



TRANSITIONING TO THE DEPARTMENT OF ADULT CORRECTION

Joint Legislative Oversight Committee on Justice and Public Safety
November 10, 2022

Todd Ishee
Secretary

Vision and Mission

Vision Statement

The Department of Adult Correction will work collaboratively with the community to create a safer North Carolina.

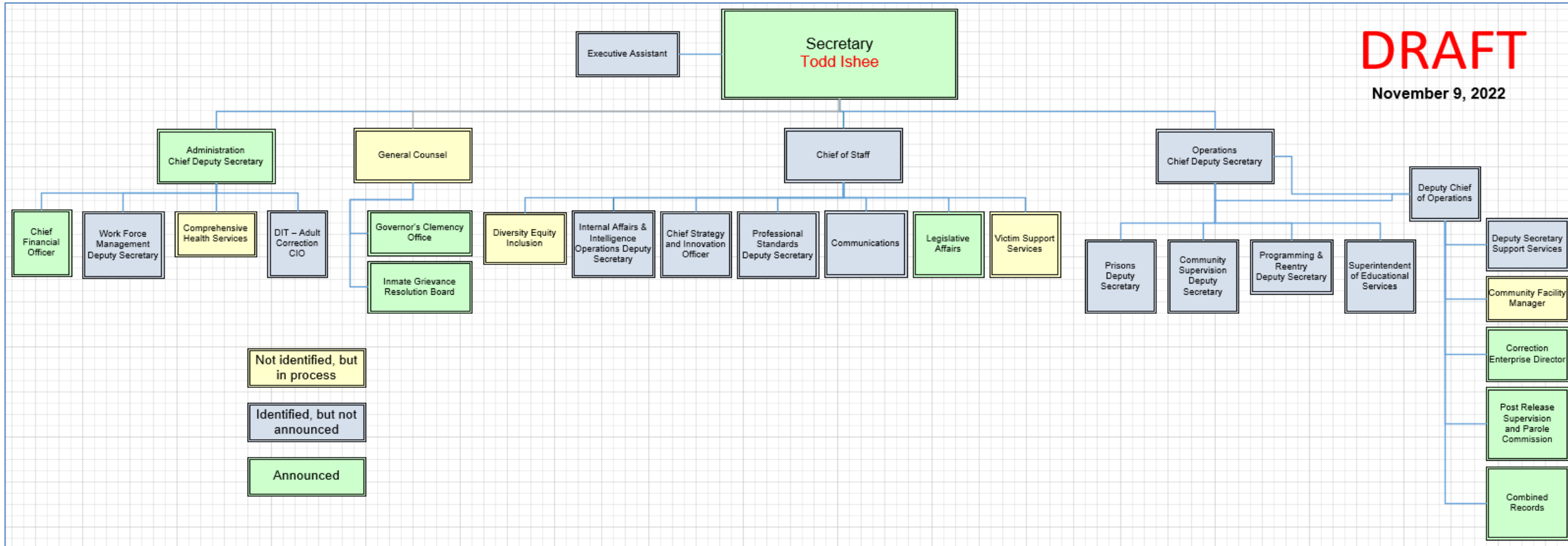
Mission Statement

The Department of Adult Correction will uphold the law and protect the public by collaboratively focusing on rehabilitation with accountability and professionalism.



Organizational Structure

DRAFT
November 9, 2022



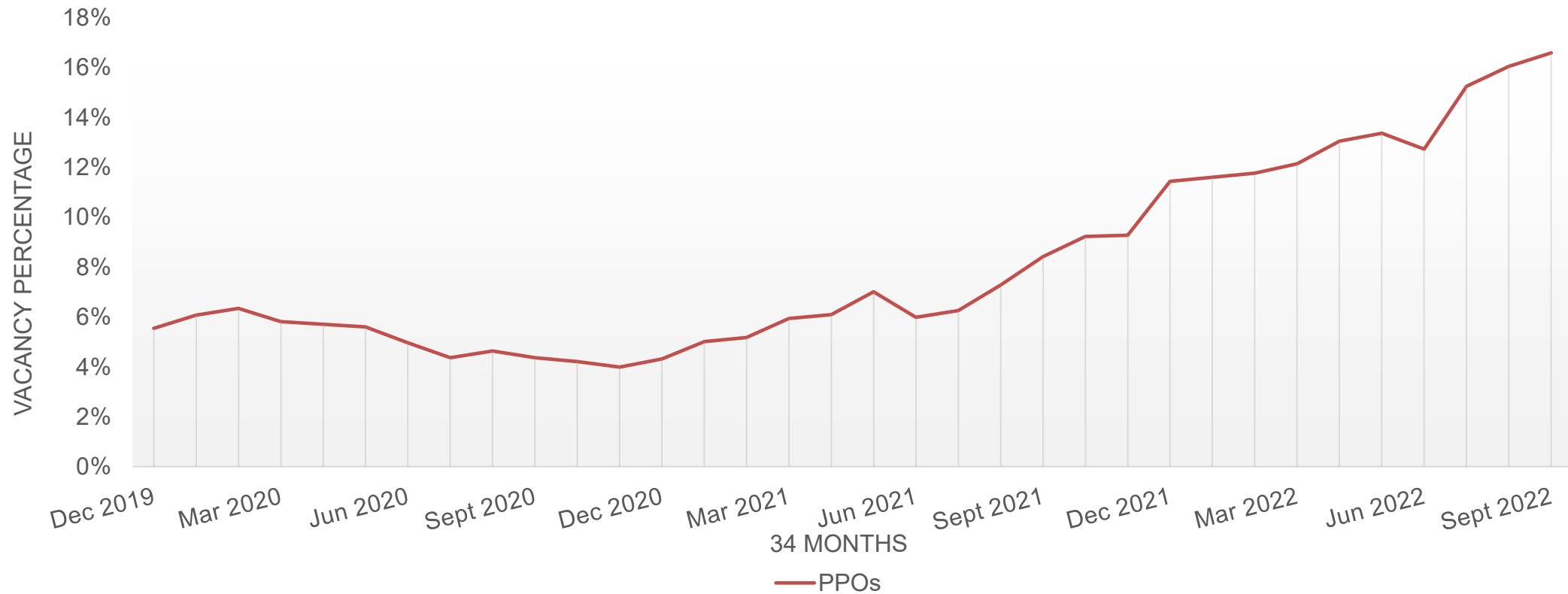
Transfer of Positions

- DPS Division of Adult Correction positions (~20k) transferred to DAC on October 7th
- DPS Administrative positions (381) transferred to DAC on October 7th
 - Legislative report submitted October 25
- Performing gap analysis to better understand needs

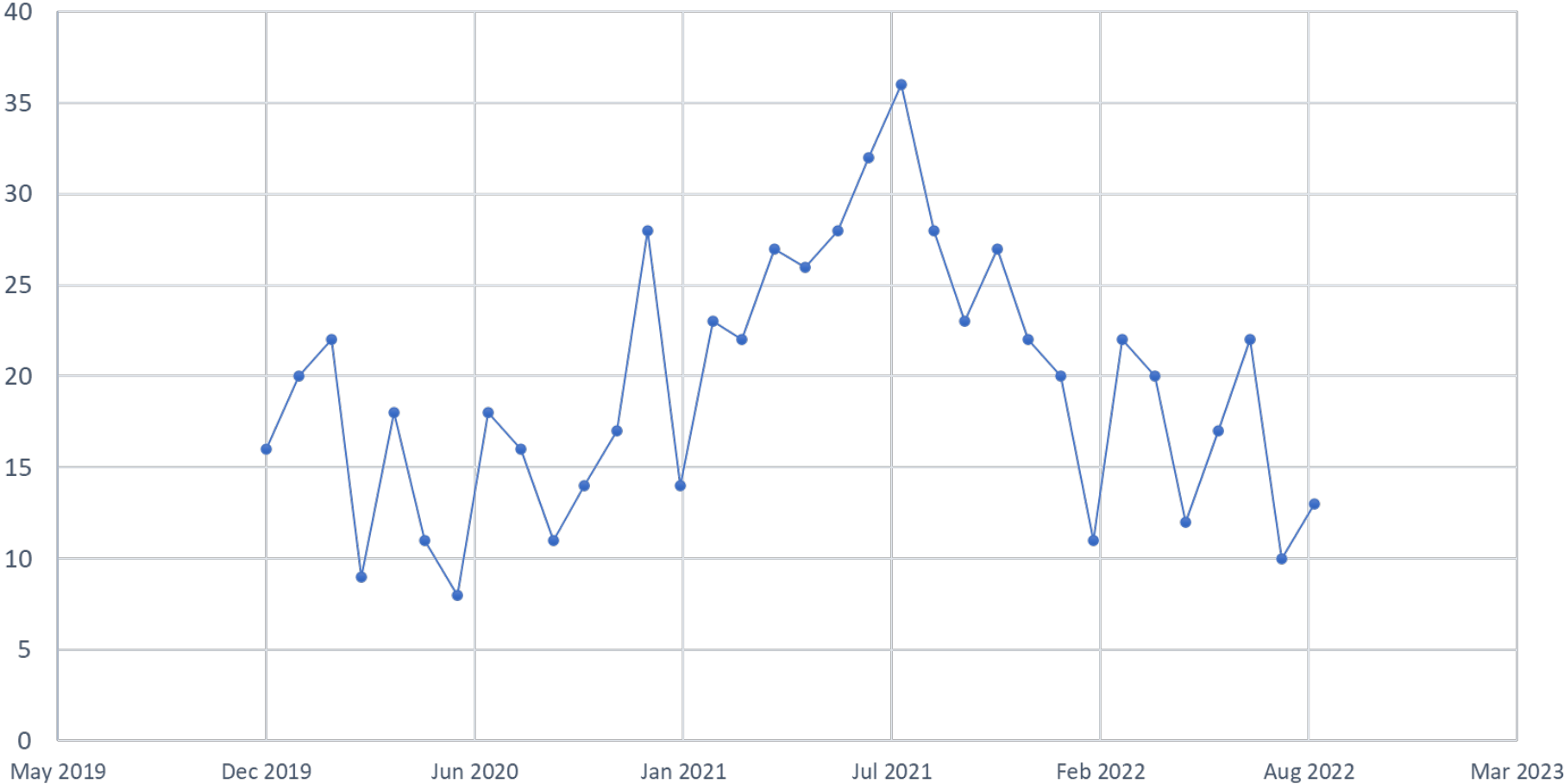
STAFFING

Status Update on Vacancy Rates, Separations, and Retention Efforts

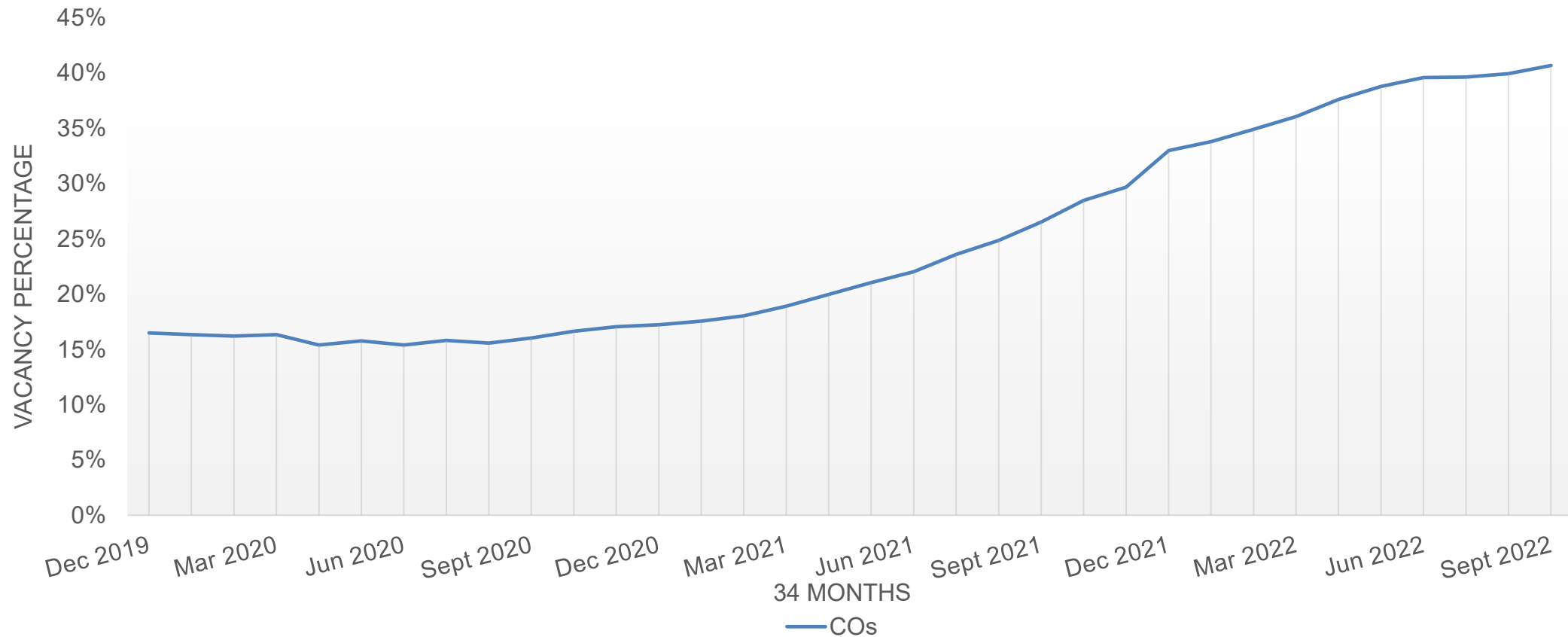
Vacancy Rates for Probation/Parole Officers



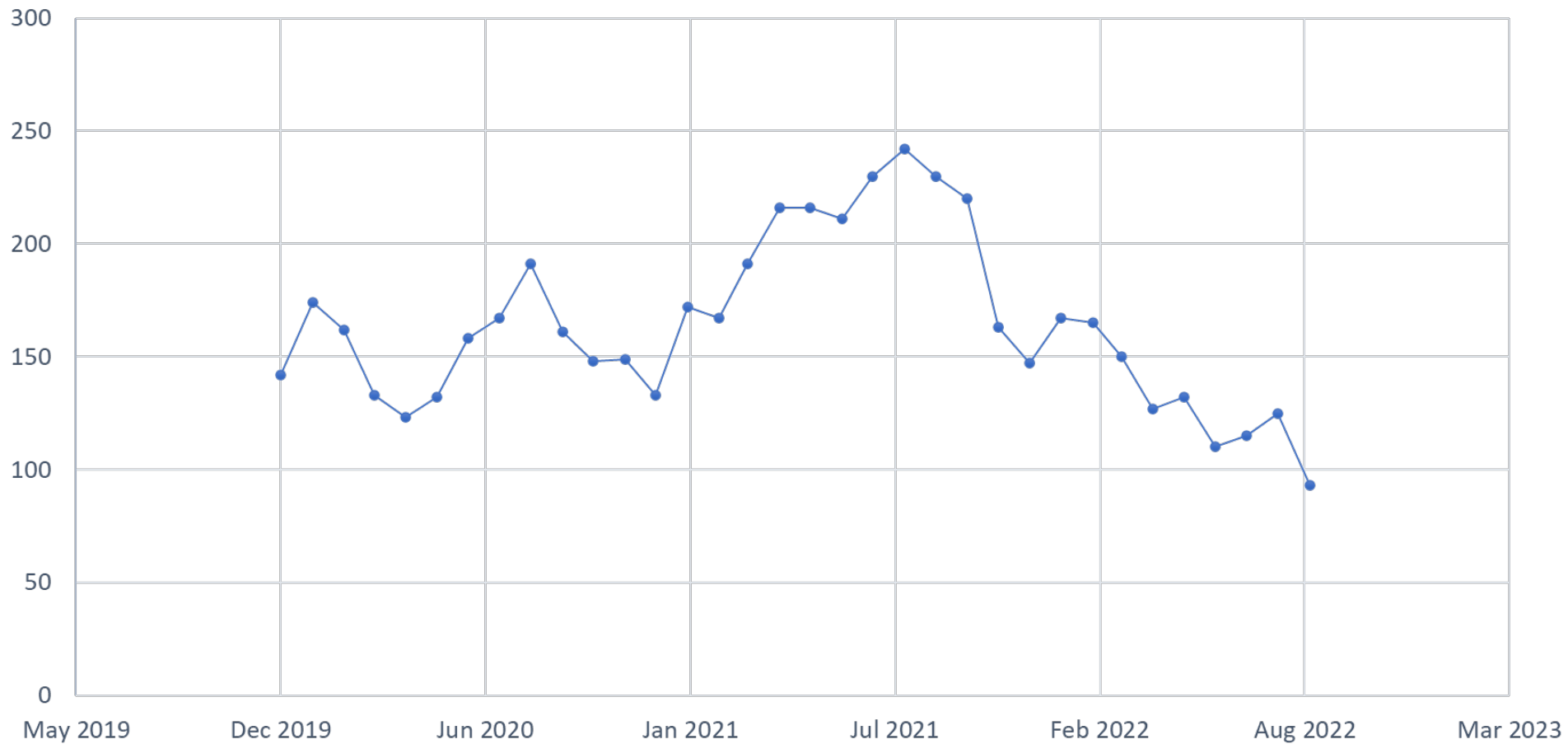
Probation/Parole Officer Separations



Vacancy Rates for Correctional Officers



Correctional Officer Separations



Efforts to Improve Retention

- Across DAC
 - Step pay plan implementation
 - “Stay” Interview Working Group
- Community Supervision
 - Flex Schedules/Split Shifts
- Prisons
 - Women’s coordinator at each facility
 - Zip-up Safety Vests
 - Breakroom Updates
 - All-In Initiative

REHABILITATION AND REENTRY

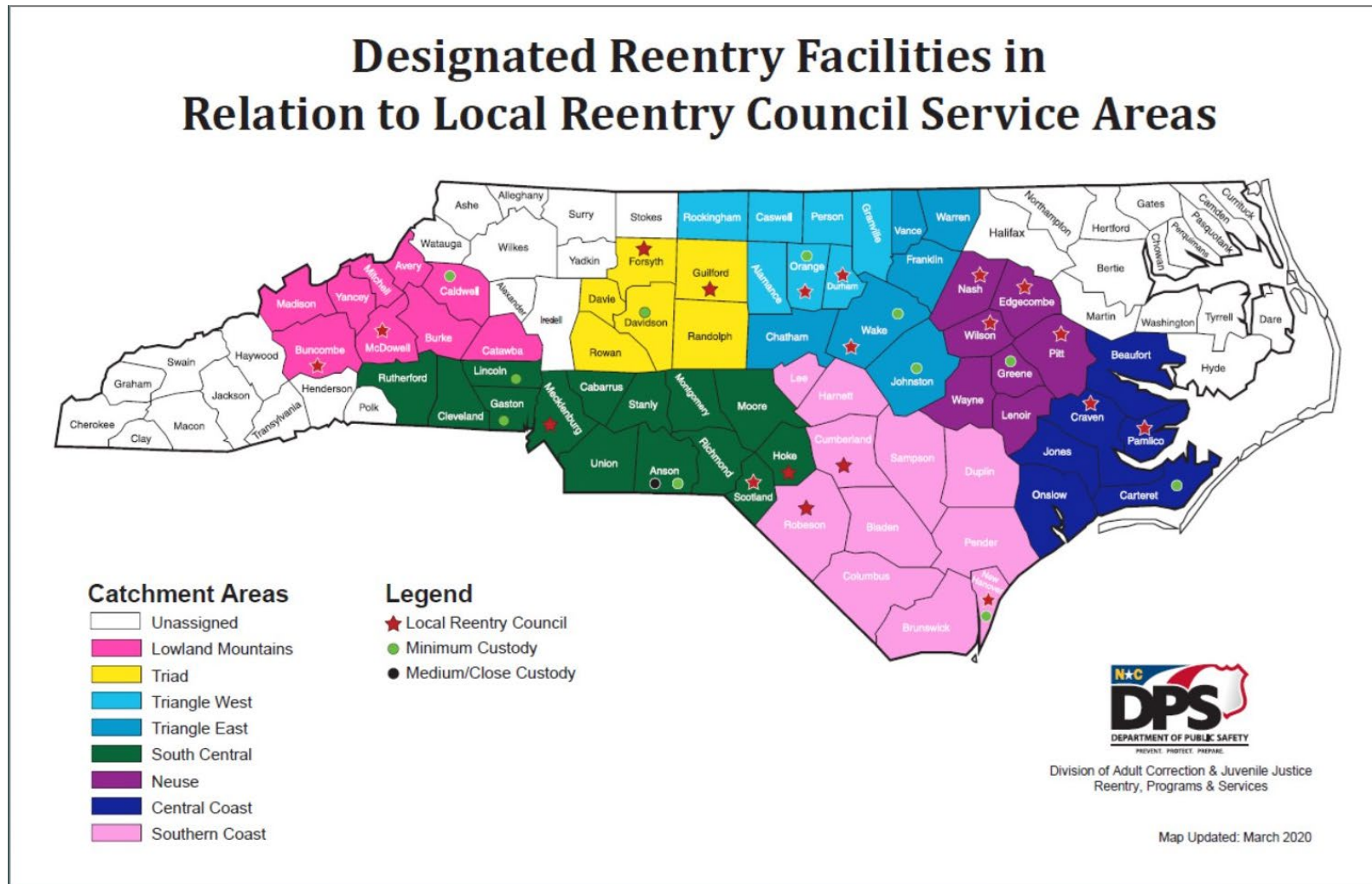
Education Services, Faith-based Services, and Job Training




Rehabilitation and Reentry

- Stages of Reentry
 - Phase 1 – Institutional
 - Phase 2 – Transitional
 - Phase 3 – Community
- Areas of focus include housing, employment, education, physical and mental health, chemical dependency, and basic life skills.
- Access to community resources
- Oversight and support for local reentry councils

Designated Reentry Facilities & Local Reentry Councils



HOPE University



Mental Health

- Anger management
- Stress management
- PTSD
- Suicide prevention

- Mental health assessments (Est. 2022)



Substance Use Disorder

- SUD assessments
- Self-help resources for addiction
- Cognitive behavioral counseling for SUD

- Clinician-led therapy for SUD (Est. 2022)



Academic & Vocational Ed

- HISET prep: math, language arts, social studies, science
- Culinary arts program
- Business entrepreneurship program

- Post secondary education program (Est. 2022)



Life Skills & Medical Health

- Identification & rights restoration
- Employment skills
- Financial literacy
- Mindfulness & meditation

- Resources for housing and basic income (Est. 2022)



Family & Spirituality

- Domestic violence
- Family connection
- Parenting
- Religious studies
- Community Involvement

Pocket Software

- Web-based reentry planning and management tool
- Will be available for individuals under community supervision or recently released from incarceration
 - Rollout plan – individuals being release from prison in early 2023
- Supports reentry engagement, planning, calendar activities, communication with case managers, probation/parole officers and community-based organizations

NCCARE360

- Statewide coordinated care network that connects people with local services and resources
- One-stop shop to find housing, employment, health care, transportation, and other community resources
- Serves all 100 NC counties
- Referral platform integrated into developed case management tool used by all Local Reentry Councils
- www.nccare360.org

Education Services

- CY 2022 – 8,066 offenders have participated in Education Services programming
 - **Pre-Covid:** 15,352 offenders participated in education programs in the CY 2018
- Current Offerings:
 - 7 Foundational Academic Programs
 - 41 NC community colleges partner to provide High School Equivalency classes in prisons
 - 103 Vocational programs
 - 19 Human Resource Development (HRD)/Life Skills classes
 - 10 degree/postsecondary programs
 - 28 curriculum courses offered by seven community colleges
 - Various certifications/licenses
- Post-pandemic Challenges

Faith-Based Services

- Facilities without a State Funded Chaplain – 40
- Facilities with no chaplain of any type - 29

- Total Chaplains
 - State Funded (17)
 - Temporary Funded (6)
 - Community Funded (11)
 - Volunteer (3)

- Field Ministry program
- Faith Volunteers

Job Training

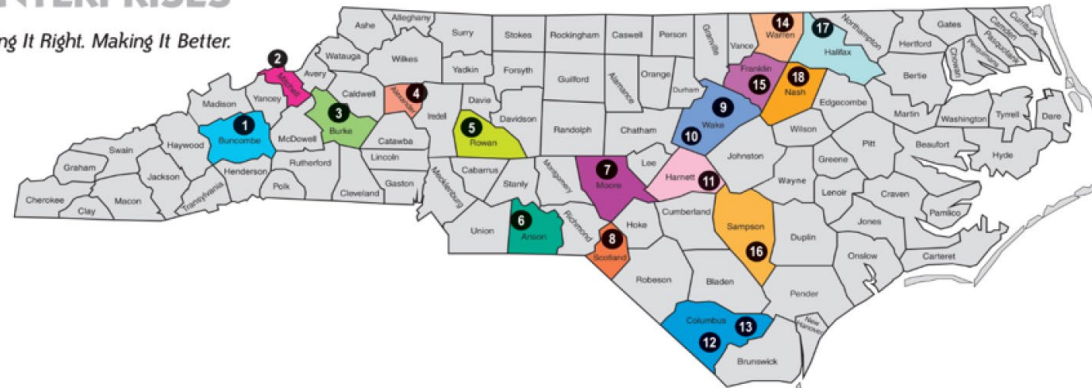
- 30 Active Apprenticeships
- Offenders actively assigned
 - 1,400 – Correction Enterprises assignments
 - 184 – Construction Apprenticeship (CAP) assignments
- 873 offenders currently on work release
 - 86 active work release employers

Correction Enterprises Plants



**CORRECTION
ENTERPRISES**

Not Just Making It Right. Making It Better.



1 Craggy Laundry
Asheville
Offenders: 56

2 Mountain View Sewing
Spruce Pine
Offenders: 80

3 Broughton Laundry
Morganton
Offenders: 56

**4 Upholstery
Woodworking**
Taylorsville
Offenders: 102

5 Reupholstery
Salisbury
Offenders: 45

**6 Metal Products
Offender Packaging**
Polkton
Offenders: 124

7 Sign Recycling
Carthage
Offenders: 40

**8 Scotland Sewing
Braille Transcription**
Laurinburg
Offenders: 209

**9 Administration
License Tag Plant
Matting & Framing
NCCIW Sewing**
Raleigh
Offenders: 154

**10 Apex Awards
Apex Warehouse**
Apex
Offenders: 25

11 Meat Processing
Lillington
Offenders: 86

12 Tabor Sewing
Tabor City
Offenders: 105

13 Columbus Sewing
Whiteville
Offenders: 100

14 Janitorial Products
Warrenton
Offenders: 86

15 Sign
Bunn
Offenders: 135

16 Sampson Laundry
Clinton
Offenders: 105

**17 Farm
Cannery
Fresh Produce Whse**
Tillery
Offenders: 279

**18 Optical
Print Services**
Nashville
Offenders: 198

LOOKING FORWARD

2023 Legislative Long Session



Looking Forward

- Address Budgetary Structural Deficits
 - Inmate Healthcare
 - Overtime
 - Information Technology
- Additional Areas
 - Staff Recruitment and Retention Initiatives
 - Rehabilitation and Reentry
 - Maintenance, Capital and Growth of Clean Energy

Questions?

Todd Ishee
Secretary

NC Department of Adult Correction