A Description of Work Release Job Placements from Massachusetts State Correctional Facilities During 1982

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Abstract

This study describes work release placements begun in 1982 from Massachusetts state facilities offering the program. The unit of analysis is the job placement rather than the individual working that job. If one individual has three jobs, the three job placements are counted separately. The placements are described in terms of which facility releases the inmate to work in the community, which employer category the job placement falls into, which job category the placement falls into, the number of hours worked per week, the hourly wage at entry into the placement, the hourly wage at the termination of the placement, the total number of days from entry to termination of the placement and an estimate of the total earnings for each job placement. A total of 837 placements were begun during 1982, by 619 individuals and by the end of data collection (August to September 1983) only 65 were still on the job.

*The most common employer categories were Trade, Manufacturing and Services.

*The most common job categories were Services, Semi-Skilled and Unskilled Labor.

*The mean number of hours worked per week was 38.

*The mean entry hourly wage was $4.47.

*The mean termination hourly wage was $4.61.

*The most common job termination types were still in work release at the same institution (seeking a new job), transferred to higher security, released with the job and transferred to another pre-release.

*The mean time on the job was 95 days.

*The estimated total earnings per inmate were $2415.

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INTRODUCTION

Over a decade of research in Massachusetts has shown community-based corrections to have a positive impact on post-release behavior. As one of the major activities of inmates on pre-release status, the contribution of the work release program is vital to the success of this community-based correctional program. A closer look at the work release component may contribute to an understanding of the functioning of pre-release programs as a whole.

The Department of Correction handbook, "An Overview of Pre-Release in Massachusetts" sets out three objectives of pre-release programs:

> To help ease the transition from the structured routine of prison life to the increased self-responsibility required in the community; to identify and assist in providing community resources to men and women returning to the community; and to assist men and women in planning for a successful, crime free life after their incarceration.

The work release program is set up in Massachusetts General Laws Chapter 127. Sections 48 through 49A empower the Commissioner of Correction to establish employment programs outside correctional facilities and to permit inmates within 18 months of parole eligibility to participate in these programs. Special recommendation of the facility superintendent and approval of the commissioner are required for inmates serving a life sentence or inmates guilty of person or sex offenses.

The program was first authorized in 1967 and begun on a limited basis in 1968 (LeClair, 1972a). It was substantially expanded by the Correction Reform Act of

1972 and is now offered at state-run facilities, at privately-run halfway houses contracted to the Department of Correction and at several county Houses of Correction.

The Departmental policy covering the state and contract facilities is 103 CMR 464, "Employment Programs Outside A Correctional Facility: Work Release." This policy authorizes work release for "employment, job interviews, meals in conjunction with the employment or job interviews and transportation to and from the place of employment." The classification staff of the facility assess the inmate's needs and makes recommendations as to employment, training and education based on that assessment. The superintendent must approve the recommendation of the classification staff.

Several criteria must be met involving the job: the inmate must be paid or be in volunteer training; any involved unions must be consulted; no employees must be displaced; wages and conditions must be at prevailing standards; the inmate may not be involved in a strike situation; and the inmate may not be employed by the Department of Correction. The inmate must be certified "medically fit" for the job and must be afforded aid with transportation if "necessary or desirable." The inmate is responsible for reporting changes in employment conditions and must receive advance approval to work overtime.

Several program-related restrictions also pertain. The inmate must submit a statement of earnings to the staff, with 15% of his gross wages going to reimburse the Commonwealth for upkeep. Any money ordered by courts in support of wife and child or money ordered by other public agencies must be set aside regularly from the inmate's wages, along with any voluntary savings and savings required by the facility.

In order to engage in self employment, the approval of the superintendent is required. The inmate must show proper experience, must satisfy license and tax laws, must conduct business off correctional property and must keep records and a telephone. The inmate must further show the financial capability to run a business.

The work release policy describes the information to be included on the inmate's Program Permit, a paper carried while away from the facility on work release. The program permit has the address and telephone of the employer, times leaving from and returning to the facility, times arriving at and departing from work, a schedule of locations while at work and the method of transportation to and from work. The permit further gives the name, address and telephone of the facility and specifies any special conditions set by the facility staff on the inmate.

Perhaps the most important and most revealing piece of information set out in the policy on work release is the emphasis on inmate accountability. Beyond the setting up of the freedoms implicit in work release and the restrictions necessary to maintain some measure of custody and supervision, the placing of accountability and responsibility on the inmate is at the heart of both work release and community corrections in general.

The differences between work release and other prison work programs are numerous. Work release jobs pay prevailing wages, other programs do not. Work release allows the offender some measure of freedom in choosing a job and a field, though this depends on the skills and the understanding of the job market of the particular offender as well as the efforts of the work release facility staff. Other programs depend largely on the needs of the institution for the types of jobs available and are more limited in scope. Work release is performed outside correctional facilities, while most other programs function inside institutions. (Some tightly supervised crews primarily from minimum security institutions work

away from the correctional premises but are transported to and from sites together in continual contact with a correction officer.) In contrast, the work release facility requires that at all times staff should know in advance where a work release participant can be located, if it becomes necessary. Above all, a the greater degree of responsibility is placed the on inmate by the work release program, though constant monitoring and frequent checks of the inmate's performance are made.

In order to gain a greater measure of understanding of the functioning of the work release program as described in these laws and policies, the present study will look at work release placements which were begun during 1982. The correctional policy cited above requires that facilities offering work release (state and contract) submit program rosters monthly to the Department of Correction Research Unit. Information gained by compiling these data and describing these placements may be of use to counselors recommending particular work release facilities to eligible offenders with particular skills. Vocational instructors may be provided some feedback on the sorts of jobs inmates obtained from various facilities.

LITERATURE REVIEW

This study differs somewhat from previous research in the work release area by focusing on placements rather than on individual inmates. In placing the present study in relation to previous research in this area, a brief look at some work release research should be useful for background purposes.

Regardless of the link between employment patterns and recidivism, information on work release job placements is necessary for the functioning of

these programs. Knowledge is being processed and used, whether the information is based on experience, hearsay or statistical tables. If information is not presented to correctional administrators empirically, then it is presented informally through other channels of information.

One thrust of research in this area has been directed at elaborating typologies of inmates who make the most of and the least of opportunities presented by work release (Brookhart et al., 1976; and Mark Richmond, cited in both Lebowitz, 1972 and Swanson,1973). Some descriptive research has focused on job-related legislative and administrative requirements, such as requiring employers to pay offenders prevailing wages or disallowing work release placements in industries involved in labor disputes (see Jeffery and Woolpert, 1974; and Swanson, 1973). Some work has been done on program attributes in relation to program success, looking at such attributes as selection criteria, methods of disbursing inmate funds, causes of revocation, mixing work release and parole in one setting, community-based or institutional housing, etc. (Swanson, 1973; and Johnson and Kotch, 1973).

Some work on the types of jobs offenders hold while on work release has centered on the skill levels of jobs and inmates. A number of researchers has recognized the need to fit the job to the inmate (Johnson, 1970; and Jeffery and Woolpert, 1974). While the "beneficial effect" of skilled offenders obtaining skilled jobs has been pointed out (Jeffery and Woolpert, 1974: 413) and higher skill levels of pre-incarceration jobs have been linked with the likelihood that the inmate will retain that same job as a work release placement (Johnson, 1967), the relationship between skill level and success may not be so straightforward.

In a study of 250 adult felon work release participants in Virginia, Brookhart et al. (1976) developed a linear predictive strategy using previous job experience

(prior to incarceration) as one indicator of success potential on work release. Interestingly, they found higher skill levels of pre-incarceration occupations related to unsuccessful program outcome. This study did not take into account the skill level of the work release placement itself, so that higher pre-incarceration skills mixed with lower work release job skill levels may produce a sense of frustration in the offender that defeats the purpose of the program.

Research on the effectiveness of work release programs has been held to be hampered by a lack of information on the types of jobs obtained by inmates while on work release (Jeffery and Woolpert, 1974: 413). In an article on alternative methods of meeting correctional problems, Lawrence A. Bennet (1973: 333-334) summarizes vocational program research findings in California and Washington: "Neither training nor getting jobs is related to recidivism." Posed thus, this argument may ultimately call into question the importance of any research into employment patterns.*

Elmer H. Johnson (1967) presents data on work release in North Carolina from 1957 to 1963. The program includes felons and misdemeanants, with participants having incurred a widely variable degree of separation from the community at the time of participation. Some misdemeanants had done little time away from a particular job, while some felons had not worked outside prison walls in years. This study focused on the inmate participant and included data on

* Perhaps it is as part of a total community corrections program that work release becomes more effective than the simple acquisition of skills and a job. LeClair (1983) documents reduced recidivism rates for pre-release participants over other releases in Massachusetts over a decade, 1971 to 1980. The majority of these would have participated in work release, so employment as an aspect of community corrections may hold an importance that employment alone lacks.

occupational categories and skill levels of participants' "major jobs." Johnson (1967: 7) points out that "skilled prisoners were the most likely to retain jobs held before conviction." This continuity in employment could help maximize reintegration efforts, especially if the same job were held after release. Such continuity may lend structure to the immediate post-release period.

Research into community programming has been a long-standing concern in Massachusetts. Carroll T. Miller (1970), in a study of the MCI-Concord "Day Work" (work release) program, gave a brief background sketch of the program and participants and described the entry process into the program. He reported 51 admissions from the inception of the program to September 24, 1969 and an average number in the program at any one time of 9 to 15 participants. The average length of stay for the 48 terminations (through February 28, 1970) was 13.9 weeks. The average weekly earnings were $89.15. A range of variables from four categories (Personal Background, Criminal History, Present Offense and Institutional Behavior) was used to determine which inmate types were more often accepted into the program.

Daniel P. LeClair (1972a) evaluated this same work release (day work) program. He compared recidivism rates of 78 successful program completers with two control samples, a non-work release base-expectancy sample of 306 previous releases and a sample of 68 inmates who had applied but had been turned down for the program. Program participants were compared (without reference to control groups) on the basis of post release outcome. LeClair found that men released with more than $400 in accumulated savings had a significantly higher recidivism rate than those released with $400 or less. The sample had a generally similar salary structure, so this finding was interpreted in terms of an interaction between

amount of savings and number of weeks spent in the work release program. The $400 in savings and a stay of 17 weeks or more in the program were found to be related to higher recidivism rates. The study included a cost-benefit analysis of the program which not only cost less than traditional incarceration, but actually resulted in a net financial gain.

Daniel P. LeClair (1972b) summarized research on work release programs in the United States. Included were evaluations of work release programs, recidivism studies and cost-benefit evaluations. Research was also summarized on community-based corrections programs, furlough evaluations and evaluations of various Massachusetts programs "that approach a community-based correctional model."

Chris Mackey (1975) published a statistical report covering the 1974 data on a variety of aspects of the community corrections system in Massachusetts. The report included two state pre-release centers and five contract houses, with average number of residents and average number of work, education and vocational training releases for each facility. He reported a total of 131 pre-release offenders in December 1974.

Paul A. Gilpin (1976) published a similar statistical report covering 1975 data on the community corrections system. That year there were three state pre-release centers and seven contract houses. He reported a total of 212 pre-release offenders in December 1974.

Ellen Chayet (1977) performed an evaluation of a unique "transition enterprise" which included pre-release clients and parolees in "training and community work experience." While this program was outside the on-going work release program, the pre-release status clients participated essentially as they

would have on work release. The unusual aspect of the "transitional enterprise" was its bringing together of 53 work release participants and parolees into four separate small businesses run by the inmates for profit, rather than having offenders employed individually by private business or public agencies.

Shari Wittenberg (1978) examined the "rehabilitative effectiveness" of work release at MCI-Concord, an institutional rather than a community-based program. She found that the recidivism rate of work release participants was significantly lower than their base expectancy calculated rate. Participants who had fewer court appearances and who had spent less time incarcerated were found to have lower recidivism rates. An analysis of characteristics distinguishing work release completers from non-completers revealed seven variables, centered on employment history and previous arrests, which Wittenberg used to profile non-completers for future use in classification decisions.

The present study will describe work release job placements made during 1982 by state-run facilities offering the program. As the focus of the description will be on placements rather than on individual participants, comparisons between this study and previous work will not be readily feasible. In this description, an individual who was placed in three jobs during 1982 will be counted as three placements, not as one individual.

This study will not attempt to develop inmate typologies or to describe fully administrative requirements of the work release programs. The present description will not focus primarily on program success, except as one way a particular placement may be terminated. Recidivism rates will not be developed.

In comparison to the studies described above, this study will include job titles of placements, similar to Johnson's occupational categories of "major jobs" and to

Jeffery and Woolpert's "skill levels" of work release jobs. These job titles will not be compared to previous occupations. The amount of time on the job will be examined, however, that is a very different variable than LeClair's time in the program. The focus on placements rather than participants means that during the individual's period of time in the program a number of jobs of varying lengths may be held. The wages of each placement will be examined but again, that is a different variable from LeClair's amount of savings. This reflects, in part, the emphasis on placements rather than individual offenders.

METHODOLOGY

Work release job placements made during 1982 will be described through the use of work release rosters submitted to the Department of Correction Research Unit by state-run facilities offering the program to inmates on pre-release status. Data from contract pre-release facilities were not included because work release rosters have not been submitted by them to the Department of Correction.

The facilities included in this study are Plymouth, Warwick, Shirley, Lancaster, Boston State, South Middlesex, Park Drive and Norfolk Pre-Release. Plymouth, Warwick, Shirley and Lancaster are mixed minimum/pre-release institutional-based housing. Boston State, South Middlesex, Park Drive and Norfolk Pre-Release are community-based pre-release only housing. Comparisons between individual facilities will be made for these work release variables: Employer Category, Job Category, Hours Worked per Week, Entry Wage per Hour, Termination Wage per Hour, Termination Type and Time on the Job Placement.

By using individual placements as the unit of analysis rather than individual

inmates, it is possible that one inmate may hold several jobs during the time period under study. These jobs may even come from different releasing facilities, an inmate working one job at one facility and then, after transfer, working a second job at a second facility.

By defining the placements under study as all those begun during 1982, some job placements which are carried on through 1982 are excluded while some which are predominantly during 1983 are included. For example, a placement begun on 12-31-81 is not counted, even if the job continued through all of 1982. In contrast, a placement begun on 12-31-82 is counted, even though only one day of that job is within calendar year 1982.

The work release rosters (see Appendix A) are submitted by state facilities on a monthly basis. They are divided into two sections, admissions and terminations. The admissions section includes inmate name and commitment number, employer name and address, job title, entry date, starting hours per week, good time deductions and entry wage per hour. Good time deductions (days off sentence per month of program participation) are generally standard with few deviations on the number of days deducted per month of each job placement. Total good time deductions for any given placement would be 2.5 days multiplied by number of months the placement lasted. The termination section has inmate name and commitment number; employer name; and termination date, wage, type and comments. Included in this section is a code for reason for termination. The job title and number of hours worked per week could change during the course of a given job placement without any indication being present in the termination section of the work release rosters. The only indication of job related changes during the placement is through change in wages.

To determine the employer category of the job placements, the name of the employer was taken from the work release rosters. The type of work the company name suggested was then categorized using the Standard Industrial Classification Code (see Appendix B). Generally, only the ten "Division" Classifications were used, as the more specific "Major Group" classifications were too detailed for use with the data on the rosters. The "Wholesale Trade" division was combined with the "Retail Trade" division to form one "Trade" classification group. The lack of work release placements in the "Mining" division led to its exclusion, leaving eight classification divisions and an "Unclassifiable" category. The 50 unclassifiable employers were eliminated from the ensuing analysis of employer categories. These groupings remain: Agriculture (including Forestry and Fishing); Construction; Manufacturing; Transportation (including Communications and Utilities); Trade (Wholesale and Retail); Finance (including Real Estate and Insurance); Services; and Public Administration.

The job category of the placements derives from the job titles on the work release rosters. The classification scheme is a simplified version of the "Hamburger Code" (Appendix C). The categories used are similar to Census Bureau categories and are compatible with employment background data kept on file for inmates of Massachusetts facilities. The job category is known only at entry and not at termination of a placement. It is possible, therefore, that changes in a position while at one company could be overlooked by the nature of the data.

Examples of Skilled Labor are "printer," "carpenter" and "mechanic." Semi-Skilled Labor includes "machine operator," "roofer" and "miller." Unskilled Labor is typically titled "laborer." Professionals are typically "programmer" or "programmer instructor." Semi-professionals include "workshop advocate" and

more commonly, "counselor." Management includes "assistant manager" and "manager." Clerical including sales, includes "clerk," "administrative assistant," "salesman" and "purchasing agent." Service encompasses a broad range, such as "dishwasher," "janitor," delivery person," and truck driver." Agriculture includes such titles as "bogworker" and "peacher." Along with these categories of jobs, there were two placements with unknown job titles, both of which will be excluded from the findings.

The job category and employment category require a further comment. Both involve some subjective judgement in transferring individual employer names and job titles into usable categories. There may be some confusion in interpreting the meaning of these categories. Both jobs and employers contain a "Service" category. It is possible for an employee to hold a job with a "Service" title (janitor, etc.) working for an employer in the "Transportation" economic sector. It is possible for an employee to hold a job with a "Semi-Professional" title (counselor, etc.) working for an employer in the "Public Administration" sector of the economy. It is neither necessary nor implied that job categories match up with employer categories, though that does happen.

With regard to employer category, the "Division" groupings were generally broad enough to permit classification of employer names into one or another division. However, with the job category, a second level of uncertainty emerges. While the job titles were generally more clearly classifiable into occupational groups than the employer, a certain amount of doubt lingers about the actual duties associated with particular jobs at particular employers. Are the duties performed by a machine operator at employer A the same as those at employer B? The data do not give job descriptions and simply cannot answer this question. The limitations inherent in the work release roster data arise from its design. The

rosters' purpose is primarily to track work release participants and secondarily to provide data for research.

The number of hours worked per week, the entry wage and termination wage are taken directly from the work release rosters. The number of hours worked is present on the rosters only at entry into a placement, not at termination. It is expected that there would be some variability in the number of hours worked at different times throughout the placement, but the rosters do not record the data in such detail.

Statistical tests on the variables Hours Worked, Entry Wage, Termination Wage and Job Time were performed using analysis of variance. A posteriori contrast tests were done which compared all possible pairs of groups means and constructed statistically homogeneous subsets. The difference between the means of the groups was significant at the .05 level, using the "LSD" least significant difference test (similar to the "Student's T" test between groups means). Significant differences are noted where applicable.

The type of termination is taken from the "termination code" elaborated in the termination section of the work release rosters. To that termination code a few additions were made in order to cover terminations added onto roster forms. These were classified into 6 categories: Released with a Job; Released without a Job; Still in Work Release at the Same Institution; Transferred to another Pre-Release Facility; Returned to Higher Security; and Escape. The "same institution" termination means that the placement was terminated but that the inmate, instead of being transferred or released, began looking for another placement. Excluded from these categories are one unknown termination type, three "Other" termination types and 65 placements not terminated at all (still on the job at the end of data collection).

The work release rosters include an open-ended space for termination comments. This space is used primarily to specify receiving institutions in the case of termination by transfer. Since not all terminations are by transfer, the majority of the job types will not have termination comments. Those that do will be used to explain the termination types more fully.

Time on the job placement is determined by the number of days from entry to termination, including week days and weekends, regardless of which days were actually worked. This is a measure of days and does not take into account hours worked per week. By the end of data collection, only 65 placements had not been terminated. Their time on the job could conceivably have ranged anywhere from 9 to 21 months. Those 65 still on the job have been excluded from analyses of time on the job. These 65 represent eight percent of the total sample. Their elimination from the analysis brings the mean time on the job down, as they are all over the 95 day mean for the total sample. This underestimation should be kept in mind when interpreting time on the job, a variable which should be considered a conservative estimate.

The elimination from the analysis of job placements still on the job may affect the change in wages. The change in wages over the course of a single placement is taken as an indicator of job growth in general. Since these 65 placements are among the longest in the study, some of the highest magnitude wage changes may be missed in this data. So the growth in wages in job placements may be underestimated as well.

Other types of job growth are not measured at all. Changes in responsibilities, duties, hours or job title cannot be gathered from this data. The compilation of the placements into individual work release histories could give an indication of the individual's progress through several jobs, each increasing in pay, hours or responsibilities.

These data were coded and placed on file with the Massachusetts State College Computer Network. A series of cross-tabulations and frequency runs were done to present and describe the data.

FINDINGS

During 1982, 837 job placements were begun by 619 individuals, for an average of 1.35 placements per participant. One individual had six jobs. Of the 837 job placements begun in 1982, 321 (38%) were made from institutions with a mixed population of minimum security inmates and inmates on pre-release status. Only those on pre-release are eligible for participation in work release, so that only a portion of the inmate population is eligible at any given time. Pre-release only facilities with no minimum security inmates (excluding those assigned to the facility as cadre), accounted for 516 (62%) of 1982 placements. Plymouth, Warwick, Shirley and Lancaster are mixed minimum and pre-release institutions. South Middlesex, Norfolk Pre-Release, Boston State and Park Drive are pre-release only facilities.

Comparisons with State Employer Categories

In placing the work release data in perspective, Tables 1 and 2 give employment data for the state as a whole. Table 1 details the projected changes in employer categories from 1980 to 1990. Table 2 gives 1981 data for number of establishments and number and percentage of the labor force by employer category. Table 3 presents 1982 work release placements by employer category.

A comparison of the data from Table 1 with the data from Table 3 may yield some picture of how well work release fits in with the changes ancticipated in the economy by 1990. According to Table 1, the greatest growth will occur in these

employer categories: Services with 140, 250 new jobs (17.5%); Trade with 78, 650 jobs (13.7%); Manufacturing with 65,500 jobs (9.7%); Finance with 26,400 jobs (16.6%); and Construction with 17,350 jobs (22.4%). Collapsing these five categories into a high growth grouping, it becomes possible to look at the percentages of work release placements made in high growth sectors of the economy. Plymouth had 53% of its placements in the high growth sectors, Warwick 100%, Shirley 93%, Lancaster 91%, Boston State 96%, South Middlesex 92%, Park Drive 90% and Norfolk Pre-Release had 90% in high growth sectors. The overall percentage for total work release placements was 90%. The three categories with the highest projected growth in numbers, (Services, Trade and Manufacturing) were also the three categories comprising the highest percentages of work release placements. Only Plymouth, with its unusually high percentage of Agricultural placements, broke the pattern. The local economy there may be more in line with the facility's placement pattern than with the overall state pattern.

A comparison of the data from Table 2 with the data from Table 3, while mixing 1981 and 1982 figures, should still yield generally good results. Work release had higher percentages than state totals in Agriculture (5% to 0.7%), Construction (11% to 3.5%) and Trade (29% to 26%). Work release had about the same percentages in Mining (0% to 0.1%), Manufacturing (29% to 29.8%) and Transportation (5% to 5.2%) and lower percentages in Finance (1% to 7.1%) and Services (20% to 27.6%). Public Administration, which formed one percent of work release placements in 1982, is not included among the 1981 state employment figures in Table 2. Table 1 presents Public Administration at 7.1% of total 1980 employment, so work release placements were lower in that economic sector as well.

In the economic sectors described above as high growth, work release exceeded state proportions in Construction and Trade and lagged only slightly in Manufacturing and Services. Only the Finance sector saw work release lagging by a large amount. As only 7.1% of the state employment was in Finance, it may not be a serious drawback. It may further be unrealistic to expect inmates to possess the proper skills or to expect vocational programs to provide training for significant employment in this sector. A further bias could be that private business concerns handling finances are more reluctant to hire offenders in jobs where they would perhaps be responsible for large amounts of money.

Comparisons with State Job Categories

In placing the job category work release data in perspective, Table 4 gives employment figures for the state as a whole, actual 1980 and projected 1990 data. Some growth is expected for each occupational groups, with an overall growth of 336 thousand jobs or 11.9% from 1980 to 1990. The occupational groups experiencing the largest growth are projected to be Professional with 107 thousand (18.9%) new jobs, Service with 73 thousand (16.6%) and Sales/Clerical with 85 thousand (11.3%) new jobs.

There are some problems with comparing some of the categories in Table 4 with the job categories of 1982 work release placements presented in Table 5. The categories of "Craft and Kindred" and "Operatives" (Table 4) do not line up perfectly with "Skilled" and Semi-Skilled" labor (Table 5). For instance a truck driver could be a "Skilled" "Operative," while a carpenter's helper could be a "Semi-Skilled" "Craft and Kindred" worker. Despite these problems, it is apparent that work release jobs do not reflect statewide employment patterns as a whole.

Combining the Professional and Semi-Professional Categories from Table 5 yields 3% of 1982 work release jobs in a category where statewide jobs are expected to rise over the decade from 20.2% to 21.4% of the total. Managers accounted for 1% of work release but 9.5% of the 1980 state total. Clerical (including sales) accounted for 7% of work release but 26.7% of the 1980 state total. "Craft and Kindred Workers" in Table 4, corresponding roughly to "Skilled Manual" Labor in Table 5, accounted for 9.9% of the state total but only 6% of work release. Semi-Skilled labor, corresponding to "Operatives" in Table 4, accounted for 26% of work release and 13.2% of state totals. Unskilled Labor, "Laborers except Farm" in Table 5, accounted for 22% of work release and 4.6% of state totals. Service accounted for 30% of work release and 15.7% of state totals. "Farmers" or Agriculture accounted for 4% of work release and 0.4% of state totals. The pattern here seems to be that work release had a higher percentage of placements in relatively low skill job categories in comparison to state totals.

In terms of the occupations projected to experience the highest growth from 1980 to 1990 (Professional, Service and Sales/Clerical), work release placed 40% of its jobs in these categories. Total state employment in these categories was 62.6% in 1980 and was projected to be 64.3% by 1990. The smallest of these total state categories, Service (16%) was the largest (30%) of the 3 work release categories, accounting for most of the placements in high growth categories.

It may seem unrealistic to expect significant numbers of offenders to obtain work release placements in professional or management positions. Of the few offenders who did obtain these sorts of jobs, several professionals had apparently benefited from computer-related vocational programs, while others gave no clue as to job skills. Vocational and educational programs aimed at preparing inmates for jobs of this sort may be aimed at too small a population of inmates to be feasible.

Hours Worked Per Week by Releasing Facility

Table 6 presents hours worked per week by releasing facility. The number of hours ranged from 8 to 84 hours per week with a mean of 38 hours.

Shirley had the lowest average number of hours worked per week, 36. This was significantly lower than the mean for each other institution except South Middlesex and Park Drive. The middle group, consisting of South Middlesex, Park Drive, Boston State, Lancaster and Warwick, ranged in mean number of hours worked from 38 to 40 hours per week. There were statistical differences, however they amount to only an hour or so per week. Plymouth, with a mean of 45 hours per week, was significantly higher than all other institutions.

While the differences between the hours worked at Shirley and the institutions in the middle group may be less serious, the difference between hours worked at Plymouth and at Shirley was 8.7 hours per week. Assuming a similar wage, a similar number of days on the job and a similar variation in the hours over the time on the job, this difference could add up to a considerable amount of money over the course of a given job placement.

Wages by Releasing Facility

Table 7 presents entry wage per hour by releasing facility. The entry wages ranged from $3.00 to $15.30, with an overall mean of $4.47.

There were three entry wage groups. The group with the lowest mean entry wage consisted of Shirley, Norfolk Pre-Release, South Middlesex, Plymouth and Lancaster. Their mean entry wages ranged from $3.89 to $4.22. The middle group consisted only of Boston State ($4.84). The highest group consisted of Park Drive ($5.36) and Warwick ($5.60). These groupings were all statistically significant.

The difference in wage means between the highest, Warwick, and the lowest, Shirley, was $1.71. Assuming the similarity of other factors (hours per week, time on the job) and a similarity of change in wages while on the job, this difference could amount to a considerable sum of money over the course of a work release placement.

Table 8 presents termination wage per hour by releasing facility. The termination wages ranged from $3.35 to $14.71 with an overall mean of $4.61.

The termination wage, like the entry wage, can be broken down into three groups. The group with the lowest mean termination wages consisted of Shirley Norfolk Pre-Release, South Middlesex and Plymouth. Their mean wages ranged from $4.10 to $4.39 per hour. The only difference between this group and the lowest mean entry wage group is the relative position of Plymouth, whose wages grew enough to place it higher than Lancaster. The middle grouping, like the entry wage group, consisted only of Boston State ($5.06). While it is lower than Warwick, the difference is not statistically significant. The highest group was Warwick ($5.39) and Park Drive ($5.54). Except for the lack of a significant difference between Boston State and Warwick, all other differences were statistically significant.

The change in wage means from entry to termination of a placement shows a curious quirk when broken down by releasing facility. While the gain in the total wage mean is $0.14 and the gain ranges from $0.03 (South Middlesex) to $0.23 (Plymouth and Boston State), the wages at Warwick actually fell by $0.21. The explanation is that one higher paying placement at Warwick was not terminated during data collection and there was little growth in the other placements, bringing the mean down. Discounting the unterminated placements, it is clear that very

little growth in wages was experienced during most placements from any of the facilities. The focus here on placments misses an important aspect of individual progress: getting better jobs. This analysis cannot determine the extent to which growth in wages and job responsibility is gained from subsequent placements.

Termination Type by Releasing Facility

Table 9 presents the type of termination by releasing facility. Of the total number of placements, 17% were released (parole and discharge) and continued working at the work release job they held at the time of termination. The facilities which exceeded that percentage were Lancaster (35%), Norfolk Pre-Release (30%) and Plymouth (26%). The facilities roughly matching that figure were Shirley (16%) and South Middlesex (18%). Boston State (12%) fell somewhat below while Warwick (3%) and Park Drive (4%) fell considerably below the percentage of total placements released with jobs. Retaining the work release job after release can be a particularly positive result, indicating that an element of stability has been afforded in the initial phases of release.

Of all placements, 6% were released without continuing in their work release job. Warwick (10%), Shirley (11%) and Lancaster (32%) exceeded that percentage, South Middlesex approached and the remaining facilities fell below it.

The data give no indication of the length of time the offender retained the job after release. The meaning of these data is unclear. The stability of the transition to life on the outside that is suggested when inmates continue work release jobs may not be as enduring or as strong as these figures suggest. The facilities releasing a higher percentage of inmates with jobs could be receiving more inmates who are released to that area. They could be placing inmates in jobs

which give the inmate incentive to remain. Inmates may as a matter of course claim that job as their parole reference. Or in some cases, the information may be recorded in this way as a matter of course. Both Plymouth and Norfolk Pre-Release reported high percentages of releases with jobs and no releases without jobs. Lancaster, with high percentages of both types, seems to have a population unusually likely to be terminated by release.

Of the total placements, 36% were terminated from the job but remained in work release at the same institution. Warwick (73%) and South Middlesex (50%) exceed the total percentage, Lancaster (12%) fell below and the remaining facilities approximated the total percentage.

The importance of this type of termination cannot be overlooked as an indicator of the types of jobs offenders obtain. Interesting are the high percentages for Warwick and South Middlesex. This could be due to the nature of the local job market, or to a high incidence of short-term, seasonal and temporary work. The low percentage of in-program terminations at Lancaster is another indication of possible differences between either the program, the locale or the type of inmate there and at other facilities.

Of the total placements, 16% were terminated by transfer to another pre-release facility. Only Boston State (20%) and Park Drive (41%) exceeded that percentage, Plymouth (15%) approached it and the remaining facilities fell below.

The location of Boston State and Park Drive within the Boston SMSA may facilitate the movement of inmates from state pre-release to contract houses (most of which are also within the Boston SMSA). It may be that inmates are transferred to these two Boston area pre-release centers as a typical step toward an eventual transfer to a contract house. Termination comments for 124 transfers

to pre-release showed 108 (87%) to contract houses and 16 (13%) to other state pre-release facilities.

Of the total terminations, 21% were terminated by transfer to higher security. Plymouth (26%), Shirley (26%) and Boston State (30%) exceeded that percentage. Warwick (7%), Lancaster (16%) and South Middlesex (12%) were below, while Park Drive (18%) and Norfolk Pre-Release (21%) approached or equaled the total percentage.

The data give no indication of the time spent in this pre-release facility or whether the inmate had been in pre-release at another facility prior to this placement. So it may be that some facilities return higher percentages of inmates because those inmates are new to pre-release and have not yet adjusted to the new set of freedoms and expectations of pre-release. Perhaps some facilities are less apt to overlook first mistakes and minor infractions. Whether the differences are due to inmate or program characteristics, they seem clearly to exist. Termination comments for 136 returns to higher security listed one to Walpole, 128 to Concord, one to Norfolk and three to Framingham. Additionally, one was sent to a "County" facility and two were sent for "D-Reports."

Of the total number of placements terminated, 5% were for escape. Shirley (4%) Boston State (6%), South Middlesex (7%) each approximated the total percentage. Plymouth had one (2%) escape; Warwick and Lancaster had none.

Time on the Job by Releasing Facility

Table 10 presents time on the job by releasing facility. The job times ranged from 0 to 532 days, with an overall mean of 95 days.

There were three groupings of number of days on the job. The lowest group

consisted solely of Warwick. With a mean of 49 days on the job, Warwick was significantly lower than all other facilities in this variable. The next group had a range of 87 to 90 mean days on the job and included Shirley, Park Drive, Boston State and South Middlesex. The highest group included Lancaster (117 days), Norfolk Pre-Release (124) and Plymouth (126). Statistically, Lancaster is not significantly higher than all of the middle group, however Norfolk Pre-Release and Plymouth are.

The difference between the highest, Plymouth and the lowest, Warwick, was 77 days. One fundamental difference in the jobs available at different institutions is highlighted here: a job held over a period of time should afford the inmate an opportunity to develop and strengthen ties to the community. The nature of the local job market probably comes into play here, with temporary and seasonal work more common in some areas than in others. On the other hand, experience at different jobs and at job hunting may be of value to the inmate in ways as important as the stability of working one job for a longer period of time.

Estimated Total Earnings by Releasing Facility

The total earnings may be estimated by averaging entry and termination wage means, multiplying by mean number of hours worked per week and multiplying by mean number of weeks on the job. There are drawbacks to this estimation, as the averaged wage may not accurately reflect the actual wages paid over the placement and the number of hours is insensitive to any change at all. In spite of these limitations, an estimate for the total is $2415. An estimate for Warwick $1540, Shirley $1786, South Middlesex $1970, Boston State $2451, Park Drive $2609, Lancaster $2787, Norfolk Pre-Released $2891, and Plymouth $3467.

Plymouth, Lancaster, Boston State, Park Drive and Norfolk Pre-Release are all above the total. Warwick, Shirley and South Middlesex are below.

Wage by Employer Category

Table 11 presents the entry wage per hour by employer category. The entry wages ranged from $3.00 to $15.30 with an overall mean of $4.43.

The mean entry wages can be broken down into three groups. The group with the lowest mean entry wage included Trade, Finance and Agriculture. The means ranged from $3.83 to $3.99 per hour. The middle group, with means from $4.18 to $4.60, included Manufacturing, Services, Public Administration and Transportation. Statistically, Transportation was significantly higher than Trade. The other differences were not found statistically significant. The highest group consisted solely of Construction, with a mean of $7.02, significantly higher than the entry wage for all other categories.

Table 12 presents the termination wage per hour by employer category. The termination wages ranged from $3.35 to $14.71 with an overall mean of $4.58.

The termination wages, like the entry wages, fell into three categories. The lowest consisted of Trade ($3.96) and Agriculture ($4.02). The middle group ranged from $4.33 to $4.69 per hour and included Manufacturing, Services, Public Administration, Finance and Transportation. While the two groups are very different from the two lower entry wage groups, the only statistically significant difference was again between Trade and Transportation. Construction was again alone in the highest grouping. The mean termination wage of $7.13 was, like the mean entry wage, significantly higher than the wages in all other categories.

The raise in mean wages from entry to termination of placement was $0.15 for the total sample. The raise in wages ranged from $0.03 in Agriculture to $0.49 in Finance. The raise in wages changed the composition of the lower two groups, but only the high raises in Finance changed the relative order of the employer categories. Finance rose from second lowest to third highest employer category in wages. While there were too few jobs in Finance to draw definitive conclusions, their growth in wages could indicate that jobs in this employer category develop to a greater degree than do jobs in other employer categories.

Termination Type by Employer Category

The overall pattern of termination types in Table 13 was approximated for each of the employer categories except Agriculture, Finance and Public Administration. The Finance and Public Administration categories were too small for any meaningful conclusions to be drawn. Agriculture had predominantly terminations in which the work release participant remained in the program at the same institution. Much of the agricultural work was seasonal, such as picking apples, and the workers were terminated when the work was done.

For the other categories, there were variations, but the general pattern held true. So the impact of the employer category on the termination type seems to be negligible with the exception of the agricultural, often seasonal, category.

Time on the Job by Employer Category

Table 14 presents the time on the job by employer category. The job time ranged from 0 to 532 days, with an overall mean of 95 days.

The job time means fell into three categories. The group with the lowest mean time on the job consisted of Agriculture (65 days) and Construction (76 days). The middle group ranged from 94 to 102 days and included Trade, Manufacturing, Services and Public Administration. The group with the highest mean time on the job included Finance (115 days) and Transportation (136 days). Though they are broken down into three categories, the only statistically significant difference was that Transportation was higher than Agriculture, Construction, Trade, Manufacturing and Services.

The difference between the means of the highest employer category, Transportation, and the lowest, Agriculture, was 71 days. Here again the question of strengthening the inmate's ties to the community must be raised. Does working one job for four and a half months have more reintegrative value for the inmate than jobs lasting for two months apiece? Perhaps the value of the shorter duration jobs lies in getting the offender into a work environment, from which he can find a job that requires a longer commitment. It may be that the brief jobs are used as first or early jobs where the inmate can get used to working with less pressure than if the job were meant to be permanent.

Estimated Total Earnings by Employer Category

Estimating total earnings by multiplying the average of entry and termination wage means by mean number of hours worked per week by mean number of weeks on a particular placement yields an overall figure of $2399 per placement. Agriculture had an estimated $1488, Trade $1881, Services $2219, Manufacturing $2369, Public Administration $2377, Finance $2491, Construction $3164, and Transportation with $3781. Agriculture, Manufacturing, Trade and Services had estimates lower than the total while Construction, Transport, Finance and Public Administration had higher estimates.

Wages by Job Category

Table 15 presents the entry wage per hour by job category. The entry wages ranged from $3.00 to $15.30 with an overall mean of $4.47.

The entry wage means could be broken down into four groups. The group with the lowest mean entry wages included Agriculture, Services and Clerical with a range of $3.98 to $4.04 per hour. The next group was made up of Semi-Professional, Management and Semi-Skilled Labor with a range of $4.32 to $4.49 per hour. Though broken down into two groups, statistically there were no differences between these two groups. The third group consisted of Unskilled Labor ($5.05) and Skilled Labor ($5.47). Unskilled Labor was significantly higher than Agriculture through Clerical, while Skilled Labor was higher than Agriculture through Semi-Professional. The fourth and highest group consisted solely of Professional ($7.63). This group mean was not significantly higher than Skilled Manual but was statistically higher than all other job categories. The difference between the mean entry wage of the highest category, Professional ($7.63), and the lowest category Agriculture ($3.98), was $3.65. Over the course of a work release placement this large a difference could amount to a considerable sum of money.

Table 16 presents the termination wage per hour by job category. The termination wages ranged from $3.35 to $14.71 with an overall mean of $4.61. A single placement in the Professional category was terminated through the end of data collection, and that termination wage was not known. So the Professional category is excluded from the analysis of termination wages.

Termination wage, like entry wage, may be broken down into four groups. The group with the lowest means, ranging from $3.98 to $4.27, included Agriculture, Services and Clerical. The next group consisted of Semi-Professional

($4.57) and Semi-Skilled Labor ($4.63). There were no statistical differences between these two groups. The third group included Management ($5.20) and Unskilled Labor ($5.20). Due to the small numbers in the category, Management was not significantly higher than the lower categories. Unskilled Labor, however, was significantly higher than the first group: Agriculture, Services and Clerical. The highest group consisted solely of Skilled Labor ($5.75) which was significantly higher than the first two groups: Agriculture through Semi-Skilled Labor. The difference between the termination wage means of the highest category, Skilled Labor ($5.75), and the lowest category, Agriculture ($3.98), was $1.77, potentially a considerable sum if the difference had held over the course of the placement.

The raise in wages from entry to termination of placement was $0.14 for the total. The raise in wages ranged from none in Agriculture to $0.86 in Management. The substantially higher mean wages at termination of Management jobs gave that category a higher relative position within the homogeneous subsets cited above. The Professional category was not used in determining changes in wages as termination wages for that category could not be established. Clearly, from these data, growth in wages was not uniform across job categories. As change in wages is the only indicator of job development in the work release rosters, one preliminary conclusion is that those jobs with higher wage growth may develop in other ways as well. Jobs in Management, while too few to warrant definite conclusions, brought a mean wage increase of $0.86 over the course of a placement and perhaps developed in other important way, more fully than jobs in Services with a $0.06 mean wage increase.

Termination Type by Job Category

The overall pattern of termination types when broken down by job categories in Table 17 was reflected in the termination type pattern of each individual job category except Professional, Semi-Professional, Management and Agriculture. Agriculture clearly had predominantly in-program terminations. Semi-Professionals seem to indicate a pattern where releases with jobs and in-program types were less important, while transfers to pre-release and higher security were more important than in the overall pattern. Yet the Semi-Professional category was too small to take this variation as definitive. The Professional and Management categories were too small to draw even tentative conclusions. As the numbers in these categories grow, the similarity to the total pattern may well increase.

For the remaining categories, the variations did not throw them out of the general overall pattern. So, with one exception and several indefinite categories, the impact of the job category on the types of termination of those jobs seemed to be minimal.

Time on the Job by Job Category

Table 18 presents time on the job by job category. The job time ranged from 0 to 532 days, with an overall mean of 95 days.

The job time fell into four categories. The lowest included Agriculture (66 days) and Unskilled Labor (71). The next group was made up of Services, Semi-Professional and Semi-Skilled Labor with a range of 96 to 102 days. The third group consisted of Clerical, Skilled Labor and Management and ranged from 116 to 142 days. The highest group had a single job category, Professional, with a single

placement of 330 days duration. Though the means for individual categories ranged from 66 days for Agriculture to 330 days for Professional jobs, the differences were not found to be statistically significant. The small numbers in such categories as Professional and Management render their high mean number of days tentative conclusions. As the numbers in each category grow, it cannot be anticipated that they would do anything other than tend toward the overall pattern.

Estimated Total Earnings by Job Category

By multiplying the average of the entry and termination wage means by the number of hours worked per week by the number of weeks on the job, earnings were estimated for the total of all placements by job category to be $2415. The estimates were for Agriculture $1496, for Services $1988, for Unskilled Labor $2048, for Semi-Professional $2159, for Semi-Skilled $2596, for Clerical $2693, for Management $3962 and for Skilled Manual $4107. The Professional category had only one termination. The wage was unknown, but even using the mean entry wage (lower than the average used above), the one Professional termination earned at least $11,500. This was nearly three times the estimated earnings of the next highest job category. Professional and Management estimates can only be considered tentative due to the small numbers in those categories.

Termination Wage by Termination Type

Table 19 presents the termination wage broken down by the termination type. The wage ranged from $3.35 to $14.71 with an overall mean of $4.61. There were no statistical differences between any groups, lending evidence to the argument that wages have no impact on the type of termination. Escapes actually had the highest mean termination wage.

Time on the Job by Termination Type

Table 20 presents time on the job by termination type, with time ranging from 0 to 532 days and with an overall mean of 95 days. Three statistically distinct groups emerged: Transferred to Higher Security and Still In Program made up the lowest; Transferred to Pre-Release, Released with Job and Escape made up the middle group; and Released without Job alone constituted the highest subgroup. So the time on the job was statistically indistinguishable within each of these three groups, while the groups were significantly different from each other. Length of time spent on a particular placement is not equivalent to length of time in the program. Logically, it makes sense that returns should be sent back to higher security within a relatively short time period. It makes futher sense that temporary or seasonal work should have short job times and result in In-Program teminations. However, the statistical difference of the Released without Job category is less straightforward. Inmates released without continuing to work on their work release job averaged five months on that job.

CONCLUSION

During 1982, 837 work release job placements were made from state facilities. All but 65 of those placements had been terminated by the end of data collection.

The placements were compared with Massachusetts state figures and compared across the employment categories, releasing facilities and job categories of the placements. Included in these comparisons were wages at entry and

termination, number of hours worked per week, type of termination, time on the job and estimated total earnings.

Comparisons with State Figures

Work release data were compared with state data to discover how job and employer categories lined up and whether work release had a high percentage of "high growth" job and employer category placements. The five employer categories projected statewide to show the greatest growth (Services, Trade, Manufacturing, Finance and Construction) are important employers for work release as well. The overall percentage of work release in these high growth categories was 90%. Of the categories, only Finance is of minimal importance for work release. Of the releasing facilities, all but Plymouth had 90% or higher in these high growth sectors.

Comparisons to see how the work release employer categories matched with state totals had to use 1981 state and 1982 work release data. Work release was found higher in Agriculture, Construction and Trade. Work release was lower in Transportation, Finances, Services and Public Administration.

Comparisons to see how the work release job categories lined up with statewide job categories met with some problems in comparing Skilled and Semi-Skilled Labor. Despite these problems, work release could clearly be seen to differ from statewide employment patterns. Work release is higher in Semi-Skilled, Unskilled Labor, Agriculture and Service occupations. Of these, only Service is projected to be a high growth job category statewide. The pattern seems to show work release with higher percentages in relative low skill job categories.

Releasing Facility

In this section, findings will be grouped to form individual pictures of each facility.

Plymouth. The most common employer categories were Agriculture (37%) and Trade (18%); the most common job categories were Agriculture (37%) and Unskilled Labor (16%). The average number of hours worked per week was 45. The average entry wage was $4.16; the average termination wage was $4.39. The average time on the job was 126 days. The most common termination type was In-Program (31%), and the estimated total earnings were $3467.

Warwick. The most common employer category was Manufacturing (72%); the most common job category was Unskilled Labor (74%). The average number of hours worked per week was 40. The average entry wage was $5.60; the average termination wage was $5.39. The average time on the job was 49 days. The most common termination type was In-Program (73%), and the estimated total earnings were $1540.

Shirley. The most common employer categories were Manufacturing (58%) and Trade (22%); the most common job categories were Semi-Skilled Labor (58%) and Services (17%). The average number of hours worked per week was 36. The average entry wage was $3.89; the average termination wage was $4.10. The average time on the job ws 87 days. The most common termination type was In-Program (33%), and the estimated total earnings were $1786.

Lancaster. The most common employer category was Manufacturing (77%); the most common job category was Semi-Skilled Labor (59%). The average number of hours worked per week was 39. The average entry wage was $4.22; the average

termination wage was $4.34. The average time on the job was 117 days. The most common termination types were Released with Jobs (35%) and Released without Job (32%), and the estimated total earnings were $2787.

Boston State. The most common employer categories were Trade (36%), Services (31%) and Construction (19%); the most common job categories were Unskilled Labor (31%) and Services (31%). The average number of hours worked per week was 39. The average entry wage was $4.84; the average termination wage was $5.06. The average time on the job was 89 days. The most common termination types were In-Program (31%) and Returned to Higher Security (30%). The estimated total earnings were $2451.

South Middlesex. The most common employer categories were Trade (49%), Manufacturing (21%) and Services (15%). The most common job categories were Services (55%) and Semi-Skilled Labor (21%). The average number of hours worked per week was 38. The average entry wage was $4.14; the average termination wage was $4.17. The average time on the job was 90 days. The most common termination type was In-Program (50%), and the estimated total earnings were $1970.

Park Drive. The most common employer categories were Services (32%), Trade (26%) and Construction (24%). The most common job categories were Unskilled Labor (35%) and Services (32%). The average number of hours worked per week was 38. The average entry wage was $5.36; the average termination wage was $5.54. The mean time on the job was 88 days. The most common termination types were Transferred to Pre-release (41%) and In-Program (32%). The estimated total earnings were $2609.

Norfolk Pre-Release. The most common employer categories were Trade (37%) and Services (31%). The most common job categories were Services (42%) and Unskilled Labor (25%). The mean number of hours worked per week was 40. The mean entry wage was $4.04; the mean termination wage ws $4.12. The average time on the job was 124 days. The most common termination types were In-Program (33%) and Released with Job (30%). Estimated total earnings were $2891.

Employer Category

In this section, findings are grouped to give a picture of each individual employer category.

Agriculture. The average entry wage was $3.99; the average termination wage was $4.02. The most common termination type was In-Program (69%). The mean time on the job was 65 days, and the estimated total earnings were $1488.

Construction. The mean entry wage was $7.02; the mean termination wage was $7.13. The most common termination type was In-Program (32%). The mean time on the job was 76 days, and the estimated total earnings were $3164.

Manufacturing. The mean entry wage was $4.18; the mean termination wage was $4.33. The most common temination type was In-Program (31%). The average time on the job was 97 days, and the estimated total earnings were $2369.

Transportation. The mean entry wage was $4.60; the mean termination wage was $4.69. The most common termination type was In-Program (38%). The average time on the job was 136 days, and the estimated total earnings were $3781.

Trade. The average entry wage was $3.83; the average termination wage was $3.96. The most common termination type was In-Program (40%). The mean time on the job was 94 days, and the estimated total earnings were $1881.

Finance. The mean entry wage was $3.98; the mean termination wage was $4.47. The most common termination types were In-Program (33%) and Transfer to Pre-Release (33%). The average time on the job was 115 days, and the estimated total earnings were $2491. The small number of finance job placements renders these conclusions preliminary.

Services. The average entry wage was $4.22; the average termination wage was $4.34. The most common termination type was In-Program (33%). The mean time on the job was 101 days, and the estimated total earnings were $2219.

Public Administration. The mean entry wage was $4.34; the mean termination wage was $4.45. The most common termination type was In-Program (50%). The mean time on the job was 102 days, and the estimated total earnings were $2377. The small number of Public Administration placements renders these conclusions tentative.

Job Category

In this section the data are arranged to present a picture of each individual job category.

Skilled Labor. The mean entry wage was $5.47; the mean termination wage was $5.75. The most common termination type was In-Program (28%). The mean time on the job was 128 days, and the estimated total earnings were $4107.

Semi-Skilled Labor. The mean entry wage was $4.49; the mean termination wage was $4.63. The most common termination type was In-Program (29%). The mean time on the job was 102 days, and the estimated total earnings were $2596.

Unskilled Labor. The mean entry wage was $5.05; the mean termination wage was $5.20. The most common temination type was In-Program (38%). The mean time on the job was 70 days, and the estimated total earnings were $2048.

Professional. The mean entry wage was $7.63; the mean termination wage was not applicable. The only termination was Transferred to Pre-Release. The time on the job for that termination was 330 days and an estimate of total earnings using mean entry wage (less than the averages used for the other categories) was $11,500. The small number of professional placements renders these conclusions preliminary.

Semi-Professional. The mean entry wage was $4.32; the mean termination wage was $4.57. The most common termination types were Return to Higher Security (35%) and In-Program (29%). The average time on the job was 100 days, and the estimated total earnings were $2159.

Management. The mean entry wage was $4.34; the mean termination wage was $5.20. The most common termination type was Return to Higher Security (67%). The mean time on the job was 142 days, and the estimated total earnings were $3962. The small number of Management placements renders these conclusions tentative.

Clerical. The mean entry wage was $4.04; the mean termination wage was $4.27. The most common termination type was In-Program (30%). The average time on the job was 116 days, and the estimated total earnings were $2693.

Services. The mean entry wage was $4.00; the mean termination wage was $4.06. The most common termination type was In-Program (40%). The average time on the job was 96 days, and the estimated total earnings were $1988.

Agriculture. The mean entry and termination wage was $3.98. The most common termination type was In-Program (71%). The average time on the job was 66 days, and the estimated total earnings were $1496.

Tables

Table 1

Massachusetts
Wage and Salary Employment in
Major Industry Group
1980, 1981 and Projected 1990

Industry Group	Employment 1980	1981	1990	Net Change 1980-90	Percent Change 1980-90
Agriculture, Forestry and Fishing	14,450	14,500	14,750	300	2.1
Mining	1,000	1,000	1,000	0	0.0
Construction	77,500	78,950	94,850	17,350	22.4
Manufacturing	677,250	670,000	742,800	65,500	9.7
Transport. Comm. and Utilities	142,400	142,250	139,550	-2,850	-2.0
Wholesale and Retail Trade	573,400	579,900	652,050	78,650	13.7
Finance, Insurance and Real Estate	158,600	164,950	185,000	26,400	16.6
Services	803,400	816,550	943,650	140,250	17.5
Government	201,300	193,200	192,800	-8,500	-4.2
Total Wage and Salary	**2,649,350**	**2,661,350**	**2,966,450**	**317,100**	**12.0**

Source: "Massachusetts Employment: Projected Changes 1980 to 1990"; Massachusetts Division of Employment Security; Mary Ellen Steller and Susan Rico; 1982; Page 4.

Table 2

Massachusetts
Private Wage and Salary Employment
by Major Industry Group

Industry Group	Number of Establishments	Employment Number	Employment Percent
Agriculture, Forestry	2,143	14,625	(0.7)
Mining	87	1,015	(0.1)
Construction	12,160	79,285	(3.5)
Manufacturing	10,581	668,984	(29.8)
Transport, Comm. and Utilities	4,581	116,547	(5.2)
Wholesale and Retail Trade	43,745	582,451	(26.0)
Finance, Insurance, and Real Estate	8,545	159,570	(7.1)
Services	39,558	617,988	(27.6)
Total	**121,400**	**2,240,464**	**(100)**

Source: "Industrial Profile: Massachusetts and Labor Market Areas 1981;" Massachusetts Division of Employment Security; David R Farmer; March 1983; Pages 53-54.

Table 3

Employer Category by Releasing Facility

Releasing Facility

Employer Category	Plymouth		Warwick		Shirley		Lancaster		Boston State		South Middlesex		Park Drive		Norfolk Pre-Release		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Agriculture	23	(37)	0	(0)	10	(7)	1	(1)	1	(1)	2	(1)	0	(0)	0	(0)	37	(5)
Construction	6	(10)	5	(17)	5	(3)	0	(0)	28	(19)	11	(7)	28	(24)	7	(12)	90	(11)
Manufac-turing	6	(10)	21	(72)	85	(58)	55	(77)	13	(9)	33	(21)	8	(7)	5	(8)	226	(29)
Transpor-tation	7	(11)	0	(0)	0	(0)	2	(3)	7	(5)	10	(6)	9	(8)	3	(5)	38	(5)
Trade	11	(18)	2	(7)	32	(22)	1	(1)	53	(36)	77	(49)	30	(26)	22	(37)	228	(29)
Finance	3	(5)	0	(0)	0	(0)	0	(0)	1	(1)	0	(0)	1	(1)	1	(2)	6	(1)
Services	6	(10)	1	(3)	14	(10)	9	(13)	46	(31)	23	(15)	37	(32)	18	(31)	154	(20)
Public Admin.	0	(0)	0	(0)	0	(0)	3	(4)	0	(0)	0	(0)	2	(2)	3	(5)	8	(1)
Total	**62**	**(100)**	**29**	**(100)**	**146**	**(100)**	**71**	**(100)**	**149**	**(100)**	**156**	**(100)**	**115**	**(100)**	**59**	**(100)**	**787**	**(100)**

Table 4

**Massachusetts Employment
by Major Occupational Group
1980 and Projected 1990**

Occupational Group	1980 Number (Thousands)	1980 Percent	1990 Number (Thousands)	1990 Percent
Professional, Technical &Kindred	567	(20.2)	674	(21.4)
Managers	267	(9.5)	290	(9.2)
Sales Workers	179	(6.4)	200	(6.4)
Clerical Workers	571	(20.3)	635	(20.2)
Craft and Kindred Workers	278	(9.9)	304	(9.7)
Operatives	370	(13.2)	387	(12.3)
Laborers, except Farm	129	(4.6)	133	(4.2)
Service Workers	441	(15.7)	514	(16.3)
Farmers and Farm Workers	10	(0.4)	11	(0.3)
Total	**2,812**	**(100)***	**3,148**	**(100)**

Source "Occupations in Massachusetts: Projected Changes 1980 to 1990;" Massachusetts Division of Employment Security; Mary-Ellen Steller and Parker Hastings; May 1983; Page 4.

***Total percentage greater than 100.0%.**

Table 5

Job Category by Releasing Facility

Releasing Facility

Job Category	Plymouth		Warwick		Shirley		Lancaster		Boston State		South Middlesex		Park Drive		Norfolk Pre-Release		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Skilled Labor	8	(13)	3	(10)	11	(7)	0	(0)	9	(6)	4	(3)	13	(10)	3	(5)	51	(6)
Semi-Skilled Labor	9	(14)	3	(10)	87	(58)	44	(59)	17	(10)	34	(21)	18	(14)	8	(13)	220	(26)
Unskilled Labor	10	(16)	23	(74)	11	(7)	9	(12)	50	(31)	19	(12)	45	(35)	16	(25)	183	(22)
Professional	0	(0)	0	(0)	0	(0)	0	(0)	1	(1)	0	(0)	0	(0)	0	(0)	2	(0)
Semi-Professional	0	(0)	0	(0)	3	(2)	8	(11)	9	(6)	0	(0)	3	(2)	2	(3)	25	(3)
Management	0	(0)	0	(0)	1	(1)	0	(0)	3	(2)	2	(1)	1	(1)	1	(2)	8	(1)
Clerical	4	(6)	0	(0)	3	(2)	4	(5)	22	(13)	9	(6)	8	(6)	7	(11)	58	(7)
Services	9	(14)	1	(3)	25	(17)	9	(12)	51	(31)	88	(55)	42	(32)	27	(42)	252	(30)
Agri-culture	23	(37)	1	(3)	10	(7)	0	(0)	1	(1)	2	(1)	0	(0)	0	(0)	36	(4)
Total	**63**	**(100)**	**31**	**(100)**	**151**	**(100)**	**74**	**(100)**	**163**	**(100)**	**159**	**(100)**	**130**	**(100)**	**64**	**(100)**	**835**	**(100)**

Table 6

Hours Worked Per Week by Releasing Facility

Releasing Facility

Number of Hours	Plymouth		Warwick		Shirley		Lancaster		Boston State		South Middle		Park Drive		Norfolk Pre-Release		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Perce
Under 20	0	(0)	0	(0)	1	(1)	2	(3)	7	(4)	7	(4)	7	(5)	1	(2)	25	(3)
20-29	0	(0)	1	(3)	25	(17)	3	(4)	12	(7)	14	(9)	11	(8)	3	(5)	69	(8)
30-39	7	(11)	0	(0)	15	(10)	4	(5)	5	(4)	25	(16)	10	(8)	1	(2)	68	(8)
40-49	47	(75)	30	(97)	107	(72)	55	(75)	137	(85)	88	(56)	93	(72)	56	(88)	613	(74)
50 and Over	7	(11)	0	(0)	0	(0)	2	(3)	0	(0)	1	(0)	5	(4)	3	(2)	18	(2)
Part-Time	0	(0)	0	(0)	0	(0)	6	(8)	0	(0)	0	(0)	0	(0)	0	(0)	6	(1)
Varies	2	(3)	0	(0)	0	(0)	1	(1)	0	(0)	0	(15)	4	(3)	0	(0)	30	(4)
Total	**63**	**(100)**	**31**	**(100)**	**148**	**(100)**	**73**	**(100)**	**162**	**(100)**	**158**	**(100)**	**130**	**(100)**	**64**	**(100)**	**829**	**(100**
Mean Number of Hours	**45**		**40**		**36**		**39**		**39**		**38**		**38**		**40**		**39**	

Table 7

Entry Wage by Releasing Facility

Releasing Facility

Wage Per Hour	Plymouth		Warwick		Shirley		Lancaster		Boston State		South Middlesex		Park Drive		Norfolk Pre-Release		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Below Minimum Wage	1	(2)	0	(0)	1	(1)	0	(0)	0	(0)	1	(1)	0	(0)	0	(0)	3	(0)
$3.35-3.99	15	(24)	8	(26)	102	(71)	10	(14)	41	(27)	91	(58)	47	(38)	33	(52)	347	(43)
$4.00-4.99	43	(68)	17	(55)	31	(22)	57	(78)	58	(38)	38	(24)	36	(29)	20	(31)	300	(37)
$5.00-5.99	2	(3)	1	(3)	5	(4)	4	(6)	27	(18)	13	(8)	13	(10)	6	(9)	71	(9)
$6.00-6.99	0	(0)	0	(0)	3	(2)	1	(1)	12	(8)	8	(5)	8	(6)	4	(6)	36	(4)
$7.00-7.99	0	(0)	0	(0)	0	(0)	1	(1)	5	(3)	3	(2)	2	(2)	1	(2)	12	(2)
$8.00-9.99	2	(3)	0	(0)	0	(0)	0	(0)	3	(2)	1	(1)	3	(2)	0	(0)	9	(1)
$10.00-11.99	0	(0)	0	(0)	1	(1)	0	(0)	3	(2)	0	(0)	1	(1)	0	(0)	5	(1)
$12.00 and Over	0	(0)	5	(16)	1	(1)	0	(0)	4	(3)	1	(1)	15	(12)	0	(0)	16	(3)
Total	**63**	**(100)**	**31**	**(100)**	**144**	**(100)**	**73**	**(100)**	**153**	**(100)**	**156**	**(100)**	**125**	**(100)**	**64**	**(100)**	**809**	**(100)**
Mean	**$4.16**		**$5.60**		**$3.89**		**$4.22**		**$4.84**		**$4.14**		**$5.36**		**$4.04**		**$4.47**	

Table 8

Termination Wage by Releasing Facility

Releasing Facility

Wage Per Hour	Plymouth		Warwick		Shirley		Lancaster		Boston State		South Middlesex		Park Drive		Norfolk Pre-Release		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
$3.35-3.99	10	(17)	8	(28)	82	(59)	6	(11)	20	(14)	88	(61)	39	(35)	27	(47)	280	(38)
$4.00-4.99	40	(67)	16	(55)	41	(29)	42	(78)	49	(35)	33	(23)	31	(27)	19	(33)	271	(37)
$5.00-5.99	8	(13)	1	(3)	10	(7)	5	(9)	41	(29)	8	(6)	14	(12)	5	(9)	92	(12)
$6.00-6.99	0	(0)	0	(0)	3	(2)	1	(2)	18	(13)	10	(7)	8	(7)	5	(9)	45	(6)
$7.00-7.99	0	(0)	0	(0)	1	(1)	0	(0)	5	(4)	2	(1)	2	(2)	1	(2)	11	(1)
$8.00-9.99	2	(3)	0	(0)	0	(0)	0	(0)	2	(1)	2	(1)	3	(3)	0	(0)	9	(1)
$10.00-11.99	0	(0)	0	(0)	1	(1)	0	(0)	3	(2)	0	(0)	0	(0)	0	(0)	4	(1)
$12.00 and Over	0	(0)	4	(14)	1	(1)	0	(0)	3	(2)	1	(1)	16	(14)	0	(0)	25	(3)
Total	**60**	**(100)**	**29**	**(100)**	**139**	**(100)**	**54**	**(100)**	**141**	**(100)**	**144**	**(100)**	**113**	**(100)**	**57**	**(100)**	**737**	**(100)**
Mean	**$4.39**		**$5.39**		**$4.10**		**$4.34**		**$5.06**		**$4.17**		**$5.54**		**$4.12**		**$4.61**	

Table 9

Termination Type by Releasing Facility

Releasing Facility

Type of Termination	Plymouth		Warwick		Shirley		Lancaster		Boston State		South Middlesex		Park Drive		Norfolk Pre-Release		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percen
Release with Job																		
Parole to Same Job	16	(26)	1	(3)	21	(15)	19	(33)	14	(9)	25	(16)	3	(3)	17	(30)	116	(15)
Discharge to Same Job	0	(0)	0	(0)	1	(1)	1	(2)	5	(3)	2	(1)	2	(2)	0	(0)	11	(1)
Subtotal	**16**	**(26)**	**1**	**(3)**	**22**	**(16)**	**20**	**(35)**	**19**	**(12)**	**27**	**(18)**	**5**	**(4)**	**17**	**(30)**	**127**	**(17)**
Release without Job																		
Parole	0	(0)	2	(7)	10	(7)	17	(30)	1	(1)	4	(3)	1	(1)	0	(0)	35	(5)
Discharge	0	(0)	1	(3)	6	(4)	1	(2)	1	(1)	3	(2)	0	(0)	0	(0)	12	(2)
Subtotal	**0**	**(0)**	**3**	**(10)**	**16**	**(11)**	**18**	**(32)**	**2**	**(1)**	**7**	**(5)**	**1**	**(1)**	**0**	**(0)**	**47**	**(6)**
In Program																		
Fired	1	(2)	1	(3)	10	(7)	0	(0)	3	(2)	9	(6)	4	(3)	1	(2)	29	(4)
Job Change	3	(5)	4	(13)	0	(0)	2	(4)	27	(18)	1	(1)	4	(3)	11	(19)	52	(7)
Quit	0	(0)	0	(0)	11	(8)	5	(9)	5	(3)	26	(17)	7	(6)	1	(2)	55	(7)
Laid Off	15	(25)	17	(57)	25	(18)	0	(0)	12	(8)	40	(26)	23	(19)	7	(12)	139	(18)
Subtotal	**19**	**(31)**	**22**	**(73)**	**46**	**(33)**	**7**	**(12)**	**47**	**(31)**	**76**	**(50)**	**38**	**(32)**	**19**	**(33)**	**275**	**(36)**
Transfer to Pre-Release																		
Subtotal	**9**	**(15)**	**2**	**(7)**	**13**	**(9)**	**3**	**(5)**	**30**	**(20)**	**13**	**(9)**	**49**	**(41)**	**4**	**(7)**	**123**	**(16)**

Table 9

Termination Type by Releasing Facility
(Continued)

Type of Termination	Plymouth		Warwick		Shirley		Lancaster		Boston State		South Middlesex		Park Drive		Norfolk Pre-Release		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percen
Transfer to Higher Security																		
Removed From Program	3	(5)	2	(7)	4	(3)	0	(0)	5	(3)	17	(11)	4	(3)	3	(5)	38	(5)
New Arrest	0	(0)	0	(0)	0	(0)	0	(0)	5	(3)	0	(0)	0	(0)	0	(0)	5	(1)
Higher Custody Requested	10	(16)	0	(0)	33	(24)	9	(16)	35	(23)	0	(0)	17	(14)	9	(16)	113	(15)
Return	1	(2)	0	(0)	0	(0)	0	(0)	0	(0)	2	(1)	0	(0)	0	(0)	3	(0)
Return Temporary	2	(3)	0	(0)	0	(0)	0	(0)	0	(0)	0	(0)	0	(0)	0	(0)	2	(0)
Subtotal	**16**	**(26)**	**2**	**(7)**	**37**	**(26)**	**9**	**(16)**	**45**	**(30)**	**19**	**(12)**	**21**	**(18)**	**12**	**(21)**	**161**	**(21)**
Escape																		
Work Release Escape	1	(2)	0	(0)	4	(3)	0	(0)	7	(5)	6	(4)	3	(3)	4	(7)	25	(3)
Other Escape	0	(0)	0	(0)	2	(1)	0	(0)	2	(1)	4	(3)	2	(2)	0	(0)	10	(1)
Subtotal	**1**	**(2)**	**0**	**(0)**	**6**	**(4)**	**0**	**(0)**	**9**	**(6)**	**10**	**(7)**	**5**	**(4)**	**4**	**(7)**	**35**	**(5)**
Total	**61**	**(100)**	**30**	**(100)**	**140**	**(100)**	**57**	**(100)**	**152**	**(100)**	**152**	**(100)**	**119**	**(100)**	**57**	**(100)**	**768**	**(100)**

Releasing Facility

Table 10

Time on The Job by Releasing Facility

Time on The Job	Releasing Facility																	
	Plymouth		Warwick		Shirley		Lancaster		Boston State		South Middlesex		Park Drive		Norfolk Pre-Release		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 2 Weeks	5	(8)	7	(23)	30	(20)	2	(3)	13	(8)	30	(19)	28	(22)	3	(5)	118	(14)
2-4 Weeks	5	(8)	6	(19)	11	(7)	2	(3)	19	(12)	15	(9)	12	(9)	6	(9)	76	(9)
1-2 Months	12	(19)	8	(26)	20	(13)	13	(17)	42	(26)	32	(20)	19	(15)	11	(17)	157	(19)
2-4 Months	19	(30)	6	(19)	43	(28)	14	(19)	37	(23)	30	(19)	28	(22)	12	(19)	189	(23)
4-6 Months	4	(6)	2	(6)	15	(10)	9	(12)	19	(12)	17	(11)	15	(12)	10	(16)	91	(11)
6-9 Months	8	(13)	1	(3)	14	(9)	15	(20)	12	(7)	19	(12)	10	(8)	10	(16)	89	(11)
9 Months - 1 Year	3	(5)	0	(0)	5	(3)	2	(3)	9	(6)	6	(4)	8	(6)	1	(2)	34	(4)
Over 1 Year	5	(8)	0	(0)	3	(2)	0	(0)	2	(1)	3	(2)	1	(1)	4	(6)	18	(2)
Still on The Job	2	(3)	1	(3)	11	(7)	18	(24)	10	(6)	7	(4)	9	(7)	7	(11)	65	(8)
Total	63	(100)	31	(100)	152	(100)	75	(100)	163	(100)	159	(100)	130	(100)	64	(100)	837	(100)
Mean Number of Days*	**126**		**49**		**87**		**117**		**89**		**90**		**88**		**124**		**95**	

*Excludes those "Still on the Job".

Table 11

Entry Wage by Employer Category

Employer Category

Wage Per Hour	Agriculture		Construction		Manufacturing		Transportation		Trade		Finance		Services		Public Administration		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Perc
Below Minimum Wage	0	(0)	1	(1)	1	(0)	1	(3)	0	(0)	0	(0)	0	(0)	0	(0)	3	(0
$3.35-3.99	10	(29)	8	(9)	85	(38)	15	(39)	143	(66)	3	(50)	59	(41)	6	(75)	329	(4
$4.00-4.99	24	(71)	25	(28)	115	(52)	11	(29)	55	(25)	2	(33)	56	(39)	0	(0)	288	(3
$5.00-5.99	0	(0)	17	(19)	7	(3)	6	(16)	14	(6)	1	(17)	19	(13)	0	(0)	64	(8
$6.00-6.99	0	(0)	6	(7)	9	(4)	1	(3)	4	(2)	0	(0)	7	(5)	1	(13)	28	(4
$7.00-7.99	0	(0)	4	(4)	2	(1)	2	(5)	1	(0)	0	(0)	3	(2)	0	(0)	12	(2
$8.00-9.99	0	(0)	4	(4)	1	(0)	1	(3)	1	(0)	0	(0)	1	(1)	1	(13)	9	(1
$10.00-11.99	0	(0)	5	(6)	0	(0)	0	(0)	0	(0)	0	(0)	0	(0)	0	(0)	5	(1
$12.00 and Over	0	(0)	20	(22)	1	(0)	1	(3)	0	(0)	0	(0)	0	(0)	0	(0)	22	(3
Total	**34**	**(100)**	**90**	**(100)**	**221**	**(100)**	**38**	**(100)**	**218**	**(100)**	**6**	**(100)**	**145**	**(100)**	**8**	**(100)**	**760**	**(10**
Mean	**$3.99**		**$7.02**		**$4.18**		**$4.60**		**$3.83**		**$3.98**		**$4.22**		**$4.34**		**$4.43**	

Table 12

Termination Wage by Employer Category

Employer Category

Wage Per Hour	Agriculture		Construction		Manufacturing		Transportation		Trade		Finance		Services		Public Administration		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
$3.35-3.99	10	(30)	7	(8)	68	(34)	14	(44)	116	(58)	1	(17)	45	(35)	5	(62)	266	(38)
$4.00-4.99	22	(67)	22	(25)	105	(52)	5	(16)	54	(27)	3	(50)	47	(36)	1	(13)	259	(37)
$5.00-5.99	1	(3)	17	(20)	14	(7)	9	(28)	22	(11)	1	(17)	25	(19)	0	(0)	89	(13)
$6.00-6.99	0	(0)	8	(9)	9	(4)	1	(3)	5	(2)	1	(17)	12	(9)	1	(13)	37	(5)
$7.00-7.99	0	(0)	3	(3)	3	(1)	2	(6)	2	(1)	0	(0)	1	(1)	0	(0)	11	(2)
$8.00-9.99	0	(0)	6	(7)	1	(0)	0	(0)	1	(1)	0	(0)	0	(0)	1	(13)	9	(1)
$10.00-11.99	0	(0)	4	(5)	0	(0)	0	(0)	0	(0)	0	(0)	0	(0)	0	(0)	4	(1)
$12.00 and Over	0	(0)	20	(23)	1	(0)	1	(3)	0	(0)	0	(0)	0	(0	0	(0)	22	(3)
Total	**33**	**(100)**	**87**	**(100)**	**201**	**(100)**	**32**	**(100)**	**200**	**(100)**	**6**	**(100)**	**130**	**(100)**	**8**	**(100)**	**697**	**(100)**
Mean	**$4.02**		**$7.13**		**$4.33**		**$4.69**		**$3.96**		**$4.47**		**$4.34**		**$4.45**		**$4.58**	

Table 13

Termination Type by Employer Category

Termination Type	Agriculture		Construction		Manufacturing		Transportation		Trade		Finance		Services		Public Administration		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Release With Job	7	(19)	9	(10)	44	(22)	8	(24)	31	(15)	1	(17)	21	(15)	1	(13)	122	(17)
Release Without Job	0	(0)	2	(2)	27	(13)	0	(0)	11	(5)	0	(0)	6	(4)	1	(13)	47	(6)
Remained in Program at Facility	25	(69)	28	(32)	63	(31)	13	(38)	86	(40)	2	(33)	45	(33)	4	(50)	266	(37)
Transferred to Pre-Release	1	(3)	20	(23)	14	(7)	8	(24)	36	(17)	2	(33)	26	(19)	2	(25)	104	(15)
Transferred to Higher Security	2	(6)	22	(25)	49	(24)	5	(15)	36	(17)	1	(17)	35	(25)	0	(0)	150	(21)
Escape	1	(3)	6	(7)	7	(3)	0	(0)	13	(6)	0	(0)	5	(4)	0	(0)	32	(4)
Total	**36**	**(100)**	**87**	**(100)**	**204**	**(100)**	**34**	**(100)**	**213**	**(100)**	**6**	**(100)**	**138**	**(100)**	**8**	**(100)**	**726**	**(100)**

Employer Category

Table 14

Time on the Job by Employer Category

Time on The Job	Agriculture		Construction		Manufacturing		Transportation		Trade		Finance		Services		Public Administration		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percen
Under 2 Weeks	13	(36)	13	(36)	26	(13)	3	(9)	36	(17)	2	(33)	17	(12)	0	(0)	110	(15)
2-4 Weeks	2	(6)	17	(20)	16	(8)	4	(11)	19	(9)	1	(17)	14	(10)	0	(0)	73	(10)
1-2 Months	7	(19)	14	(16)	40	(20)	6	(17)	46	(21)	0	(0)	33	(24)	2	(25)	148	(20)
2-4 Months	7	(19)	26	(30)	58	(28)	10	(29)	45	(21)	2	(33)	27	(19)	4	(50)	179	(25)
4-6 Months	3	(8)	4	(5)	27	(13)	2	(6)	27	(13)	0	(0)	22	(16)	1	(13)	86	(12)
6-9 Months	3	(8)	10	(11)	25	(12)	2	(6)	28	(13)	0	(0)	16	(12)	0	(0)	84	(12)
9 Months - 1 Year	1	(3)	2	(2)	9	(4)	6	(17)	9	(4)	0	(0)	4	(3)	1	(13)	32	(4)
Over 1 Year	0	(0)	1	(1)	4	(2)	2	(6)	4	(2)	1	(17)	6	(4)	0	(0)	18	(2)
Total	**36**	**(100)**	**87**	**(100)**	**205**	**(100)**	**35**	**(100)**	**214**	**(100)**	**6**	**(100)**	**139**	**(100)**	**8**	**(100)**	**730**	**(100)**
Mean Number of Days	**65**		**76**		**97**		**136**		**94**		**115**		**101**		**102**		**95**	

Employer Category

Table 15

Entry Wage by Job Category

Wage Per Hour	Job Category: Skilled N	%	Semi Skilled Labor N	%	Unskilled Labor N	%	Professional N	%	Semi-Professional N	%	Management N	%	Clerical N	%	Service N	%	Agriculture N	%	Total N	%
Below Minimum Wage	0	(0)	1	(0)	1	(1)	0	(0)	0	(0)	0	(0)	0	(0)	1	(0)	0	(0)	3	(0)
$3.35-3.99	13	(28)	82	(38)	65	(36)	0	(0)	5	(25)	3	(38)	22	(44)	147	(59)	10	(30)	347	(43)
$4.00-4.99	13	(28)	95	(44)	66	(36)	0	(0)	10	(50)	3	(38)	22	(44)	68	(27)	23	(70)	300	(37)
$5.00-5.99	9	(19)	15	(7)	15	(8)	0	(0)	5	(25)	1	(13)	3	(6)	22	(9)	0	(0)	70	(9)
$6.00-6.99	5	(11)	9	(4)	13	(7)	0	(0)	0	(0)	1	(13)	2	(4)	6	(2)	0	(0)	36	(4)
$7.00-7.99	1	(2)	4	(2)	2	(1)	1	(50)	0	(0)	0	(0)	1	(2)	3	(1)	0	(0)	12	(1)
$8.00-9.99	2	(4)	3	(1)	1	(1)	1	(50)	0	(0)	0	(0)	0	(0)	2	(1)	0	(0)	9	(1)
$10.00-$11.99	0	(0)	0	(0)	5	(3)	0	(0)	0	(0)	0	(0)	0	(0)	0	(0)	0	(0)	5	(1)
$12.00 and Over	4	(9)	6	(3)	15	(8)	0	(0)	0	(0)	0	(0)	0	(0)	1	(0)	0	(0)	26	(3)
Total	47	(100)	215	(100)	183	(100)	2	(100)	20	(100)	8	(100)	50	(100)	250	(100)	33	(100)	808	(100)
Mean	**$5.47**		**$4.49**		**$5.05**		**$7.63**		**$4.32**		**$4.34**		**$4.04**		**$4.00**		**$3.98**		**$4.47**	

Table 16

Termination Wage by Job Category

Wage Per Hour	Job Category: Skilled Labor		Semi-Skilled Labor		Unskilled Labor		Semi-Professional		Management		Clerical		Service		Agriculture		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
$3.35-3.99	7	(15)	66	(34)	55	(32)	1	(8)	2	(33)	17	(37)	122	(54)	10	(31)	280	(38)
$4.00-4.99	16	(35)	86	(44)	59	(35)	6	(46)	1	(17)	16	(35)	65	(29)	22	(69)	271	(37)
$5.00-5.99	10	(22)	20	(10)	18	(11)	6	(46)	1	(17)	9	(20)	27	(12)	0	(0)	91	(12)
$6.00-6.99	6	(13)	11	(6)	17	(10)	0	(0)	1	(17)	3	(7)	7	(3)	0	(0)	45	(6)
$7.00-7.99	1	(2)	4	(2)	2	(1)	0	(0)	0	(0)	1	(2)	3	(1)	0	(0)	11	(1)
$8.00-9.99	2	(4)	5	(3)	1	(1)	0	(0)	1	(17)	0	(0)	0	(0)	0	(0)	9	(1)
$10.00-11.99	0	(0)	0	(0)	4	(2)	0	(0)	0	(0)	0	(0)	0	(0)	0	(0)	4	(1)
$12.00 and Over	4	(9)	5	(3)	15	(9)	0	(0)	0	(0)	0	(0)	1	(0)	0	(0)	25	(3)
Total	**46**	**(100)**	**197**	**(100)**	**171**	**(100)**	**13**	**(100)**	**6**	**(100)**	**46**	**(100)**	**225**	**(100)**	**32**	**(100)**	**736**	**(100)**
Mean	**$5.75**		**$4.63**		**$5.20**		**$4.57**		**$5.20**		**$4.27**		**$4.06**		**$3.98**		**$4.61**	

Table 17

Termination Type by Job Category

Termination Type	Skilled Labor N	%	Semi-Skilled Labor N	%	Unskilled Labor N	%	Professional N	%	Semi-Professional N	%	Management N	%	Clerical N	%	Service N	%	Agriculture N	%	Total N	%
Release with Job	12	(24)	39	(20)	26	(15)	0	(0)	1	(6)	1	(17)	9	(17)	33	(14)	6	(17)	127	(17)
Release Without Job	3	(6)	24	(12)	4	(2)	0	(0)	1	(6)	0	(0)	2	(4)	12	(5)	0	(0)	46	(6)
Remain in Program at Institution	14	(28)	58	(29)	65	(38)	0	(0)	4	(24)	0	(0)	16	(30)	93	(40)	25	(71)	275	(36)
Transferred to Pre-Release	8	(16)	25	(13)	28	(16)	1	(100)	5	(29)	1	(17)	10	(19)	44	(19)	1	(3)	123	(16)
Transferred to Higher Security	12	(24)	46	(23)	39	(23)	0	(0)	6	(35)	4	(67)	13	(25)	38	(16)	2	(6)	160	(21)
Escape	1	(2)	7	(4)	10	(6)	0	(0)	0	(0)	0	(0)	3	(6)	13	(6)	1	(3)	35	(5)
Total	50	(100)	199	(100)	172	(100)	1	(100)	17	(100)	6	(100)	53	(100)	233	(100)	35	(100)	766	(100)

Job Category

Table 18
Time on the Job by Job Category

Time on The Job	Job Category: Skilled Labor N	%	Semi-Skilled Labor N	%	Unskilled Labor N	%	Professional N	%	Semi Professional N	%	Management N	%	Clerical N	%	Services N	%	Agriculture N	%	Total N	%
Under 2 Weeks	10	(20)	21	(10)	34	(20)	0	(0)	1	(6)	0	(0)	5	(9)	33	(14)	13	(37)	117	(15)
2-4 Weeks	3	(6)	15	(7)	30	(17)	0	(0)	3	(18)	0	(0)	3	(6)	20	(9)	2	(6)	76	(10)
1-2 Months	9	(18)	36	(18)	32	(19)	0	(0)	3	(18)	2	(33)	12	(22)	57	(24)	6	(17)	157	(20)
2-4 Months	13	(26)	62	(31)	40	(23)	0	(0)	3	(18)	1	(17)	12	(22)	50	(21)	7	(20)	188	(24)
4-6 Months	2	(4)	26	(13)	22	(13)	0	(0)	3	(18)	1	(17)	6	(11)	28	(12)	3	(9)	91	(12)
6-9 Months	4	(8)	28	(14)	10	(6)	0	(0)	4	(24)	1	(17)	10	(19)	29	(12)	3	(9)	89	(12)
9 Months-1 Year	4	(8)	8	(4)	2	(1)	1	(100)	0	(0)	1	(17)	5	(9)	12	(5)	1	(3)	34	(4)
Over 1 Year	5	(10)	5	(2)	2	(1)	0	(0)	0	(0)	0	(0)	1	(2)	5	(2)	0	(0)	18	(2)
Total	50	(100)	201	(100)	172	(100)	1	(100)	17	(100)	6	(100)	54	(100)	234	(100)	35	(100)	770	(100)
Mean	**128**		**102**		**71**		**330**		**100**		**142**		**116**		**96**		**66**		**95**	

Table 19

Termination Wage by Termination Type

Termination Wage	Termination Type: Released with job Number	Percent	Released without job Number	Percent	Still in Program at Institution Number	Percent	Transferred to Pre-Release Number	Percent	Transferred to Higher Security Number	Percent	Escape Number	Percent	Total Number	Percent
$3.35-3.99	27	(22)	13	(30)	139	(53)	30	(27)	57	(37)	12	(35)	278	(38)
$4.00-4.99	58	(47)	27	(61)	76	(29)	35	(31)	59	(38)	15	(44)	270	(37)
$5.00-5.99	21	(17)	3	(7)	23	(9)	22	(20)	20	(13)	2	(6)	91	(12)
$6.00-6.99	12	(10)	0	(0)	8	(3)	12	(11)	9	(6)	4	(12)	45	(6)
$7.00-7.99	2	(2)	0	(0)	2	(1)	5	(4)	2	(1)	0	(0)	11	(2)
$8.00-9.99	2	(2)	0	(0)	0	(0)	1	(1)	6	(4)	0	(0)	9	(1)
$10.00-11.99	0	(0)	0	(0)	1	(0)	0	(0)	2	(1)	1	(3)	4	(1)
$12.00 and over	1	(1)	1	(2)	15	(6)	7	(6)	1	(6)	0	(0)	25	(3)
Total	**123**	**(100)**	**44**	**(100)**	**264**	**(100)**	**112**	**(100)**	**156**	**(100)**	**34**	**(100)**	**733**	**(100)**
Mean	**$4.43**		**$4.68**		**$4.48**		**$4.54**		**$4.41**		**$5.10**		**$4.61**	

Table 20

Time on the Job by Termination Type

Time on Job	Released with Job Number	Percent	Released without Job Number	Percent	Still in Program at Institution Number	Percent	Transferred to Pre-Release Number	Percent	Transferred to Higher Security Number	Percent	Escape Number	Percent	Total Number	Percent
	Termination Type													
Under 2 weeks	4	(3)	3	(6)	67	(24)	12	(10)	23	(14)	7	(20)	116	(15)
2-4 weeks	6	(5)	2	(4)	32	(12)	10	(8)	15	(9)	10	(29)	75	(10)
1-2 months	19	(15)	7	(15)	66	(24)	26	(21)	30	(19)	9	(26)	157	(20)
2-4 months	26	(20)	17	(36)	62	(23)	33	(27)	45	(28)	5	(14)	188	(24)
4-6 months	25	(20)	6	(13)	23	(8)	13	(110	20	(12)	4	(11)	91	(12)
6-9 months	28	(22)	9	(19)	18	(7)	15	(12)	19	(12)	0	(0)	89	(12)
9 months to 1 year	7	(6)	3	(6)	6	(2)	12	(10)	6	(4)	0	(0)	34	(4)
Over 1 year	12	(9)	0	(0)	1	(0)	2	(2)	3	(2)	0	(0)	18	(2)
Total	**127**	**(100)**	**47**	**(100)**	**275**	**(100)**	**123**	**(100)**	**161**	**(100)**	**35**	**(100)**	**768**	**(100)**
Mean Number of Days	**110**		**155**		**65**		**92**		**44**		**111**		**95**	

Appendix A

REVISED FORM 1/81

MASSACHUSETTS

DEPARTMENT OF CORRECTION

WORK RELEASE REPORT

This form must be submitted to the Research Unit, Department of Correction, by the first Monday of each month

Facility Boston Pre-Release Center Month Ending Saturday January 1982. Number of admissions 14

Number of terminations 10

Total number of inmates in program at beginning of Month 34.

Total number of inmates in program at end of Month 38.

ADMISSIONS List below all inmates who began work assignments this month:

	NAME	COMMITMENT NUMBER	EMPLOYER	ADDRESS	JOB TITLE	DATE ENTRY	HRS PER WEEK	GOODTIME DAYS/MO	WAGE STAR
1.					Counselor	1/29	40	2½	4.85
2.					Salesman	1/22/82	48	2½	COMM.
3.					Driver	1/22/82	40	2½	4.50
4.									
5.									
6.									
7.									
8.									
9.									
10.									
11.									

If additional space is needed, please use additional forms.

TERMINATIONS

	NAME	COMMITMENT NUMBER	EMPLOYER	DATE TERMINATED	WAGE AT TERMINATION	REASON FOR TERMINATION	COMMENT
1.				1/4/82	6.50	12 ✓	
2.				1/4/82	14.60 hr	11 ✓	Concord
3.				1/5/82	5.00	11 ✓	Concord
4.				1/19/82	4.00	13 ✓	
5.				1/21/82	5.00	02 ✓	
6.				1/19/82	3.50	11 ✓	Concord
7.				1/18/82	4.00	12 ✓	MHHI 577 Hous
8.				1/21/82	Comm.	07 ✓	
9.				1/28/82	3.50	07 ✓	
10.				1/17/82	3.50	07 ✓	

If additional space is needed, please use additional forms.

TERMINATION CODE

00 = Unknown
01 = Parole
02 = Parole (will continue in job)
03 = Discharged from Custody
04 = Discharged (will continue in job)
05 = Fired by Employer
06 = Removed from program by Institution Authorities
07 = Job change
08 = Quit job voluntarily
09 = Laid Off
10 = New Arrest
11 = Transferred to MCI, Specify receiving Facility
12 = Transferred to Pre-Release, Specify receiving Facility
13 = Escape from Work Release
14 = Other Escape
99 = Other

Appendix B

Contents

STANDARD INDUSTRIAL CLASSIFICATION

CONTENTS

Appendix C

Cheeseburger Code of Occupational Background*

On the first page of the Probation Department Report the coder will find narrative summarizing the subject's employment history. The Coder should scan through this section and code the most skilled job which the subject has held. (Other sources might also be used for "special collection" of Missing Probation).

In many cases the choice of the "most skilled job" will depend on the subjective judgement of the coder.

If the subject has held two or more jobs which the coder feels are essentially equal in terms of the level of skill, then code the job on which the subject spent the longest period of time.

Note that virtually all cases would fall into categories 55-87, and that categories 00-04 are different variations of unknown/no paying job. These are to be understood as job families, not job levels.

00 = No Information Available
Unknown. No mention of any job history

01 = Impossible to Classify
Here there is an employment history but the job position is not specifically stated. For example, the report might give only the name of the company, and it is unclear as to which position the person held. This category would also (rarely) be used for jobs that do not fall in any other category.

02 = Housewife
No paid employment history, and time spent as housewife.

03 = No Past Job History
Was never in the work force (and also this is not because the person was a housewife or student).

04 = Student
Was never in the work force, time spent as a student.

55 = Skilled Manual
Must be highly skilled equivalent to formal apprenticeship and/or self-employment, or responsibility also includes skills that require considerable responsibility and training electrician, plumber, carpenter, craftsman, mechanic, watchmaker, printer, tool and dyemaker, machinist, radio or TV repairman, telephone lineman, factory foreman and work inspector.

* Simplified version of "hamburger code" obtained from Martin Hamburger, Teacher's College, Columbia University, that code was in turn adapted from Edwards and Warner. Note that it is closely similar to that used by the Census Bureau.

65 = Semi Skilled Manual
Requiring some training and/or experience/machine operator, factory worker, painter, operative, assembly line and apprentice (any trade).

75 = Unskilled Manual
General or heavy laborer, construction worker or odd jobs.

80 = Military & No other Job History
Use this category only if you cannot code the specific occupation while in the military.

81 = Professionals
Occupations requiring college training (usually BA or greater) or equivalent in experience. High level and high responsibility (keeping in mind the last grade completed can be helpful here).

E.G. teachers, social workers, nurses, doctors, lawyers, clergy, reporters, editors, managers if non-business organizations. Also lab technicians and counsellors and accountants, with degrees.

82 = Semi-Professionals
White collar occupations requiring a fair amount of skill or proficiency. Almost always requiring some special training or tutoring, but usually not requiring college training (in some cases two years required).

E.G. lab technician (without degree), draftsman, engineering aide, pilot, optician, dental hygienist. Also occupations in the arts (unless BA in area) such as musician, clothes designer, commercial artist, photographer.

83 = Proprieters, Managers, Business Officials: Business
includes owners of businesses of any size.

84 = Clerical, Sales
Includes salesmen or saleswomen of any type or level. E.G. includes store clerk, sales clerk, supermarket checker.

Clerical includes essentially white collar jobs (some with a bit of lifting or carting) such as: shipping clerk, stock clerk, office boy, mail clerk, secretary, executive secretary, typist, stenographer, bookkeeper, "accountant" (non-degree), cashier, bank teller, payroll agent, insurance collection agent, buyer, telephone operator.

86 = Protective and Service Workers (except Military: see 80)
Protective includes policepersons and firepersons. Also includes nightwatchmen guards and others working for private protective services firms.

Services includes occupations providing personal services to others. E.G. maintenance, cleaners, janitor, waiter, bartender, cook, chef, baker, butcher, counterman, barber, hair stylist, manicurist, taxi driver, truck driver, bus driver, chauffeur, railroad conductor, gas station attendant, hospital attendant, pratical nurse, elevator operator, tailor, shoe repairman, dry cleaners, collector, longshoreman, fancy cake baker.

87 = Agricultural; Farmers
Includes all occupations involving working on a farm, stretching from hired hand to farmer.

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