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OIG | OFFICE *of the* INSPECTOR GENERAL

Independent Prison Oversight

March 2024

Blueprint Monitoring Thirteenth Report

The OIG's Monitoring of the Delivery of the Reforms
Identified by the California Department of Corrections
and Rehabilitation in Its Report Titled
*The Future of California Corrections: A Blueprint
to Save Billions of Dollars, End Federal Court Oversight,
and Improve the Prison System and Its Update*

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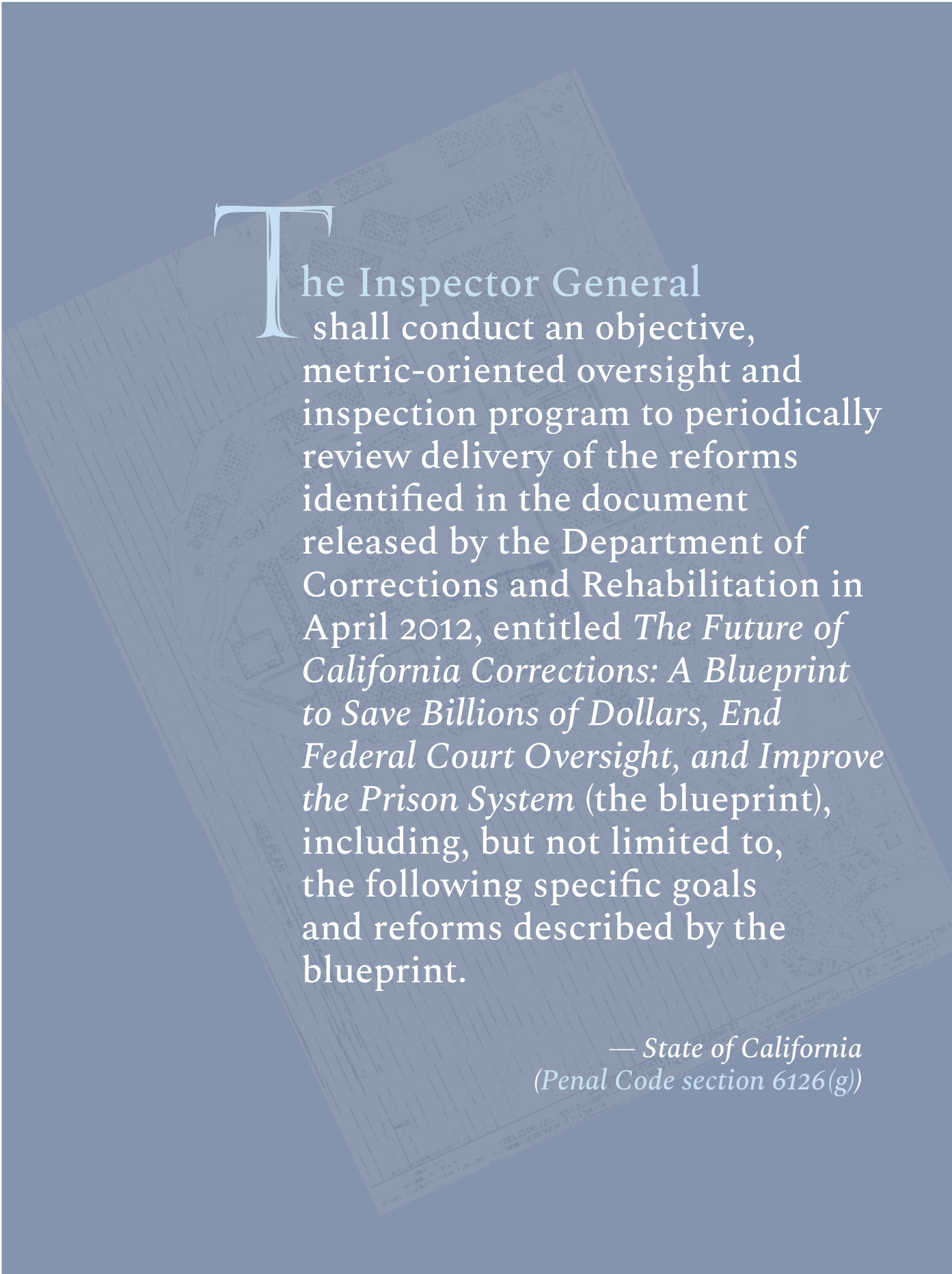
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Historic site plan of San Quentin State Prison, reproduced courtesy of the U.S. Department of the Interior, sourced from the Library of Congress, Washington, D.C.	v



The Inspector General shall conduct an objective, metric-oriented oversight and inspection program to periodically review delivery of the reforms identified in the document released by the Department of Corrections and Rehabilitation in April 2012, entitled *The Future of California Corrections: A Blueprint to Save Billions of Dollars, End Federal Court Oversight, and Improve the Prison System* (the blueprint), including, but not limited to, the following specific goals and reforms described by the blueprint.

— State of California
(Penal Code section 6126(g))

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Introduction

In July 2012, the Legislature tasked the Office of the Inspector General (the OIG) with monitoring the California Department of Corrections and Rehabilitation's (the department) adherence to *The Future of California Corrections: A Blueprint to Save Billions of Dollars, End Federal Court Oversight, and Improve the Prison System* (the *Blueprint*).¹ California Penal Code section 6126 mandates that the OIG periodically review the delivery of the reforms identified in the *Blueprint*, including, but not limited to, the following:

1. The establishment of and adherence to the standardized staffing model at each institution;
2. The establishment of and adherence to the new incarcerated person classification score system;
3. The implementation of and adherence to the comprehensive housing plan described in the *Blueprint*;
4. Whether the department has increased the percentage of incarcerated persons served in rehabilitative programs to 70 percent of the department's target population prior to incarcerated persons' release, and
5. The establishment of and adherence to the new prison gang management system, including changes to the department's current policies for identifying prison-based gang members and associates, and the use and conditions associated with security housing units.²

In January 2016, the department issued *An Update to the Future of California Corrections* (the *Update*), which included a summary of progress made toward goals identified in the *Blueprint* and new goals identified, as well as the department's vision for future rehabilitative programming and future safety and security. The *Update* included a goal to modify the target for rehabilitation to a minimum program participation level. Whereas the *Blueprint*'s benchmark specified that the department serve 70 percent of its target population in rehabilitative programs prior to release, the *Update*, along with the department's new metric for a minimum participation level, did not identify an objective benchmark or standard for the department to achieve. In addition, the *Update* included an expansion of programs to address in-prison substance abuse treatment and long-term offenders; other new items included several

1. View the online version of the department's original report [here](#).

2. [California Penal Code section 6126](#), California State Legislature (accessed January 30, 2024).

pilot programs for access to community college courses and in-prison sex-offender treatment.³

In prior *Blueprint* reports, the OIG assessed and monitored these reforms, and obtained and reviewed budgeted capacity and operational capacity, collected and evaluated data, interviewed numerous departmental staff, and compared the assessment results with goals identified in the *Update*. This 13th report presents the results from the standardized staffing component reviewed in 2023. Data were collected in November–December 2023, with the exception of departmental population figures, which extend through June 30, 2023.

This report focuses on a review of standardized staffing of rehabilitative programs. Subsequent reports will provide updates on the other two areas the OIG continues to monitor: rehabilitative programs, and classification and housing.

This report on standardized staffing of education programs provides additional information about the department’s rehabilitative staffing levels at each of its adult institutions. Our findings are based on departmental population figures for fiscal year 2022–23.

Regarding the department’s standardized staffing for academic education programs, career technical education, and transitions, the OIG found that the vacancy rate was 28 percent for fiscal year 2022–23.

3. *An Update to the Future of California Corrections, California Department of Corrections and Rehabilitation*, January 2016, p. 9.

OIG Staffing Data Review

To address issues of population growth and overcrowding, the department established a standardized budget methodology to provide ratio-driven staffing adjustments as the incarcerated person population fluctuated. In the *Blueprint*, the department identified the planned staffing patterns for each site.

According to the California State Auditor's January 2019 report on the department's in-prison rehabilitation programs,⁴ at that time, the department's deputy director of rehabilitative programs was cited as stating that an appropriate level of vacancies for rehabilitative programming would be less than 10 percent of budgeted positions.

The OIG obtained rehabilitative programming figures for fiscal year 2022–23 from the department's Division of Rehabilitative Programs to determine the number of vacant staff positions. To make this determination, the OIG reviewed authorized rehabilitation staff position figures per institution and statewide.

Education

As part of the department's Division of Rehabilitative Programs, the Office of Correctional Education (OCE) offers various education programs at each of California's adult institutions.

Types of education offered include but are not limited to academic education, career technical education, and transitions courses to assist incarcerated people prepare for release from prison. The department's objective is to provide incarcerated people with education and career training as part of its broader goal to increase public safety and to reduce recidivism. Most education programs offered are eligible for milestone completion credits (MCC) and educational merit credits (EMC). Educational merit credit is awarded based on demonstrated completion of a diploma, a certificate, or a degree pursuant to the *California Code of Regulations*, Title 15, section 3043.5 (b). Both MCC and EMC reduce an incarcerated individual's sentence.⁵

4. Source: [California Department of Corrections and Rehabilitation: Several Poor Administrative Practices Have Hindered Reductions in Recidivism and Denied Inmates Access to In-Prison Rehabilitation Programs](#).

5. Educational Merit Credits (EMC) can award up to 180 calendar days for the completion of high school diploma or equivalency programs, higher education degrees, the Peer Literacy Mentorship Program, or the Offender Mentor Certification Program. Milestone Completion Credits (MCC) are awarded for successful completion of rehabilitative or educational programs designed to prepare individuals for employment on release. MCC may be awarded in no less than one-week, but no more than 12-week increments in a 12-month period. The full credit schedule can be viewed here: [Milestone Completion Credit Schedule \(MCCS\) \(Rev. October 2022\)](#).

We reviewed staffing for all education programs during our review. The department budgeted a total of 1,113 positions per month for education during fiscal year 2022–23. At the conclusion of our data collection, we found that there was a statewide vacancy rate of 24 percent for the fiscal year. We provide a further description of the main education types offered by the department in the table on the following page, which summarizes our review of the department’s staffing for its education programs.

Table 1. Summary of Education Staff

Review Period	Budgeted	Active	Number of Vacant Positions	Vacancy Rate
July 2022	1,113	873	240	22%
August 2022	1,113	848	265	24%
September 2022	1,113	858	255	23%
October 2022	1,113	854	259	23%
November 2022	1,113	850	263	24%
December 2022	1,113	857	256	23%
January 2023	1,113	842	271	24%
February 2023	1,113	838	275	25%
March 2023	1,113	842	271	24%
April 2023	1,113	845	268	24%
May 2023	1,113	818	295	27%
June 2023	1,113	818	295	27%
Average 12-Month Vacancy Rate				24%

Note: There were three institutions under closure during the data period which may lead to higher vacancy rates.

Source: Division of Rehabilitative Programs, November 2023.

Academic Education

Academic education models have different courses to cater to the different levels of education. The academic education models are as follows:

Traditional Education: Incarcerated people without a United States-recognized and verified high school diploma, high school diploma equivalency, or certificate of completion will be placed on a waiting list by the unit classification committee.

Incarcerated people are to be assigned to adult basic education (ABE) I, II, III courses, general education diploma (GED) courses, or high school diploma courses, based on their most current reading

grade level.⁶ Classes are provided five days per week, two hours per day, for a total of 10 hours per week.

Postsecondary and Continuing Education (College/eLearning):

Incarcerated people with a verified high school diploma or high school diploma equivalency may request to be enrolled and placed on a waiting list by the unit classification committee or by an instructor for college courses. College courses are provided by accredited public and private nonprofit colleges and universities. Courses are offered in person and through distance learning; incarcerated people primarily participate during third watch⁷ and outside of assigned work and rehabilitative program hours. Courses provided through eLearning are designed to extend learning outside the traditional classroom environment via the Division of Rehabilitative Programs' television system. Classes are provided five days per week, two hours per day, for a total of 10 hours total per week.

Alternative Education: Incarcerated people who are unable to participate in traditional education classes and who also do not have a verified high school diploma, high school diploma equivalency, or certificate of completion, and those with developmental disabilities, may enroll in alternative education courses. These courses include the same subjects offered in Traditional Education, such as adult basic education I, II, III courses, or high school diploma courses. Classes are provided two hours per week, with eight hours of independent study, for a total of 10 hours per week.

Student Support Services Program: Incarcerated people classified as part of the Disability Placement Program, Developmental Disability Program, or the Enhanced Outpatient Program and who are enrolled in education are assigned a Resource Specialist Program Instructor who is available to aid them in their traditional education courses.

Career Technical Education

The department assesses an incarcerated person's criminogenic needs based on a needs-assessment tool called the Core Correctional Offender Management Profiling for Alternative Sanctions (COMPAS). Based on the recommendation of an educational administrator, individuals assessed with a need for employment are placed on a waiting list for a

6. The department-provided applicable reading scores: 0.0 – 3.9 for ABE I; 4.0 – 6.9 for ABE II; 7.0 and 8.9 for ABE III; and 9.0 and above for GED.

7. The department's custody staff, including those in the ranks of captain, lieutenant, correctional counselor, sergeant, and officer, are assigned daily to three eight-hour shifts, called watches. First-watch staff are on duty from 2200 to 0600 hours (10:00 p.m. to 6:00 a.m.), second-watch staff from 0600 to 1400 hours (6:00 a.m. to 2:00 p.m.), and third-watch staff from 1400 to 2200 hours (2:00 p.m. to 10:00 a.m.).

career technical education (CTE) class of their choice and one alternate CTE class. Individuals with a medium or high need for employment, who have six months to four years remaining on their sentence, receive priority for assignment, which is dependent on class availability. The most widely available CTE classes offered include Computer and Related Technologies, Building Maintenance, Electronics, and Welding. CTE classes are held five days per week, 6.5 hours per day, for approximately six to 18 months, depending on the course.⁸

Transitions

The department has designated classes for the transitions program which provide incarcerated people with skills to aid them in their successful reentry into society. The department offers this program primarily to incarcerated people who are within two years of release or a parole-consideration hearing. The program teaches job readiness, job-search skills, and financial literacy, and provides students with community resources that may assist them as they transition back into the community.

As shown in Table 2, our review of vacancy rates for academic education positions showed only four of 34 institutions, or 11.8 percent, had a vacancy rate that met the stated departmental goal of 10 percent or less. Of the remaining institutions, 13, or 38 percent, had vacancy rates between 11 percent and 20 percent. Fifteen institutions, or about 44 percent, were between 21 and 40 percent. The remaining two institutions, or nearly 6 percent were the process of deactivation.

Table 2. Vacancy Rates for Education Instructors Across Institutions

Type of Programming	Vacancy Rate	Number of Institutions *	Percent of Total Institutions
Education	0 to 10%	4	11.8%
	11% to 20%	13	38.2%
	21% to 30%	7	20.6%
	31% to 40%	8	23.5%
	41% to 60%	2*	5.9%
Total Across Institutions		34	100.0%

*CAC and CCC were in the process of deactivation during this interval, which was a contributing factor to the high vacancy rate for the two institutions.

Source: Department of Corrections and Rehabilitation.

8. *DRP's Reference Guide*, Division of Rehabilitative Programs, California Department of Corrections and Rehabilitation, Feb. 2020, pp. 6–7.

Three institutions with the highest vacancy rates were all in the process of closure during the review period. The reported vacancy rates at California Conservation Center (61 percent), California City Correctional Facility (47 percent), and Chuckawalla Valley State Prison (36 percent) are expected to rise until these three institutions are officially closed.⁹

The institutions with the highest vacancy rates that were not under deactivation are shown in Table 3 below. California Institution for Women (CIW) had the highest share (37.7 percent), followed closely by Salinas Valley State Prison (SVSP) with 37.5 percent. California Institution for Men (CIM) and Sierra Conservation Center had very similar vacancy rates (36.4 percent and 36.0 percent). The department reported vacancy rates at these institutions were primarily due to CTE vacancies and the closure of facilities at these institutions. Additionally, the department reported Sierra Conservation Center had a hiring freeze as the department attempted to mitigate the closure of the California Conservation Center.

Table 3. Education Position Vacancy Percentages for Salinas Valley State Prison, Sierra Conservation Center, California Institution for Women, and California Institution for Men, Fiscal Year 2022–23

Institution	Review Period	Average Vacancy Rate	Average Vacancy Rate for FY
CIW	July–Dec. 2022	42.0%	37.7%
	Jan.–June 2023	33.3%	
SVSP	July–Dec. 2022	39.6%	37.5%
	Jan.–June 2023	35.4%	
CIM	July–Dec. 2022	32.5%	36.4%
	Jan.–June 2023	40.4%	
SCC	July–Dec. 2022	39.9%	36.0%
	Jan.–June 2023	32.1%	

Source: Department of Corrections and Rehabilitation, Division of Rehabilitative Programs.

Integrated Substance Use Disorder Treatment

In January 2020, the department began implementation of the new integrated substance use disorder treatment (ISUDT) program. The ISUDT program, managed by California Correctional Health Care Services, is a comprehensive, evidence-based cross-divisional program. The ISUDT program provides a way of screening, assessing, clinically diagnosing, and linking individuals who have a substance use disorder

9. California Conservation Center closed in June 2023. California City Correctional Facility is expected to close in March 2024. Chuckawalla Valley State Prison is expected to close in March 2025.

with treatment during incarceration and, subsequently, on their release into the community. The screening process identifies individuals at risk for harm related to substance use disorders and provides treatment that can reduce the risk of overdose or other complications. Clinically indicated treatment may include behavioral interventions, medication-assisted treatment, or a combination of both.

Cognitive Behavioral Intervention Program

The Cognitive Behavioral Intervention (CBI) program is evidence-based treatment to assist incarcerated individuals in understanding their own behavior and in learning strategies that will enable them to address their own thoughts and emotions. CBI is integrated into the ISUDT program to help change patterns of negative thoughts and behavior; reduce substance use, abuse, and dependency; and improve opportunities for success on release. For those individuals who did not require an SUD program, CBI could be taken alone as Cognitive Behavioral Interventions – Life Skills (CBI-2). Participants who completed CBI were also awarded MCC.

The department assigns individuals to one of three program types, according to either their clinically assessed need or a medical referral: CBI-Intensive Outpatient (ISI), CBI-Outpatient (ISO), or CBI-Life Skills (CBI 2). The objective of CBI programming is to eliminate criminal behavioral patterns and substance use, abuse, and dependency. The duration of these programs is listed as follows:

- **Intensive Outpatient (ISI):** Licensed clinical social worker-led cognitive behavioral treatment in two-hour sessions, two days per week, for 90 days
- **Outpatient (ISO):** Three days per week, two hours per day, for approximately 14 weeks
- **CBI-Life Skills (CBI 2):** CBI three days per week, two hours per day, for approximately seven months

The enrollment process requires that medical assessments be performed by health care staff. Incarcerated people in these new programs must first complete a medical screening with questions developed by the National Institute on Drug Abuse, and incarcerated people with positive screening results or other indications of a substance use disorder are then evaluated using a more comprehensive assessment that applies standard criteria managed by the American Society for Addiction Medicine (ASAM).

The department provided the average number of counselor vacancies for fiscal year 2022–23. Figure 1 on the next page shows that the department reported that the average number of vacancies was 23.3 percent.



Standardized Staffing for Correctional Staff

Standardized staffing for custody is unique. Unlike other state agencies that can fill their ranks with nonposted positions (positions that do not require relief coverage when the employee is absent or the position is vacant), the department is a 24-hour, seven-days-per-week operation, necessitating the need for relief coverage for posted positions. This coverage is essential to the safety and security of correctional missions and is required when the assigned employee is sick or the position is vacant. Posted positions are positions essential to ensure public safety is maintained and to reduce recidivism by maximizing access incarcerated people have to rehabilitative programs, health care, and activities. Standardized staffing rules were developed to identify and determine staffing needs based on multiple factors.

The OIG met with the department to discuss its standardized staffing policy. While the department reported having no formal policy in place, its staff provided our staff with a history of standardized staffing as well as guidelines and counting rules used since 2014.

The department relies on a detailed matrix of 2,168¹⁰ rules for assigning staffing, reflected in five categories of identified staffing need. The department's standardized staffing team conducts on-site visits of each institution to review facility design, institutional programs, and health care buildings. This team also identifies any special missions, programs, or populations. Table 4 on the next page provides a summary of staffing

10. Staffing standards, FY 2022–23, implemented 2022.03.15 matrix received from the department in December 2023.

Table 4. Summary of Standardized Staffing Rules for Custody Designations

Augmentation Type	Augmentation Description	Custody Classifications	Program or Facility Design	Staffing Augmentation
Base Staffing	Activates with first inmate at an institution. Standard staffing need	Officer, Sergeant, Lieutenant	Base staffing for nonspecialty programs or housing units	—
Program Design	Augmentation for additional staff based on design of institution, facility, or programming	Officer, Sergeant, Lieutenant	Education, PIA, vocational classrooms, additional gate houses, expanded yard time, visiting, additional escorts for programming, gym, security towers yard layout needs	Escorts for additional programming or vocational programs. Custody for layout needs: distance of perimeter fence, shared clinic, or yards
Special Mission	Augmentation based on special mission	Officer, Sergeant, Lieutenant	Administrative segregation housing unit, restricted housing unit, reception center, enhanced outpatient programming, psychiatric inpatient programs/housing, law library, <i>Armstrong</i> court compliance	Officer escorts for law library, fire camps, office stations for restricted general population, rehabilitative models, and additional staff per SOMS disciplinary report data where indicated
Base Health Care Access	Standard medical staffing	Officer, Sergeant, Lieutenant	Health care staffing of institution and facilities (nonspecialty housing units)	—
Health Care Augmentation/ Medical Special Mission	Augmentation for additional staff based on health care program design	Officer, Sergeant, Lieutenant	Includes specialized inmate level-of-care, specialized treatment centers, security patrols for additional medical units, specialty, dental, shared, secondary clinics, or condemned populations	Treatment center escorts, officer stations for secondary clinics, specialized housing, and security patrols for mental health treatment clinics

Source: Department of Corrections and Rehabilitation Standardized Staffing Unit.

needs, custody classifications, and any augmentations considered when increasing standardized staffing numbers for specific institutions.

We asked the department to provide us with vacancy rates for custody staff. As Table 5 below shows, the highest vacancy rate was for sergeants in April 2023 with an 11 percent vacancy rate. The lowest vacancy rate was for correctional officers in October 2022 with a five percent vacancy rate.

Table 5. Custody Staffing Vacancies

Staffing	Review Period	Budgeted	Active	Number of Vacant Positions	Vacancy Rate
Lieutenant	October 2022	1,000.0	905.0	95.0	10%
	April 2023	984.0	927.0	57.0	6%
Sergeant	October 2022	2,545.2	2,353.0	192.2	8%
	April 2023	2,532.6	2,247.0	285.6	11%
Officer	October 2022	22,278.4	21,117.0	1,161.4	5%
	April 2023	22,300.6	20,870.0	1,430.6	6%

Source: Data provided by the Department of Corrections and Rehabilitation for FY 2022–23.

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Recommendations

Although the department has been adhering to the standardized staffing practice, there is no policy set in place. Policies are critical for consistency and accountability. We recommend that the department set a policy for standardized staffing. Implementing policy would aid in streamlining and consistency.

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Appendices

Appendix A. Budgeted Programming Totals

The information displayed below identifies the statewide budgeted staffing and student programming capacities for fiscal year 2022–23.

INSTITUTION	ACADEMIC EDUCATION																			CAREER TECHNICAL EDUCATION				
	Traditional Education		Alternative Education		Post-Secondary & Cont.		TRANSITIONS		PEER LITERACY		Total, No Tester	TESTING	PHYSICAL ED	RESOURCE SPECIALIST PROGRAM (RSP)	IET	ESSA / WIOA	Total All	Vacant Academic Teachers ¹	Total Daily Budgeted Capacity ²	Authorized CTE Programs	Vacant CTE Teachers ¹	Budgeted CTE Capacity	Active CTE Capacity ⁴	Comp Rel ³
	Authorized Staff	Budgeted Capacity	Authorized Staff	Budgeted Capacity	Authorized Staff	Budgeted Capacity	Authorized Staff	Budgeted Capacity	Authorized Staff	Peer Mentors														
ASP	21	1134	0	0	4	720	2	108	1	20	28	2	1	0	1	0	32	6	1,982	17	2	540	351	3
CAC	5	270	0	0	2	360	1	54	1	20	9	1	1	0	0	0	11	5	704	2	1	81	25	1
CAL	15	810	0	0	2	360	1	54	1	20	19	2	1	0	0	0	22	8	1,244	9	2	324	243	3
CC ⁵	11	594	1	120	3	540	1	54	1	20	17	2	3	0	0	0	22	13	1,328	7	4	216	0	1
CCI	13	702	0	0	4	720	2	108	1	20	20	3	2	0	0	0	25	3	1,550	14	2	459	108	3
CCWF	10	540	1	120	5	900	2	108	1	20	19	3	1	1	0	1	25	0	1,688	9	2	324	189	3
CEN	16	864	1	120	2	360	1	54	1	20	21	2	1	0	0	0	24	0	1,418	12	0	405	351	3
CHCF	5	270	1	120	1	180	1	54	1	20	9	1	1	1	0	0	12	1	644	2	2	108	0	2
CIM	17	918	0	0	2	360	2	108	1	20	22	2	1	2	0	0	27	10	1,406	11	5	351	135	2
CIW	9	486	1	120	2	360	1	54	1	20	14	1	2	0	0	0	17	6	1,040	6	3	216	81	2
CMC	18	972	0	0	4	720	2	108	1	20	25	3	2	2	1	0	33	4	1,820	12	3	432	251	4
CMF	8	432	0	0	2	360	1	54	1	20	12	1	1	2	0	0	16	2	866	3	2	135	54	2
COR	15	810	1	120	5	900	1	54	1	20	23	2	1	0	0	1	27	6	1,904	8	0	297	297	3
CRC	11	594	0	0	5	900	3	162	1	20	20	2	1	0	0	1	24	3	1,676	9	4	297	108	2
CTF	27	1458	0	0	2	360	3	162	1	20	33	3	3	0	0	0	39	13	2,000	16	4	513	378	3
CVSP	10	540	0	0	4	720	2	108	1	20	17	3	1	0	0	0	21	8	1,388	14	5	459	81	3
FSP	14	756	1	120	3	540	2	108	1	20	21	2	1	0	0	0	24	3	1,544	14	4	459	270	3
HDSP	10	540	1	120	4	720	2	108	1	20	18	2	1	0	0	0	21	9	1,508	9	2	297	189	4
ISP	14	756	0	0	7	1260	2	108	1	20	24	2	1	0	0	1	28	3	2,144	15	3	459	309	2
KVSP	17	918	0	0	4	720	1	54	1	20	23	2	1	0	0	0	26	2	1,712	9	4	297	162	2
LAC	10	540	0	0	2	360	1	54	1	20	14	2	1	0	0	1	18	2	974	7	4	243	135	2
MCSP	19	1026	0	0	6	1080	2	108	1	20	28	3	2	1	0	0	34	4	2,234	10	1	351	270	3
NKSP	2	108	3	360	1	180	1	54	1	20	8	4	1	0	0	0	13	0	722	2	0	54	54	0
PBSP	7	378	2	240	4	720	1	54	1	20	15	2	1	0	0	0	18	0	1,412	7	2	270	81	3
PVSP	16	864	0	0	2	360	2	108	1	20	21	2	1	0	0	1	25	0	1,352	10	1	324	270	2
RJD	20	1080	1	120	3	540	1	54	1	20	26	2	2	1	0	0	31	1	1,814	8	2	270	162	2
SAC	9	486	1	120	2	360	1	54	1	20	14	2	1	1	0	0	18	3	1,040	6	2	243	144	3
SATF	25	1350	0	0	6	1080	3	162	1	20	35	3	2	3	0	0	43	12	2,612	16	6	513	297	3
SCC	9	486	2	240	3	540	1	54	1	20	16	2	3	0	0	0	21	5	1,340	7	3	216	108	1
SOL	14	756	0	0	4	720	2	108	1	20	21	2	2	0	0	1	26	4	1,604	10	3	297	162	1
SQ	7	378	1	120	3	540	1	54	1	20	13	3	1	0	0	0	17	4	1,112	5	2	162	108	1
SVSP	14	756	1	120	2	360	1	54	1	20	19	2	1	1	0	0	23	5	1,310	9	6	243	52	0
VSP	13	702	0	0	5	900	2	108	1	20	21	2	1	0	0	0	24	1	1,730	16	3	513	324	3
WSP	2	108	2	240	1	180	1	54	1	20	7	3	1	0	0	0	11	1	602	2	2	81	0	1
HQ	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
TOTALS	433	23,382	21	2,520	111	19,980	53	2,862	34	680	652	75	47	15	2	9	800	147	49,424	313	91	10,449	5,749	

1/ As of June 30, 2023

2/ Total AE, EOP, Post Secondary & Cont., Transitions & Peer Literacy

3/ OSRT and Computer Literacy became one program beginning September 30 the program is called Computer & Related Technology and is based upon the Comp Lit Model (27 students, 3 hours, 2xday)

4/ As of June 29, 2023 Rehabilitative Program Report

5/ CCC Closure effective June 30, 2023

GRAND TOTAL PY's	1,113
GRAND TOTAL BUDGETED CAPACITY	59,873

Appendix B. Status of Blueprint Recommendations, 2021

CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION CORRECTIVE ACTION PLAN

Office of the Inspector General
Blueprint Monitoring, Twelfth Report

*The OIG's Monitoring of the Delivery of the Reforms Identified by the California Department of Corrections and Rehabilitation in Its Report Titled
The Future of California Corrections: A Blueprint to Save Billions of Dollars, End Federal Court Oversight, and Improve the Prison System and Its
Update*

The Office of the Inspector General recommends that the California Department of Corrections and Rehabilitation (CDCR) take the following actions:						
Item	Recommendation / Description	Action Required by Whom	Proposed Action Plan	Date to be Completed	Implementation Status	Comments / Proof of Practice
1	The department should resolve hiring challenges for some Career Technical Education (CTE) programs to address their high vacancy rates in instructor positions. There are specific CTE programs, such as those in carpentry, electrical works, and small engine repair, with high vacancy rates in instructor positions statewide. There are also six institutions with overall CTE instructor position vacancy rates above 40 percent.	Division of Rehabilitative Programs (DRP)	1. Meet with the CDCR Office of Workforce Planning to discuss recruitment efforts and strategically advertise for vacancies.	12/31/2021	Fully Implemented	Met with CDCR Office of Workforce Planning to discuss vacancies. Collaboratively working to advertise and spotlight vacancies through specialty sites, such as Edjoin.org, as well as through trade unions for area specific vacancies. Attachment A- CTE Vacancy Flier (LAC) Attachment B- CTE Vacancy Fact Sheet Attachment C- Edjoin.org Screen Shot
			2. Attend Career Fairs	1/31/2022	Fully Implemented	Attended career fairs in November 2021 and January 2022. DRP is scheduled at three upcoming career fairs and will continue to participate in career fairs as part of the recruitment plan. Attachment D- Virtual Career Fair Screen Shot

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Blueprint Monitoring

13th Report

OFFICE *of the* INSPECTOR GENERAL

Amarik K. Singh
Inspector General

Neil Robertson
Chief Deputy Inspector General

STATE *of* CALIFORNIA
March 2024

OIG