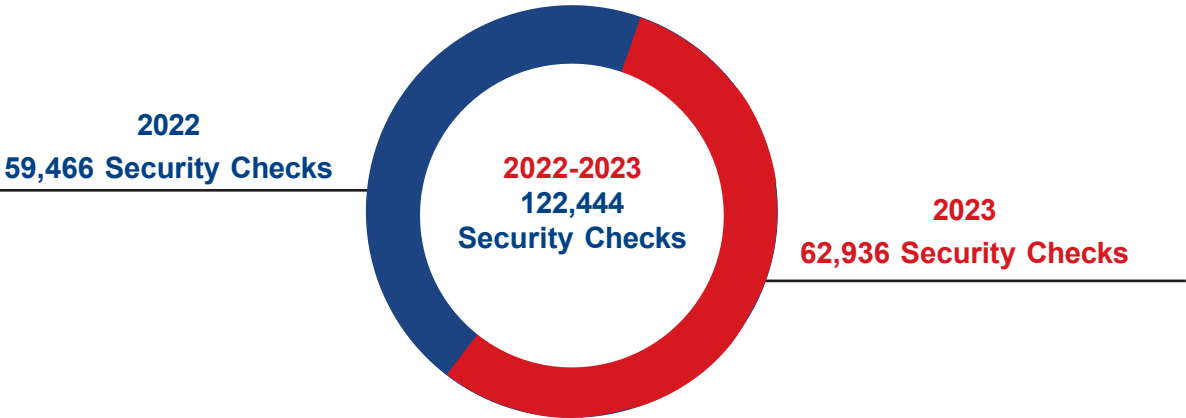


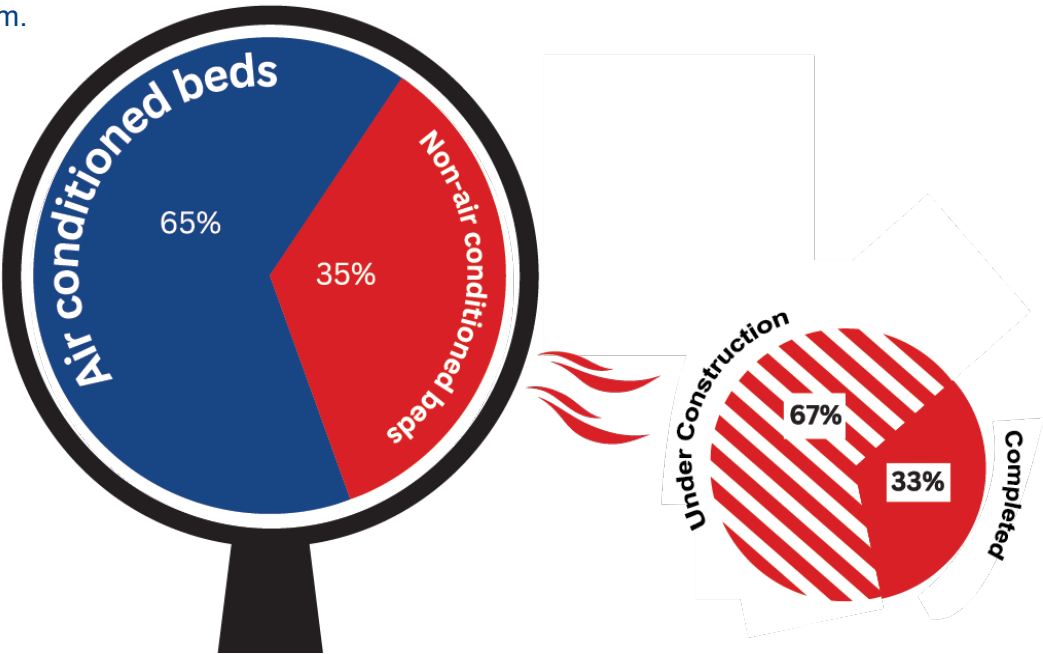
2023 Highlighted Accomplishments

Continued School Security Checks - In support of safer communities across our state, Community Supervision officers continue to complete school security checks with approximately 62,936 completed in 2023. Since beginning school security checks in June 2022, probation/parole officers have completed 122,444 school security checks.

2022-2023 School Security Checks



Air conditioning installation in prisons – Work is underway to complete air conditioning of the entire prison system, where 40 prison facilities need partial or full air conditioning. Design is completed at 25 prisons and construction is underway at seven prisons. Millions are being saved through in-house design and installation from NCDAC Central Engineering and the Construction Apprenticeship Program.

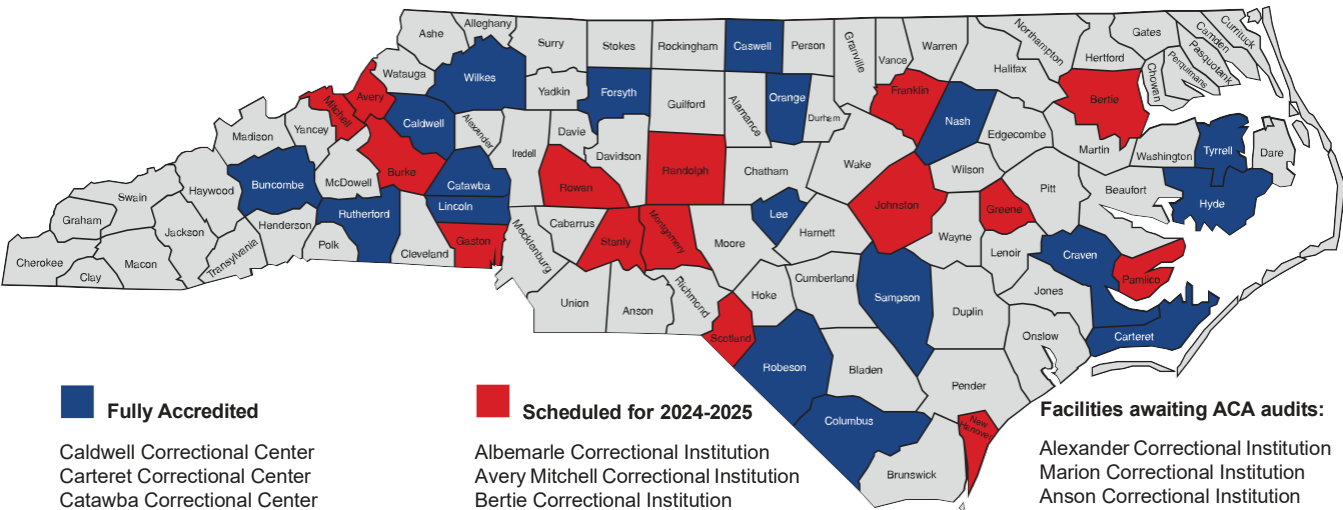


Executive Order 145 TREC

Expanded the Specialty Mental Health Probation Initiative – Four licensed mental health professionals started work in the Division of Community Supervision supporting probation/parole officers with the supervision of high-risk, high-needs offenders with serious mental illness, co-occurring substance abuse disorders and intellectual or developmental disabilities.

ACA Accreditation – Thirteen prison facilities, along with the entire Division of Community Supervision and the NCDAC Central Office received ACA Accreditation in 2023. Three additional facilities successfully completed audits for accreditation or reaccreditation this year, and along with several other facilities, will face formal accreditation hearings in 2024.

ACA Accreditations – Complete and Scheduled



Facilities awaiting ACA audits:

- Alexander Correctional Institution
- Marion Correctional Institution
- Anson Correctional Institution
- Granville Correctional Institution
- Central Prison
- NC Correctional Institution for Women
- Warren Correctional Institution
- Hammett Correctional Institution
- Richmond Correctional Institution
- Pender Correctional Institution
- Maury Correctional Institution
- Roanoke River Correctional Institution
- Pasquotank Correctional Institution
- Wake Correctional Center
- Center for Community Transitions
- Robeson CRV
- DART Center
- Black Mountain ACDP

NCDAC Central Office
Division of Community Supervision
Correction Enterprises

Office of Staff Development and Training
Post-Release Supervision and Parole Commission

Restrictive Housing Reform – 144 restrictive housing beds have been eliminated and a Restrictive Housing Manager hired to monitor and ensure compliance with restrictive housing reforms. The reduction in restrictive housing beds improves compliance with TREC recommendations and ACA standards.

Reentry

Hope University – Self paced academic, vocational and self-improvement courses are available to offenders on electronic tablets through a program titled Hope University. The goal is to provide accredited supplemental content on tablets through partnerships with accredited institutions of higher learning, including community colleges. More than 4.8 million learning content items have been completed, 367,000 courses completed, and over 1.8 million hours spent learning by offenders.

Victim Offender Dialogues – Victim Support Services conducted its first two Victim Offender Dialogues where victims or victim family members came together with offenders for one-time meetings. Both were successful events where both the victims and offenders came away feeling positively impacted after sharing their stories. A policy is in development for a future VOD program. VOD's have the potential to improve emotional well-being for the crime victims and offenders. Crime victims benefit by having a chance to be heard, explain the impacts of the crime and to get answers to questions that only the offender can provide. Offenders benefit by telling their side of the story, by taking responsibility for the crime, and making amends if possible.

Field Ministry Program – Deployed an additional 11 male offenders as field ministers to three prisons, resulting in 44 trained and degreed field ministers working in 11 facilities. Three additional field ministers will deploy soon. The new program to train female Field Ministers began in January 2024.



DMV State ID project – Provides state IDs from the Division of Motor Vehicles to offenders leaving prison. In the program's first five months, more than 1,960 offenders accepted new IDs to help with post release employment, housing, healthcare and other services.

Jobs/Economy

HUB participation – Central Engineering has worked to improve Historically Underutilized Business community awareness of bid opportunities. As a result, 23.6% of FY22/23 construction awards went to HUB vendors, well above the 10% target.

Military/Veterans

Coordinated the NC Veteran's Apprenticeship Program – Approximately 56 GI Bill eligible veterans working as correctional officers are participating in this 24-month program which pays officers a federal stipend from the VA while learning the skills of corrections, working under the guidance of an experienced employee.

Environment/Climate Change

Performance contract for six prison facilities – Six large prison facilities constructed in the early 2000s are included in a \$38.7 million guaranteed energy savings contract which will implement energy conservation equipment and measures that will return savings guaranteed to exceed program costs.



Green fleet – As NCDAC grows its fleet of green vehicles, it is working to convert all perimeter patrol vehicles to electric by FY 25/26. Thirty-two new and less emissions-intensive offender transfer buses were purchased using Volkswagen Settlement Funds and will replace 32 aging high pollution emitting buses. Nineteen BEAM solar charging stations are being deployed to support the agency’s growing EV fleet.

Efficient Government

Kaizen office to drive faster process improvement – Correction Enterprises established a Kaizen Promotional Office to deliver process improvements across its 27 production centers and in administration, marketing, sales and customer service. The Kaizen philosophy is focused on continuous improvement through small, incremental changes in processes, products, and services. The establishment of CE’s Kaizen Promotional Office will support the systematic identification and implementation of improvements that aim to enhance efficiency, quality, and employee satisfaction, leading to increased productivity and reduced waste.

Workforce Development

Invested more than \$84 million in salary increases – NCDAC worked to improve staff salaries and retention through a variety of pay increases including Labor Market Adjustments, compression and equity increases, retention and referral bonuses and Phase III salary increases.

Expanded the All In initiative statewide -This initiative aimed at improving workplace culture and employee retention by increasing and improving communication at all levels, empowering, and valuing employee suggestions and feedback expanded from a prisons only project to include the entire agency. More than 500 All In events were held in workplaces in 2023.

2023 New Hire vs Separation (Monthly)



Implemented the Career Progression Program – Career Progression is a no-cost, self-paced career succession training program for probation/parole officers, correctional officers, correctional food service officers and case managers. Since its mid-October statewide launch, over 1,000 employees in both Institutions and Community Supervision have registered for the program.

Implemented a retention bonus program – A retention bonus program began June 1 providing \$1,500 to \$5,000 bonuses targeted to more than 9,000 employees in 34 job classifications.

Established SHIELD Program – SHIELD employs licensed clinicians to provide peer and behavioral health support to the NCDAC workforce. Through direct services, presentations and online learning a variety of options are available to promote the personal and professional efficacy of staff.

Healthcare

Prescription drug cost avoidance – More than \$12 million in drug costs have been avoided and reinvested in offender healthcare by using the federal 340B drug pricing program to purchase eligible HIV and Hepatitis drugs.

Expanding offenders access to healthcare – Since December, 175 eligible offenders have been identified who will have Medicaid benefits upon release. NCDAC is submitting more than 100 Medicaid applications each week for offenders leaving prison. With Medicaid expansion, an additional \$10 million in cost-avoidance for offender hospital admissions and treatment is expected, along with improved access to healthcare for offenders on community supervision

Psychology Internship Accreditation - The doctoral psychology internship program in Comprehensive Health Services was accredited by the American Psychological Association (APA) in October, marking the ultimate achievement of a sustained multi-year effort. The APA’s Commission on Accreditation recognizes the quality of training provided by the program and deemed it compliant with the Standards of Accreditation for Health Service Psychology.