Annual Report

In March 2020, the World Health Organization declared a global pandemic caused by the coronavirus disease, labeled the COVID-19 Pandemic (COVID-19). In 2020, COVID-19 was the third leading cause of death in the U.S., behind heart disease and cancer. On March 6, 2020, Kentucky Governor Andy Beshear declared a state of emergency in the Commonwealth. The pandemic continued from 2020 into 2021. Throughout 2020 and continuing into 2021, COVID-19 spread through several prisons, jails and reentry service centers in Kentucky. During this time, adjustments in daily procedures were made to continue delivery of programming and resources to the justice-involved population. There were several times in 2021 that many daily operations were paused due to the spread of COVID-19 in correctional facilities. While many advances were made in 2021 to mitigate the global pandemic, throughout this report, you will see how it affected the Kentucky Department of Corrections in 2021.

It is the mission of Kentucky Department of Corrections to provide opportunities for offenders to acquire pro-social skills, promoting successfully reentry into the community and reducing recidivism. The Department has worked diligently to implement evidence-based practices and to provide additional services and support to the justice-involved population. Since 11 RS HB 463 was enacted, the Department of Corrections has accomplished the following:

- Implementation of a validated risk and need assessment tool across the Department that is integrated into the Kentucky Offender Management System (KOMS) and provides individualized case plans for the population.
- Training of Corrections staff in motivational interviewing techniques, cognitive behavioral programming, risk and needs assessment and case planning.
- Implementation of evidence-based programs in all Adult Institutions as well as every Probation and Parole District and Reentry Service Center.
- Restructuring of program assignments to ensure individuals with moderate or high needs receive targeted treatment interventions.
- Integration of program tracking for all areas of the Department into the Kentucky Offender Management System.
- Development of a life skills program, Portal New Directions, for the offender population.
- Application of quality assurance for programming.
- Application of quality assurance for the validated risk and need assessment tool.
- Utilization of graduated sanctions in lieu of incarceration for technical violations of community supervision.
- Creation of the Division of Reentry Services.
- Application of 20 RS HB 284 to allow Probationers to receive Program Good Time Credit
- Development of the community program facilitator approval process.

- Development and implementation of an evidence-informed program screening tool.
- Review and formal evaluation of departmental program offerings.
- Expansion of SOAR and substance abuse treatment beds for the population.
- Introduction of virtual services for programming and resources for the population.
- Issuance of transportation vouchers for any offender in the community in need of transportation to treatment, medical services, employment, education and reporting to Probation and Parole.

The Department of Corrections had an average daily population of 18,458 in 2021. There were 13,565 admissions and 13,176 releases within the Commonwealth. Offenders committed to state custody are housed in state prisons, local jail facilities, reentry service centers, and in the community on the home incarceration program.

KRS 439.3103 (11 RS HB 463) provided direction for the Department to decrease the state's inmate population, reduce incarceration costs, reduce crime, and increase public safety. The legislation authorized savings from reduced prison costs be placed into drug treatment and evidence-based practices for offenders in need of assistance. The legislation provided the opportunity for funds to be allocated for program tracking in KOMS. Being able to verify quality assurance and tracking of programs is key to ensuring best practices are occurring in the state. The Department of Corrections works diligently to ensure offenders in need are receiving treatment and/or programming.

The Department of Corrections spent a portion of 2020, continuing into 2021, reviewing programs that are offered to inmates and individuals on probation or parole supervision as well as improving program tracking processes. In collaboration with the University of Cincinnati's Corrections Institute (UCCI), the Department of Corrections developed an evidence-informed screening tool to be used in the program selection process. The tool identifies key areas to consider such as: is research available to show it reduced recidivism and/or improved other key outcomes; adherence to risk, need, responsivity principles; and outcome measures. The tool also reviews other key factors an agency should consider when implementing a new program, such as cost and training requirements. The collaboratively developed tool also helps the Kentucky Department of Corrections identify the amount of completion credit that an approved program should receive.

During 2020 and 2021, Kentucky Department of Corrections also established a Program Review Committee with members from across various DOC divisions and institutions to provide a wide viewpoint in reviewing programs. The Committee set about reviewing all of the Department's current programs with the intent to publish a new course catalog. To select programs which best utilize department resources and are identified to be the most effective, staff worked with KPMG International, a contracted auditing company, to identify areas for analysis. Each program was scored on effectiveness/outcomes, return on investment, strength of curriculum, and capacity/efficiency. Reviews included: whether a program was evidence based, its impact on recidivism and behavior change,

number of criminogenic needs addressed, cost of delivery, cost savings, applicability for the population, and scalability.

The Committee reviewed over 100 programs, seeking to select only programs that were found to be effective. A focus was placed on evidence-based programs, which can be utilized across the Department's several locations. The Department's new course catalogue was released in 2021, which helps focus the Department's resources and provide the most effective programing for the justice involved population. This course catalogue is updated quarterly to reflect the most current program availability.

To address the needs of the offender population, numerous programs are offered throughout the institutions, jails, Reentry Service Centers, Recovery Kentucky Centers, and in the communities. The Kentucky Department of Corrections offers three types of programs: Evidence-Based Programs and Practices, Promising Practices Programs, and Life Skills Programs. The Department of Corrections has many community partners capable of facilitating programs to our population, expanding program availability in many areas of the state. To leverage community program facilitators, the Department developed a standard application process for providers interested in becoming formally approved to facilitate programs on behalf of the Kentucky Department of Corrections. Approved providers receive referrals from the Department and have their program listed as an approved provider on the Department's website. In 2021, the Department approved 59 applicants to be recognized as Kentucky Department of Corrections approved program providers. These applicants facilitate programming at a total of 172 locations for the population.

This report will show the programs and practices offered in 2021 to the offender population.

Evidence-Based Programs

Evidence-Based means practices, policies, procedures, programs and applications proven by scientific research to reliably produce reductions in recidivism when implemented competently.

Moral Reconation Therapy (MRT) – Cognitive based program, which examines the psychological component of offender's behavior. This program targets criminal thinking and behavior modification.

MRT Specialized Modality Programs – Cognitive based programs based on the MRT model with a focus in specific areas. Examples of these program areas include Anger Management, Trauma, Veterans, Parenting, Relapse Prevention and Mentors.

Substance Abuse Treatment Program – Designed to address substance use disorder and behavior modification issues to teach alternative ways to effectively combat addiction.

Sex Offender Treatment Program – Individual and group counseling geared to provide tools for controlling sexually assaultive behaviors.

Con Game – Addresses the criminal thinking patterns associated with the lowest level of moral reasoning. This program addresses criminal thinking errors of entitlement, insecurity, manipulation, selfishness, lying, cutting corners, superiority and dominance.

Inside/Out Dads – Cognitive and attitudinal change program while in custody, helping men to become involved, responsible and committed fathers.

24/7 Dads – Community version to Inside/Out Dads, encouraging men to become involved, responsible and committed fathers.

Getting Started – Serves a very specialized population: inmates who have a substance abuse history and require training and treatment of pre-contemplation in order to trigger the drive and motivation to enroll and complete the Substance Abuse Program.

Thinking for a Change – A program offered in both community and institutional settings helping offenders examine their attitudes, beliefs and thinking patterns.

Willow/COD SAP – A co-occurring program designed to address both mental health and substance abuse treatment simultaneously for women of incarceration.

Prison Fellowship – Focuses on criminogenic needs, life controlling issues, life literacy, relationships and spiritual formation. This program contains faith- based content and utilizes journaling.

Seeking Safety – Trauma informed care group for individuals who have experienced trauma and lack coping skills to effectively manage feelings and behaviors.

STAR – Residential treatment program offered at Kentucky State Reformatory in the Corrections Psychiatric Treatment Unit (CPTU) for men identified needing intensive mental health services. Inmates in the program have exhibited impairment in different areas of functioning resulting in their inability to complete other programs offered in institutions.

Phoenix Program – Residential co-occurring disorder treatment program offered at Kentucky State Reformatory for men with mental illness, facilitated by mental health staff.

Threshold – Offered in a residential setting to promote an atmosphere of peer accountability and sharing at Lee Adjustment Center. Focuses on life controlling issues, life literacy, relationships and spiritual formation.

RHU Short Term Behavioral Modification - This restrictive housing program is designed to help offenders identify thinking patterns that will assist them in the assessment of emotional and cognitive reasoning.

RHU Transitional Behavioral Modification - This step down program from restrictive housing to general population utilizes a blend of the perfect dosage, frequency, and diversity in exercises for offenders who pose the highest risk while incarcerated.

RHU Administrative Behavioral Modification - This step down program from restrictive housing to general population designed specifically for women.

RHU Extended Behavioral Modification - This step-down program from restrictive housing to general population is used to treat even the most treatment-resistant offenders with substance use disorder.

Healthy Lifestyles-CBT - This program targets male clients between the ages of 18 – 24 who meet the criteria for anti-social personality disorder and are high risk.

Go Further- This Evidence Based program Interactive Journaling is a specialized CoreCivic program offered at Lee Adjustment Center. Offenders enrolled in this program participate in a 4-part process to release from incarceration. Parts include On Ramp, Highway, Off Ramp, and Destination. This program walks an offender from the beginning of his incarceration to the end and reentry to the community.

SOAR- Supporting Others in Active Recovery (SOAR) supports offenders in their goal to stay safe and sober after completing their program located at Northpoint Training Center. SOAR is targeted towards relapse prevention, education, and reentry skills/resources. SOAR participants are given evidence-based curriculum from Hazelden called MORE (My Ongoing Recovery Experience)©.

Supportive Assistance with Medication for Addiction Treatment (SAMAT) - SAMAT is focused on preventing overdose, relapse, and recidivism for individuals with Opioid Use Disorder and/or Alcohol Use Disorder whom have completed or are currently engaged in a Substance Abuse Program (SAP) through the implementation of FDA-approved medication for addiction treatment, which includes Vivitrol (naltrexone).

Educational and/or Career and Technical Classes – Offered in various adult institutions and Reentry Service Centers for inmates to earn work credit and/or certificates to transfer into the communities for work experience upon release. Various educational and vocational programs listed in the below chart.

GED	Auto Technology	Braille
Carpentry	Collision Repair	Career & Technical Fundamentals
Electricity	Emergency Medical Technician	Fuel Ed
Horticulture	HVAC	IC3 & Microsoft Office

In2Work	Masonry	NCRC		
Safety Specialist	Second Chances Grooming Elite	Small Engine Technology		
Wastewater Treatment Plant Operator	Water Treatment Plant Operator	Welding		
College	Culinary Arts	Recycling Materials Management		
	Commercial Drivers License			

Evidence Based Staff Practices

Motivational Interviewing – A cognitive based interviewing technique taught to all DOC staff that enhances offender engagement in supervision and retention.

Core Correctional Practices – Supervision strategy that teaches DOC staff to apply principles of effective interventions with offenders.

Promising Practices Programs

Programs and strategies that have some research or data showing positive outcomes, but do not have enough evidence yet to meet the standard of an evidence-based program. Promising Practices have a clear focus and include processes of accountability and evaluation.

Challenges – Addresses pro-social thinking and lifestyles for inmates with mental illness, facilitated at KCIW by mental health staff.

THRIVE – A residential treatment program offered at Kentucky State Reformatory in the CPTU unit focused on current mental health needs of the inmate population. Participants learn and practice pro-social behaviors via five levels.

Life Skills Programs

Programs and strategies that have minimal research or data showing positive outcomes, delivered to the justice-involved population in hopes of guiding them when developing a pro-social daily lifestyle.

PORTAL New Direction (PND) – Addresses non-criminogenic needs to reentry for community offenders as well as those returning to the community in the near future. Gives every day guidance to barriers the justice-involved population faces.

Soft Skills Boot Camp – Addresses non-criminogenic reentry needs focused on soft skills for employment.

The following table represents program completions for Fiscal Year 2021 Evidence-Based Programs, Promising Practices Programs, Life Skills Programs, and Vocational/Education Certificates. A slight decline in programming completions due to the spread of COVID-19 inside the state correctional facilities should be noted for 2021. Oftentimes during a COVID outbreak in an institution, programming is paused or reduced in sizing to prevent the spread of the disease. This number is inclusive of the entire Department of Corrections population (inmates in all housing statuses and on community supervision):

FY2021 Program Completions				
Program Type	Completions			
Academic - Vocational	459			
Substance Abuse/Mental Health	5,937			
Sex Offender Treatment	231			
Evidence Based	8,771			
Life Skills	2,263			
Promising Practices	10			
Total	17,671			

The Department of Corrections has worked diligently since 11 RS HB 463 implementation to effectively deliver evidence-based programs to our population while being fiscally responsible. In Fiscal Year 2020, the Department used over \$28 million in funds to support evidence-based programming, while in Fiscal Year 2021 the Department used over \$24.2 million in funds. The Department utilized General, Federal, Senate Bill 192 Substance Abuse Treatment funding, and Kentucky Centralized Inmate Commissary, Inc. (KCIC) funds, to support many programs in Fiscal Year 2021. Details of the expenditures for evidence-based programming are listed in the below table. It should be noted, KCIC/Canteen funds are funds from inmate purchases that are in turn put back into programming for the population.

FY21 Evidence Based Program Expenditures										
Program	(Seneral Fund	F	ederal Fund	s	B192 Fund	Res	tricted Fund	KC	IC/Canteen
Substance Abuse	\$	12,518,847	\$	129,216	\$	2,107,579	\$	158,595	\$	6,992
Sex Offender Treatment Program	\$	1,992,113.55								
Education	\$	5,712,081	\$	23,073					\$	24,458
MRT	\$	264,440							\$	1,465,459
Pathfinders										
PORTAL										
T4C										
24/7 Dads										
Total	\$	20,487,482	\$	152,288	\$	2,107,579			\$	1,496,909
	\$24,244						1,244,257.52			

As the chart below shows, programming completions by the population drastically increased from 2017-2019. The creation of the Division of Reentry Services allowed the

Department to expand programming in the communities and institutions with dedicated staff to facilitate programs. In FY2021, due to the COVID-19 pandemic, there was a decrease in the total number of program completions. During the pandemic, the Department evaluated current program offering practices to ensure some programming could continue for the population even amongst unprecedented times. The Division of Reentry Services and select approved program providers began to offer virtual programming options to the population.

As noted below, many program completions grant an offender 30-90 days off of their sentence, which in turn saves the state funds for not incarcerating at lengthier sentences or supervising for longer periods in the communities.

Annual Program Completions								
FY	2017	2018	2019	2020	2021			
Total Number of Program Completions of All Programs Offered in DOC for All Populations	6,845	17,615	24,598	25,107*	17,671			

^{*}This is the correct number for 2020. In the 11 RS HB 463 2020 Annual Report the number listed was incorrect due to the inadvertent omission of community program completions.

The foundation of the offender reentry process is having a validated risk and needs assessment tool that provides individual information on an offender's potential to recidivate as well as outlines the needs of the offender for the Department to address. The criminogenic needs can then be addressed in various ways to include programming. Prior to 11 RS HB 463, offenders were primarily placed into programming at their request. 11 RS HB 463 required the Department to administer a validated risk and needs assessment to assess the criminal risk factors of all inmates who are eligible. In 2011, the Department of Corrections fully implemented the Level of Service/Case Management Inventory (LSCMI) tool to complete risk and needs assessments.

During 2017, after extensive analysis and review, the Department elected to switch to a new risk and needs assessment tool starting in Fiscal Year 2018. The Kentucky Risk Assessment System (KyRAS) delivers the same effectiveness as the previous assessment tool while providing a cost reduction for the Department. The KyRAS tool is less staff intensive to administer and has been placed into the Department's offender management system, which allows for additional staff productivity.

The risk and needs assessment is completed at the time of intake into a state prison and annually thereafter while incarcerated. It is also conducted at the time of the Pre-Sentence Investigation report prior to sentencing as well as while someone is on supervision with Probation and Parole. The tool is used to identify offenders' criminogenic needs and determine their risk of recidivism based on those identified needs. Criminogenic needs are identified in these areas:

- Anti-Social Attitude
- Anti-Social Peers
- Anti-Social Personality
- Family
- Substance Abuse
- Education/Employment
- Prosocial Activities

While not a criminogenic need, a static risk factor accounted for in the KyRAS assessment is criminal history. This is a factor used to predict risk to recidivate.

During Fiscal Year 2021, the Department completed 70,884 KyRAS assessments. Analysis of the assessments shows common themes. In local jails and reentry service centers, offenders have the following primary needs: anti-social attitudes, education/employment, and substance use. In prisons, offenders have these common primary needs: criminal attitudes & behavior patterns, employment/education and criminal history. The offenders on community supervision show a primary common need of substance use and education/employment.

11 RS HB 463 suggests the use of a validated risk and needs assessment tool, case planning, proper program referrals to evidence-based programming, reentry initiatives, and departmental collaboration to ensure the success of the justice-involved population to ultimately reduce recidivism rates.

Recidivism, as defined by Kentucky Department of Corrections in CPP 5.1, is a reincarceration in a Kentucky correctional facility within 24 months of a release from custody. Re-Incarceration is categorized as either a new felony commitment or a result of a technical violation of supervision. The 2021 recidivism rate is comprised of offenders released from custody in 2019. From 2008 to 2017, recidivism steadily increased each year. However, 2017 was the first year of a slight decrease in the recidivism rate, with a 1.56% drop from 44.56% to 43.00%. As the chart below shows, a continued decrease in recidivism rates for 2021 – down to 29.17%, which is a historic low.



Recidivism is steadily declining in the state due to reentry efforts of the Department of Corrections and measures put into place like 11 RS HB 463, which provide services and additional opportunities to the justice-involved population. The Division of Reentry Services having staff who are solely focused on reentry efforts plays a large role in the reduction of recidivism.

After a review of various interdepartmental policies and procedures, a few amendments were made in 2021 to increase staff effectiveness and provide better success for our population.

- Application of 21 RS HB 556 providing appropriation for Jail Incentives.
- Review and modification to CPP 30.1 establishing procedures used to identify and evaluate programs approved for the population.
- Review and modification to CPP 30.2 detailing the specific processes that must be followed for programs to be eligible to earn program credit.
- Application of 21 RS HB 497 altering KRS 196.281 to require offering release documentation to all offenders released. This documentation includes a record of disciplinary, programming, education, employment, and job training skills while incarcerated.
- Issuance of Certificate of Employability to inmates being released from custody signifying they had a High School Diploma, GED, have completed programming or earned work for time credit while incarcerated and have no major disciplinary violations in the past year.
- Introduction of KOMS Client Portal App allowing offenders on low or administrative supervision with Probation and Parole to use an alternative method of reporting.
- Providing resources on the KOMS Client Portal App so the community population has resources at their fingertips to help them succeed on supervision.
- Continued efforts in Probation and Parole to use effective strategies to manage the growing population of clients on supervision. Over the course of 2021, the actively supervised population decreased by 2.54%.

- Addition of Jail Reentry Coordinator positions within the Division of Reentry Services expanding resources to a select population in the pilot jails.
- Collaboration with Department of Transportation to issues Kentucky State ID's at the time of release from incarceration at state prisons for inmates.
- Conversion of Reentry Simulation to a virtual platform to use during the COVID-19 pandemic for training.
- Expansion of Social Security Administration MOU to include population housed in county jails, allowing them access to receive their Social Security Card before release from incarceration.
- Review of RHU program originating at KSP, created by NOA Counseling, for
 effectiveness and impact on recidivism conducted. The in-depth analysis
 revealed validated reduction in major category writeups and return to Restrictive
 Housing for repeat/new infractions. Inmate population awarded program good
 time for completion of the program now offered at four prisons.
- Initial Healthy Lifestyles Program Pilot from 2020 expanded into full program at LLCC in 2021. Since implementation, participants have produced a decreased number of disciplinary reports along with increased pro-social thinking and behavior, as well as positive socialization with others.

All of these amendments and Departmental efforts have aided in the reduction of recidivism.

In order to provide successful reentry for offenders, the Department has been diligent in implementation and maintaining standards as set forth in 11 RS HB 463. In 2018, the Division of Reentry Services was established. Within the Division, there are staff dedicated to focus on all reentry needs when an inmate is being released from custody and also the needs of the individuals on community supervision. Evidence-based programming is provided by members of the Division of Reentry staff within the communities and state prisons in conjunction with Departmental approved community partners.

The Division of Reentry Services also hosts numerous events to service the justice-involved population. During the COVID-19 Pandemic, and the state of emergency, the Division was not able to host the number of events as they have in prior years. Inperson services like these events halted in 2020 continuing into 2021. The following chart shows numbers for the events held within the Division of Reentry Services.

Number of Events Hosted by	2018	2019	2020	2021	
Division of Reentry Services					
Expungement Sessions	24	52	13	17	
Reentry Simulations	26	34	12	10	
Job & Resource Fairs	27	20	1	0	
Employment Assessments/Referrals	1,477	1,998	2,723	3,178	

The Department also collaborates with various state agencies to promote the success of the offender population. In 2021, The Division of Reentry Services worked with local communities across the state to maintain 12 reentry councils. These councils involve stakeholders from multiple areas to include, courts, mental health agencies, public health services, education, veteran's affairs, housing, faith-based organizations, employers, social services, and average citizens wishing to help our population. The councils have assisted in hosting expungement workshops, resource and job fairs and family group sessions for the justice-involved population in 2021. The following reentry councils meet monthly, representing communities throughout the Commonwealth:

- Northeast Kentucky Reentry Council
- Green River Reentry Council
- Western Kentucky Reentry Council
- Southeast Kentucky Reentry Taskforce
- Southern Kentucky Reentry Council
- Central Kentucky Reentry Council
- Greater Louisville Reentry Council
- Bluegrass Reentry Council
- Eastern Kentucky Reentry Council
- Northern Kentucky Reentry Team
- FIVCO Reentry Council
- South Central Kentucky Reentry Council

2022 Department of Corrections Recommendations

While significant changes are underway in the Department of Corrections, we must continue to develop strategies to address offender reentry, increase public safety and reduce recidivism.

Strategies for Fiscal Year 2022 include:

- Guided focus on programming for the Department to ensure necessary changes are implemented and consistency across all areas for program delivery.
- Continue to expand reentry services to the jail state inmate population.
- Enhance medical and mental health services offered to the jail state inmate population.
- Creation and expansion of compliance to enhance quality assurance of programming to ensure fidelity and effectiveness and manageable oversight of the Reentry Service Centers and Recovery Kentucky Centers.
- Conduct pilot programs in Adult Institutions, Jails, and communities to evaluate effectiveness and what will provide successful reentry for the offender population.
- Collaborate with various state agencies to enhance procedures for offenders.

- Expand community relationships to gather additional resources to enhance offender reentry.
- Utilize faith-based groups willing to assist the offender population in hopes of providing successful reentry into the communities.
- Collaborate with HEAL to fund a pilot with the Voices of Hope Retention Program to provide free Recovery Coach services to clients receiving Medications for Addiction Treatment.
- Work to establish a direct employment pipeline for offenders leaving incarceration to have the ability to be employed immediately upon release.

The Department of Corrections hopes to continue to implement changes and increase effectiveness to better serve the justice-involved population in 2022 and promote successful reentry within the Commonwealth.