

85768

EX-OFFENDERS IN THE LABOR MARKET
DEPARTMENTS OF PUBLIC ADMINISTRATION
AND CRIMINAL JUSTICE
ATLANTA UNIVERSITY
FEBRUARY, 1982

NCJRS
OCT 4 1982
ACQUISITIONS

Julius Debro, Ph.D.

Assisted By:

Thomas Callan - Research Associate
Brenda Alsobrook - Graduate Assistant
Cheryl Tyler - Graduate Assistant
Tanya Clark - Graduate Assistant

U.S. Department of Justice
National Institute of Justice

This document has been reproduced exactly as received from the person or organization originating it. Points of view or opinions stated in this document are those of the authors and do not necessarily represent the official position or policies of the National Institute of Justice.

Permission to reproduce this copyrighted material has been granted by
Public Domain/U.S. Dept. of
Labor/US Dept. of Justice

to the National Criminal Justice Reference Service (NCJRS).

Further reproduction outside of the NCJRS system requires permission of the copyright owner.

Prepared under Grant Number 36-13-80-13 from the Department of Labor. Points of view or opinions in this document are those of the authors and do not necessarily represent the official position or policies of the U.S. Department of Justice.

TABLE OF CONTENTS

	PAGE
Executive Summary.....	1
Demographic Information.....	2
Recommendations.....	6
Introduction.....	8
The Problem.....	8
Objective of the Study.....	9
Literature Review.....	11
Prior Studies.....	11
Methodology.....	18
Survey Results.....	20
Nature of the Offender Population.....	20
Prior Record.....	20
Education/Training.....	22
Prior Work Experience.....	22
Length of Work Experience.....	23
Job Search Assistance.....	24
Present Employment Status.....	25
Monthly Financial Commitments.....	25
Perceptions of Discrimination.....	26
Stratified Marginals.....	27
Age.....	27
Marital Status/Dependent Children.....	27
Years of Education.....	28
Vocational Training.....	28
Employment History.....	28
Job Search Experience.....	29
Data Analysis.....	30
Recommendations.....	44
Bibliography.....	46
Appendix A	
Appendix B	

EX-OFFENDERS IN THE LABOR MARKET

A Report of the
Institute of Criminal Justice and
Public Administration Departments
of Atlanta University
By Julius Debro

EXECUTIVE SUMMARY

The employment of an ex-offender upon release from the Criminal Justice System is perhaps the most important variable for success within the community. Without gainful employment the offender soon returns to criminal activity and eventually is apprehended and is returned to prison. Researchers have generally found a high correlation between unemployment and crime. A recent study indicated that a one-percentage increase in the unemployment rate tended to increase state prison admissions by about 4%. The ex-offender has a much more difficult time securing and maintaining employment once released from incarceration.

This study is designed to:

- * Interview a selective sample of black offenders who are on probation and/or parole in the City and County of Atlanta, Georgia concerning employment histories, education/vocational training and job search experiences.
- * Obtain an understanding of the interrelationships that exist concerning the above factors and their causal role in the job market.
- * Compare and contrast perceptions of offenders concerning employment as it relates to discriminatory practices in hiring.

- * Develop policy guidelines that will assist the offender in the employment market once released from incarceration.

Two survey instruments were utilized to collect information from probationers and parolees. A summary of the information tells us that the offenders were primarily young Black males (whose mean age was 28 for parolees and 24 for probationers) who were generally uneducated (10.4 years for parolees and 11.6 for probationers) and were single and had a spotty employment record.

Ninety percent of the probationers had no previous incarcerations, 15% of the parolees had previously been incarcerated prior to the instant offense.

Prior Offense Category:

Twenty percent of the probationers had been convicted of burglary and 20% on drug related charges. Sixty percent had been convicted of property crimes.

Thirty-two percent of the parolees had been convicted of robbery, 25% for burglary, 22% for murder and or manslaughter, 10% for murder.

Education:

A lack of education is generally one of the factors which lead to high rates of unemployment. We found that the parolee population had an average of 10.4 years of education. The range was between 6th grade and the third year of college. For probationers, the mid-range was 11.6 years of schooling. In both groups, the modal response was a high school degree or the equivalent.

GED programs were available within the institutions for 60% of our

parolee population, 40% indicated no opportunity to complete the GED.

Prior Work Experience:

Eighty-three percent of our parolees indicated employment prior to incarceration. Approximately 48% had held two full-time jobs as part of their total employment prior to incarceration. Twenty percent had worked three jobs.

Most of the jobs held by parolees were either unskilled or semi-skilled level jobs within the community. Within the prison, prisoners did not learn skills which could be used in the outside community. Of the 86 jobs described, 33 were unskilled; 38 were semi-skilled and only 8 were considered skilled level occupations. Seventy-one percent of the respondents indicated that they requested vocational training but only 42% received such training while incarcerated.

Probationers fared much better in the employment market. Forty-seven percent were working at the time of the instant offense. Most reported having many types of jobs over the last two years. As an example, 29% of the respondents reported over 49 jobs during the past two years. One must wonder as to the nature of those kinds of jobs.

One of the most surprising findings was that 54% of the parolees reported a period of more than two years on their first jobs. Twenty-one percent indicated that they remained on their first job for 6 months or less.

Probationers did not fare as well. Only 6 persons had maintained their present employment for two years or more. Most had been employed six months or less prior to the instant offense.

Unemployment Assistance:

Parents were the most helpful in obtaining employment upon release from prison. Parole officers were the next helpful and community/church groups were the least helpful. Similar results were found with probationers as well.

One of the most consistent complaints was that parole officers pressured most offenders into taking the first job available regardless of the nature of the job. The reason given is that ex-offenders are supposed to have a job or job offer prior to release from prison. Sometimes friends or relatives will find temporary employment just to satisfy the needs of the prison institution. Once the person has been released, the temporary employment is abandoned and the offender is often left to his or her own resources to find employment. The parole officer must report that the offender is still working in order to satisfy the conditions of parole thus the pressure for the offender to obtain employment as quickly as possible.

Employment offices within the city and county were not seen as providing assistance for the exoffender. Data was not available by category for probationers nor parolees and few if any mentioned receiving assistance from that office.

Financial Requirements:

The poverty level in Atlanta is \$8,000 for a family of four. Most of our offenders existed on considerably less. Fifty percent of our probationers indicated that they did not make enough to meet their financial obligations. Four persons indicated that their income was barely sufficient for subsistence survival. Sixty percent had financial commitments

between 0 and \$600.00 per month. Thirty-seven percent indicated that they received sufficient monies in their employment to meet financial obligations and have a sum left for savings or other uses.

Parolees were asked to estimate their monthly take-home pay. The range was between \$30.00 and \$1,350.00. The mean was \$548.00 per month.

Ex-Offender Status and Discrimination:

Black offenders suffer from double discrimination within the labor market. They are discriminated against because of their color and they are discriminated against because of their offender status. Offender status is far more perverse than color. Offender status implies a violation of law and most employers are suspicious that this kind of behavior will continue. The status of color may imply discrimination but if skills are available, in most cases one does receive the opportunity to perform his or her skills.

Seventy-eight percent of the parolees perceived that employers would not hire them because of their offender status. Twenty-nine percent of the parolees indicated that they had in the past avoided applying for employment because they perceived that employers would not hire because of their prior record. Fifty-four percent indicated that they did not receive former employment because of their offender status.

The offender suffers emotionally because of the disclosure requirement of the conditions of probation and parole. When asked whether or not prospective or present employers were informed of their criminal record, 27% of the parolees indicated they gave such information. Sixty-five percent of the probationers indicated that they did not inform their employer.

When questioned about racial status and employment, 43% of the probationers saw whites as having an easier time than blacks in finding employment.

Employment for ex-offenders is perhaps the most critical variable in remaining crime free yet, we as a society provide very little incentive to assist the offender into making the difficult transition from ex-offender to normal citizen. We require exposure of prior record to the employer yet in most cases being fully aware that full disclosure will not assist in obtaining employment.

The ex-offender is expected to obtain suitable employment yet while incarcerated, we do not provide sufficient incentives nor job skills for the person to function once released from incarceration. Persons spend many years behind bars yet they return to society without usable skills and when they commit additional crimes then they are blamed and not society for their failure.

Within the City of Atlanta no statistics are kept by the Department of Employment on the numbers of persons applying for jobs or the numbers who receive employment once they have applied.

Recommendations:

1. The Department of Employment should place a full-time person at each Prison Diagnostic Center to assist the classification team to plan the best vocational training program for the inmate so that upon release that inmate is assured of having obtained the best training for future job placement.
2. The Department of Employment should establish a special unit within each city, county or municipality to work only with job

placement of ex-offenders.

3. The Department of Corrections through its parole/probation department should employ a specialist whose specific duties would be to assist the offender in finding employment once released to the community. This specialist would work closely with the parole/probation officer to insure that the offender is employed. Once employed, the specialist would be relieved of responsibility of the case.
4. For non-violent offenses, offenders should not be required as a condition of probation or parole to disclose prior record to the employer.
5. A clearinghouse should be established within each probation and parole unit within the city/county to track probationers and parolees. Those that are not employed and under 25 will be placed on intensive supervision until employment is obtained. Those over 25 should be in special caseloads but not under intensive supervision until employment is obtained. Once employed, they will then be placed in general caseloads.

INTRODUCTION

Finding employment upon release from an institution or after conviction of a crime is perhaps the most difficult process that an ex-offender must face in the real world. If the offender has spent time in an institution, it has been quite some time since he or she has worked in the community. If the offender has been convicted and placed on probation quite often the job has been lost or in most cases the offender never was employed.

In most cases, the offender must admit to the employer that he or she has a prior record. The mere admittance of this information will in most cases eliminate the offender from employment consideration. If the offender does not admit to a prior record, and is employed, the employer has grounds for dismissal if the information on prior convictions is discovered. The offender is quite often in a dilemma to which there is no answer. If the offender is involved in a serious offense and knowledge of that serious offense is not disclosed to the employer by the probation or parole department then the city or state may become liable for non-disclosure if the offender is involved in another offense while performing duties in the course of employment.

Thus, the offender who is released into society may suffer from a lack of job skills, lack of education, as well as a lack of a consistent work pattern that will make the individual attractive to the employer as an employee.

The rapid expansion of the work force in the 1970s has decreased the amount of jobs available in the work force especially those jobs for ex-offenders. In today's work force there are more women and children than ever before. Many youths and women who entered the force had little

if any prior training and they gravitated toward the very jobs that were available for the ex-offender in past years thus depressing further the employment possibilities of the ex-offender.

Unemployment has a demonstrated effect on the incidence of depression as well as upon the incidence of stress. Researchers have found a consistent link between amounts of stress and the incidence of clinical depression, anxiety and schizophrenia (Ramsey and Liem, 1978) The more depressed the individual becomes the least likely he or she will obtain employment. Without funds, the offender usually reverts to previous criminal behavior which in most cases will lead to another offense.

The objective of this study was to select a small sample of black probationers and parolees in the City of Atlanta for interview to ascertain their perceptions of the job market. Another objective was to interview prospective employers to ascertain their views concerning the employment of the ex-offender. Time constraints prevented us from completing the employer interviews.

The study was designed to describe how blacks on probation and/or parole fare in finding employment within the City of Atlanta. It was posited that blacks would not only encounter racial discrimination because of the color of their skin but would also suffer discrimination because of their ex-offender status within the labor market.

The study included both empirical research as well as an analysis of data concerning the variables associated with employment status. The format of the final report consists of:

- * Review of pertinent literature
- * Methodology
- * Univariate/Bivariate analysis of data

- * Summary
- * Recommendations

LITERATURE REVIEW

Employment may constitute a crucial factor in the ex-offender's future relationship to society. Glaser (1964), Evans (1968), Pownall (1969), Brenner (1978), Gillespie (1978), Nagel (1978), Stephens and Sanders (1978), and Yeagar (1979), indicate the relationship between employment and recidivism. For Rossi, Berk, and Lenihan (1980:277):

(e)mployment for ex-felons is clearly
the strongest antidote to reengagement
in criminal activities.

Liker and Rossi (1981:28) note that employment, even in low status positions, can provide economic and "extra-economic" benefits of subsistence, self respect and social contact. Taggart (1972:15) points out the key role of employment in successful adjustment to life. Witte (1980:25) speaks of the "psychic rewards" of a satisfactory job. Unemployment may mean more than the absence of such benefits and rewards. Brenner (1980:22) indicates that, while any economic change can produce stress, "undesirable changes, such as unemployment and income loss, are substantially more generative of pathologies." Employment, then, would seem to hold potential gains at both individual and societal levels; as such, it would appear to be in the interest of society to maximize the ex-offender's ability to obtain employment. Yet, as Goldfarb and Singer (1973:642) note, employment remains the most problematic aspect of the ex-offender's re-entry into society.

The employment problems of ex-offenders would appear to stem from a number of sources. Byron (1970), Goldfarb and Singer (1973), Dale (1976) Jensen and Giegold (1976), Smith and Warner (1977), and Toborg (1978)

locate one such factor in the general lack of desirable personal and work-related characteristics as perceived by and presented to prospective employers. As Dale (1976:323-324) notes:

"(a) composite picture of the typical male prisoner reveals that he is disproportionately from a racial or ethnic minority, under 25, from a broken home, unmarried, without a high school education, and lacking employment skills and experience."

Vocational training during incarceration has as its mission the development of marketable employment characteristics; Smith and Warner (1977), Funke (1978), and Holt (1978), view such programs as largely inadequate in fulfilling such objectives. Dale (1976:323) further posits that this inability to boost the individual's worth in the competitive labor market through meaningful prison work experience and training may be the main cause of unemployment. The status of ex-offender may further label the job seeker as a poor prospect in the eyes of employers (Byron, 1970; Miller, 1972; RCA Institutes, 1972; Goldfarb and Singer, 1973; Dale, 1976; Smith and Warner, 1977; Toborg, 1978).

Ex-offender status may do still more than provoke hesitation on the part of those choosing among job applicants. Legal constraints in the form of occupational licensing requirements placed upon many types of work may be similarly onerous for ex-offenders in their vocational aspirations and job searches (Goldfarb and Singer, 1973; Dale, 1976; Toborg, 1978). In the view of the RCA Institutes, such "hypocritical" statutory restrictions "constitute the most visible, most rigid, and increasingly the most comprehensive barrier to employment" (1972:93). Larkin, depicting

such licensing as a "Catch-22", notes that the occupations affected are concentrated in fast-growing service and governmental areas (1975:128). He further opines that terminology such as "good moral character" and moral turpitude" is vague and might be arbitrarily applied (1975:130). Portnoy (1970), Miller (1972), RCA Institutes (1972), Bowers and Hunt (1973), Hunt, Bowers, and Miller (1974), and Benjamin (1978) similarly advocate a more reasonable approach to such statutory restrictions and procedures to provide ex-offenders with a greater number of employment options.

Bonding requirements may also take their toll during the ex-offender's experience in the labor market (Goldfarb and Singer, 1973; Dale, 1976). Jensen and Giegold (1976:207-208) indicate that such hiring conditions can be problematic from the prospective employer's perspective in the consideration of ex-offenders for jobs in their concerns.

There are some indications that those to whom the ex-offenders look for employment are cognizant of their presence and problems. From a survey of businesses and industries, Jensen and Giegold (1976:217) note some awareness among employers of their social responsibilities. Poli (1974) indicates that the private sector has experienced some success in efforts to assist ex-offenders in obtaining and maintaining jobs. Smith, Wood, and Milan (1974) give evidence that the public sector, specifically the field of corrections, is becoming a viable employment option for ex-offenders. However, the ex-offender's experience in the labor market remains a matter of concern.

Glaser found very high and unrealistic expectations among federal inmates concerning their employment prospects upon release from prison (1969:211), but initial employment was mainly in unskilled and semi-skilled

jobs (1969:219-220). The effect of ex-offender status on obtaining employment was unclear, but it did not appear to harm the individual's chances to retain his job (1969:235): most saw employment problems as due to the poor state of the economy (1969:236).

Evans (1968) examined the experiences of Massachusetts parolees released in 1959. Due to the terms of parole, all had jobs upon release, but 55% held these positions for less than two months, leading the author to label them as possible "tickets for release" (1968:204). Evans notes the low level jobs obtained by nearly all of the ex-offenders; skilled jobs were nearly non-existent (1968:205). Employment problems of ex-offenders, for Evans, were seen not so much in terms of the availability and accessibility of jobs, but rather in their unsatisfactory natures (1968:208n).

Cook (1975) reanalyzed Evans' data and would seem to concur with the above observation.

Parolees appear to exercise considerable discretion in their labor supply decisions. The labor market severely limits the quality of their opportunities, but not the quantity (1975:22).

Cook found that job satisfaction, as measured by the length of job retention, was an important factor in the relationship between employment and recidivism. Noting the apparent relationships between age, criminal record, and recidivism:

(i)n every case, the estimated probability that he would recidivate during any of the three subperiods which I considered (4-6 months, 7-12 months, 13-18 months) also depended significantly on whether he held a

satisfactory job in the previous subperiod (1975:45).

Pownall found high rates of unemployment among federal parolees in the mid 1960s, with 64% working full-time, 20% part-time, and 17% unemployed; conditions markedly poorer than the rest of the labor market (1969:8-9). Among his other major findings: employment status was related to race, with non-whites experiencing higher unemployment than whites (1969:9); employment status was related to marital status, with divorced and single individuals experiencing higher unemployment than those married at the time of parole (1969:9-10); age and education were related to employment status, with age a more important factor than education for non-whites (1969:10-11); and prior work records, in terms of past job tenure, had an effect upon employment status (1969:11). Prison work experience was not related to employment status; vocational training had little impact (1969:12-14). Pownall further found that the jobs obtained were mainly in unskilled, operative, and service capacities, and were found through family, friends, and former employers (1969:15). The parolees also evidenced transitory employment patterns due to lay-offs and dissatisfaction with low wages; ex-offender status was not seen as a major problem in terms of job tenure (1969:16-17). In terms of employment problems due to being an ex-offender, Pownall notes union discrimination, bonding requirements, and communication problems in the relationship of the parolee, his parole officer, and his employer (1969:18).

Rossi, Berk, and Lenihan (1980) examined the Transitional Aid Research Project (TARP), a program providing financial assistance to parolees in

Georgia and Texas. They note gradual improvement in employment status after release: within six months 62% of the Georgian and 85% of the Texan participants had found employment. At the end of a year's time, however, 29% of the Georgia parolees and 11% of the Texas parolees had not yet found employment (1980:172). In terms of the disparity between the two states, the authors indicate that the Georgians were younger, perhaps less motivated, and more affected by their state's high unemployment due to the marginal nature of their employment-related skills 1980:172). Further, the Georgia parolees were more likely than those in Texas to experience transitory employment, working on the average only 35% of the time (1980:176).

It would appear, then, that ex-offenders do experience problems in the labor market. Black ex-offenders may be especially hard pressed. Liker and Rossi (1981:26), in a further examination of the TARP data, indicate that blacks encountered more serious problems in the labor market than did white ex-offenders. Borus, Hardin, and Terry (1976:328) found that, while sex and number of dependents had a positive effect upon employment of Michigan parolees, being black had a significantly negative effect. Witte and Reid's study of North Carolina parolees, found that being non-white had a significantly negative effect upon wages (1980:319). And, while blacks had more stable employment, the authors posit that:

(t)he greater work stability of black releases
may be due to fewer job opportunities or
differences in taste (1980:324).

Wrigley (1981:25-26) examines the worsening employment problems of the black youth population; the situation is seen as creating, for some, a marginal, alienated existence. Black ex-offenders may share that experience

and face obstacles in the labor market which lessen opportunities to move from the fringes of society into its mainstream.

METHODOLOGY

Two survey instruments were developed: one for parolees and one for probationer respondents. Each was designed to gather demographic data; information concerning employment histories, educational/vocational training attainments, and job search experiences; and other pertinent information (Appendices A and B).

It was decided that the data could best be collected through interviews, rather than having respondents complete the surveys themselves. This method, it was thought, would reduce potential problems of comprehension and motivation, as well as allow for further exploration and fuller explanation as required. Five interviewers were trained for the purpose of the study.

Administration of the survey instrument to parolees took place in the parole office during the designated report days, described as the first five days of each month. Every third black parolee reporting to each of the ten parole officers was referred to the interviewer team. Potential participants were informed at the outset of the voluntary nature of the survey, the confidentiality of all information to be received, and the fact that the interviewers were in no way connected to the Office of Pardons and Parole.

Probationer respondents were interviewed at the probation office when reporting to their probation officers. In this instance, all black probationers who reported were requested to participate in the survey. The same information concerning voluntary participation and confidentiality prefaced all interviews with probationers.

There were a number of problems in identifying and interviewing ex-offenders for the study. In the case of parolees, it was not possible to

use the parole office files to derive a sampling frame; as a result, the study was able to elicit information only from those who were reporting and referred to its staff. The parole office setting was also problematic; physical space was quite limited. The interviews took place in a hallway: constant traffic and copying machines competed for the attention of the respondents; privacy was minimal and some discomfort for participants was evident. Further, the space allocated allowed only four of the interviewers to administer the survey at one time. Finally, the congestion may also have contributed to what was perceived as waning patience and interest of the offenders after a short period of time.

In terms of the probationer population, the main problem encountered was that of contacting potential participants. Probationers did not have any set dates or times to report to their probation officers; as such, it was decided that interviewers would be stationed at the probation office to request that all blacks reporting participate in the survey. Physical space was, again, a problem. Time constraints further limited the number of probationers interviewed: some potential respondents could not remain for the length of time needed to complete the interview.

The total population was 52 parolees and 30 probationer respondents. The data from these 82 ex-offenders comprises the findings which follow.

FINDINGS UNIVARIATE ANALYSIS FREQUENCIES

Nature of the Respondents

Male respondents predominated in both the parolee and probationer groups surveyed: 46 (88%) of the former and 19 (63.3%) of the latter. In terms of age, the parolees surveyed ranged between 19 and 54 years, with an average age of 28; probationers ranged in age between 17 and 41 for an average age of 24 years. With regards to marital status, 35 (67%) of the parolees and 23 (76.6%) of the probationers indicated that they were single, with 15% and 13.3% respectively married. Five parolees (9.6%) and one probationer (3.3%) were separated; one parolee was divorced. In both groups, there was a single case each of widowed and common law status.

Twenty-six, or 50%, of the parolees surveyed reported having no dependent children, as did 14, 46.7%, of the probationers. Five of the parolees (9.6%) and seven of the probationers (23.3%) reported one dependent child; seven (13.5%) and six (20%) respectively indicated two dependent children. Three or more dependent children were claimed by four parolees (7.7%) and three probationers (10%). Nine parolees (17.3%) indicated an unspecified number of children dependent upon their financial support; one case was missing.

Criminal Records

Three, or 10%, of the probationers surveyed reported having been incarcerated prior to the offense which placed them on probation, with 26 respondents indicating no such previous imprisonment and one case missing. Fifteen, or 29%, of the parolees surveyed reported incarceration prior to the present instance, with nine having been incarcerated once, three

reporting two such events, and three reporting three previous incarcerations.

In terms of the present offense, six, or 20% of the probationers had been convicted of burglary with a similar number convicted on drug related charges. Four (13.3%) had been convicted of fraud, three (10%) each for assault and possession of stolen property. Theft and shoplifting accounted for two probationers. Other crimes included forgery, auto, theft, and carrying a concealed weapon. Two probationers (6.7%) received sentences for six months or less; ten, or one-third, received probationary periods of one year; five, (16.7%) for two years, nine (30%) for three years; and three (10%) for five years.

Of the 41 convictions reported by parolees, 13 (31.7%) were for robbery, 10 (24.4%) for burglary and/or theft, nine (22.7%) for manslaughter, four for murder, three for drugs, and one each for forgery and VSCSA. Of the 39 sentences reported, 21, or 53.8% were between two and ten years, 11 (28.2%) were between 11 and 20 years, one (2.6%) for 30 years, and five (12.8%) for life terms. One individual was sentenced from 4 to 25 years. Of the 32 periods of actual time served reported, five individuals (15.6%) surveyed served less than one year; 17, or 53%, served between 2 and 5 years; seven (22%) for between 6 and 9 years, and three (9.4%) between 11 and 15 years.

Of the 25 parolee respondents reporting the length of time they had been on parole when interviewed, nine, or 36%, indicated they had been released from prison for three months or less; the same number had been out for four to six months; and seven (28%) had spent between eight months and two years on parole.

Education-Training

Probationers surveyed indicated that levels of educational attainment ranged between the 9th grade and the 3rd year of college, with an average of 11.6 years of schooling. For the 49 parolees reporting their highest grade attained the range was between 6th grade and the 3rd year of college for a slightly lower average of 10.4 years of education. In both groups, the modal response was 12 years.

Fifteen parolees (28.5%) reported having received General Equivalency Diplomas, with 14 of them having completed the program while incarcerated. GED programs were reported as available by 31, or 59.6%, of the parolees, with 20 stating that such an opportunity was unavailable to them. Further, in terms of training opportunities during incarceration, 37, or 71%, of the parolee respondents, reported requesting vocational training during their terms; however, only 22, or 42.3%, were to receive such training.

Prior Employment/Work Experience

In the areas of prior employment and work experience, 43 (82.7%) of the parolee respondents indicated employment at sometime prior to incarceration; 20 (38.5%) had worked two jobs and 10 had worked three jobs. Seven individuals (13.5%) reported no employment prior to imprisonment; two cases were missing. Of the 73 jobs noted, 19, or 26%, were in unskilled areas; 42, or 57.5%, were semi-skilled; nine (12%) represented skilled levels; 2 were clerical positions; and one was a professional. In terms of jobs assigned while imprisoned, five individuals reported no such tasks, mainly for educational reasons. Of the 86 jobs described by the 47 remaining respondents, 33, or 38.4%, were unskilled; 38, or 44.2%, were semi-skilled; 8 (9.3%) were at skilled levels; and 7 (8.1%) were

clerical positions.

Probationers responding to a question concerning employment status at the time of their present offense indicated that 14, or 46.7%, were employed at the time of the instant offense. Four, or 28.5%, in unskilled capacities; 4 in semi-skilled jobs; 2 in clerical positions; and 1 each in skilled, professional, and sales capacities. When queried as to the types of jobs held over the past two years; 29 respondents noted 49 jobs; 14, or 28.5%, unskilled; 19, or 38.7%, in semi-skilled capacities; 7, or 14.3%, at skilled levels; 8, or 16.3%, in clerical positions; and 1 at a professional level. Eight individuals (26.7%) had held two positions during the past two years and 2 (6.7%) had been employed in three jobs. One individual reported not having worked during that time period.

Length of Previous Employment

In terms of the length of previous employment, of the 43 parolees reporting employment prior to incarceration, 9, or 21%, indicated that they remained on their first jobs for six months or less; 3 worked from six months to one year; 8 (18.6%) for one to two years; and 23, or 53.7%, reported a period of more than two years on their first jobs. Of the 20 who worked two jobs, 2 (10%) worked for less than six months; 3 (15%) for six months to one year; 8 (40%) for one to two years; and 7 (35%) for more than two years. Of the 10 who worked three jobs, 3 stayed on less than six months; 3 for six months to one year; and 1 for one to two years; and 3 remained on the job for two years or longer.

Probationers surveyed indicated that during the two years prior to being interviewed, six individuals (20%) had maintained their present

jobs; 1 individual had not worked and 1 could not calculate the time spent employed during that period. Of the 21 remaining, first jobs were held for less than six months by five, or 23.8%, for periods between six months and one year by four (19%); for one to two years by five; for two to three years by two; for three to five years by four; and for more than five years by one respondent. Of the eight individuals who had held two jobs, three maintained them for less than six months; three for periods between six months and one year; one for a period of one to two years; and one individual's second job had been held for two to three years. Of the two respondents who had been on three jobs, one had lasted for less than six months and one for a period of six months to a year.

Job Search Assistance

The parolees were queried as to their sources of support in finding employment upon release from incarceration. The most helpful source noted was that of, parents, with 17, or 15.2%, of the 112 responses describing them as very helpful; parole officers were similarly described in 12, or 10.7%, friends in eight responses (7%), spouses/mates in seven (6.25%), and community/church groups in 4 responses (3.6%). Fourteen, or 12.5% of the responses characterized community/church groups as no help at all, as did 10.7% for friends, 8.9% for spouses/mates, 8% for parole officers, and 6.25% for family. Middle range responses were few. Parole officers were further characterized by one-third of the respondents as pressuring their clients to take the first job available to them.

The probationers surveyed were asked to indicate areas in which their probation officers had been of assistance to them: of 34 responses, eight, or 23.5%, noted job search assistance, along with one instance of

assistance in resolving employer-employee problems.

Present Employment Status

Of the parolees surveyed, 37, or 71% indicated being employed at the time of the study; 15, or 29%, were unemployed. Twenty-one, or 57%, of those employed indicated that some skill was required for their jobs; such skills had been acquired from incarceration (7); present employers (2), previous employers (2), both present and past employers (3), and other sources, including Job Corps, CETA, the Armed Services, and family members.

Seventeen, or 56.7%, of the probationers surveyed indicated present employment. In terms of the nature of the jobs held; six, or 35.3%, were in unskilled jobs; four (23.5%) had acquired semi-skilled jobs; three (17.6%) were in skilled employment levels; two were professionals; and one had a clerical position. The majority of the jobs had been maintained for less than six months, with two (11.8%) having been held for one to two years, one for two to three years, and five (29.4%) for periods longer than three years.

Finances

Probationers were queried as to their estimated monthly financial commitments as the time of their present offense: of the 27 responding, 10 or 37% ranged between 0 and \$299/month; 9 (33.3%) between \$300 and \$599/month; 3 (11%) between \$700 and \$999/month; and 5 (18.5%) indicated financial commitments of over \$1,000/month.

When asked to gauge their present financial situation, 14, or 50%, of the 28 responding characterized their income as insufficient; four

(14.3%) saw their income as allowing only for subsistence survival, while 10 (35.7%) indicated that enough money was available to both meet financial obligations and have a sum left over for savings or other uses.

Parolees were asked to estimate their monthly take-home-pay. The range was between \$30 and \$1,350; the average \$548.

Ex-Offender Status and Discrimination

Discrimination with regard to the status of ex-offenders by prospective and present employers is especially trenchant. Forty, or 78.4% of the 51 parolees responding reported a perception of employers as consciously attempting not to hire ex-offenders. Twenty-nine percent of the parolees interviewed indicated that they had in the past avoided applying or interviewing for jobs because of their ex-offender status. Twenty-five of 46 respondents, or 54.3%, reported having been denied employment due to their past convictions. Twenty-nine percent characterized employers as treating them differently than employees who are not ex-offenders. When asked whether or not they inform prospective or present employers of their criminal records, 27% replied in the negative; 67% saw such information as a parole regulation.

The probationers interviewed mirror this concern. They were, further, less likely to divulge their prior convictions; 11, or 64.7%, of those probationers presently employed reported that they did not inform their employers of their probation status. Of the 14 responding to a similar question concerning past employers, only 2, or 14.3%, of the probationers had divulged the fact that they were on probation. Racial discrimination was seen as compounding the problem by many: 13, or 43.4%, of the probationers saw whites as having an easier time than blacks in finding employment.

Ex-offender status was not reported by any probationers as having caused job termination.

STRATIFIED MARGINALS

Characteristic Differences Between Employed and Unemployed Respondents

Stratified marginals provide a description of two subgroups of those individuals surveyed: those interviewed who indicated that they were employed at the time of the study and those who were unemployed when interviewed. Of the total ex-offenders surveyed, 65.9% were employed, 34.1% unemployed. Comparisons made between the subgroups may more fully describe the ex-offender's experience in the labor market.

Age

Respondents indicating employment at the time of interview were, by and large, older than the unemployed subgroup: the average age of the former was 28.8 years; that of the latter 23.7 years. In terms of age clusters, the employed subgroup had a lower percentage of individuals aged 20 and younger (13.2% vs. 26%); a higher percentage aged 21 to 25 (35.7% vs. 26%); a lower percentage aged 26 to 30 years (13.2% vs. 33%); and a substantially higher percentage of individuals older than 30 (37.8% vs. 8%).

Marital Status - Dependent Children

As noted above, single respondents predominated heavily among those surveyed. Of the employed subgroup, a higher percentage (22.9% vs. 7.1%) indicated that they were married than did the unemployed subgroup. A

higher percentage of employed respondents (54% vs. 42.9%) reported financially dependent children than did those who were unemployed.

Education

The employed subgroup evidenced a slightly higher level of education than did the unemployed: the average educational level (calculating a General Equivalency Diploma as 12) for the former was 11.6 years; that of the latter subgroup 10.9 years. Similar percentages (46.3% and 46.4 respectively) had completed high school or received a GED. However, a higher percentage of the unemployed subgroup had not received a diploma (46.4% vs. 37%) and a lower percentage (7.2% vs. 16.7%) had continued their education beyond high school than had the employed subgroup.

Training

In terms of training opportunities during terms of incarceration, both the employed and unemployed parolee subgroups contained high percentages, 77.8 and 73.3 respectively, of individuals who indicated that they had requested vocational training. The employed subgroup reported a slightly higher rate of success in actually receiving vocational training: 47.2% vs. 40%.

Work Histories

In the area of work experience, differences between the employed and unemployed subgroups are extant. From information gathered concerning past employment, it was found that, in terms of the highest level of employment described by each respondent, a higher percentage (37.5% vs. 25%) of the employed ex-offenders subgroup had been employed at one time

or another in clerical or higher skilled levels than had the unemployed subgroup. Further, while the bulk of work experience for both the employed (52%) and unemployed (50%) subgroups had attained semi-skilled levels, a lower percentage of the employed subgroup (10.5% vs. 25%) had evidenced no advancement beyond unskilled level of employment.

With regards to the longevity of employment, a higher percentage of the employed ex-offender subgroup (44.3% vs 24.4%) maintained jobs for longer than two years. The unemployed subgroup evidenced a higher percentage of jobs held for between one and two years (32.4% vs. 13.9%). Percentage differences between the subgroups were minimal in terms of jobs held for less than six months and those held for periods of six months to one year.

Job Search Experience

Among parolee respondents, both those employed and those unemployed expressed marked differences towards employers, with the latter group having a slightly higher percentage (84.6% vs. 79.4%) indicating a perception of employers as shunning ex-offenders in the labor market. Unemployed parolee respondents were also more likely (77% vs. 46%) to report having been denied employment because of their ex-offender status than were their employed counterparts.

In terms of an official impetus to obtain employment, a higher percentage (43.4% vs. 33.3%) of the employed parolees reported receiving pressure from their parole officers to take the first available job than did those parolees who were unemployed.

BIVARIATE ANALYSIS

For probationers, employment status at the time of offense was found to be related to employment status at the time of interview.

PROBATIONERS
PRESENT EMPLOYMENT STATUS BY PRIOR EMPLOYMENT STATUS

FREQUENCY ROW PCT. COL PCT.	PRIOR EMPLOYMENT STATUS		
	UNEMPLOYED	EMPLOYED	
UNEMPLOYED	9 75 60	3 25 21.4	12 (100%)
EMPLOYED	6 35 40	11 65 78.6	17 (100%)
	15 (100%)	14 (100%)	29

Chi square = 4.463
significant at .05
Goodman & Kruskal's Tau = 0.15
Lambda = 0.25

MISSING CASES: 1

Those employed at the time of offense were more likely to be employed at the time of interview.

PAROLEES AND PROBATIONERS
PRESENT EMPLOYMENT STATUS BY AGE

FREQUENCY ROW PCT. COL PCT.	AGE				
	< 20	21-25	26-30	>31	
UNEMPLOYED	9 33 56.25	7 26 26.9	9 33 56.25	2 8 9	27 (100%)
EMPLOYED	7 13.2 43.75	19 35.8 73.1	7 13.2 43.75	20 37.8 91	53 (100%)
	16 (100%)	26 (100%)	16 (100%)	22 (100%)	80

Chi square = 13.73
significant at .01
Goodman & Kruskal's Tau = 0.17
Lambda = 0.15

degrees of freedom = 3

MISSING CASES: 2

Age appears to be related to present employment status; especially noteworthy is the status of those individuals older than thirty.

PAROLEES AND PROBATIONERS
PRESENT EMPLOYMENT STATUS BY EDUCATION

FREQUENCY ROW PCT. COL PCT.	EDUCATIONAL LEVEL			
	8-11 YRS	12/GED	13-15 YRS	
UNEMPLOYED	13 46.4 39.4	13 46.4 34.2	2 7.2 18.2	28 (100%)
EMPLOYED	20 37 60.6	25 46.3 65.8	9 16.7 81.8	54 (100%)
	33 (100%)	38 (100%)	11 (100%)	82

$x^2 = 1.54$ $df = 2$
Chi square statistic insignificant.

PAROLEES
PRESENT EMPLOYMENT STATUS BY REQUESTED VOCATIONAL TRAINING

FREQUENCY ROW PCT. COL PCT.	REQUESTED VOCATIONAL TRAINING		
	NO	YES	
UNEMPLOYED	4 26.7 33.3	11 73.3 28.2	15 (100%)
EMPLOYED	8 22.2 66.7	28 77.8 71.8	36 (100%)
	12 (100%)	39 (100%)	51

$x^2 = .1316$ $df = 1$
Chi square statistic insignificant.

MISSING CASES: 1

PAROLEES
PRESENT EMPLOYMENT STATUS BY RECEIVED VOCATIONAL TRAINING

FREQUENCY ROW PCT. COL PCT.	RECEIVED VOCATIONAL TRAINING		
	NO	YES	
UNEMPLOYED	9 60 32.1	6 40 26.1	15 (100%)
EMPLOYED	19 52.8 67.9	17 47.2 73.9	36 (100%)
	28 (100%)	23 (100%)	51

$x^2 = .24$ $df = 1$
Chi square statistic insignificant.

MISSING CASES: 1

PAROLEES
PRESENT EMPLOYMENT STATUS BY PERCEIVED DISCRIMINATION IN
EMPLOYERS' HIRING OF EX-OFFENDERS

FREQUENCY ROW PCT. COL PCT.	EMPLOYERS TRY NOT TO HIRE EX-OFFENDERS		
	NO	YES	
UNEMPLOYED	2 15.4 22.2	11 84.6 28.9	13 (100%)
EMPLOYED	7 20.6 77.8	27 79.4 71.1	34 (100%)
	9 (100%)	38 (100%)	47

$x^2 = .1714$ $df = 1$
Chi square statistic insignificant.

MISSING CASES: 5

PAROLEES
PRESENT EMPLOYMENT STATUS BY AVOIDED INTERVIEWS
BECAUSE OF EX-OFFENDER STATUS

AVOIDED INTERVIEWS			
FREQUENCY ROW PCT. COL PCT.	NO	YES	
UNEMPLOYED	11 84.6 28.9	2 15.4 20	13 (100%)
EMPLOYED	27 77.1 71.1	8 22.9 80	35 (100%)
	38 (100%)	10 (100%)	48

$\chi^2 = .2974$ $df = 1$
Chi square statistic insignificant.

MISSING CASES: 4

PAROLEES
PRESENT EMPLOYMENT STATUS BY DENIED EMPLOYMENT
BECAUSE OF EX-OFFENDER STATUS

DENIED EMPLOYMENT			
FREQUENCY ROW PCT. COL PCT.	NO	YES	
UNEMPLOYED	3 23 15	10 77 38.5	13 (100%)
EMPLOYED	17 51.5 85	16 48.5 61.5	33 (100%)
	20 (100%)	26 (100%)	46

$\chi^2 = 3.178$ $df = 1$
Chi square statistic insignificant.

MISSING CASES: 6

PAROLEES
PRESENT EMPLOYMENT STATUS BY RECEIVED PRESSURE
FROM PAROLE OFFICER TO TAKE VERY FIRST JOB

RECEIVED PRESSURE FROM P.O.			
FREQUENCY ROW PCT. COL PCT.	NO	YES	
UNEMPLOYED	10 66.7 37	5 33.3 27.8	15 (100%)
EMPLOYED	17 56.7 63	13 43.3 72.2	30 (100%)
	27 (100%)	18 (100%)	45

$\chi^2 = .334$ $df = 1$
Chi square statistic insignificant.

MISSING CASES: 7

PAROLEES AND PROBATIONERS
PRESENT EMPLOYMENT STATUS BY WILLINGNESS TO
INFORM EMPLOYERS OF CONVICTION (PROBATIONER
RESPONSES: PRESENT JOBS FOR EMPLOYED; PAST JOBS FOR UNEMPLOYED)

WILLING TO INFORM EMPLOYERS			
FREQUENCY ROW PCT. COL PCT.	NO	YES	
UNEMPLOYED	8 50 26.7	8 50 21.1	16 (100%)
EMPLOYED	22 42.3 73.3	30 57.7 78.9	52 (100%)
	30 (100%)	38 (100%)	68

$\chi^2 = .268$ $df = 1$
Chi square statistic insignificant.

MISSING CASES: 14

PROBATIONERS AND PAROLEES
 MULTIPLE RESPONSE
 PRESENT EMPLOYMENT STATUS BY LENGTH OF
 EMPLOYMENT (PAROLEES: LENGTH OF PREVIOUS EMPLOYMENT;
 PROBATIONERS: LENGTH OF PRESENT AND/OR PREVIOUS
 EMPLOYMENT).

FREQUENCY ROW PCT. COL PCT.	LENGTH OF EMPLOYMENT				
	6 MO.	6 MO-1 YR	1-2 YRS	2 YRS	
UNEMPLOYED	10 27 33.3	6 16.2 31.6	12 32.4 52.2	9 24.4 20.5	37 (100%)
EMPLOYED	20 25.3 66.7	13 16.5 68.4	11 13.9 47.8	35 44.3 79.5	79 (100%)
	30 (100%)	19 (100%)	23 (100%)	44 (100%)	116

$x^2 = 7.079$
 Chi square statistic insignificant.

df = 3

MISSING CASES: 10

PROBATIONERS AND PAROLEES
 MULTIPLE RESPONSE
 PRESENT EMPLOYMENT STATUS BY LENGTH OF PRIOR EMPLOYMENT

FREQUENCY ROW PCT. COL PCT.	LENGTH OF PRIOR EMPLOYMENT				
	< 6 MO.	6 MO-1 YR	1-2 YRS	> 2 YRS	
UNEMPLOYED	10 27 47.6	6 16.2 31.6	12 32.5 57.1	9 24.3 25.7	37 (100%)
EMPLOYED	11 18.6 52.4	13 22 68.4	9 15.3 42.9	26 44.1 74.3	59 (100%)
	21 (100%)	19 (100%)	21 (100%)	35 (100%)	96

$x^2 = 6.52$ df = 3
 Chi square statistic insignificant.

MISSING CASES: 17

PROBATIONERS AND PAROLEES
PRESENT EMPLOYMENT STATUS BY WORK EXPERIENCE
(HIGHEST LEVEL CHOSEN PER JOBS DESCRIBED)

FREQUENCY ROW PCT. COL PCT.	NON/ UNSKILLED	SEMI- SKILLED	CLERICAL OR HIGHER	
UNEMPLOYED	7 25 58.3	14 50 35.9	7 25 28	28 (100%)
EMPLOYED	5 10.5 41.7	25 52 64.1	18 37.5 72	48 (100%)
	12 (100%)	39 (100%)	25 (100%)	76

$\chi^2 = 3.274$ $df = 2$
Chi square statistic insignificant.

MISSING CASES: 6

PROBATIONERS AND PAROLEES
PRESENT EMPLOYMENT STATUS BY HAD FINANCIALLY
DEPENDENT CHILDREN

FREQUENCY ROW PCT. COL PCT.	DEPENDENT CHILDREN		
	NO	YES	
UNEMPLOYED	16 57.1 40	12 42.9 29.3	28 (100%)
EMPLOYED	24 45.3 60	29 54.7 70.7	53 (100%)
	40 (100%)	41 (100%)	82

$\chi^2 = 1.058$ $df = 1$
Chi square statistic insignificant.

MISSING CASES: 1

RECOMMENDATIONS

In sum, more than one third of the individuals surveyed indicated that they were unemployed at that time. Employment status was seen to be related to age and, for probationers, to employment status at the time of offense. Comparisons of employed and unemployed subgroups would seem to indicate that such factors as education, marital status, dependent children, job histories, and parole supervision may have played a role for those surveyed, though none can be seen as causal variables.

These findings would appear to, by and large, replicate the results of earlier efforts, especially those of Pownall's (1969) study of federal parolees. It is noteworthy that the data comprising those findings were collected during the mid 1960's; it would appear that substantial change in the ex-offender's experience in the labor market has not occurred since that time. The perception of discrimination on the part of employers would appear to be more widespread among the respondents, both unemployed and employed, in the present study than was the case in Glaser's (1969) findings. Such conditions may, in large part, be due to an uncertain stagnant economy and finding one's self in the midst of intense job competition. But it appears that employment has been a constant problem for ex-offenders; a recurring, frustrating dilemma. In light of the relationship between employment and recidivism, substantive steps to resolve or alleviate such problems could provide benefits at both individual and societal levels.

Report Recommendations

1. The Department of Employment should place one full-time person at each Prison Diagnostic Center within each state to assist the

classification team to plan the best vocational training program for the inmate so that upon release that inmate is assured of obtaining the best training for future job placement.

2. The Department of Employment should establish a special unit within each city, county or municipality to work only with job placement of ex-offenders.
3. The Department of Corrections through its parole/probation department should employ a specialist whose specific duties would be to assist the offender in finding employment once released to the community. This specialist would work closely with the parole/probation officer to insure that the offender is employed. Once employed, the specialist would be relieved of responsibility of the case.
4. For non-violent offenses, offenders should not be required as a condition of probation or parole to disclose prior record to the employer.
5. A clearinghouse should be established within each probation and parole unit within city/county to track probationers and parolees. Those that are not employed and under 25 will be placed on intensive supervision until employment is obtained. Those over 25 should be in special caseloads but not under intensive supervision until employment is obtained. Once employed, then will they be placed in general caseloads.

BIBLIOGRAPHY

Benjamin, Ronald
1978 "The Employment Problems of Ex-Offenders: A Suggested Approach" in Crime and Employment Issues Washington, D.C.: Institute for Advanced Studies in Justice, The American University Law School: 130-138.

Borus, Michael E., Einar Harden, and Patterson A. Terry
1976 "Job Placement Services for Ex-Offenders: Comprehensive Offender Manpower Program (COMP) Job Placement Efforts" Journal of Human Resources 11 (Summer): 391-401.

Bowers, James E. and James W. Hunt
1973 Removing Offender Employment Restrictions Washington, D.C.: National Clearinghouse on Offender Employment, The American Bar Association.

Brenner, M. Harvey
1978 "The Effects of Changes in the Economy on the Incidence of Criminal Behavior" in Unemployment and Crime Hearings Before the Subcommittee on the Judiciary, House of Representatives, 95th Congress, Washington, D.C.: U.S. Government Printing Office: 20-28.

1980 "Influence of the Social Environment on Psychopathology: The Historic Perspective" in Social Costs of Unemployment Hearing before the Joint Economic Committee, Ninety-Sixth Congress of the United States Washington, D.C.: U.S. Government Printing Office: 8-23.

Byron, William J.
1970 "Needed: A Special Employment Clearinghouse for Ex-Offenders" Federal Probation 34(3):53-57.

Cook, P.J.
1975 "The Correctional Carrot: Better Jobs for Parolees" Policy Analysis 1 (Winter): 11-51.

Dale, Mitchell W.
1976 "Barriers to the Rehabilitation of Ex-Offenders" Crime and Delinquency 22(3):322-337.

Evans, Robert Jr.
1968 "The Labor Market and Parole Success" Journal of Human Resources 3(2):201-212.

Funk, Gail S.
1978 "Unemployment and Crime: A Socio-Economic Approach" in Crime and Employment Issues Washington, D.C.: Institute For Advanced Studies in Justice, American University Law School: 85-96.

Glaser, Daniel
1964 The Effectiveness of a Prison and Parole System Indianapolis: Bobbs-Merrill.

1969 The Effectiveness of a Prison and Parole System (Abridged Edition) Indianapolis: Bobbs-Merrill.

Gillespie, Robert W.
1978 "Economic Factors in Crime and Delinquency: A Critical Review of the Empirical Evidence" in Unemployment and Crime Hearings before the Subcommittee on the Judiciary, House of Representatives, 95th Congress. Washington, D.C.: U.S. Government Printing Office.

Goldfarb, Ronald L. and Linda R. Singer
1973 After Conviction New York: Simon and Schuster.

Holt, Norman
1978 "Problems and Prospects of Vocational Training in a Prison Setting" in Crime and Employment Issues Washington, D.C.: Institute for Advanced Studies in Justice, American University Law School: 97-110.

Hunt, James W., James C. Bowers, and Neal Miller
1974 Laws, Licenses, and the Offenders Right To Work Washington, D.C.: National Clearinghouse on Offender Employment Restrictions, The American Bar Association.

Jensen, Walter J. and William Giegola
1976 "Finding Jobs for Ex-Offenders: A Study of Employer's Attitudes" American Business Law Journal 14(2):195-225.

Larkin, Timothy
1975 "Removing The Ex-Offender's Catch-22" Journal of Employment Counseling 12(3):126-131.

Liker, Jeffrey K. and Peter H. Rossi
1968 "Wage and Status Effects of Employment on Affective Well-Being" (mimeo).

Miller, Herbert S.
1972 The Closed Door Washington, D.C.: Institute of Criminal Law and Procedures, Georgetown University Law Center.

Nagel, Jack H.
1978 statement, in Unemployment and Crime. Hearings before the Subcommittee on the Judiciary, House of Representatives, 95th Congress, Washington, D.C.: U.S. Government Printing Office: 160-163.

Poli, Gopal C.
1974 "Business Can Make Ex-Convicts Productive" Harvard Business Review 52(3):69-78.

- Portnoy, Barry M.
1970 "Employment of Former Criminals" Cornell Law Review 55:
306-320.
- Pownall, George A.
1969 Employment Problems of Released Prisoners Washington, D.C.:
U.S. Department of Labor.
- RCA Institute
1972 The Invisible Prison New York.
- Rossi, Peter H., Richard A. Berk, and Kenneth J. Lenihan
1980 Money, Work and Crime New York: Academic Press.
- Smith, R.R., L.F. Wood, and M.A. Milan
1974 "Ex-Offender Employment Policies: A Survey of American
Correcitonal Agencies" Criminal Justice and Behavior 1(3):
234-236.
- Smith, Robert R. and Richard W. Warner Jr.
1977 "Healthy Employment and Career Development for Adult
Offenders" Offender Rehabilitation 1(4):335-342.
- Stephens, Jack L. and Lois W. Sanders
1978 Transitional Aid for Ex-Offenders: An Experimental Study in
Georgia. Georgia Department of Offender Rehabilitation.
- Taggart, Robert, III.
1972 The Prison of Unemployment Baltimore: John Hopkins University
Press.
- Toborg, Mary A.
1978 The Transition from Prison to Employment Washington, D.C.:
National Institute of Law Enforcement and Criminal Justice,
U.S. Department of Justice.
- Witte, Ann D.
1980 statement in Social Costs of Unemployment Hearing before the
Joint Economic Committee, 96th Congress Washington, D.C.:
U.S. Government Printing Office: 25-27.
- Witte, Ann D. and Pamela A. Reid
1980 "An Exploration of the Determinants of Labor Market
Performance for Prison Release" Journal of Urban Economics
8(3):313-329.
- Wrigley, Julia
1981 "A Message of Marginality: Black Youth, Alienation, and
Unemployment" (mimeo).
- Yeagar, Matthew G.
1979 "Unemployment and Imprisonment" Journal of Criminal Law and
Criminology 70(4):586-588.

APPENDIX A

INTRODUCTION

The two Research Staff Members that you will meet are working with Atlanta University's Criminal Justice Institute and Atlanta University on a grant to take a closer look at the problems the Black ex-offender meets in the job market after being released from prison. It is our hope that the study will lead to the elimination of some of the many barriers with which you may have had to deal with or barriers that have made your involvement with the world of work and responsibility difficult.

We are students at a Black University, and we are interested in seriously studying the employment problems of ex-offenders and probationers. In order to come up with meaningful conclusions and recommendations we need for you to understand four (4) things:

- 1) We are not connected, in any way, with the Probation Office, or the Department of Offender Rehabilitation;
- 2) Your answers and comments are strictly confidential. No one in this office will see our interview sheets at any time; and
- 3) Your answers or comments will not be discussed with your Parole Officer, the Parole Board or anyone with the Department of Rehabilitation.
- 4) Your name will not even appear or be used on the questionnaire.

While we are not in a position to 1) offer you jobs or 2) promise that our study will have a direct or immediate effect upon you, we need your assistance with a questionnaire.

Please understand that participation is completely voluntary and should not take more than twenty (20) minutes.

WE GREATLY APPRECIATE YOUR ASSISTANCE

29. (a) Have you ever been denied employment because of your past conviction record? yes _____ no _____

(b) If yes, what was the reason you were given? _____

(c) When did this occur? _____

(d) For what kind of a job were you applying? _____

30. (a) Does your present job require any special skill(s) yes _____ no _____

(b) If yes, what are the special skills? _____

(c) Did you receive those skills

1) through your present employer _____

2) through previous employment _____

3) while you were incarcerated _____

4) other (please specify) _____

APPENDIX B

I.D.# _____ PROBATION OFFICER ID _____ DATE _____

INTERVIEWER _____

ITEM

1. What is your age (at last birthday)? _____
2. Sex: (1) _____ Male (2) _____ Female
3. Marital Status:
 - (1) _____ married
 - (2) _____ single
 - (3) _____ separated (if checked, please answer Item #4)
 - (4) _____ divorced (if checked, please answer Item #5)
 - (5) _____ widowed (if checked, please answer Item #6)
 - (6) _____ common law
 - (7) _____ NA/DR
4. Please indicate if separation happened before or after offense: (1) _____ before (2) _____ after
5. Please indicate if divorce happened before or after offense: (1) _____ before (2) _____ after
6. Please indicate if you became widowed before or after offense: (1) _____ before (2) _____ after
7. How many years of school did you complete?
 - (01) _____ 1st
 - (02) _____ 2nd
 - (03) _____ 3rd
 - (04) _____ 4th
 - (05) _____ 5th
 - (06) _____ 6th
 - (07) _____ 7th
 - (08) _____ 8th
 - (09) _____ 9th
 - (10) _____ 10th
 - (11) _____ 11th
 - (12) _____ 12th
 - (13) _____ 1 yr. college
 - (14) _____ 2 yrs. college
 - (15) _____ 3 yrs. college
 - (16) _____ 4 yrs. college
 - (17) _____ 1 yr. grad school
 - (18) _____ 2 yrs. grad school
 - (19) _____ 3 yrs. grad school
 - (20) _____ 4 yrs. grad school
 - (99) _____ NA
8. Were you a full-time or part-time student? (1) _____ Full-time (2) _____ Part-time
9. When were you placed on probation? _____
10. For what length of time is your probation?

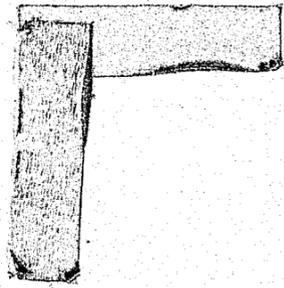
_____ yrs.	_____ mos.
------------	------------
10.

(01) _____ manslaughter	(11) _____ drug related
(02) _____ burglary	(12) _____ poss. of stolen goods
(03) _____ theft by taking	(13) _____ obstruction of justice
(04) _____ armed robbery	(14) _____ involuntary manslaughter
(05) _____ shoplifting	(15) _____ gambling
(06) _____ prostitution	(16) _____ robbery
(07) _____ forgery	(17) _____
(08) _____ assault	(18) _____
(09) _____ bad checks	(19) _____
(10) _____ car theft	(20) _____
	(99) _____ NA
12. Please indicate how many children you support financially.

(1) _____ one	(5) _____ five
(2) _____ two	(6) _____ six
(3) _____ three	(7) _____ over six
(4) _____ four	(8) _____ none
(1)	

13. Have you ever been to prison before?
 (1) yes (2) no
 If yes, please answer Items #13 through 21
 If no, skip to Item #22
14. For what offense(s) were you imprisoned (1st time)?
 (1) manslaughter (11) drug related
 (2) burglary (12) poss. of stolen goods
 (3) theft by taking (13) obstruction of justice
 (4) armed robbery (14) involuntary manslaughter
 (5) shoplifting (15) gambling
 (6) prostitution (16) robbery
 (7) forgery (17)
 (8) assault (18)
 (09) bad checks (19)
 (10) car theft (20)
 (99) NA
15. How long did you spend in prison (for the 1st offense)?
 CODER ONLY
 (1) 0 - 5 mos. 3 weeks
 (2) 6 mos. - 11 mos.
 (3) 1 - 2 yrs. 11 mos.
 (4) 3 - 4 yrs. 11 mos.
 (5) 5 - 9 yrs. 11 mos.
 (6) over 10 years
 (9) NA/DK
16. If imprisoned on a second occasion, please indicate for what offense(s).
 (01) manslaughter (11) drug related
 (02) burglary (12) poss. of stolen goods
 (03) theft by taking (13) obstruction of justice
 (04) armed robbery (14) involuntary manslaughter
 (05) shoplifting (15) gambling
 (06) prostitution (16) robbery
 (07) forgery (17)
 (08) assault (18)
 (09) bad checks (19)
 (10) car theft (20)
 (99) NA
17. How long did you spend in prison (for the 2nd offense)?
 CODER ONLY
 (1) 0 - 5 mos. 3 weeks
 (2) 6 mos. - 11 mos.
 (3) 1 - 2 yrs. 11 mos.
 (4) 3 - 4 yrs. 11 mos.
 (5) 5 - 9 yrs. 11 mos.
 (6) over 10 yrs.
 (9) NA/DK
18. If imprisoned before, please indicate how long you were out before next offense: (1st time)
 CODER ONLY
 (1) 0 - 5 mos. 3 weeks
 (2) 6 mos. - 11 mos.
 (3) 1 - 2 yrs. 11 mos.
 (4) 3 - 4 yrs. 11 mos.
 (5) 5 - 9 yrs. 11 mos.
 (6) over 10 years
 (9) NA/DK
19. If imprisoned before, please indicate how long you were out before next offense. (2nd time)
 CODER ONLY
 (1) 0 - 5 mos. 3 weeks
 (2) 6 mos. - 11 mos.
 (3) 1 - 2 yrs. 11 mos.
 (4) 3 - 4 yrs. 11 mos.
 (5) 5 - 9 yrs. 11 mos.
 (6) over 10 years
 (9) NA/DK

- ITEM
20. Have you been imprisoned before, please indicate how long for the 1st offense.
 CODER ONLY
 (1) 0 - 5 mos. 3 weeks
 (2) 6 mos. - 11 mos.
 (3) 1 - 2 yrs. 11 mos.
 (4) 3 - 4 yrs. 11 mos.
 (5) 5 - 9 yrs. 11 mos.
 (6) over 10 years
 (9) NA/DK
21. If you have been imprisoned before, please indicate how long for the 2nd offense.
 CODER ONLY
 (1) 0 - 5 mos. 3 weeks
 (2) 6 mos. - 11 mos.
 (3) 1 - 2 yrs. 11 mos.
 (4) 3 - 4 yrs. 11 mos.
 (5) 5 - 9 yrs. 11 mos.
 (6) over 10 years
 (9) NA/DK
22. Were you employed at the time your present offense was committed? Yes No
23. If yes to Item #22, please indicate the nature of your work.
 CODER ONLY
 01 non-skilled
 02 semi-skilled
 03 skilled
 04 professional
 05 labor
 06 clerical
 07 professional
 08 student
 09 housewife
 10 sales
 99 NA
24. What do you estimate your financial commitments per month at the time of your present offense?
 CODER ONLY
 01 Less than \$99
 02 100 - 199 per. mo.
 03 200 - 299 per. mo.
 04 300 - 399 per. mo.
 05 400 - 499 per. mo.
 06 500 - 599 per. mo.
 07 600 - 699 per. mo.
 08 700 - 799 per. mo.
 09 800 - 899 per. mo.
 10 900 - 999 per. mo.
 11 over 1,000 per. mo.
 99 NA/DK
25. Are you presently working? (1) yes (2) no
26. If yes, to Item 25, please indicate the nature of your work.
 CODER ONLY
 01 non-skilled
 02 semi-skilled
 03 skilled
 04 professional
 05 labor
 06 clerical
 07 professional
 08 student
 09 housewife
 10 sales
 99 NA



END