



# COLORADO

## Department of Corrections

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EXECUTIVE DIRECTOR

### OVERVIEW OF EDUCATIONAL AND CAREER AND TECHNICAL EDUCATION REPORT

FISCAL YEAR 2020

DUE BY JANUARY 31, 2021, PURSUANT TO HOUSE BILL 10-1112 AND  
COLORADO REVISED STATUTE (C.R.S.) 17-32-105

PREPARED BY  
THE OFFICE OF PLANNING AND ANALYSIS  
JANUARY 2021

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## INTRODUCTION

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The annual Overview of Educational Programs report provides information on the educational programs pursuant to House Bill 10-1112 and Colorado Revised Statute (C.R.S.) 17-32-105. This report presents information about the Colorado Department of Corrections (CDOC) facilities during fiscal year (FY) 2020.

The statute states: the department shall annually report the following information concerning educational and career technical programs offered pursuant to this article:

- A) A list of the specific programs offered at each state-operated facility and private prison that houses offenders on behalf of the department;
- B) The number of instructors and the number of instructor vacancies, by program and facility;
- C) The annual capacity of each program;
- D) The annual enrollment of each program;
- E) The number of offenders who successfully completed each program in the previous fiscal year;
- F) The number of offenders who enrolled in each program but failed to successfully complete the program in the previous fiscal year, including for each such offender the reason for the offender's non-completion;
- G) The percentage of parolees who are employed full-time, employed part-time, or unemployed at the end of the previous fiscal year;
- H) A summary of the results of any program evaluations or cost-benefit analyses performed by the department; and
- I) The total amount of state and federal funding allocated by the department during the most recently completed fiscal year for career and technical educational programs, including information concerning the allocation of each source of funding and the amount of funding received by each program.

## HISTORY

The Correctional Education Program Act of 1990 established a division of education within the CDOC and defined a correctional education program as a "comprehensive competency-based education program for persons in the custody of the department." This act called for the CDOC to establish a program that would address illiteracy among incarcerated inmates, increase educational and career technical proficiency, and support re-entry into society. The statute specifies that inmates who are expected to release within 5 years will receive first priority for placement in the education programs to increase their chances of successful re-entry into society and reduce recidivism. Additionally, the statute recognizes the need for inmate and staff safety, allowing inmates who pose a security risk to be excluded from participating in the program.

In FY 2010, additions were made to the statute that encouraged the development of career and technical education to provide all eligible inmates with marketable re-entry skills that are relevant and in demand. The correctional education statute also requires the CDOC to utilize the Colorado Department of Labor and Employment (CDLE) Labor Trend Report to determine career and technical education programming, and mandates an annual report from the CDOC summarizing the activities of the education program.

During the FY 2012 legislative session, HB 12-1223 was passed which addressed achievement earned time (AET) for inmates. A key provision of this bill established AET for any inmate who successfully completes a milestone or phase of an educational, career and technical educational, therapeutic, or re-entry program. Another significant aspect of the bill directed any savings generated from the passage of the act be appropriated to the education program for General Education Diplomas (GED) and Career Technical Education (CTE) programs, as well as to a parole subprogram for wrap-around services. The CDOC's Division of Education has utilized this funding to develop exciting and innovative advancements in the field of inmate education. With AET funds, the education program has been able to make significant progress in providing additional opportunities in CTE programs.

The education program is fortunate to have entered into a number of collaborative college and industry training programs offered to inmates utilizing AET funding. The education program has successfully offered classes and industry training opportunities through collaboration with 2-year and 4-year academic institutions, as well as industry trade organizations, to provide alternative college and industry certificate programming. These offerings include: Infrastructure Technician, Heating Ventilation and Air Conditioning (HVAC), Oil and Gas, Hazardous Waste Certification, Mobile Electrical and Mechanical labs, Veterinarian Technician, Ironworkers Training, Office Administration, Small Business Management, Entrepreneurship, and Business Processes.

The education program also instituted the Colorado Department of Transportation's (CDOT) updated Highway Flagging program and contracts on the delivery of a revamped Occupational Safety and Health Administration (OSHA) curriculum. The CDOC contracted with the CDLE to be able to continue to offer this nationally accepted safety program. Receiving this training and accompanying certificate is instrumental in preparing inmates for employment in construction and related industries.

In addition, the education program expanded non-traditional programs and contracted with Red Rocks Community College (RRCC) for their Infrastructure Technician program. This 80-hour program is currently being offered at correctional facilities and provides four industry-recognized certifications. In FY 2018, the Safety Specialist program was also added.

The Gladiator program, sponsored by the Ironworkers Union, offers a 40-hour skill-based training to inmates at several CDOC minimum centers: Four Mile Correctional Center, Skyline Correctional Center, La Vista Correctional Facility, the Youthful Offender System (YOS), and Arrowhead Correctional Center. Following this union-certified 40-hour program, the



The Gladiator program provides female inmates the opportunity to receive industry specific skills in safety, re-bar tying, bar identification, torch and carrying requirements. The female inmates from La Vista Correctional Facility are demonstrating their skills in re-bar tying.



The Gladiator program provides inmates the opportunity to receive industry specific skills in safety, re-bar tying, bar identification, torch and carrying requirements.

Ironworkers Union participates in employment interviews with program completers.

Other certificate programs include: Oil and Gas, Office Technician, Veterinarian Assistant, and mobile learning labs delivered by Pueblo Community College. These learning labs provide inmates with industry sponsored training in electrical and mechanical applications with an emphasis on OSHA 10 skills. These labs are approximately 2.5 weeks long and utilize advanced technology and learning resources recommended by the industry. Other opportunities are offered through Adams State University, Colorado State University - Pueblo, Colorado Mountain College, and Trinidad State Junior College.

In partnership with the CDOC, Colorado College and Pueblo Community College have completed a pilot project to offer humanities and general education courses to YOS offenders with the intent to provide an opportunity to complete related degrees. After the successful completion of the pilot, Colorado College has agreed to continue to offer college courses in Applied Mathematics, Writing, and Sociology at YOS.

### \*\*\* COVID-19 NOTE \*\*\*

Due to the unexpected outbreak of COVID-19 during FY 2020, several academic and vocational programs had to be modified and/or suspended to protect the safety of CDOC inmates. As a consequence, a variety of participation-related figures in this year's report were impacted and made less directly comparable to baseline or to figures from FY 2019.

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## PROGRAMS OFFERED

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This section explains how the educational needs of inmates are assessed as well as how policies are set by the CDOC to determine educational priorities and programs offered.

### ASSESSMENT AND REFERRAL

All adult inmates enter the CDOC through the Denver Reception and Diagnostic Center (DRDC). Staff assess the medical, mental health, and educational needs of inmates through several standardized assessments that the inmates complete at intake. The assessment tool used to determine education level is the Test of Adult Basic Education (TABE). This timed, multiple-choice assessment measures reading, math, and language skills, which provide indication of educational grade levels. For example, a 4.2 on the TABE reading portion indicates a fourth grade, second-month reading level. An inmate receives three separate TABE scores for reading, math, and language. Inmates who cannot speak English are provided the opportunity to develop English language skills in each facility.

High School Equivalency (HSE) is academic programming leading to an HSE diploma administered through numerous vendors, such as GED and HISET. Academic program referrals are automatically triggered based upon TABE scores. Referrals are maintained and remain in effect until an inmate has successfully completed their HSE. Inmates remain in HSE classes until they obtain their HSE; however, inmates have the option of declining HSE classes by submitting a written refusal. Inmates serving a life sentence (with or without parole), have been sentenced to death, or who pose a security risk, receive a lower priority flag that determines program participation requirements.

### POPULATION NEEDS

As of June 30, 2020, there were 15,635 inmates incarcerated in Colorado's state and private prisons. Of this population, approximately 74% have an HSE or high school diploma. This population would be directed to CTE programs for marketable re-entry skills. This leaves a remaining population of approximately 4,058 inmates who need placement in an HSE program.

The population of inmates needing HSE programming varies greatly in their last grade level completed. The majority function within the 5<sup>th</sup> to 7<sup>th</sup> grade level span. All inmates regardless of academic grade level will be placed in the HSE pathway and provided the appropriate education to achieve an HSE.

### PROGRAM CATEGORIES

The education program offers individual academic, career and technical and social science-based education programming to help inmates obtain marketable job skills. These programs fall

into five categories: HSE, CTE, Social and Behavioral Sciences (SBS), Colorado Correctional Industries (CCi), and Industry Based Education. **Table 1** identifies the programs offered at each facility as of June 30, 2020 (see Appendix A for a definition of facility acronyms).

In CTE courses, inmates learn skills to obtain entry-level positions within different career fields. In collaboration with the Colorado Community College System (CCCS), certificates are offered for Business Fundamentals, Entrepreneurship, Esthetician, Hairstylist, Manicurist, Culinary Art, Computer Information System, Machining, Visual Communication, and Customer Service courses. The time it takes to complete a program certificate and receive college credit varies based on the course and the number of contact hours.

There are several courses that offer dual credits or certificates through the National Center for Construction Education Research (NCCER). The construction training courses offer college credit along with NCCER approved training which is documented on a “blue card” provided to the inmate. The “blue card” is a nationally recognized training document accepted by all major construction companies. Additionally, the education program continues to operate Cisco Network Academies within 10 facilities, along with A+ and Cisco Certified Entry Level Technician (CCENT). Inmates can also work in apprenticeships to earn certificates from the United States Department of Labor.

CCi is a division within the CDOC that is separate from the education program. It is a cash-funded entity with enterprise status and was legislatively established under the Correctional Industries Act (C.R.S. 17-24-101) in 1977. Inmates work in positions designed to replicate opportunities available within the community. Only CCCS credentialed instructors are included in education programs and CCi courses can be utilized for CCCS credit. The current CCi programs can be found at <http://www.coloradoci.com>.

The academic courses are designed to prepare inmates for their HSE. To obtain the HSE, inmates are placed in the appropriate education course. Courses are offered at all state and private facilities (at DRDC, minimal services are provided because it is a diagnostic facility).

SBS courses assist inmates in identifying criminal thinking and behavioral patterns by dealing with societal and personal awareness (CDOC A.R. 500-01). SBS curriculum consists of programming developed based on facility need.

**TABLE 1**  
**Programs by Facility**

PROGRAMS	STATE																	PRIVATE		
	AVCF	BVCC	CCC	CCF	CMC	CSP	CTCF	DCC	DWCF	DRDC	FCF	LCF	LVCF	RCC	SCCF	SCF	TCF	BCCF	CCCF	CMRC
<b>CTE</b>																				
ACHIEVING SUCCESS									•				•							
BUSINESS FUNDAMENTALS																•				
CCENT DISCOVERY (CISCO LEVEL)																•				
COLLISION REPAIR TECHNOLOGY		•																		
COMPUTER INFORMATION SYSTEMS	•	•			•		•	•	•		•	•	•			•	•	•		
COMPUTER AIDED DRAFTING																				
CUSTODIAL TRAINING		•			•		•				•	•	•			•				
CUSTOMER SERVICE SPECIALIST	•	•			•		•	•	•		•	•	•			•	•			•
ENTREPRENEURSHIP																•				
ELECTRONICS TECHNOLOGY	•												•			•			•	
FLORAL DESIGN																				
FOOD PRODUCTION MANAGEMENT	•						•		•			•				•	•			
FOUNDATIONS OF CTE	•	•			•			•	•		•	•	•			•	•		•	
GRAPHIC DESIGN																				
HAIRSTYLIST							•		•				•							
INTRODUCTION TO CARPENTRY	•	•						•			•		•			•	•			
IT ESSENTIALS (CISCO LEVEL 1)					•		•	•								•	•			
MACHINE TECHNOLOGY		•									•									
MANICURIST/ESTHETICIAN							•		•				•							
NURSERY AND GREENHOUSE MANAGEMENT																			•	
RENEWABLE ENERGY		•																		
TRADE CERTIFICATES	•	•	•		•		•	•	•		•	•	•	•		•	•		•	•
UPHOLSTERY TECHNOLOGY																•				
WELDING TECHNOLOGY	•	•							•		•	•				•				
WORK SKILLS	•			•				•					•	•		•	•			
<b>CCI</b>																				
AUTOMOBILE REPAIR					•															
CANINE BEHAVIOR CERTIFICATES		•			•		•		•				•			•	•			
HEAVY EQUIPMENT																				
FOUNDATIONS OF CTE					•															
PRINT TECHNOLOGY																				
WILDLAND FIREFIGHTING		•			•										•					
<b>ACADEMIC</b>																				
GED	•	•	•	•		•	•	•	•	•	•	•	•	•	•	•	•	•	•	•
<b>SBS</b>																				
CONFLICT MANAGEMENT PROGRAM						•														
HEALTH																•				
JCAP											•		•							
MORAL RECONATION THERAPY	•			•		•	•		•		•	•				•				•
PARENTING																•				
THINKING FOR A CHANGE				•		•		•			•					•	•			•
TRANSITION ORIENTATION						•										•				
WHY TRY		•	•	•	•	•					•	•	•			•	•			

## INSTRUCTORS

As of June 30, 2020, there were 176 staffed education positions at CDOC state facilities: 61 CTE instructors, 68 HSE instructors, 8 social science education instructors, 33 library personnel, and 6 administrative assistants.

According to the CDOC AR 500-01, GED and CTE educators are required to be licensed or credentialed through either the Colorado Department of Education (CDE) or the Colorado Community College system. All instructors at private correctional facilities are required to meet the same educational standards. As of June 30, 2020, there were 7 staffed education positions at private correctional facilities, 8 CTE instructors, and 1 HSE instructor.

**Table 2** lists the number of educational staff vacancies at each facility.

TABLE 2 Number of Staff Vacancies											
PROGRAMS	BVCF	CCF	CTCF	DWCF	FCF	LCF	LVCF	SCF	TCF	CCCF	BCCF
State Teacher II							0				
State Teacher II Sub-Total	0						0				
AAA	0	1	0	0	0	0	0	1	0	1	0
Auto Collision	1							0	0		
CIS	0	0	0	0	0	0	1	1*	0	0	1
Carpentry	0	0	0	0	0	0	0	0	0	0	0
Culinary Art	1	0	0	0	0	0	1	0	0	0	0
Custodial	1	0	0	0	0		0	0	0	0	1
Customer Service		1*	1					1	0	0	
Foundations of CTE	1	0	0	0	0	1*	0	1	1	0	0
Greenhouse Management											1
Machining	0	0	0	0	0	0	0	0	0	0	0
Renewable Energy	1							0	0	0	
Welding Technology	0	0	0	1	0	0	0	0	0	0	0
CTE SUB-TOTAL	5	2	1	1	1	1	1	4	1	1	2
GED	1*	3	0	0	0	1	0	0	1	0	0
ACADEMIC SUB-TOTAL	1*	3	0	0	0	1	0	0	1	0	0

\*Staff hiring in process

**Table 3** lists the number of instructors at each facility and their respective program area.

TABLE 3 NUMBER OF INSTRUCTORS BY FACILITY																							
STATE																	STATE TOTAL	PRIVATE			PRIVATE TOTAL	GRAND TOTAL	
PROGRAMS	AVCF	BVCC	CCC	CCF	CSP	CMC	CTCF	DCC	DWCF	FCF	LCF	LWCF	RCC	SCCF	SCF	TCF	STATE TOTAL	BCCF	CCCF	CMRC	PRIVATE TOTAL	GRAND TOTAL	
CTE																							
ACHIEVING SUCCESS				1.00					0.75			1.00					1.00				0.00	1.00	
BUSINESS FUNDAMENTALS															1.00		1.00				0.00	1.00	
CCENT DISCOVERY															0.50		0.50				0.00	0.50	
COLLISION REPAIR TECHNOLOGY		2.00															2.00				0.00	2.00	
COMPUTER INFORMATION SYSTEMS	1.00	2.00				0.50	0.50	0.50	1.00	1.00	1.00	1.00			3.00	0.50	12.00	1.00			1.00	13.00	
COSMETOLOGY							0.00		1.00			2.00					3.00				0.00	3.00	
CUSTODIAL TRAINING		1.00				0.00	1.00			1.00	1.00	0.00			1.00		5.00	1.00			1.00	6.00	
CUSTOMER SERVICE SPECIALIST	1.50	1.50		1.00		0.50	1.00	0.50	1.50	0.50	0.50	0.75			2.00	0.50	11.75			0.00	0.00	11.75	
COMPUTER AIDED DRAFTING									1.00	1.00							2.00			0.00	0.00	2.00	
ELECTRICAL TECHNOLOGY	0.50											0.50			1.00		2.00		0.50		0.50	2.50	
FLORAL DESIGN												0.00					0.00				0.00	0.00	
FOOD PRODUCTION MANAGEMENT	1.00	1.00					1.00		1.00		1.00				2.00	1.00	8.00				0.00	8.00	
FOUNDATIONS OF CTE	1.00	1.00				0.50		0.50	1.00	0.50	1.00	1.50			2.00	1.00	10.00		0.50		0.50	10.50	
GRAPHIC DESIGN													1.00			1.00	2.00				0.00	2.00	
INTRODUCTION TO CARPENTRY	0.50	0.50				0.50		0.50		0.50					1.00	1.00	4.50				0.00	4.50	
IT ESSENTIALS		0.00				0.50	0.50	0.50	0.00	0.00		0.00			2.00	0.50	4.00				0.00	4.00	
MACHINE TECHNOLOGY		1.00								1.00							2.00				0.00	2.00	
NURSERY AND GREENHOUSE MGT												0.00					0.00		1.00		1.00	1.00	
RENEWABLE ENERGY		0.50															0.50				0.00	0.50	
TRADE CERTIFICATES						0.00					0.00						0.00				0.00	0.00	
UPHOLSTERY TECHNOLOGY															1.00		1.00				0.00	1.00	
WELDING TECHNOLOGY	1.00	1.00							1.00	1.00	1.00				1.00		6.00				0.00	6.00	
WORK SKILLS									0.25			0.25					0.50				0.00	0.50	
CTE SUB-TOTAL	6.50	11.50	0.00	2.00	0.00	2.50	4.00	2.50	8.50	6.50	5.50	7.00	1.00	0.00	17.50	5.50	80.50	2.00	2.00	0.00	4.00	84.50	
ACADEMIC																							
GED	4.00	4.00	1.00	5.00	3.00	4.00	3.00	2.00	4.00	5.00	4.00	5.00	2.00	1.00	19.00	3.00	69.00	3.00	3.00	0.00	6.00	75.00	
ACADEMIC SUB-TOTAL	4.00	4.00	1.00	5.00	3.00	4.00	3.00	2.00	4.00	5.00	4.00	5.00	2.00	1.00	19.00	3.00	69.00	3.00	3.00	0.00	6.00	75.00	
SBS																							
SOCIAL SCIENCE EDUCATION - As Required by Population																							
SBS SUB-TOTAL	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

\* Provided on an as-needed basis by facility staff

\*\* Staff hiring in process

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## ANNUAL PROGRAM CAPACITY

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Annual capacity for CTE and CCI programs is determined by class seat capacity multiplied by the number of contact hours and the estimated courses an instructor can complete in one year. Program capacities are based on a credit-hour system; for every credit hour, the class is expected to meet for 15 to 30 contact hours. Facility annual capacity is different for each program. The program with the largest capacity in FY 2020 was Customer Service Specialist.

**Table 4** shows the annual capacity for HSE, CTE, and CCI programs across all facilities. Annual capacity is difficult to measure for HSE and SBS courses due to variations in inmate education level.

For HSE courses, inmates enter into programming at different levels and complete courses at their own pace. HSE courses are offered as open entry, which means inmates may enter classes at any time as space becomes available. With SBS programs, annual capacities vary among facilities and inmates because of course components, instructional hours and program length. Considering the difficulty in reporting annual capacity for HSE and SBS programs, the seat capacity is reported for each class as of June 30, 2020.

TABLE 4 Annual Program Capacity Potential by Facility																			
PROGRAMS	STATE												STATE TOTAL	PRIVATE			PRIVATE TOTAL	GRAND TOTAL	
	AVCF	BVCC	CMC	CTCF	DCC	DWCF	FCF	LCF	LVCF	RCC	SCF	TCF		BCCF	CCCF	CMRC			
CTE																			
AAA						150			75				225				-	225	
BUSINESS FUNDAMENTALS											30		30				-	30	
CCENT DISCOVERY											152	12	164				-	164	
COLLISION REPAIR TECHNOLOGY		40											40				-	40	
COMPUTER INFORMATION SYSTEMS	42	90	23	36	25	70	54	72	50		371	32	865	80			80	945	
COMPUTER AIDED DRAFTING						60	60						120				-	120	
COSMETOLOGY				30		30			50				110				-	110	
CUSTODIAL TRAINING		90	75	75			53	**	121		302		716				-	716	
CUSTOMER SERVICE SPECIALIST	132	150	90	107	90	180	100	144	96		168	32	1,289			75	75	1,364	
ELECTRICAL ENGINEERING TECH	30								25		40		95		40		40	135	
ENTREPRENEURSHIP											30		30				-	30	
FLORAL DESIGN									94				94				-	94	
FOOD PRODUCTION MANAGEMENT	37			30		40		26			47	30	210				-	210	
FOUNDATIONS OF CTE	100	120			150	90	30	120	90		160	75	935		60		60	995	
GRAHIC DESIGN									45		45		90				-	90	
INTRODUCTION TO CARPENTRY	30	21					30		30		75	75	261				-	261	
IT ESSENTIALS		-	23	15		78	60		45		135	24	380				-	380	
MACHINE TECHNOLOGY		30					30						60				-	60	
NURSERY AND GREENHOUSE MGT									63				63		40		40	103	
RENEWABLE ENERGY		28											28				-	28	
TRADE CERTIFICATES	*	*	*	*	*	*	*	*	*	*	*	*	-		*		-	-	
TRANSPORTATION			3										3				-	3	
UPHOLSTERY TECHNOLOGY											33		33				-	33	
WELDING TECHNOLOGY	30	25				32	30	96			60		273				-	273	
CTE SUB-TOTAL	401	594	214	293	265	730	447	458	784	-	1,648	280	6,114	80	140	75	295	6,409	
CCI																			
HEAVY EQUIPMENT			2								15	15	32				-	32	
PRINT TECHNOLOGY						*30							30				-	30	
TRANSPORTATION			3										3				-	3	
WILDLAND FIREFIGHTING***		27	21							29			77				-	77	
CCI SUB-TOTAL	-	27	26	-	-	-	-	-	-	-	29	15	112	-	-	-	-	112	

\* Provided on an as-needed basis by facility staff

\*\*Staff hiring in process

\*\*\*Seasonal course

Table 5 shows the average number of classroom seats available for each program per facility.

TABLE 5 Seat Capacity Potential by Facility for Academic and SBS Programs																						
PROGRAMS	STATE																STATE TOTAL	PRIVATE			PRIVATE TOTAL	GRAND TOTAL
	AVCF	BVCC	CCC	CCF	CSP	CMC	CTCF	DCC	DWCF	FCF	LCF	LVCF	RCC	SCCF	SCF	TCF						
ACADEMIC																						
GED	133	104	38	75	60	110	45	70	135	100	83	150	30	20	450	48	1,651	90	160	80	330	1,981
ACADEMIC SUB-TOTAL	133	104	38	75	60	110	45	70	135	100	83	150	30	20	450	48	1,651	90	160	80	330	1,981
SBS																						
SOCIAL SCIENCE EDUCATION	*	*	*	*	140	*	*	*	*	*	*	*	*	*	100	*	240	*	*	*	-	240
SBS SUB-TOTAL	-	-	-	-	140	-	-	-	-	-	-	-	-	-	100	-	240	-	-	-	-	240

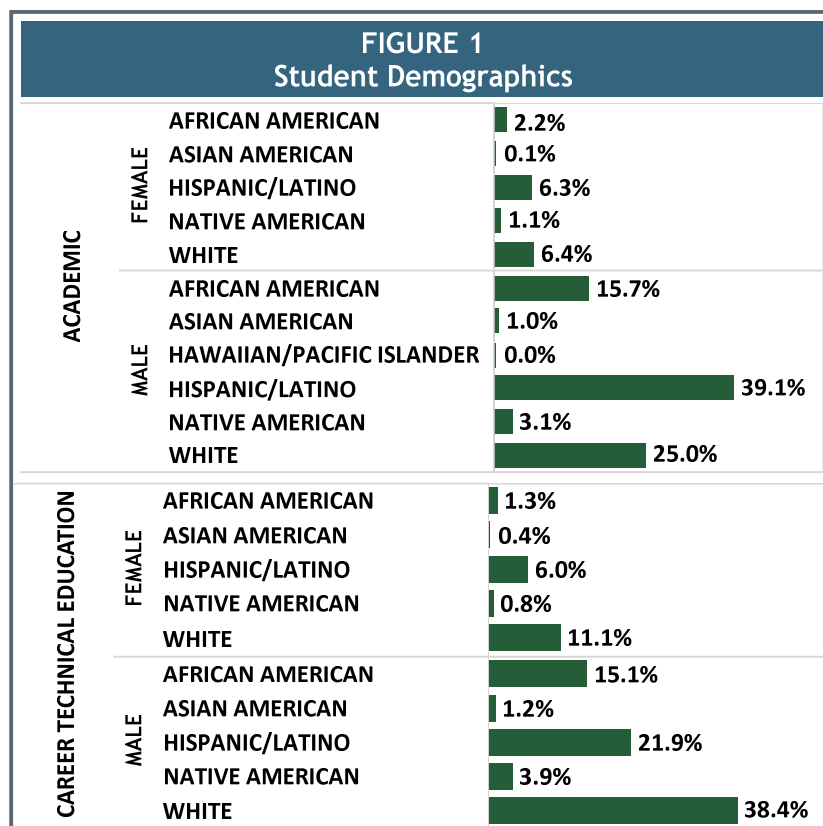
\*Intermittent course taught as needed

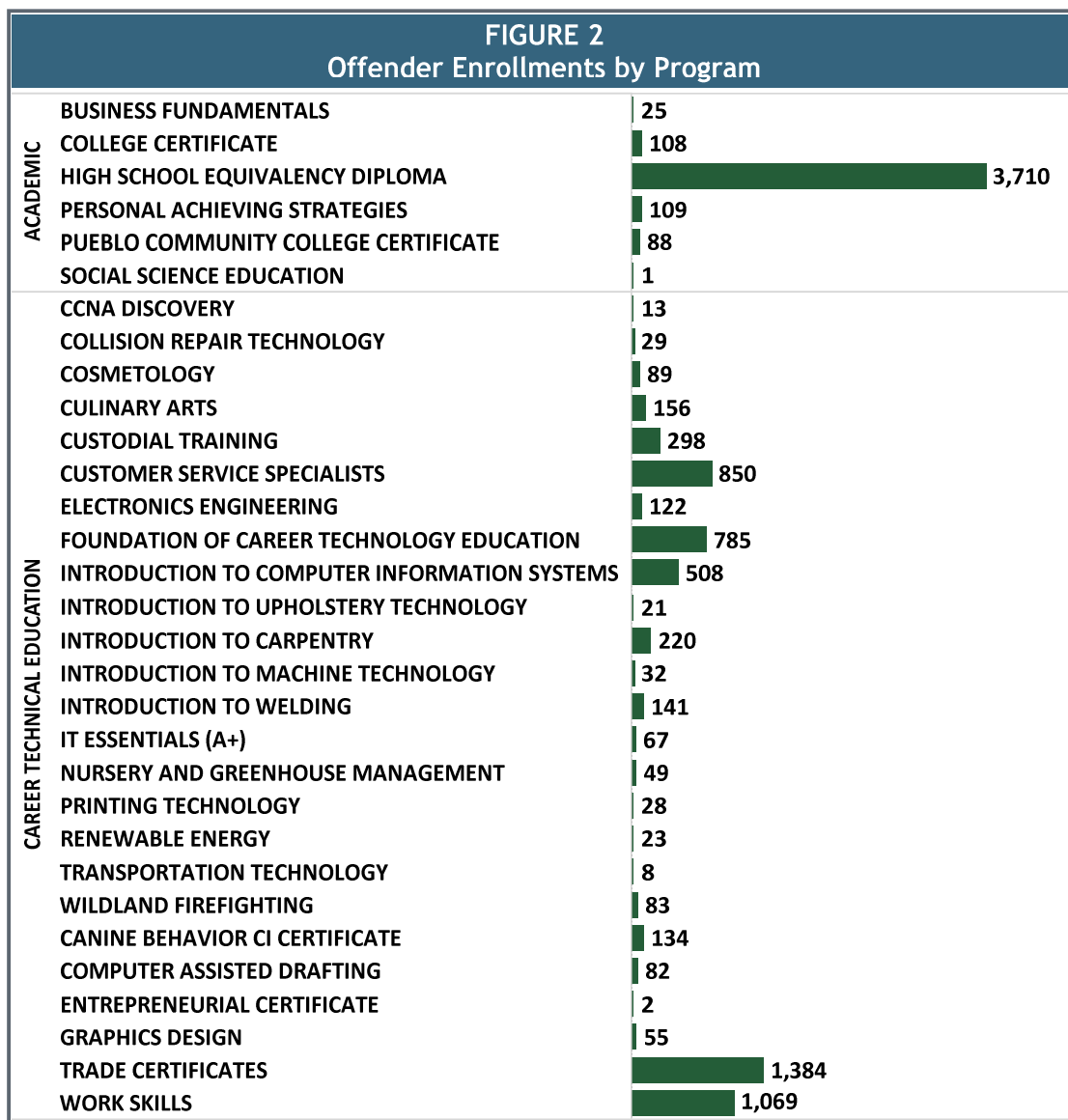
Note. SCCF, CCF, and CSP teaches with a combination of classroom and individual in-cell instruction.

## ENROLLMENT

During FY 2020, there were 10,289 enrolled inmates. **Figure 1** shows the demographic breakdown for inmates enrolled in HSE programs and CTE during FY 2020. Hispanic and white males were the most prevalent in HSE programs and CTE programs.

**Figure 2** shows the number of inmates enrolled in each program during FY 2020. Within Academic programs, the HSE course had the largest number of enrollments (3,710). In CTE programs the highest enrolled programs in FY 2020 included Trade Certificates, Work Skills, Customer Service Specialists, and Foundations of Career Technology Education. Inmates may be enrolled in multiple programs per fiscal year.





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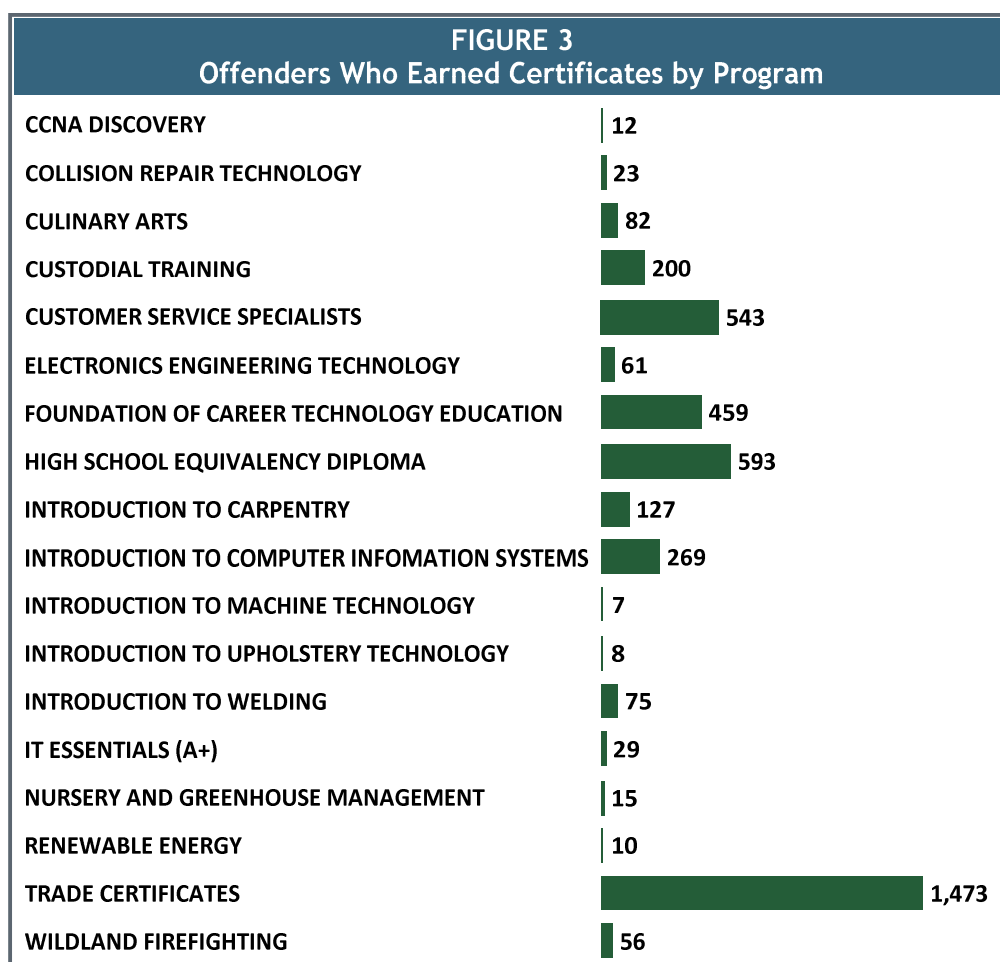
## PROGRAM COMPLETION

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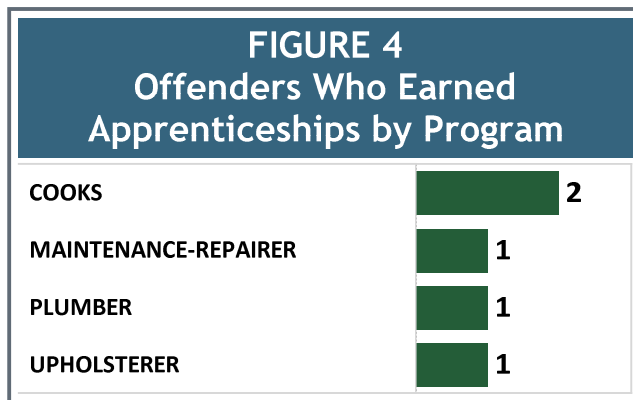
### CERTIFICATES

In FY 2020, 10,289 inmates were enrolled in an education program. Of these, 2,831 inmates completed 3,449 certificates and 593 HSEs. English as a Second Language (ESL) is no longer an individual program. Evidence based practices show ESL is best learned and practiced in an inclusive environment and has been incorporated into HSE classes.

**Figure 3** lists the number of inmates who earned certificates in each program. There were 2,831 inmates who obtained a certificate in more than one program. The trade certificate courses awarded the largest number of successful program completions.



Once an inmate has earned an HSE, they may attend classes as a para-professional, (i.e. a position that functions as an aide to the instructor), assisting inmate with instructions, assignments, or for other classroom needs. In addition, an inmate who obtains a CTE certificate within a program is sometimes offered a position as an apprentice to learn more about the field through on-the-job training or hands-on experience with the trade. An apprentice will also earn training certification through the CDLE. **Figure 4** lists the number of inmates who completed apprenticeships during FY 2020.



## MAKING PROGRESS

An inmate who completed a program and received a certificate would be considered successful. However, an inmate might have begun a program and successfully completed some but not all the courses required for a certificate during the fiscal year. Although these inmates did not complete a certificate program, they successfully made progress toward that goal. Many inmates who have not obtained a certificate are either still enrolled in courses or have been successful in classes so far. There were 1,870 inmates who were still enrolled in a course or courses on June 30, 2020. There were 39 inmates who discharged from an HSE course because their HSE or high school diploma was verified. The remaining inmates who did not successfully complete or make progress in a program are discussed in the next section.

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## UNSUCCESSFUL PROGRAM COMPLETIONS

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### ABOUT THE DATA

When an inmate leaves a course of instruction, the instructor assigns a code identifying the reason for the inmate's exit. This coding system gives managers and researchers the ability to analyze discharge reasons. For example, a code of "1" means the inmate was successful in the class and a "3" means the inmate paroled and could not complete the class. In addition to the code, a grade for the class is given. The combination of these two items should indicate whether or not an inmate was successful in the course. A review of the data showed that comments explaining the reason the inmate left the class was required in addition to the codes. Furthermore, an inter-transfer code was used both to transfer inmates to the next class (a progressive move) and to move an inmate to the same class at a different time (a lateral move).

To improve data accuracy, each record was reviewed by hand. The discharge code, the grade, and the instructor's notes were used to determine discharge reason. There were no records where the reason for discharge was omitted. Finally, because an inmate could potentially have several discharges in a single year, the discharge reason for the last assignment during the fiscal year was used.

### PROGRAM DISCHARGES

In order to discuss inmates who were unsuccessful, it is important to clarify the possible reasons why an inmate may have left a course without completing it. First, program failures could be directly related to the inmate's behavior, either within the course or the facility. Second, an inmate could be making adequate progress but not complete the course because of being transferred out of the facility<sup>1</sup> or having an ongoing legal or healthcare condition. The reasons for non-completion may be outside of the inmate's control. This section details the 4,621 inmates who did not earn a certificate and did not successfully complete any courses during the fiscal year and are not still enrolled in their course. All inmates will be discussed collectively first, followed by a breakdown for each of the two categories.

There are two primary reasons for unsuccessful terminations related directly to the inmate's behavior: lack of progress or misbehavior. Program misbehavior or lack of progress that can result in a course failure may include disruptive behavior, such as failure to attend the class. The inmate also may have failed the class because of poor work or failure to make progress. Another reason for program non-completion can be misbehavior within the institution. For example, if an inmate breaks a facility rule and is placed on restricted movements, this inmate will not be able to attend class and may be discharged. Some of these inmates can continue their education, but it will depend on whether the teacher can accommodate the inmate within

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<sup>1</sup> Some inmates may be moved out of a facility because of their behavior although it is not possible to distinguish these types of moves.

the constraints of the facility. Finally, some inmates do not complete a class due to an extended healthcare or legal issue. For FY 2020, 1,440 inmates who began a class did not complete it. Of these, 429 were removed for behaviors in the classroom, 273 were removed for institutional behavior, 705 no longer qualified, and 33 were discharged due to an extended healthcare or legal issue, which could mean the inmate was away from the facility for an indefinite amount of time.

An inmate may also not complete a class due to being transferred out of the facility or program. The inmate may be releasing to parole or community corrections, sentence discharging, or moving to another facility. There were 3,181 inmates who did not complete a program because they were transferred out of the program or facility, discharged their sentence, or were released to parole or community corrections.

**Table 6** lists the enrollments and discharge reasons. The total number of inmates enrolled in this table does not equal the number of inmates enrolled in FY 2020 because some inmates were counted more than once if they were enrolled in multiple programs.

TABLE 6 Students by Category	
PROGRAM COMPLETIONS	4,042
STILL ENROLLED	1,870
PROGRAM INCOMPLETES	1,440
TRANSFERS <sup>a</sup>	3,181
<i>Prison</i>	1,053
<i>Parole/Community</i>	1,325
<i>Discharged Sentence</i>	803
<b>TOTAL STUDENTS ENROLLED</b>	<b>10,533</b>

<sup>a</sup>Transfers include offenders paroled, discharged, or transferred from facility, or transferred from the program before completion.

Note: Offenders may be duplicated.

## RE-ENTRY

### OCCUPATIONAL EMPLOYMENT

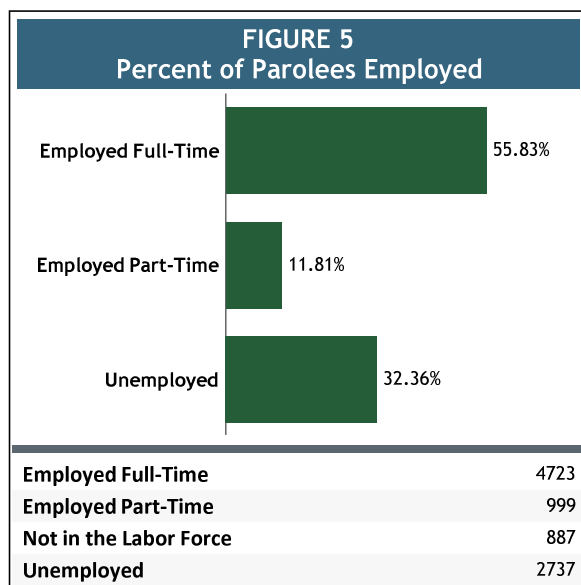
Obtaining regular employment upon re-entry is a crucial step for inmate success. The education program aims to provide inmates with the skills necessary to successfully reintegrate into the local workforce.

**Table 7** ranks the top occupational fields in Colorado requiring short-term training projected through FY 2028. The education program strives to provide relevant and applicable career technical training to inmates and many of the certificates and CTE programs correspond to the top 10 industry jobs as categorized by the CDLE.

As of June 30, 2020, there were 9,146 inmates<sup>2</sup> on regular or intensive supervision parole in Colorado. Shown in **Figure 5**, 67.64% of the parole population were employed either full- or part-time, and 32.36% were unemployed or their employment status was unknown on June 30, 2020. Individuals who were unable to work due to disability, retirement, healthcare condition, residential treatment, schooling, death, or other conditions are not included in these percentages.

TABLE 7 Occupational Employment Projections	
RANK	OCCUPATION GROUP
1	OFFICE AND ADMINISTRATIVE SUPPORT
2	SALES AND RELATED
3	FOOD PREPARATION AND SERVING RELATED
4	BUSINESS AND FINANCIAL OPERATIONS
5	CONSTRUCTION AND EXTRACTION
6	HEALTHCARE PRACTITIONERS AND TECHNICAL
7	TRANSPORTATION AND MATERIAL MOVING
8	MANAGEMENT
9	EDUCATION, TRAINING, LIBRARY
10	COMPUTER AND MATHEMATICAL

Note. Modified from Occupational Projections (Long-term) for Multiple Occupations in Colorado from Colorado Department of Labor and Employment 2029 Projected Employment. [www.colmigateway.com](http://www.colmigateway.com). Pulled 11/01/2020.



<sup>2</sup> Excludes Residential Transition, County Jail, Absconders, Other and Interstate parolees as reported in CDOC's Monthly Population Report as of June 30, 2020.

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## RESEARCH

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Studies consistently find that education programs in prison are successful in reducing recidivism and increasing future employment success. A recent meta-analysis research study found that, on average, inmates who participate in correctional education programs were 43% less likely to recidivate and far more likely to find a job after their release, and the social stability that comes with it (Davis, Bozick, Steele, Saunders, & Miles, 2016<sup>3</sup>).

Currently, the CDOC is focused on ensuring that education programs are valid and offer marketable job skills, and on improving the accuracy of data collection. To assist with the delivery of programs and data collection, the CDOC Division of Education piloted the use of computers in the classroom. This technology has become an integral part of improving the quality of programs and the department's ability to track inmates' progress. In FY 2014, computer-based assessment labs were created at each correctional facility. These assessment labs provide numerous computer-based testing and educational learning opportunities to students. Because of the security and versatility of these computer-based learning labs, technology has become the model of student success in CDOC Education. The CDOC has implemented a learning management system and computer-based instructional programs for academic programming and CTE. These systems are being used to streamline curriculum offerings; more readily evaluate and assess student progression, improve consistency in curriculum delivery, and greatly improve the process of transferring grades to the Colorado Community College System.

Virtual welders and corresponding training for welding and machining programs have been implemented. These technologically advanced machines not only allow for more practice time for students but also generate cost avoidance for these programs by vastly reducing the number of materials necessary for instruction.

Additional technology opportunities that have been gained due to the implementation of computer-based labs include electronic versions of TABE testing, state-mandated cosmetology exams, electrician license renewal testing, Aztec educational software for HSE preparation, Computer Information Systems classroom software, typing assistance programs, and many other computer-based exercises.

With the continued success of computer-based educational labs, many facilities are finding that the need for technology is greater than the available resources. In FY 2016, CDOC piloted the first Chromebook education program in four facilities. With strong security and infrastructure support, this pilot was deemed successful and in FY 2020 Chromebooks continued to be utilized in all academic classrooms.

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<sup>3</sup> Davis, L. M., Bozick, R., Steele, J. L., Saunders, J., & Miles, J. (2016). *The Case for Correctional Education in U.S. Prisons. A meta-analysis of programs that provide education to incarcerated adults.* Santa Monica, CA: RAND Corporation.

## FUNDING

The majority of the funding for the education program comes from the Long Bill, which appropriates general funds for educational and career technical educational programs under the Inmate Programs group. Federal education grants are utilized to supplement the program along with monies obtained from the selling of canteen items, a program within the CDOC that allows inmates to purchase personal items. Pursuant to C.R.S. 17-24-126 (3), profits from the canteen must be used for programs that benefit the inmates.

A percentage of these funds are allocated to recreational expenditures, but a larger portion offsets the cost of education. **Table 8** presents funding appropriated to the education program by the Long Bill for FY 2020.

TABLE 8 Education Summary Supplemental Long Bill Appropriations by Fund				
	GENERAL	CASH	RE-APPROPRIATED/ FEDERAL	TOTAL
PERSONAL SERVICES <sup>a</sup>	\$14,167,093	\$0	\$0	\$14,167,093
OPERATING EXPENSES	\$2,817,246	\$1,372,402	\$411,015	\$4,600,663
CONTRACT SERVICES	\$237,128	\$0	\$0	\$237,128
EDUCATION GRANTS	\$0	\$10,000	\$70,060	\$80,060
INDIRECT COSTS	\$0	\$0	\$0	\$0
START-UP COSTS	\$4,703	\$0	\$0	\$4,703
<b>TOTAL</b>	<b>\$17,226,170</b>	<b>\$1,382,402</b>	<b>\$481,075</b>	<b>\$19,089,647</b>

<sup>a</sup>Personal services appropriated by the Long Bill do not include all associated payroll expenses such as shift, health, life, and short-term disability.

**Table 9** shows all HSE and CTE expenditures in state facilities for FY 2020. By contract, private prisons are required to provide some level of services as part of facility per diem.

TABLE 9 Education Summary Expenditures by Fund				
	GENERAL	CASH	RE-APPROPRIATED/ FEDERAL	TOTAL
<b>ACADEMIC</b>				
PERSONAL SERVICES*	\$11,925,487	\$0	\$0	\$11,925,487
OPERATING EXPENSES	\$600,669	\$209,459	\$0	\$810,128
CONTRACT SERVICES	\$79,824	\$0	\$0	\$79,824
EDUCATION GRANTS**	\$0	\$0	\$30,157	\$30,157
<b>ACADEMIC SUB-TOTAL</b>	<b>\$12,605,980</b>	<b>\$209,459</b>	<b>\$30,157</b>	<b>\$12,845,596</b>
<b>VOCATIONAL</b>				
PERSONAL SERVICES*	\$3,544,372	\$0	\$0	\$3,544,372
OPERATING EXPENSES	\$2,018,546	\$802,212	\$84,036	\$2,904,795
EDUCATION GRANTS	\$0	\$0	\$60,932	\$60,932
<b>VOCATIONAL SUB-TOTAL</b>	<b>\$5,562,918</b>	<b>\$802,212</b>	<b>\$144,968</b>	<b>\$6,510,098</b>
<b>GRAND TOTAL</b>	<b>\$18,168,898</b>	<b>\$1,011,671</b>	<b>\$175,125</b>	<b>\$19,355,694</b>

\*Note: Fund splits between General Fund and cash funds were based upon ratios of the total expenses of Academic-HSE and vocational personal services. Personal services include all associated payroll expenses such as shift differential, health, dental, life, and short-term disability.

\*\*Note: Included additional cash funds expenses paid from CCI Subprogram for education expenses.

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## APPENDIX

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ACRONYM	FACILITY
ACC	ARROWHEAD CORRECTIONAL CENTER
AVCF	ARKANSAS VALLEY CORRECTIONAL FACILITY
BCCF*	BENT COUNTY CORRECTIONAL FACILITY
BVCC	BUENA VISTA CORRECTIONAL CENTER
BVMC	BUENA VISTA MINIMUM CENTER
CCC	COLORADO CORRECTIONAL CENTER (CAMP GEORGE WEST)
CCCF*	CROWLEY COUNTY CORRECTIONAL FACILITY
CCF	CENTENNIAL CORRECTIONAL FACILITY
CCF-S	CENTENNIAL CORRECTIONAL FACILITY - SOUTH
CMRC*	CHEYENNE MOUNTAIN RE-ENTRY CENTER
CMC	CANON MINIMUM CENTERS (INCLUDES FMCC, SCC, & ACC)
CSP	COLORADO STATE PENITENTIARY
CTCF	COLORADO TERRITORIAL CORRECTIONAL FACILITY
DCC	DELTA CORRECTIONAL CENTER
DRDC	DENVER RECEPTION AND DIAGNOSTIC CENTER
DWCF	DENVER WOMEN'S CORRECTIONAL FACILITY
FCF	FREMONT CORRECTIONAL FACILITY
FMCC	FOUR MILE CORRECTIONAL CENTER
LCF	LIMON CORRECTIONAL FACILITY
LVCF	LA VISTA CORRECTIONAL FACILITY
RCC	RIFLE CORRECTIONAL CENTER
SCC	SKYLINE CORRECTIONAL CENTER
SCCF	SAN CARLOS CORRECTIONAL FACILITY
SCF	STERLING CORRECTIONAL FACILITY
TCF	TRINIDAD CORRECTIONAL FACILITY

\*PRIVATE CORRECTIONAL FACILITY

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