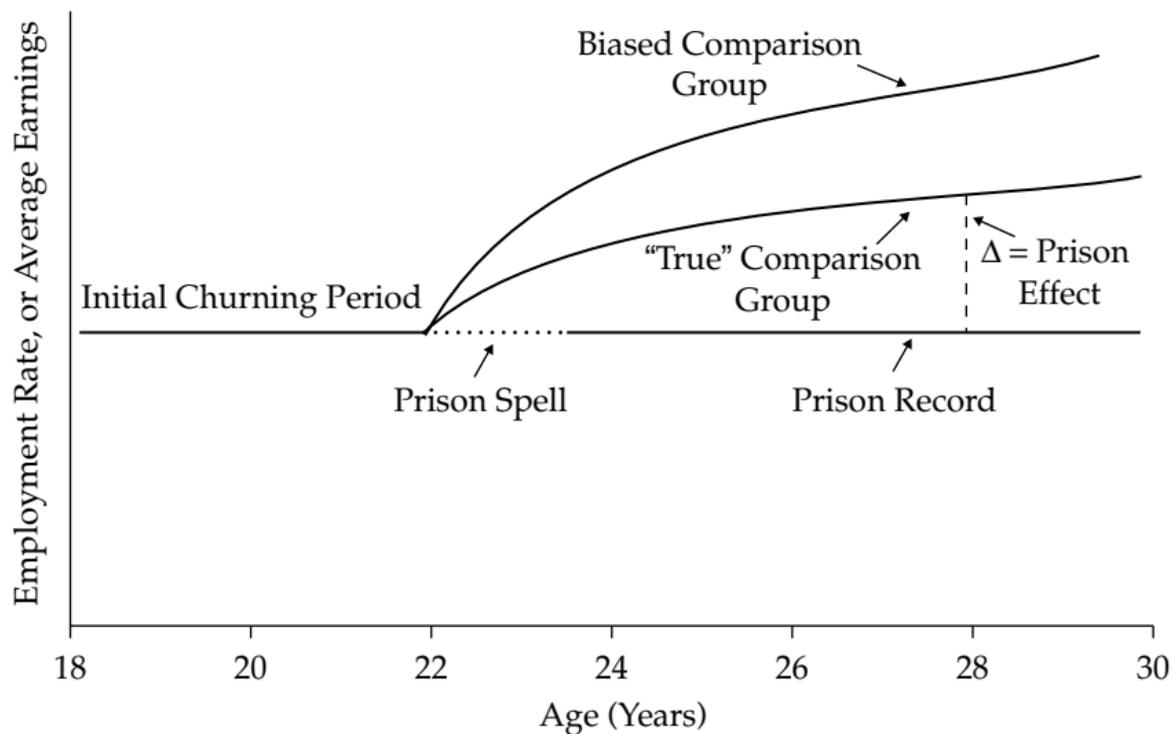
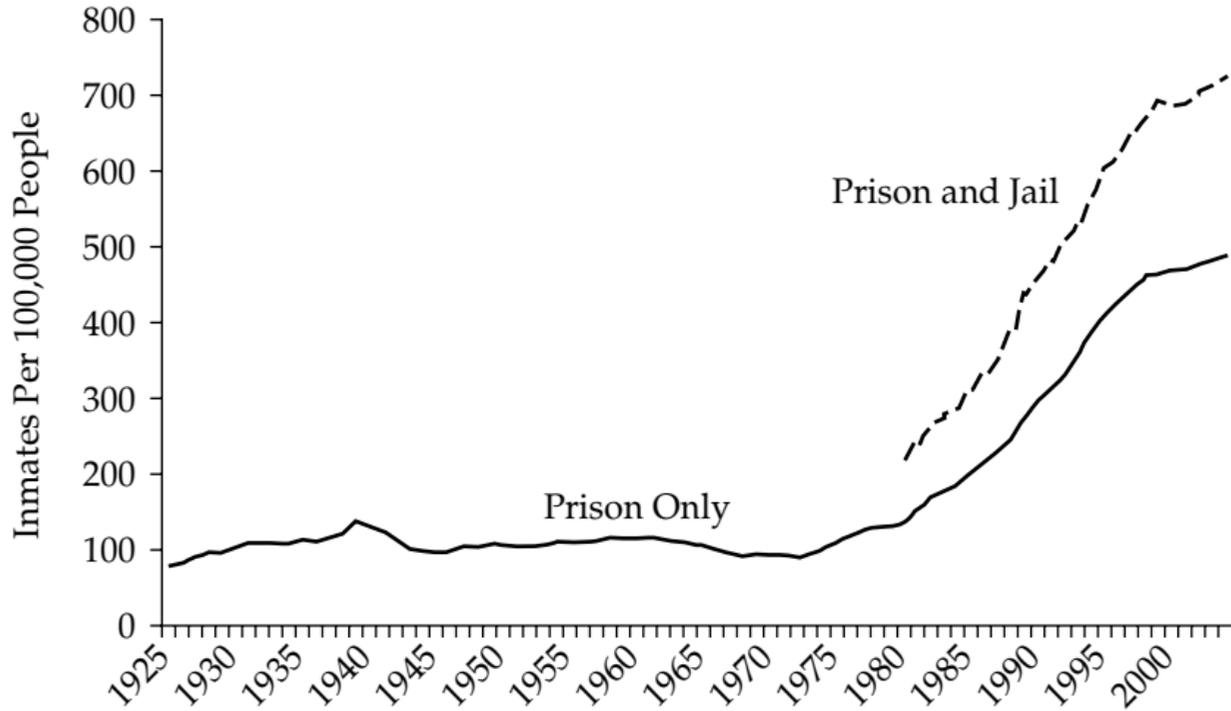


**Figure 1A.1** Hypothetical Employment-Earnings Profiles of “At-Risk” Young Men With and Without a Prison Record



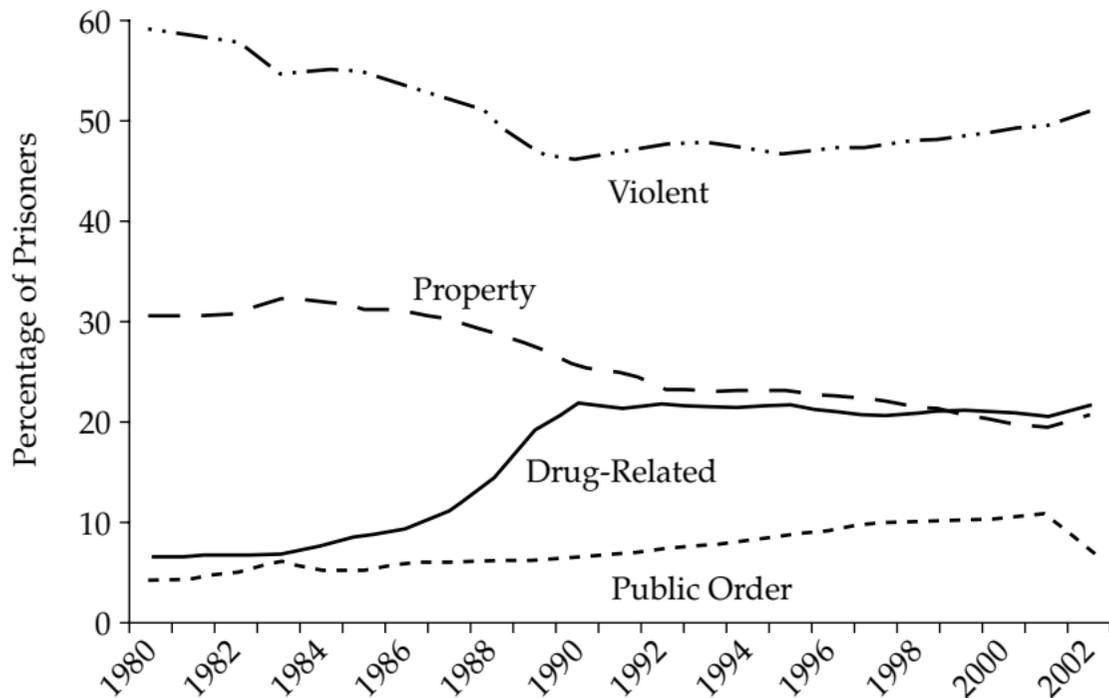
Source: Authors' compilation.

**Figure 2.1** Prison and Total Incarceration Rates, 1925 to 2004



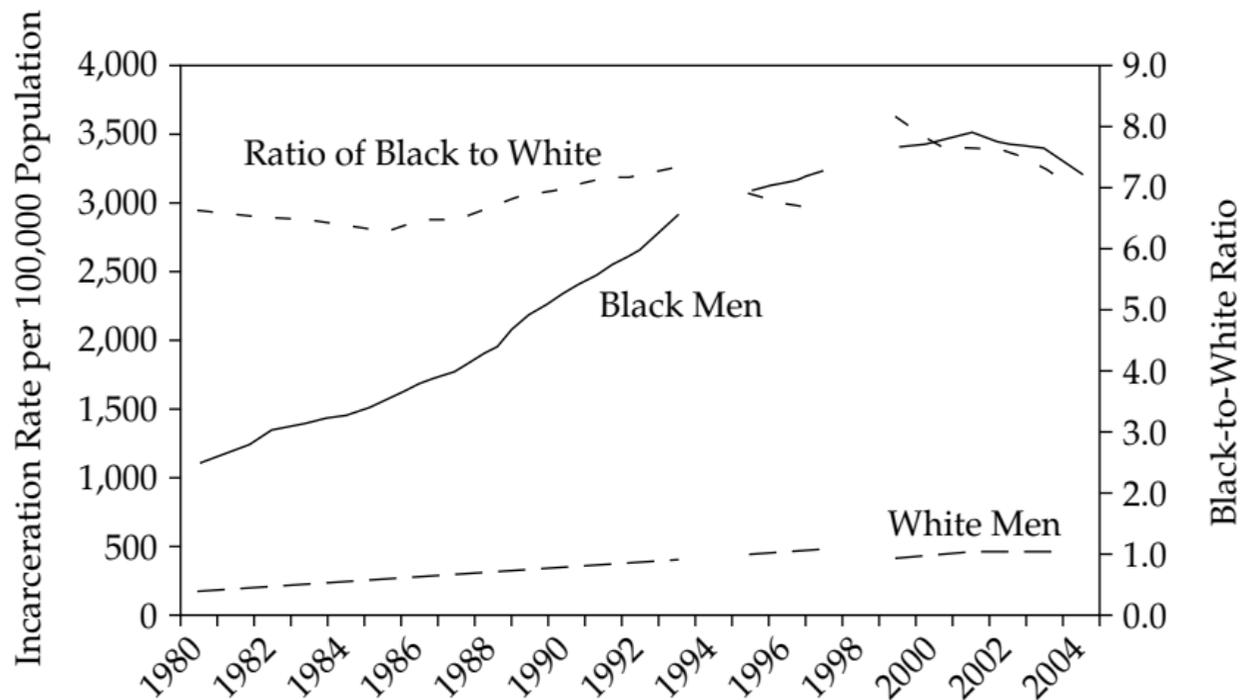
Source: Pastore and McGuire (2006, tables 6.28.2004 and 6.13.2005).

**Figure 2.2** Distribution of State Prisoners, by Most Serious Offense, 1980 to 2002



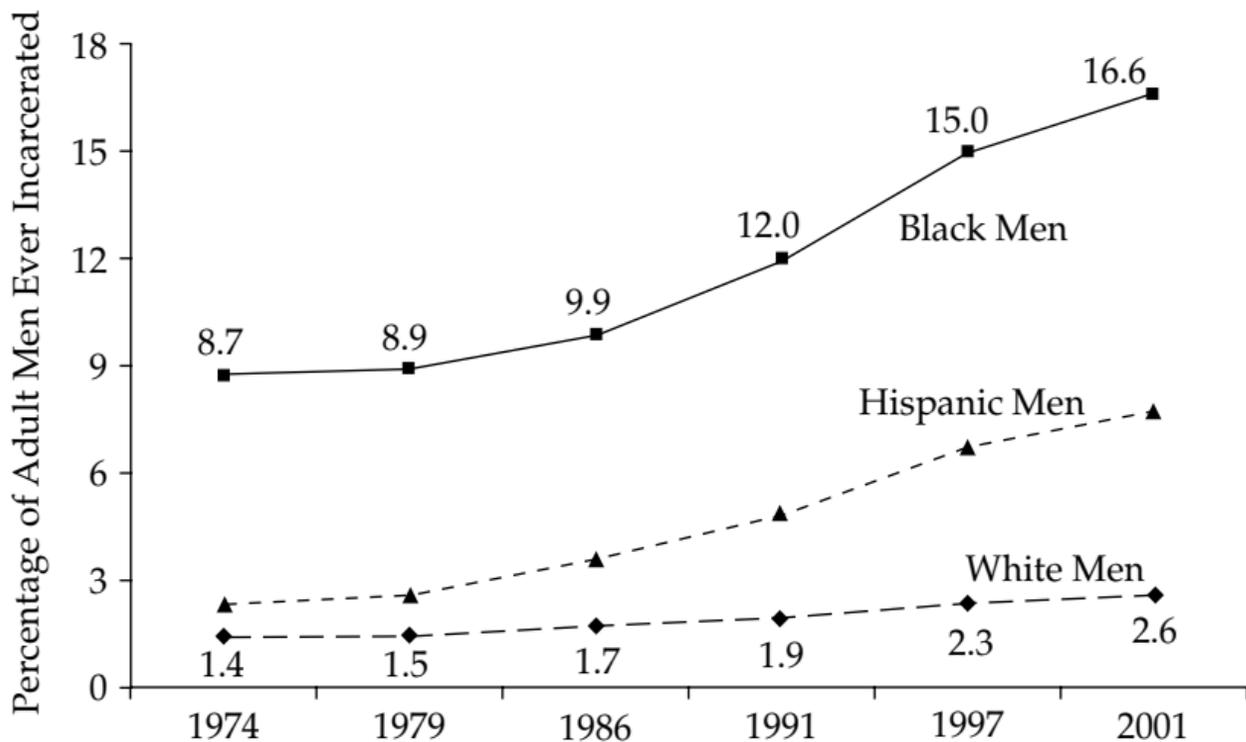
Source: Harrison and Beck (2005).

**Figure 2.3** Incarceration Rates for African American and White Men



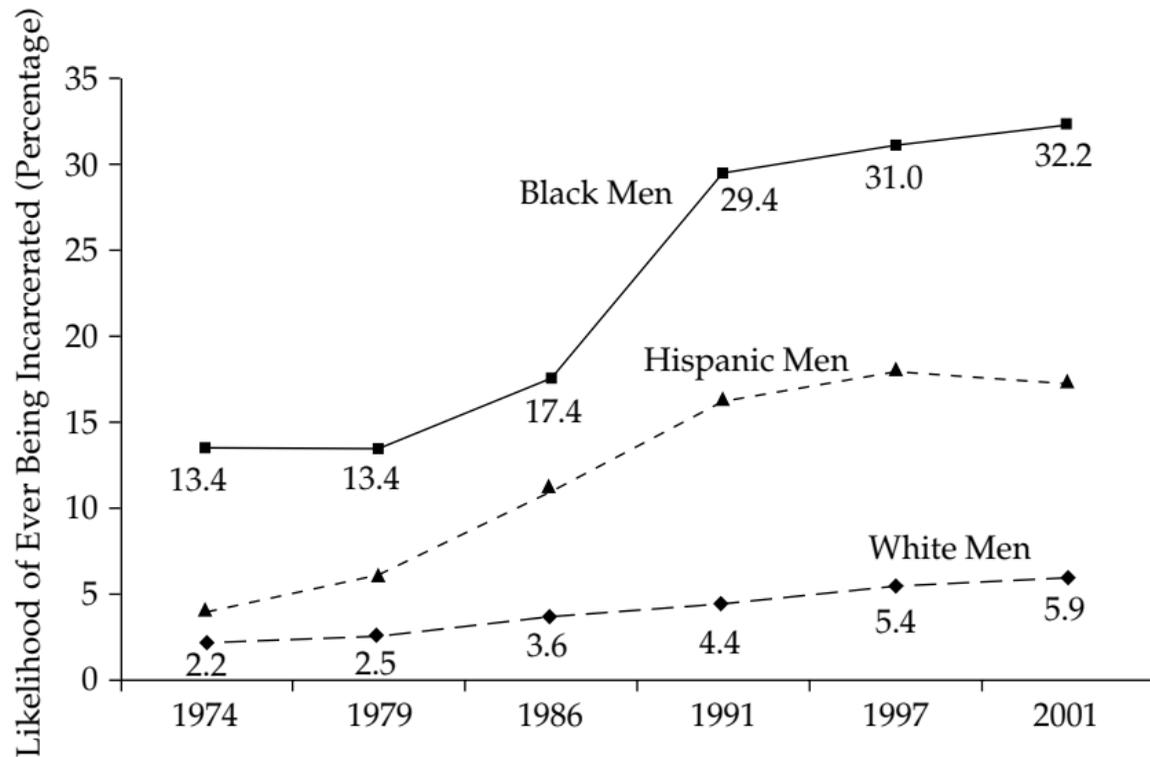
*Source:* Harrison and Beck (2005), Bureau of Justice Statistics bulletins on “Prisoners in 2004, 2003, 2002, 2001, 1999, 1998, 1997, 1996,” and Snell (1995).

**Figure 2.4** Prevalence of Incarceration Among Adult Males, 1974 to 2001



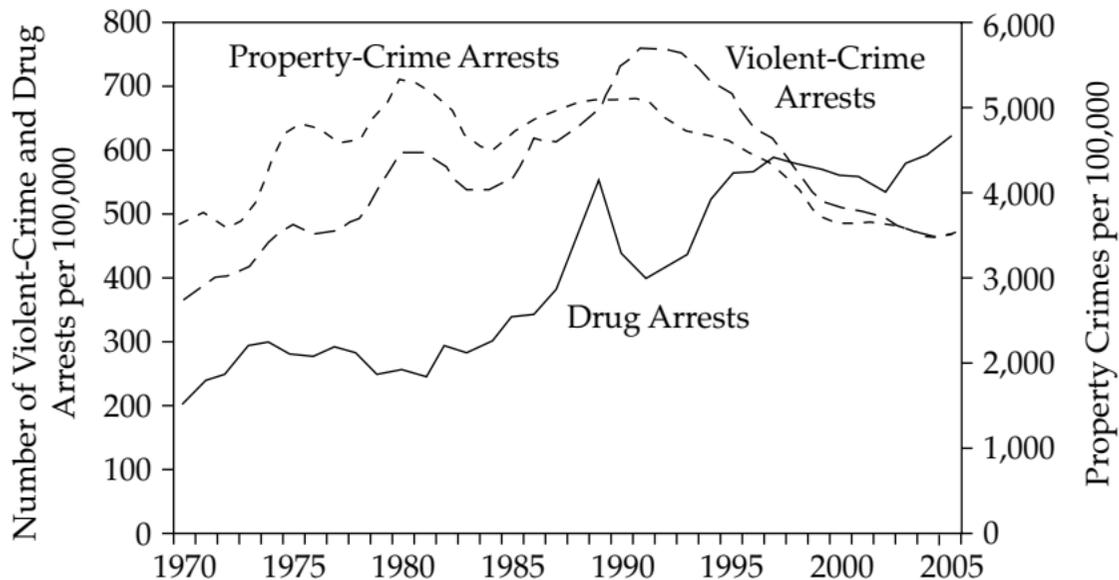
Source: Bonczar (2003).

**Figure 2.5** Cumulative Risk of Incarceration for Adult Men, 1974 to 2001



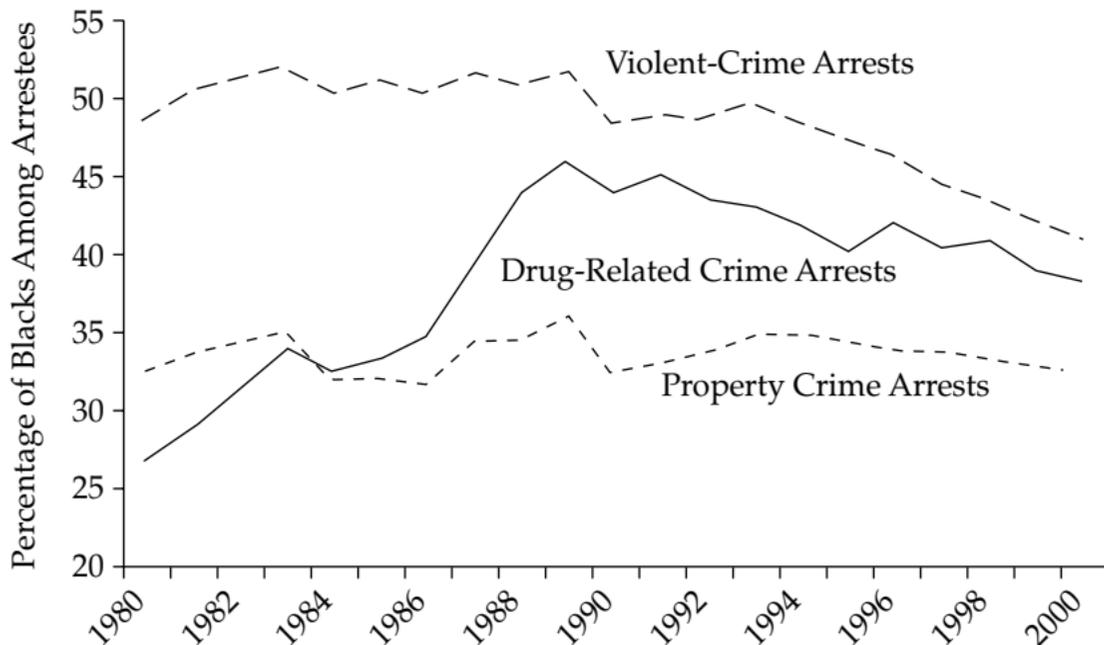
Source: Bonczar (1997), Bonczar and Beck (2003).

**Figure 2.6** Property-Crime, Violent-Crime, and Drug Arrest Rates, 1970 to 2005



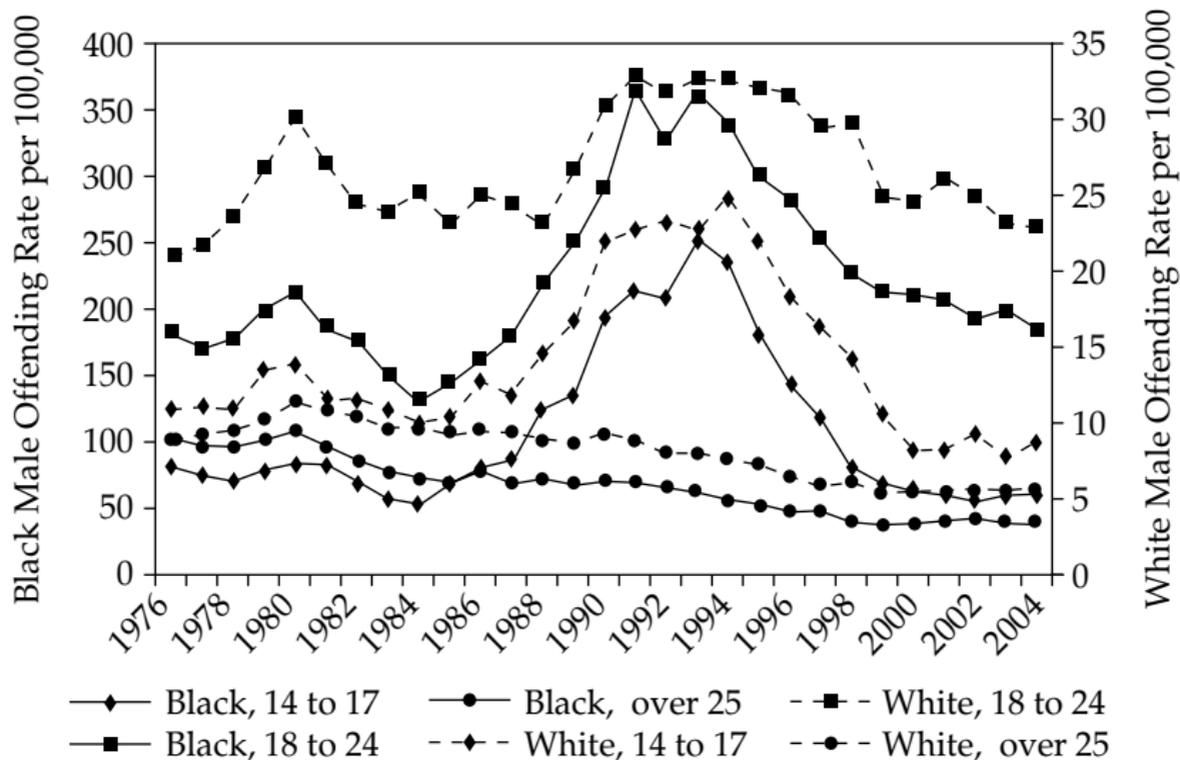
*Source:* U.S. Federal Bureau of Investigation, Uniform Crime Reporting Program, Crime in the United States (at <http://www.fbi.gov/ucr/oscius/index.html>), U.S. Census Bureau, Statistical Abstract, table H-23 (at <http://www.census.gov/statab/hist>), and U.S. Department of Justice, Bureau of Justice Statistics, Drug and Crime Facts (at <http://ojp.usdoj.gov/bjs/dcf/tables/arrtot.htm>).

**Figure 2.7** Percentage of Blacks Arrested for Major Crimes in U.S. Cities, 1980 to 2000



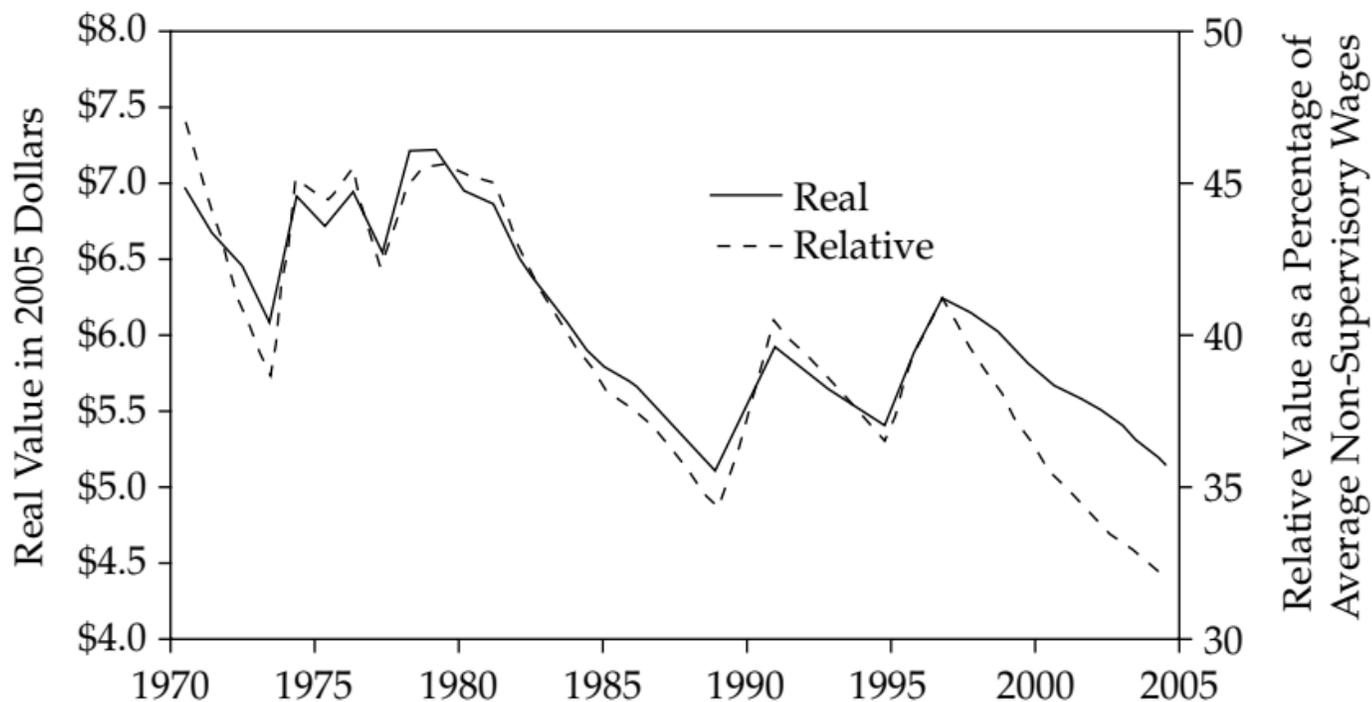
Source: Pastore and Maguire (2006) and earlier editions of the *Sourcebook of Criminal Justice Statistics* (at <http://www.albany.edu/sourcebook/archive.html>), section 4 (Arrests, Seizures).

**Figure 2.8 Male Homicide Offending Rates, by Race and Age, 1976 to 2005**



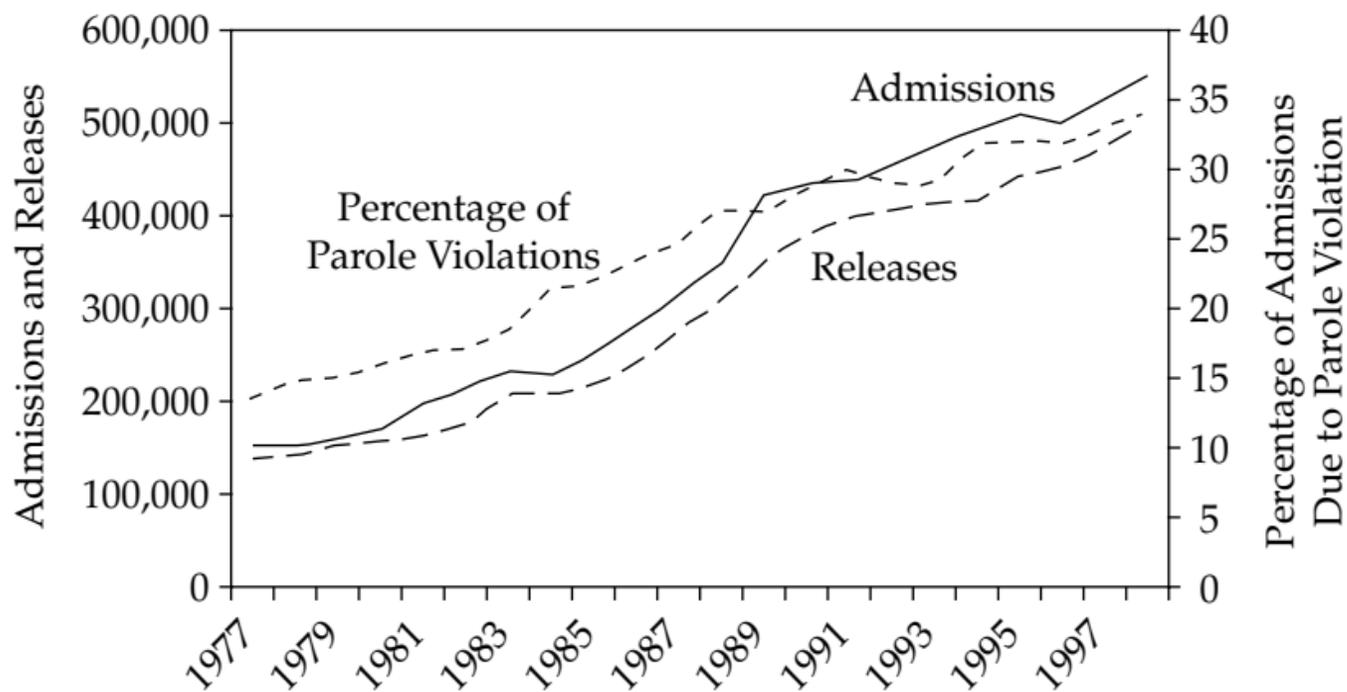
Source: Fox and Zawitz (2006).

**Figure 2.9** Real and Relative Value of the Minimum Wage, 1970 to 2005



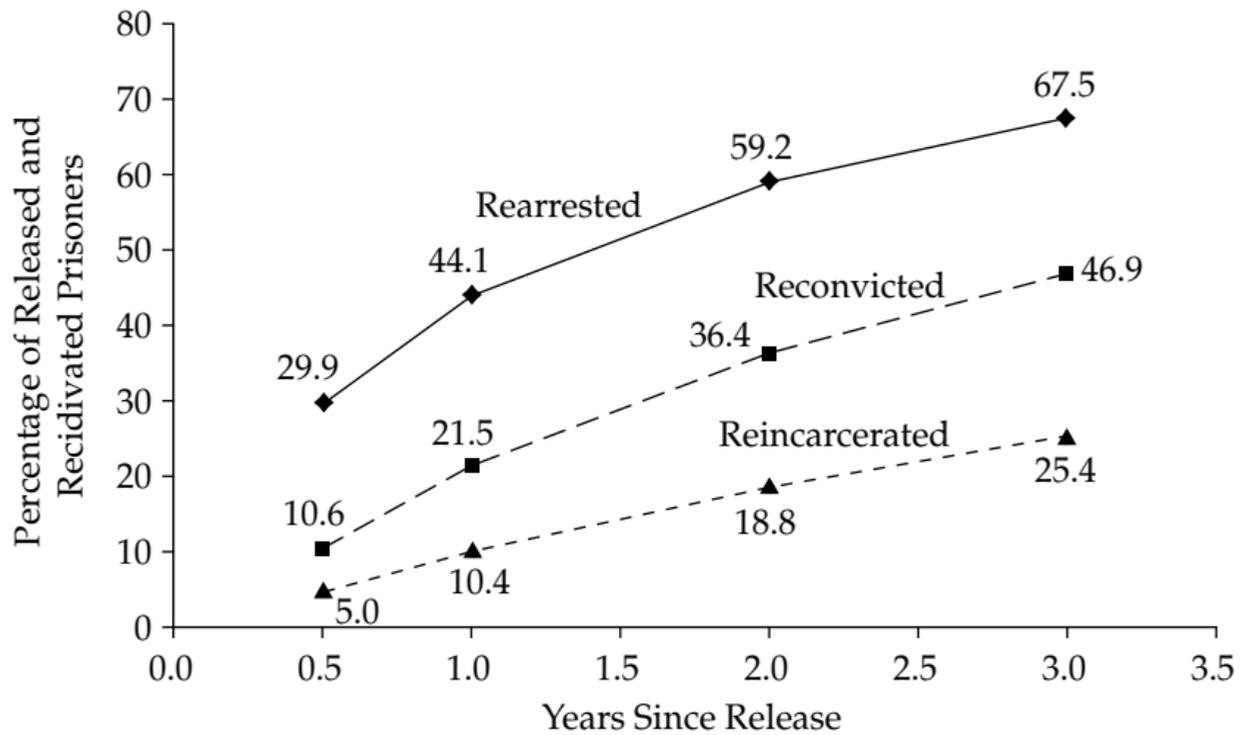
Source: Mishel, Bernstein, and Allegretto (2006).

**Figure 2.10 Men Admitted to and Released from Prison, 1977 to 1998**



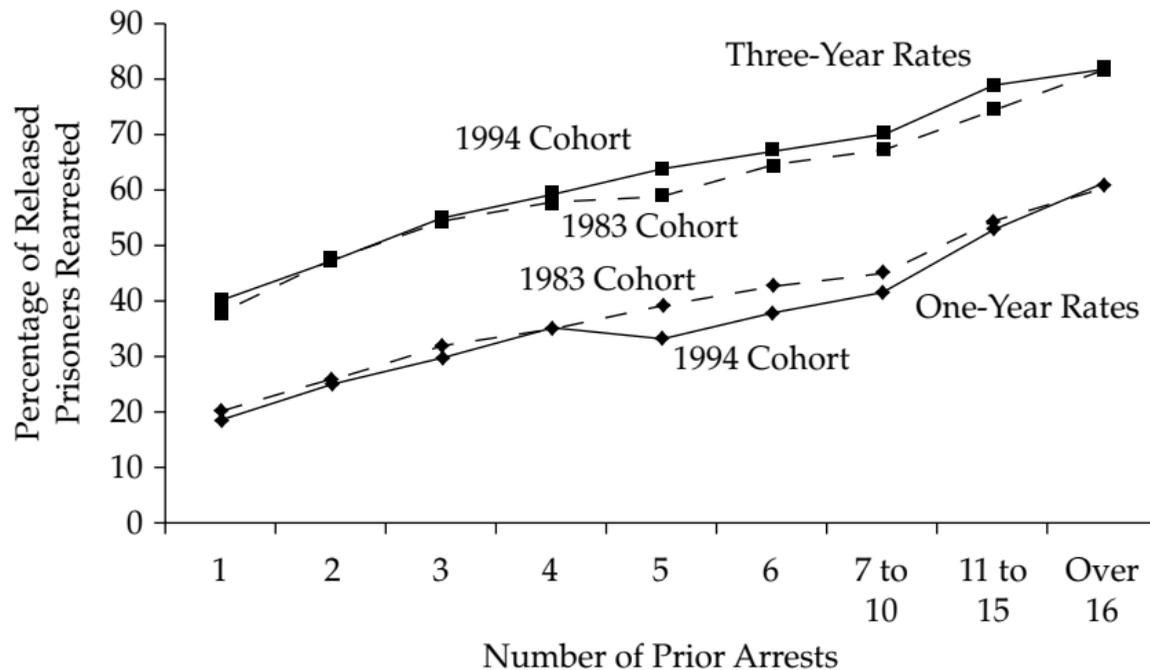
Source: U.S. Department of Justice, Bureau of Justice Statistics (2006).

**Figure 2.11**      **Recidivism Rates of State Prisoners Released in 1994**



Source: Langan and Levin (2002).

**Figure 2.12** One-Year and Three-Year Rearrest Rates, by Prior Arrests, for 1983 and 1994 Cohorts of Released Prisoners



Source: Langan and Levin (2002).

**Table 2.1 From Indeterminate to Determinate Sentencing: Basic Reforms Since the Mid-1970s**

Policy	Discussion
Mandatory minimum sentencing laws	<p>Legislation, instead of the presiding judge, determines how much time offenders must serve in prison before they become eligible for parole or early release. Nearly three-quarters of all states and the federal government have enacted mandatory minimum sentences for possession or trafficking of illegal drugs (U.S. Department of Justice, Bureau of Justice Administration 1998, 8–9). Two notable examples:</p> <ul style="list-style-type: none"> <li>• The 1973 New York Rockefeller Drug Law, which initiated the recent trend of stiffer mandatory penalties for drug convictions and imposed the “harshesht” penalties, for example fifteen to twenty-five years for the sale of one ounce or possession of two ounces of a narcotic like heroin. (Joint Committee on New York Drug Law Evaluation 1977, 159–56)</li> <li>• The federal Anti-Drug Abuse Act of 1986, which imposed a minimum sentence of five years for possession of either five grams of crack or five hundred grams of powder cocaine (Musto 1999, 273–78).</li> </ul>
Abolition of discretionary parole release	<p>These policies eliminate or curb the power of administrative parole boards to release prisoners to parole, where under supervision they complete the term of their sentence.</p> <ul style="list-style-type: none"> <li>• Maine was the first state to eliminate discretionary parole release in 1976. By 2002 sixteen states had entirely abolished discretionary parole release, and five more eliminated parole for violent and other felony offenses. (Petersilia 2003, 65–68)</li> <li>• Between 1980 and 1999 the share of prisoners released on discretionary parole by a parole board declined, from 55 to 24 percent, and the share released under statutorily mandated parole more than doubled, from 18 to 41 percent (Hughes, Wilson, and Beck 2001, 4).</li> </ul>
Determinate sentencing and sentencing guidelines	<p>Determinate sentencing laws remove discretion from judges in determining prison sentences and terms. They specify simple rules or a grid that set prison sentences according to the seriousness of the crime and the offender’s criminal history; the actual time served may be reduced by earned time credits (Tonry 1996, especially chapters 2 and 3). Guidelines have the same goal, but are weaker. Judges can deviate from presumptive guidelines, but must justify their decision, and they must take voluntary guidelines into consideration when they determine their sentences.</p> <ul style="list-style-type: none"> <li>• In 1978 Minnesota and Pennsylvania established commissions to develop sentencing guidelines. The 1984 Sentencing Reform Act set up the U.S. Sentencing Commission with the mandate of establishing a rigid set of presumptive guidelines.</li> </ul>

**Table 2.1** *Continued*

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Policy	Discussion
Truth-in-sentencing (TIS)	<ul style="list-style-type: none"><li>• According to recent surveys, twenty-four states have some form of determinate sentencing, including sentencing commissions and guidelines (Stanford Law School, Stanford Criminal Justice Center 2006; Sabol et al. 2002; U.S. Department of Justice, Bureau of Justice Administration 1998).</li></ul> <p>These laws limit parole release by requiring offenders to complete a “substantial portion” of their sentences, at least 85 percent of the term (Ditton and Wilson 1999; Sabol et al. 2002).</p> <ul style="list-style-type: none"><li>• Washington State enacted the first TIS law in 1984, but the most significant reform occurred in 1994 with the passage of the federal Crime Act. In return for grants to build new or expand existing correctional facilities, the law required states to adopt the 85 percent standard for offenders convicted of serious violent crimes.</li><li>• By the end of the decade twenty-nine states had met the federal standard and fourteen others had enacted weaker TIS laws (Sabol et al. 2002, 8–12).</li></ul>
Three- (or two-) strikes laws	<p>A form of mandatory minimum sentences, these laws impose harsh mandatory prison terms on repeat serious offenders.</p> <ul style="list-style-type: none"><li>• First enacted in Washington State in 1993, three-strikes laws had been adopted by nearly one-half of all states and the federal government by the end of the nineties.</li><li>• The California law is deemed to be the most onerous and effective. For two strikes, offenders must serve twice the term of the second offense; and for three strikes, they are given a sentence of twenty-five years to life. After a decade of operation, over 40,000 offenders had been sentenced under the California law, as compared to only 10,600 in all other three-strikes states (Schiraldi, Colburn, and Lotke 2004).</li></ul>

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*Source:* Authors' compilation.

**Table 2.2 Recidivism Rates, by Offense Type and Year of Release**

Most Serious Offense	Prisoners Released		Rearrested Within Three Years		Reconvicted Within Three Years		Returned to Prison Within Three Years <sup>a</sup>		All <sup>c</sup>
	1983	1994	1983	1994	1983	1994	1983, New <sup>b</sup>	1994, New <sup>b</sup>	
All released prisoners	100.0%	100.0%	62.5%	67.5%	46.8%	46.9%	41.4%	25.4%	51.8%
Violent	34.6	22.5	59.6	61.7	41.9	39.9	36.5	20.4	48.8
Property	48.3	33.5	68.1	73.8	53.0	53.4	47.7	30.5	56.4
Drug	9.5	32.6	50.4	66.7	35.3	47.0	30.3	25.2	49.2
Public-order	6.4	9.7	54.6	62.2	41.5	42.0	34.7	21.6	48.0
Other	1.1	1.7	76.8	64.7	62.9	42.1	59.2	20.7	66.9
Released prisoners	108,580	272,111							

Source: Langan and Levin (2002, 11).

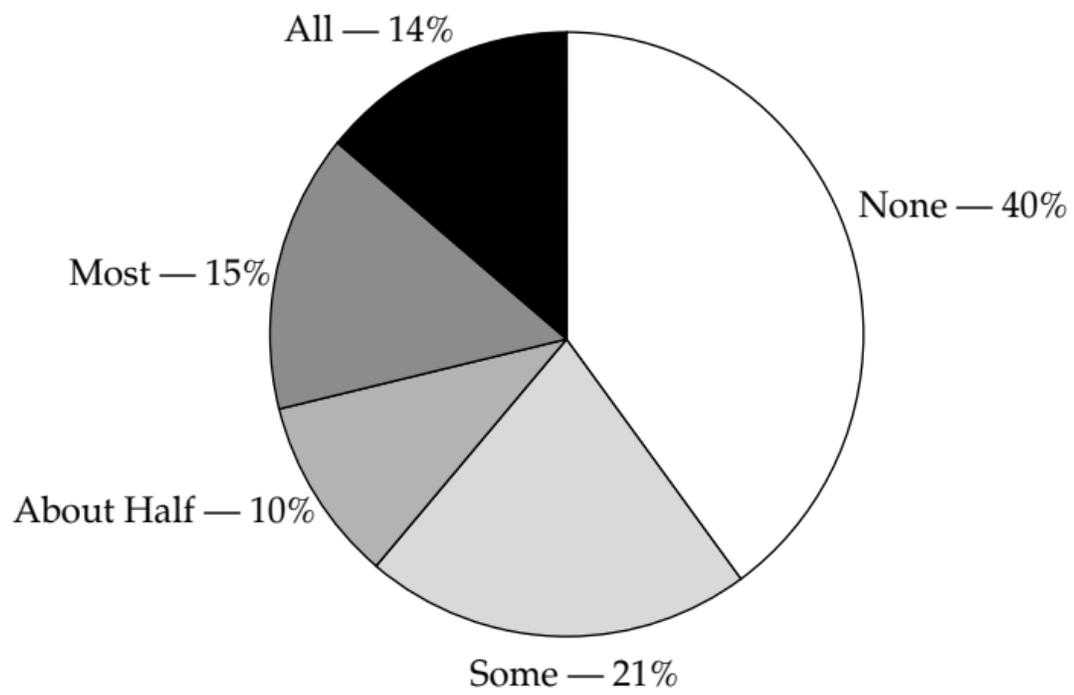
<sup>a</sup> The first six columns are based on samples of released prisoners from the same eleven states. In the last column the 1994 data are based on samples of prisoners from fifteen states, including the original eleven.

<sup>b</sup> "New" stands for the released prisoners returned to prison on a new felony sentence.

<sup>c</sup> "All" includes prisoners returned on a technical parole violation as well.

**Figure 3.1** Percentage of Releasees' Income Derived from Illegal Activity During the Six Months Before Prison (N = 388)

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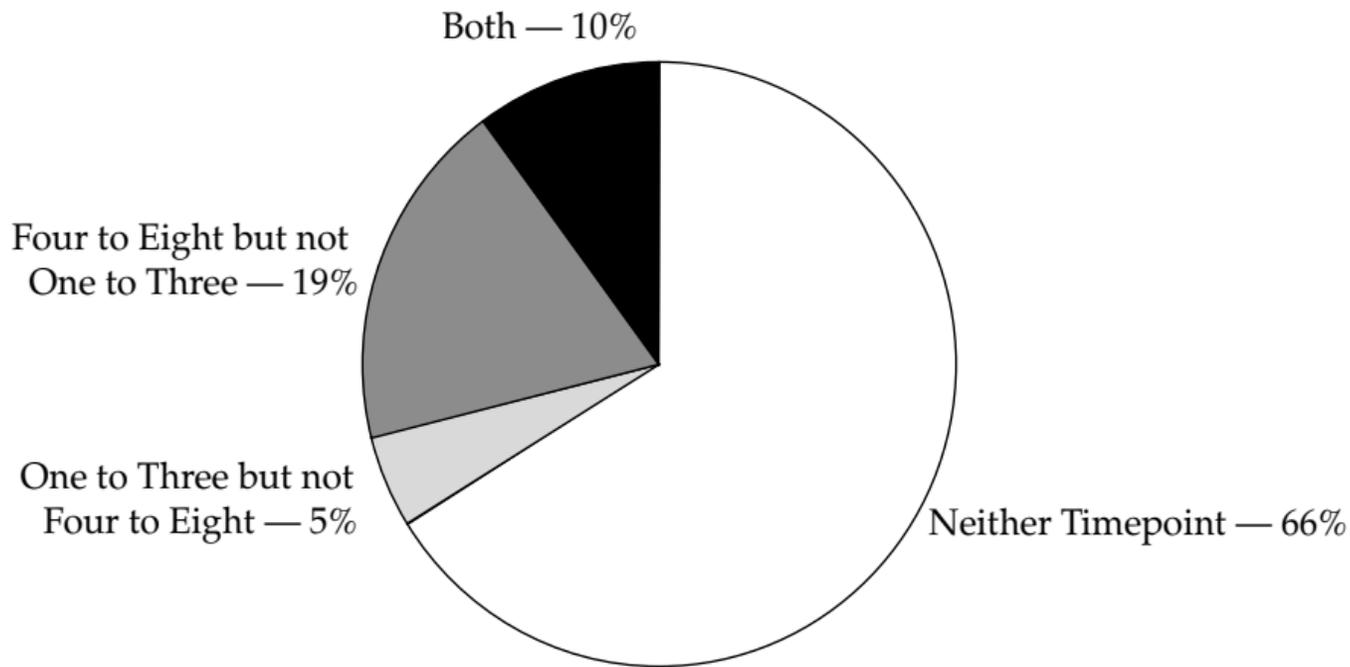


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Source: Authors' compilation.

**Figure 3.2** Percentage of Releasees Employed at One to Three and Four to Eight Months After Release (N = 165)

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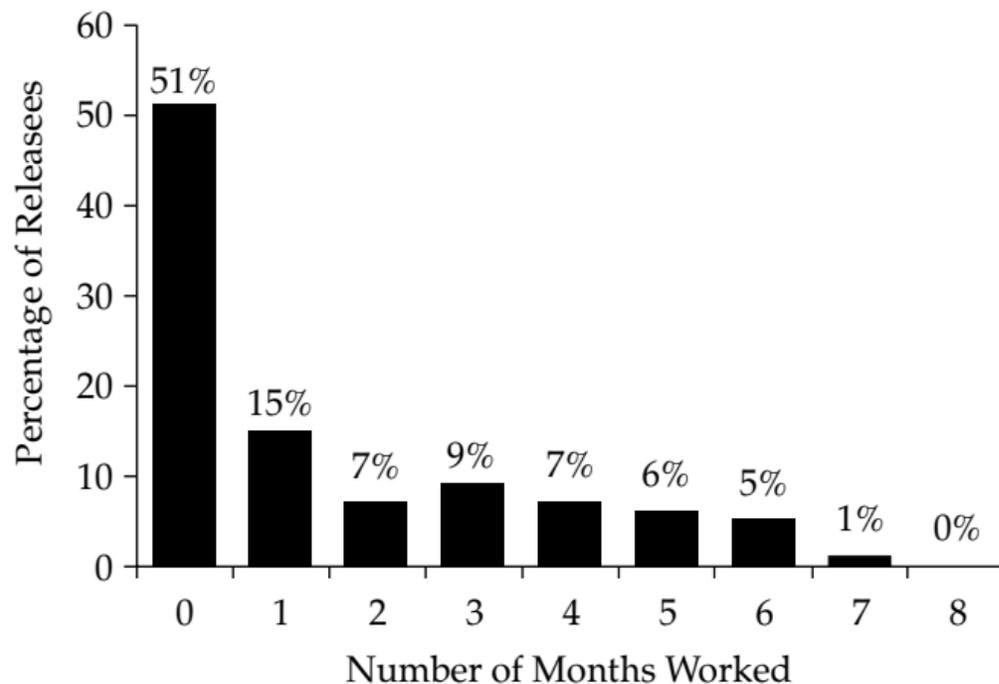


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*Source:* Authors' compilation.

**Figure 3.3** Percentage of Releases, by Number of Months Worked Post-Release (N = 165)

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*Source:* Authors' compilation.

**Table 3.1 Comparison of Study Participants and All Chicago-Bound Prisoners Released in 2001**

	Study Participants, N = 400	All Chicago-Bound Male Prisoners, N = 13,728
<b>Demographics</b>		
Average age at release*	34 Years Old	32 Years Old
African American	83%	84%
White	5%	6%
Other racial groups	12%	10%
Hispanic origin	10%	9%
<b>Criminal History and Current Incarceration</b>		
Average number of prior incarcerations*	1.9	1.2
Convicted of violent offense	21%	24%
Convicted of drug offense	47%	50%
Convicted of property offense	30%	24%
Average sentence length	54 Months	57 Months
Average time served	18 Months	16 Months
Currently incarcerated for a technical violation*	5%	27%
Released to supervision*	99%	83%

*Source:* Analysis of data provided by the Illinois Department of Correction to the authors.

\*p = .05 (significant difference)

**Table 3.2 Bivariate Analyses Predicting Employment Outcomes**

Independent Variable	Outcome	
	Currently Employed at Four to Eight Months Out	Number of Months Worked at Four to Eight Months Out
Control variables		
Age	NS	NS
Race is nonwhite <sup>a</sup>	NS	Whites worked more months
Number of prior convictions	NS	NS
Length of time served	NS	NS
Pre-prison characteristics		
High school graduate	NS	NS
Married or living with someone as married	NS	NS
Number of minor children	NS	NS
Worked before prison	More likely to be currently employed	Worked more months
Illegal drug use weekly or more often	Less likely to be currently employed	NS
Negative family influences	NS	NS
Better family relationship quality	More likely to be currently employed	Worked more months
Lived in own house or apartment before prison	More likely to be currently employed	Worked more months
In-prison history		
Property-conviction offense	Less likely to be currently employed	Worked fewer months
Violent-conviction offense	More likely to be currently employed	NS
Participated in job training	More likely to be currently employed	NS
Held work-release job	NS	NS
Higher satisfaction with police	More likely to be currently employed	Worked more months
Spirituality	NS	NS

*(Table continues on p. 94)*

**Table 3.2** *Continued*

Independent Variable	Outcome	
	Currently Employed at Four to Eight Months Out	Number of Months Worked at Four to Eight Months Out
Intended to commit crimes or use drugs	NS	NS
Used medication for health condition while in prison	Less likely to be currently employed	Worked fewer months
Any visits from family last six months of prison	More likely to be currently employed	NS
Greater need for help after release	Less likely to be currently employed	NS
Need for job, education, or financial help after release	Less likely to be currently employed	NS
Need for counseling or treatment help after release	Less likely to be currently employed	NS
Will be hard to get job	Less likely to be currently employed	Worked fewer months
No close family	NS	Worked fewer months
Doesn't know where will be living after release	NS	NS
Post-release circumstances at one to three months out		
Neighborhood is good place to find job	NS	NS
Neighborhood disorder	NS	NS
Any drug use or intoxication post-release	NS	NS
Reported fair or poor health	NS	Worked fewer months
Depressed	Less likely to be currently employed	NS
Family relationship quality	NS	NS
Living with spouse or partner	More likely to be currently employed	Worked more months

**Table 3.2** *Continued*

Independent Variable	Outcome	
	Currently Employed at Four to Eight Months Out	Number of Months Worked at Four to Eight Months Out
Living with anyone who is often drunk or using drugs	NS	NS
Self-esteem	NS	NS
Tired of problems caused by own crimes	NS	NS
Wants to get life straightened out	NS	NS
Attitude toward parole officer	NS	NS
Owes debt	NS	NS

*Source:* Authors' compilation.

*Note:* NS = not significant

<sup>a</sup> Ninety-eight of the sample was nonwhite.

**Table 3.3 Multivariate Logistic Regression Models Predicting Current Employment at Four to Eight Months After Release<sup>a</sup>**

Independent Variable	Model A: Pre-Prison Characteristics Only	Model B Pre-Prison Characteristics and In-Prison History	Model C: Pre-Prison Characteristics, In-Prison History, Post-Release Circumstances	Model D: Final Reduced Model
Control Variables	.988	.988	.978	.984
Age				
Race is nonwhite	.470	.404	.349	.413
Number of prior convictions	1.191	1.392*	1.261	1.219
Length of time served	1.008	1.007	1.011	1.007
Pre-prison characteristics				
High school graduate	.877	—	—	—
Married or living with someone as married	.951	—	—	—
Number of minor children	1.081	—	—	—
Worked before prison	2.678**	3.192**	3.699**	3.286**
Illegal drug use weekly or more often	.751	—	—	—
Family relationship quality	2.067**	1.596	2.022*	1.926*
Lived in own house or apartment before prison	1.290	—	—	—
In-prison history				
Property-conviction offense	—	.312*	.287*	.354*
Participated in job training	—	4.261**	3.527*	3.917**
Held work-release job	—	.940	—	—
Satisfaction with police	—	1.992*	1.558	1.443

Spirituality	—	.955	—	—
Used medication for health condition while in prison	—	.221**	.289*	.308*
Any visits from family during last six months of prison	—	1.999	—	—
Need for job, education, or financial help after release	—	.552	—	—
Doesn't know where will be living after release	—	2.494*	2.236	2.235*
No close family	—	.409	—	—
Post-release circumstances at one to three months out				
Neighborhood disorder	—	—	.611	—
Any drug use or intoxication post-release	—	—	1.432	—
Reported fair or poor health	—	—	.629	—
Depressed	—	—	.119**	.123**
Family relationship quality	—	—	1.479	—
Living with spouse or partner	—	—	5.666***	4.784***
Living with anyone who is often drunk or using drugs	—	—	1.669	—
Self-esteem	—	—	.220**	.425*
Tired of problems caused by own crimes	—	—	1.180	—
Wants to get life straightened out	—	—	2.012	—
Attitude toward parole officer	—	—	1.189	—
Owes money	—	—	1.667	—
Constant	.033*	.019*	.032	.295
Model R-square <sup>b</sup>	.099	.239	.287	.264
Percentage of missing data	12.1%	15.2%	15.2%	12.1%

Source: Authors' compilation.

<sup>a</sup> Odds ratios are reported. Ratios less than 1.0 are associated with a lower likelihood of current employment, and ratios above 1.0 are associated with a greater likelihood.

<sup>b</sup> Reported as Cox and Snell R-square for logistic regression.

\*p ≤ .10, \*\*p ≤ .05, \*\*\*p ≤ .01

**Table 3.4 Multivariate Regression Models Predicting Number of Months Worked at Four to Eight Months After Release<sup>a</sup>**

Independent Variable and Control Variables	Model A: Pre-Prison Characteristics Only	Model B: Pre-Prison Characteristics and In-Prison History	Model C: Pre-Prison Characteristics, In-Prison History, Post-Release Circumstances	Model D: Final Reduced Model
Age	-.019 (.02)	-.020 (.02)	-.021 (.02)	-.023 (.02)
Race is nonwhite	-1.684 (1.01)*	-1.601 (.96)*	-1.789 (1.03)*	-1.924 (.95)**
Number of prior convictions	.216 (.13)*	.301 (.12)***	.248 (.13)*	.264 (.12)**
Length of time served	.004 (.01)	.002 (.01)	.006 (.01)	.003 (.01)
Pre-prison characteristics				
High school graduate	.133 (.35)	—	—	—
Married or living with someone as married	.324 (.40)	—	—	—
Number of minor children	.040 (.12)	—	—	—
Worked before prison	.631 (.36)*	.945 (.34)***	.660 (.35)*	.669 (.33)**
Illegal drug use weekly or more often	-.072 (.35)	—	—	—
Family relationship quality	.573 (.24)**	.149 (.25)	.420 (.27)	.349 (.24)
Lived in own house or apartment before prison	.271 (.36)	—	—	—
In-prison history				
Property conviction offense	—	-.728 (.38)*	-.699 (.39)*	-.694 (.36)*
Participated in job training	—	.695 (.53)	—	—
Held work-release job	—	.011 (.55)	—	—
Satisfaction with police	—	.631 (.29)**	.598 (.32)*	.606 (.29)**

Spirituality	—	-.021 (.25)	—	—
Used medication for health condition while in prison	—	-.892 (.39)**	-.553 (.44)	-.832 (.39)**
Any visits from family during last six months of prison	—	.532 (.36)	—	—
Need for job, education, or financial help after release	—	-.154 (.31)	—	—
Doesn't know where will be living after release	—	.377 (.35)	—	—
No close family	—	-.918 (.74)	—	—
Post-release circumstances at one to three months out				
Neighborhood disorder	—	—	-.130 (.31)	—
Any drug use or intoxication post-release	—	—	.355 (.51)	—
Reported fair or poor health	—	—	-.727 (.54)	—
Depressed	—	—	-.394 (.54)	—
Family relationship quality	—	—	-.092 (.38)	—
Living with spouse or partner	—	—	.610 (.42)	—
Living with anyone who is often drunk or using drugs	—	—	-.131 (.55)	—
Self-esteem	—	—	-.194 (.40)	—
Tired of problems caused by own crimes	—	—	.178 (.18)	—
Wants to get life straightened out	—	—	.099 (.47)	—
Attitude toward parole officer	—	—	-.202 (.33)	—
Owes money	—	—	.271 (.46)	—
Constant	.699 (1.45)	.740 (1.58)	1.397 (2.32)	.965 (1.40)
Model R-square	.118	.264	.215	.172
Percent missing data	12.1%	15.2%	12.7%	9.1%

Source: Authors' compilation.

<sup>a</sup> Unstandardized beta values (with standard errors in parentheses) are reported. Positive beta values correlate with a higher number of months worked, and negative values correspond to a lower number of months worked.

\*p ≤ .10, \*\*p ≤ .05, \*\*\*p ≤ .01

**Table 3A.1 Information Provided by Respondent on Locator Form Before Release**

	Home address	Home telephone	Number of Re-Contacts Provided by Respondent Before Release					
			6	5	4	3	2	1
	379	294	6	8	28	72	116	132
First post-release completes			83%	87.5%	84.6%	79%	78.5%	69%
Second post-release completes			67%	75%	64.3%	75%	71.5%	62%

*Source:* Based on analysis of interviewer records.

**Table 3B.1 Variables Used in Bivariate and Multivariate Analyses**

	Minimum	Maximum	Mean	Std. Dev.
Dependent variables				
Currently employed	0	1	0.29	0.46
Number of months worked	0	7	1.48	1.97
Control variables				
Age	19	65	35.05	9.94
Race is nonwhite	0	1	0.98	0.15
Number of prior convictions	0	4	2.31	1.47
Length of time served (months)	1.48	200.99	20.93	32.91
Pre-prison characteristics				
High school graduate	0	1	0.44	0.50
Married or living with some- one as married	0	1	0.24	0.43
Number of minor children	0	20	1.46	2.07
Worked before prison	0	1	0.64	0.48
Illegal drug use weekly or more often	0	1	0.60	0.49
Family relationship quality <sup>a</sup>	1	4	3.23	0.69
Lived in own house/ apart- ment before prison	0	1	0.43	0.50
In-prison history				
Property conviction offense	0	1	0.27	0.44
Participated in job training	0	1	0.13	0.33
Held work release job	0	1	0.10	0.31
Satisfaction with police <sup>b</sup>	1	4	2.20	0.60
Spirituality <sup>c</sup>	1	4	3.25	0.69
Used medication for health condition while in prison	0	1	0.22	0.41
Any visits from family last 6 months of prison	0	1	0.35	0.48
Need for job/ education/ financial help after release <sup>d</sup>	0	2	1.07	0.53
Doesn't know where will be living after release	0	1	0.31	0.47
No close family	0	1	0.08	0.26
Post-release circumstances at one to three months out				
Neighborhood disorder <sup>e</sup>	1	4	1.98	0.63
Any drug use or intoxication post-release	0	1	0.13	0.34
Reported fair/poor health	0	1	0.13	0.34
Depressed <sup>f</sup>	0	1	0.14	0.35

*(Table continues on p. 110)*

**Table 3B.1** *Continued*

	Minimum	Maximum	Mean	Std. Dev.
Family relationship quality	1	4	3.58	0.55
Living with spouse/partner	0	1	0.19	0.40
Living with anyone who is drunk often or using drugs	0	1	0.11	0.31
Self-esteem <sup>g</sup>	1	4	3.39	0.55
Is tired of problems caused by own crimes <sup>h</sup>	1	4	2.99	0.96
Wants to get life straightened out <sup>i</sup>	1	4	3.76	0.43
Attitude towards parole officer <sup>j</sup>	1	4	3.16	0.58
Owes debt	0	1	0.16	0.37

*Source:* Authors' compilation.

<sup>a</sup> The family-relationship-quality scale consisted of eleven items indicating the degree to which respondents had someone in their family to talk to about their problems, to enjoy spending time with, and to love and make them feel wanted. The scale had a reliability of 0.95 and scores ranged from 1 to 4, with higher scores equaling greater (more positive) family relationship quality.

<sup>b</sup> Satisfaction with police was measured by six items indicating the degree to which respondents believed police did a good job dealing with neighborhood problems, were unbiased, and were able to maintain order. The scale had a reliability of 0.74 and scores ranged from 1 to 4, with higher scores equaling greater satisfaction with police.

<sup>c</sup> Spirituality was measured by six items indicating whether respondents believed in prayer, whether they found strength in religion and spirituality, and how much a part of their life was defined by their faith. The scale had a reliability of 0.86, and scores ranged from 1 to 4, with higher scores equaling greater spirituality.

<sup>d</sup> Need for job, education, or financial help was measured by seven items indicating how much help respondents believed they would need finding a job, getting more education or job training, and obtaining financial assistance. The scale had a reliability of 0.87 and scores ranged from 0 to 2, with higher scores equaling greater need for help.

<sup>e</sup> The neighborhood-disorder scale consisted of five items measuring the degree of trouble, safety, crime, and disorder in respondents' neighborhoods. The scale had a reliability of 0.72, and scores ranged from 1 to 4, with higher scores equaling more neighborhood disorder.

<sup>f</sup> Depression diagnosis was derived from respondents' answers to twenty items measuring their feelings of sadness and other symptoms of depression. The questionnaire utilized the Center for Epidemiologic Studies Depression (CES-D) Scale, which measures the frequency of these symptoms; scores of 16 and above indicate a high likelihood of depression (details available from author).

<sup>g</sup> Self-esteem was measured by six items (items 14, 41, 48, 61, 71, 79) taken from the Texas Christian University Client Evaluation of Self and Treatment, Intake Version (TCU CEST-Intake) (see website: <http://www.ibr.tcu.edu/pubs/datacoll/Forms/cesi.pdf>, accessed on January 15, 2007). The scale had a reliability of 0.81, and scores ranged from 1 to 4, with higher scores equaling greater self-esteem.

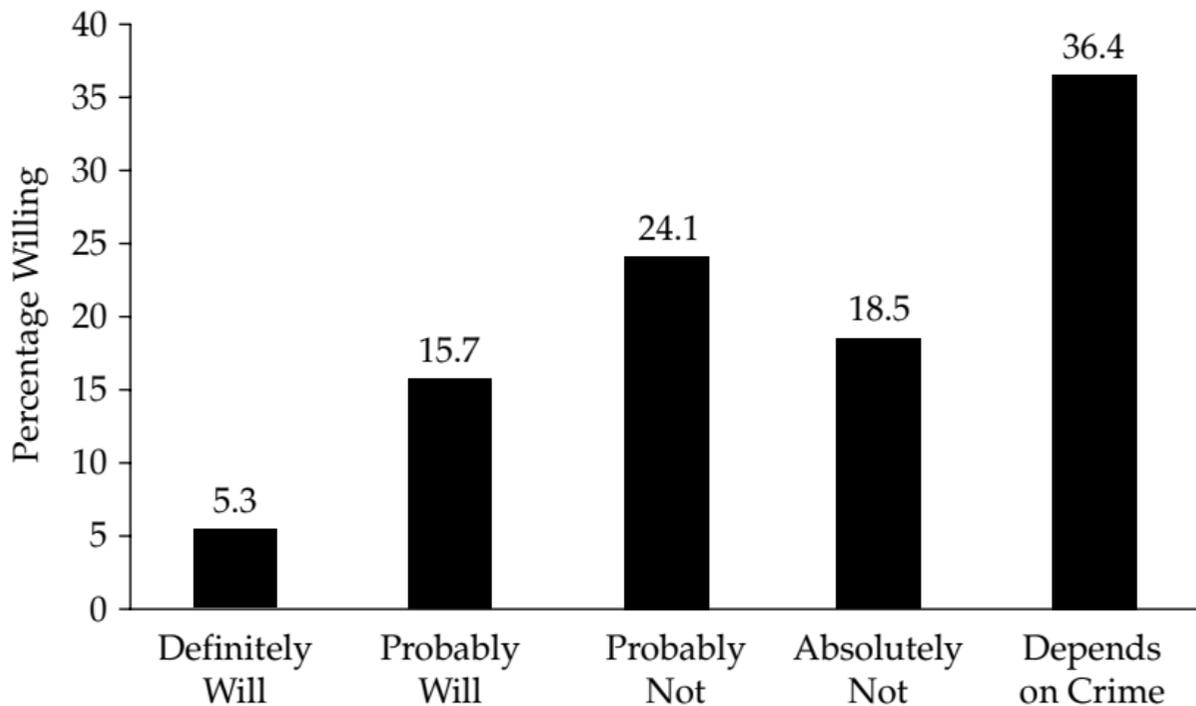
<sup>h</sup> Scores ranged from 1 to 4, with higher scores equaling greater agreement with the statement.

<sup>i</sup> Scores ranged from 1 to 4, with higher scores indicating greater agreement with the statement.

<sup>j</sup> Attitude toward parole officer was measured by seven items indicating the degree to which respondents felt their parole officer was helpful, respectful, and trustworthy. The scale had a reliability of 0.83, and scores ranged from 1 to 4, with higher scores equaling a more positive attitude.

**Figure 4.1** Employer Willingness to Accept Applicants with a Criminal Record into Last-Filled Noncollege Job, 2001

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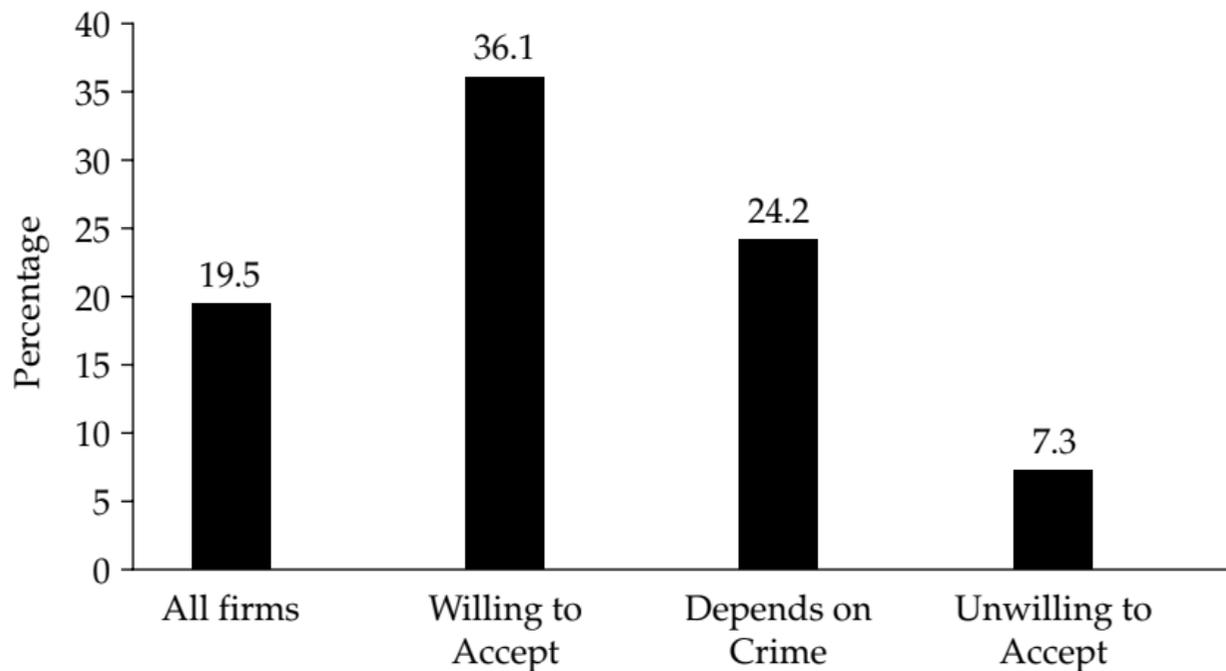


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*Source:* Authors' computation of data from employer survey in Los Angeles, 2001.

**Figure 4.2** Percentage of Employers Who Hired Ex-Offenders In Preceding Year, by Willingness to Accept Applicants with Criminal Records, Measured in 2001

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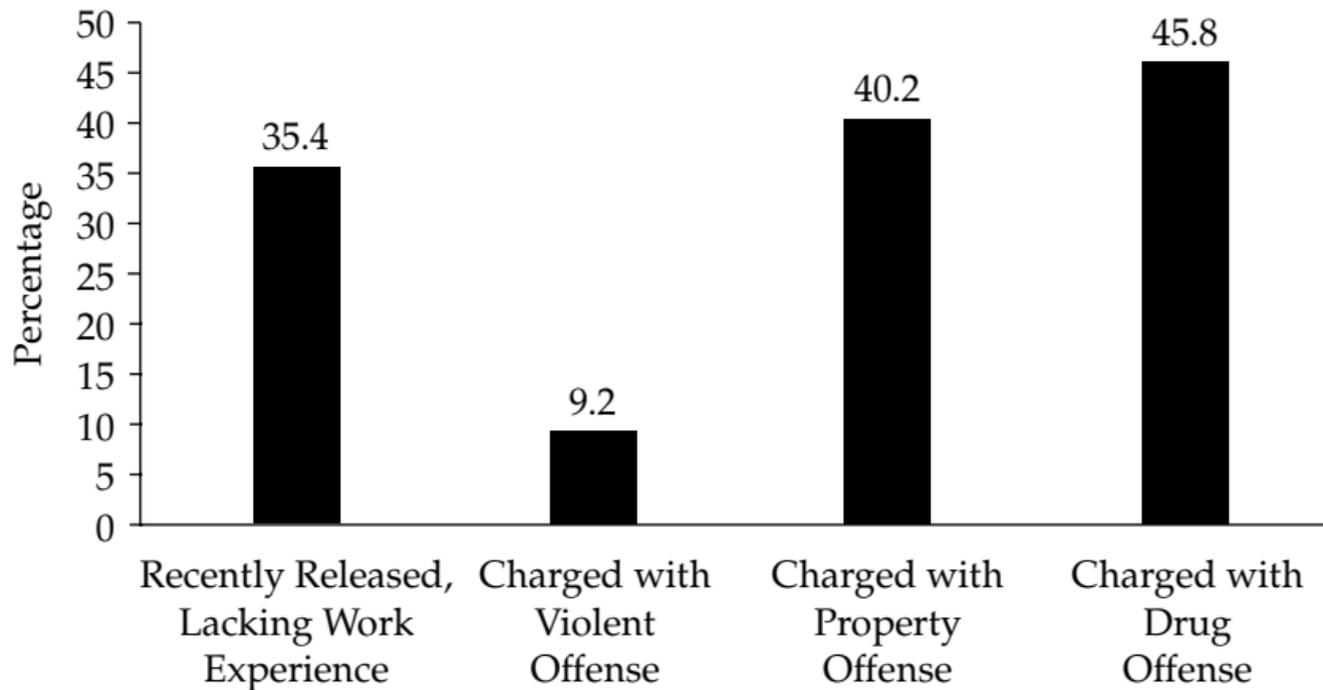


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Source: Authors' computations.

**Figure 4.3** Percentage of Employers Willing to Hire Ex-Offenders, by Characteristics of Offenders, 2001

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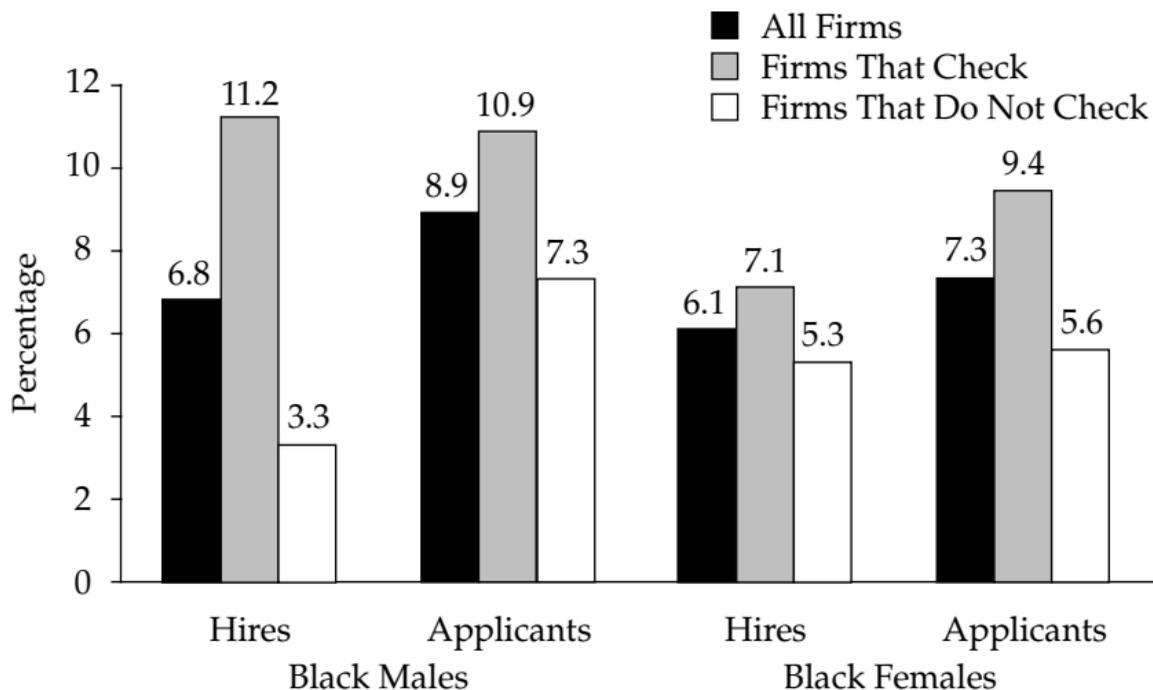


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*Source:* Authors' computations.

**Figure 4.4** Proportion of Recently Filled Jobs (and Applicants) into Which Black Men and Women Were Hired by Use of Criminal Background Checks, 2001

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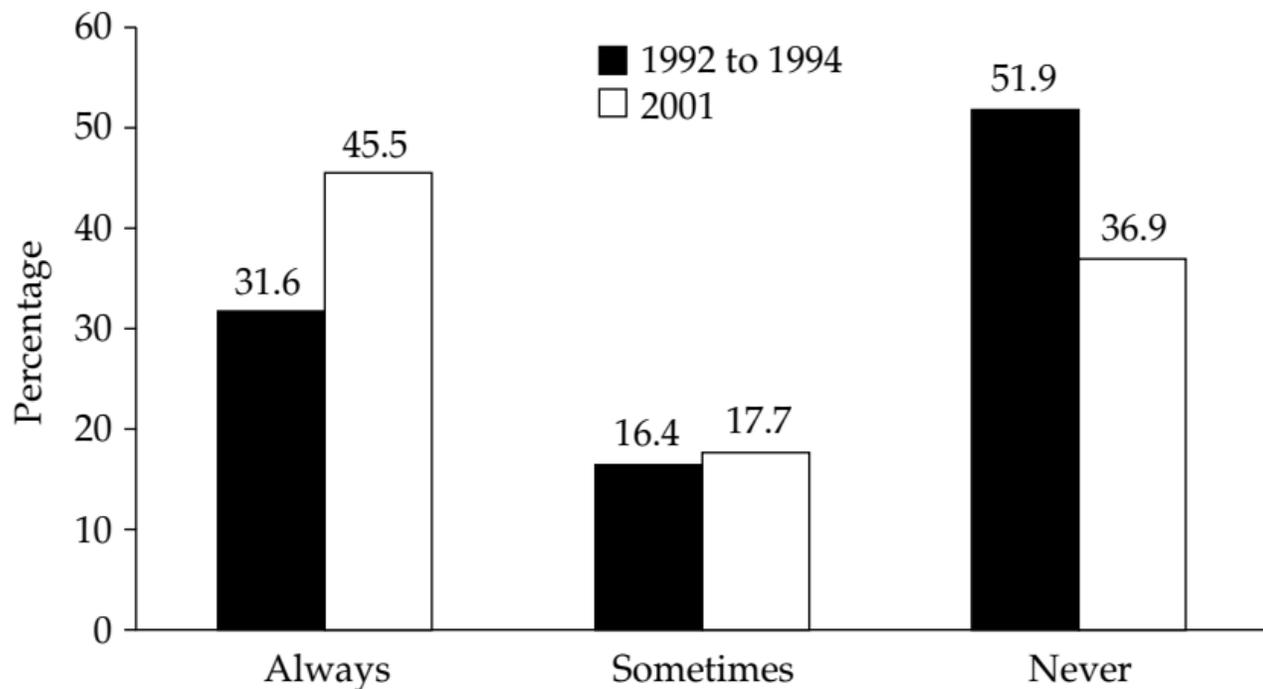


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Source: Authors' computations.

**Figure 4.5** Frequency with Which Employers Check the Criminal Backgrounds of Applicants, 1992 to 1994 and 2001

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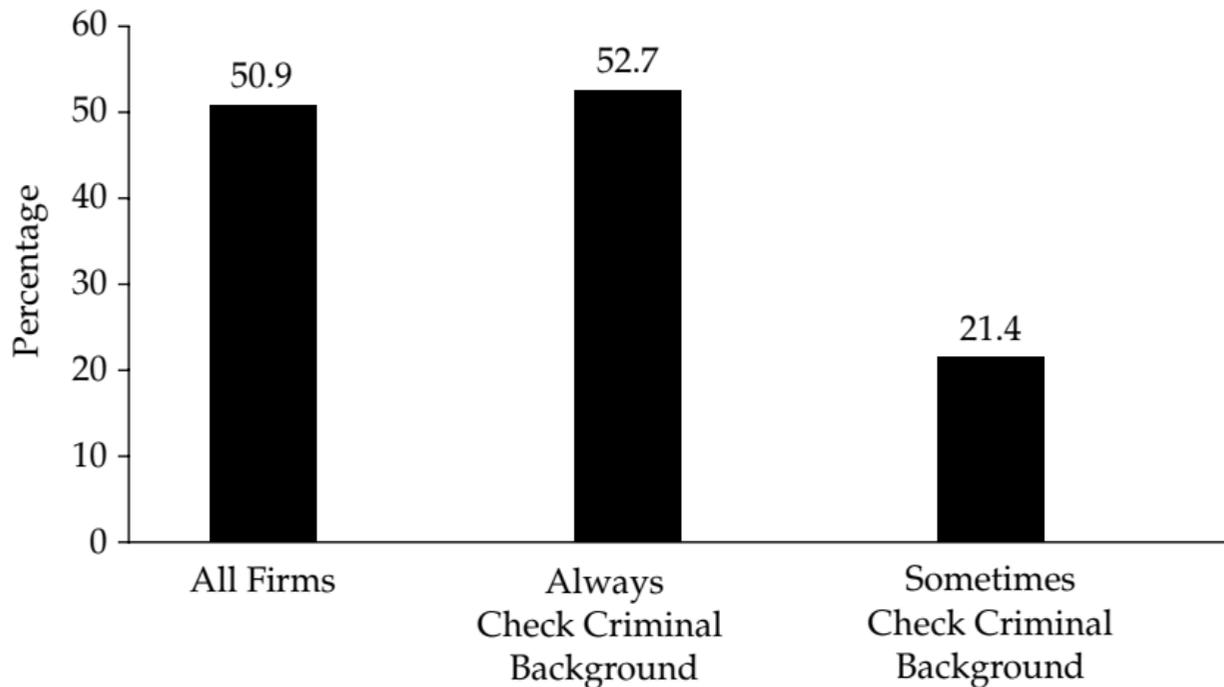


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Source: Authors' computations of employer survey data, 1992–94 and 2001.

**Figure 4.6** Percentage of Employers Legally Required to Check Criminal Backgrounds, 2001

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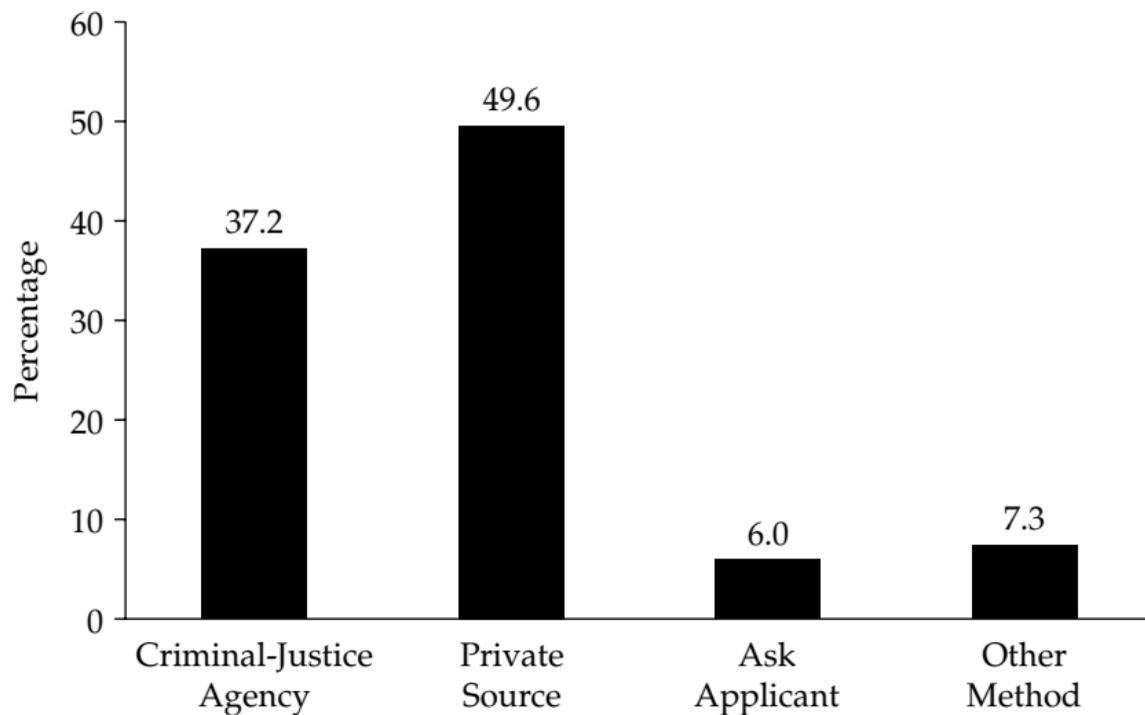


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*Source:* Authors' computations.

**Figure 4.7** Method by Which Employers Check Applicants' Criminal Backgrounds, 2001

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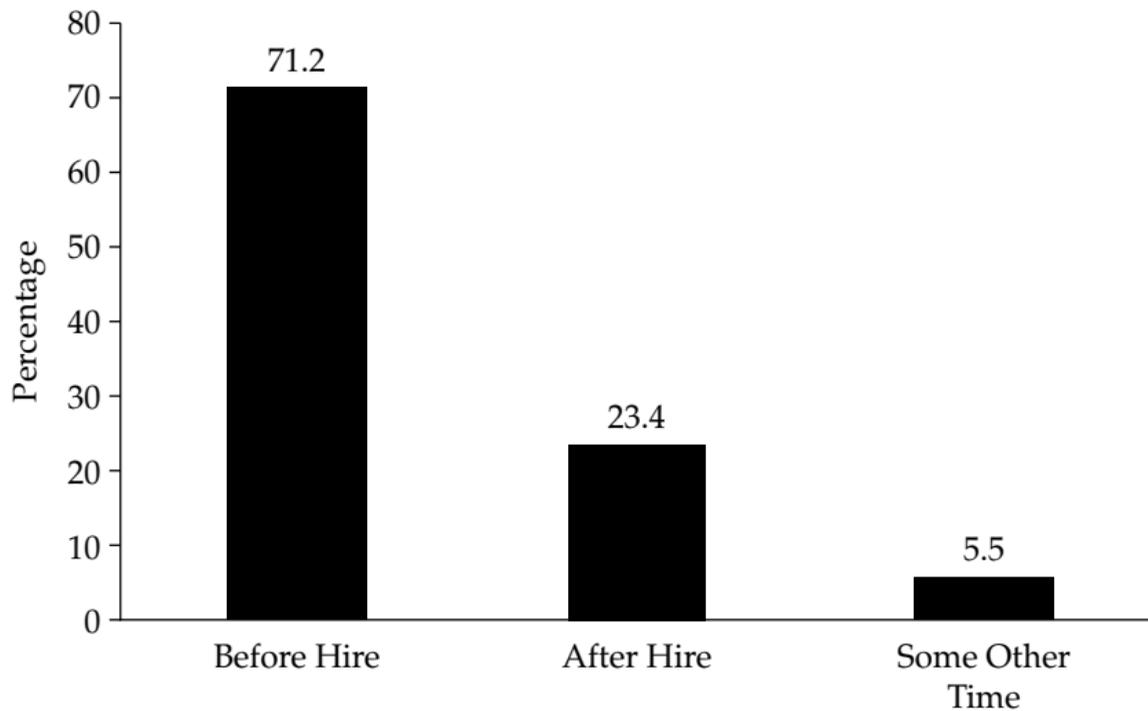


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Source: Authors' computations.

**Figure 4.8** Timing of Employers' Criminal Background Checks of Applicants, 2001

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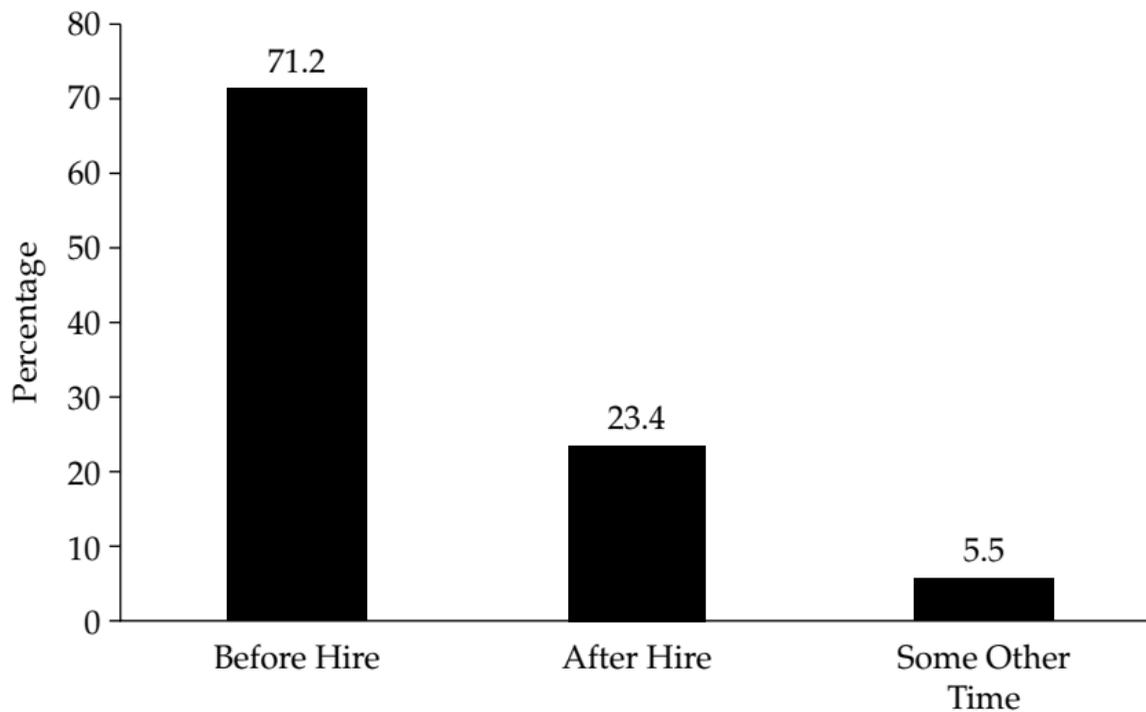


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Source: Authors' computations.

**Figure 4.8** Timing of Employers' Criminal Background Checks of Applicants, 2001

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Source: Authors' computations.

**Table 4.1 Means (Standard Deviations) of Firm-Level Characteristics, by Employer Willingness to Accept Applicants with Criminal Backgrounds and Actual Hiring of Ex-Offenders Last Year**

Characteristics of Employer	All	Willing to Accept	Depends on Crime	Unwilling to Accept	Have Hired	Have Not Hired
Industry						
Manufacturing	0.171	0.230	0.142	0.162	0.242	0.154
Retail	0.186	0.213	0.194	0.166	0.233	0.174
Service	0.435	0.344	0.436	0.470	0.308	0.465
Construction	0.034	0.049	0.028	0.036	0.058	0.028
Transportation, communications, and utilities	0.053	0.057	0.085	0.028	0.067	0.051
Firm Size						
1 to 19	0.172	0.190	0.176	0.174	0.085	0.192
20 to 99	0.422	0.397	0.373	0.488	0.402	0.427
Over 100	0.406	0.413	0.451	0.339	0.513	0.380
Job vacancy rate	0.030 (0.071)	0.039 (0.087)	0.023 (0.044)	0.033 (0.084)	0.022 (0.046)	0.031 (0.076)
0.000	0.560	0.545	0.542	0.577	0.547	0.563
0.001 to 0.040	0.235	0.231	0.276	0.195	0.291	0.222
Over 0.040	0.205	0.223	0.182	0.228	0.162	0.216
Percentage of jobs for unskilled	0.337 (0.334)	0.389 (0.353)	0.330 (0.333)	0.307 (0.321)	0.426 (0.359)	0.315 (0.325)
0.000	0.460	0.402	0.460	0.494	0.350	0.487
0.001 to 0.200	0.189	0.189	0.227	0.170	0.200	0.186
Over 0.200	0.351	0.410	0.313	0.336	0.450	0.327
Central city	0.312	0.254	0.322	0.312	0.283	0.319
Always checks						
criminal background	0.444	0.287	0.531	0.433	0.442	0.445
Collective bargaining	0.240	0.200	0.232	0.263	0.291	0.228
Not-for-profit	0.213	0.131	0.213	0.263	0.158	0.226
Minority-owned	0.216	0.295	0.175	0.215	0.192	0.222

Source: Authors' computations of employer survey data from Los Angeles, 2001.

**Table 4.2 Percentage of Firms that Always Check Criminal Backgrounds of Applicants, 1992 to 1994 and 2001**

Characteristics of Employer	Percentage of Firms that Always Check		Difference In Checking
	1992–1994	2001	
<b>Industry</b>			
Construction	36.1	28.6	-7.5
Manufacturing	14.6	33.0	18.4
Transportation, communications, and utilities	45.3	51.5	8.2
Wholesale trade	21.2	20.6	-0.6
Retail trade	26.6	46.1	19.5
FIRE	46.7	59.4	12.7
Service	39.9	50.9	11.0
<b>Firm size</b>			
1 to 19	19.6	21.2	1.5
20 to 99	31.6	41.8	10.2
Over 100	39.6	57.3	17.7
<b>Location</b>			
Central city	33.1	44.0	10.9
Suburbs	30.5	44.6	14.1
Collective bargaining	49.0	58.3	9.3
Not-for-profit	60.8	65.2	4.4

*Source:* Authors' computations of employer survey data, 1992 to 1994 and 2001.

**Table 4.3 Means (Standard Deviations) of Firm-Level Characteristics, by Whether Firm Checks Applicants' Criminal Background**

	All	Always	Sometimes	Never	Legally Required
Industry					
Manufacturing	0.171	0.127	0.187	0.224	0.025
Retail	0.186	0.193	0.150	0.188	0.117
Service	0.435	0.498	0.477	0.341	0.742
Construction	0.034	0.022	0.037	0.045	0.008
Transportation, communications, and utilities	0.053	0.062	0.065	0.040	0.050
Firm size					
1 to 19	0.172	0.081	0.183	0.284	0.078
20 to 99	0.422	0.396	0.423	0.450	0.379
Over 100	0.406	0.522	0.394	0.266	0.543
Vacancy rate	0.030 (0.071)	0.037 (0.086)	0.035 (0.071)	0.019 (0.049)	0.049 (0.110)
0.000	0.560	0.444	0.548	0.704	0.371
0.001–0.040	0.235	0.300	0.221	0.167	0.302
>0.040	0.205	0.256	0.231	0.130	0.328
Percentage of jobs for unskilled workers	0.337 (0.334)	0.301 (0.314)	0.333 (0.324)	0.387 (0.359)	0.248 (0.279)
0.000	0.460	0.484	0.486	0.417	0.533
0.001 to 0.200	0.189	0.229	0.140	0.157	0.258
Over 0.200	0.351	0.287	0.374	0.426	0.208
Central city	0.263	0.309	0.336	0.309	0.308
Always checks criminal background	0.444	1.000	0.000	0.000	0.975
Collective bargaining	0.240	0.317	0.190	0.163	0.435
Not-for-profit	0.213	0.313	0.168	0.112	0.525
Minority-owned	0.216	0.160	0.308	0.247	0.167

*Source:* Author's computations of employer survey data from Los Angeles, 2001.

**Table 4.4 Regression Results for Whether Firm Checks Criminal Background of Applicants and Whether Firm Hired an Ex-Offender Over the Past Year**

Characteristics of Employers	A. Checks Criminal Background		B. Hired Ex-Offender Over Past Year	
	1	2	1	2
Industry <sup>a</sup>				
Manufacturing	-1.102*** (0.462)	-1.186*** (0.483)	1.161* (0.650)	1.163* (0.652)
Wholesale trade	-1.601*** (0.593)	-1.784*** (0.614)	0.657 (0.776)	0.555 (0.799)
Retail trade	-0.665 (0.449)	-1.043** (0.471)	0.791 (0.671)	0.931 (0.690)
Service	-0.679 (0.426)	-0.918** (0.436)	0.277 (0.668)	0.282 (0.674)
Construction	-1.132* (0.664)	-1.315** (0.680)	1.521* (0.838)	1.456* (0.841)
Transportation, communications, and utilities	-0.442 (0.571)	-0.666 (0.594)	1.110* (0.678)	1.114* (0.680)
Firm size				
1 to 19	-1.640*** (0.334)	-1.679*** (0.345)	-0.966** (0.432)	-0.938** (0.444)
20 to 99	-0.613*** (0.210)	-0.658*** (0.215)	-0.170 (0.258)	-0.159 (0.260)
Vacancy rate				
0.000	-0.764*** (0.248)	-0.709*** (0.253)	0.251 (0.326)	0.225 (0.330)
0.001 to 0.040	-0.331 (0.293)	-0.297 (0.299)	0.275 (0.365)	0.229 (0.369)
Percentage of jobs unskilled				
0.000	0.310 (0.247)	0.393 (0.253)	-0.315 (0.307)	-0.323 (0.311)
0.001 to 0.200	-0.265 (0.235)	-0.205 (0.245)	-0.616** (0.303)	-0.634** (0.314)
Central city	-0.290 (0.214)	-0.241 (0.219)	0.017 (0.265)	-0.024 (0.270)
Collective bargaining	0.277 (0.238)	0.193 (0.245)	0.223 (0.280)	0.262 (0.289)
Not-for-profit	0.716*** (0.261)	0.627** (0.273)	-0.155 (0.341)	-0.075 (0.352)
Minority-owned	-0.016 (0.236)	-0.002 (0.243)	-0.161 (0.292)	-0.103 (0.297)

**Table 4.4** *Continued*

	A. Checks Criminal Background		B. Hired Ex-Offender Over Past Year	
	1	2	1	2
<b>Characteristics of Employers</b>				
Preference for ex-offenders				
Willing to hire	-0.613*** (0.250)	-0.549** (0.262)	1.683*** (0.297)	1.705*** (0.303)
Depends on crime	0.413** (0.212)	0.442** (0.216)	1.116*** (0.281)	1.093*** (0.285)
Post-September 11	0.322* (0.194)	0.321* (0.196)	-0.272 (0.245)	-0.237 (0.243)
Checks criminal background	—	—	0.177 (0.252)	0.183 (0.256)
<b>Tasks of job<sup>b</sup></b>				
Customer contact	—	0.591*** (0.239)	—	0.458* (0.282)
Handle cash	—	0.050 (0.284)	—	-0.573* (0.349)
Handle expensive merchandise	—	0.161 (0.202)	—	0.240 (0.244)
Handle children	—	0.480* (0.284)	—	0.594* (0.365)
Log Likelihood	-346.41	-337.31	-255.28	-246.88
N	587	587	587	587

*Source:* Authors' computations.

*Note:* Standard errors are in parentheses. Financial Services is the reference group for industry and unwilling to hire ex-offenders is the reference group for employer preferences.

<sup>a</sup>Coefficient results for agriculture and mining are suppressed.

<sup>b</sup>Coefficient results for phone tasks, reading and writing tasks, math tasks, and computer tasks are suppressed.

\*\*\*statistically significant at the .01 percent level, \*\*at the .05 percent level, and \*at the .10 percent level.

**Table 4.5 Coefficient Estimates on Criminal Background Checking Variables for Full Sample and by Employer's Willingness to Hire Ex-Offenders (Dependent Variable = Hired Ex-Offender Over the Past Year)**

	1 Full Sample	2 Willing to Hire	3 Depends on Crime	4 Unwilling to Hire
Checks criminal background	0.177 (0.252)	0.072 (0.498)	1.133** (0.529)	-0.579 (0.589)
Legally required to check				
Yes	-0.589* (0.359)	-0.543 (0.639)	-0.314 (0.590)	-0.480 (0.624)
No	0.681** (0.279)	-0.718 (0.674)	1.260*** (0.465)	1.117 (0.724)
Method of checking <sup>a</sup>				
Criminal-justice agency	-0.637 (0.404)	-1.417** (0.739)	-0.597 (0.604)	-0.453 (0.922)
Private sources	0.619** (0.295)	0.698 (0.455)	0.823* (0.475)	0.531 (0.750)
N	587	118	198	217

*Source:* Authors' computations.

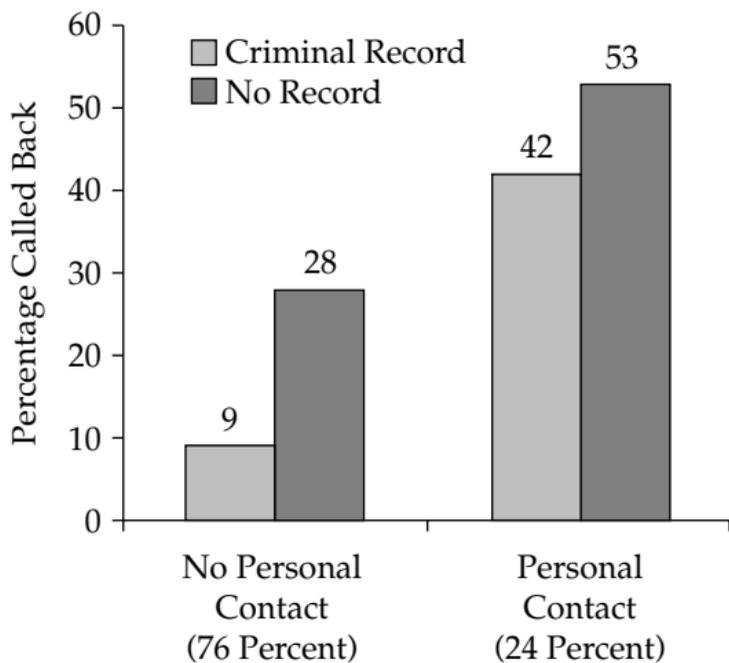
*Note:* All regressions include independent variables listed in table 4.4, specification 1. Reference variable in all equations is firm does not check backgrounds of applicants. Standard errors are in parentheses.

<sup>a</sup>Coefficient results for "Ask applicant" or "Other method of checking" are suppressed because of small sample sizes.

\*\*\*indicates statistically significant at the .01 percent level, \*\*at the .05 percent level, and \* at the .10 percent level.

**Figure 5.1** The Effect of Personal Contact (Whites)

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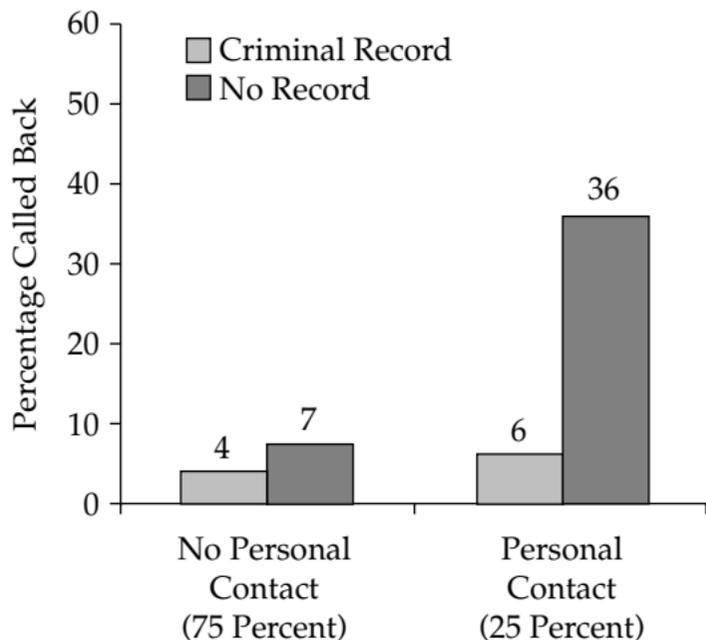
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*Source:* Author compilation.

*Note:* The effects of criminal record and personal contact are significant ( $p < .01$ ). The interaction between criminal record and personal contact is marginally significant ( $p = .07$ ).

**Figure 5.2** The Effect of Personal Contact (Blacks)

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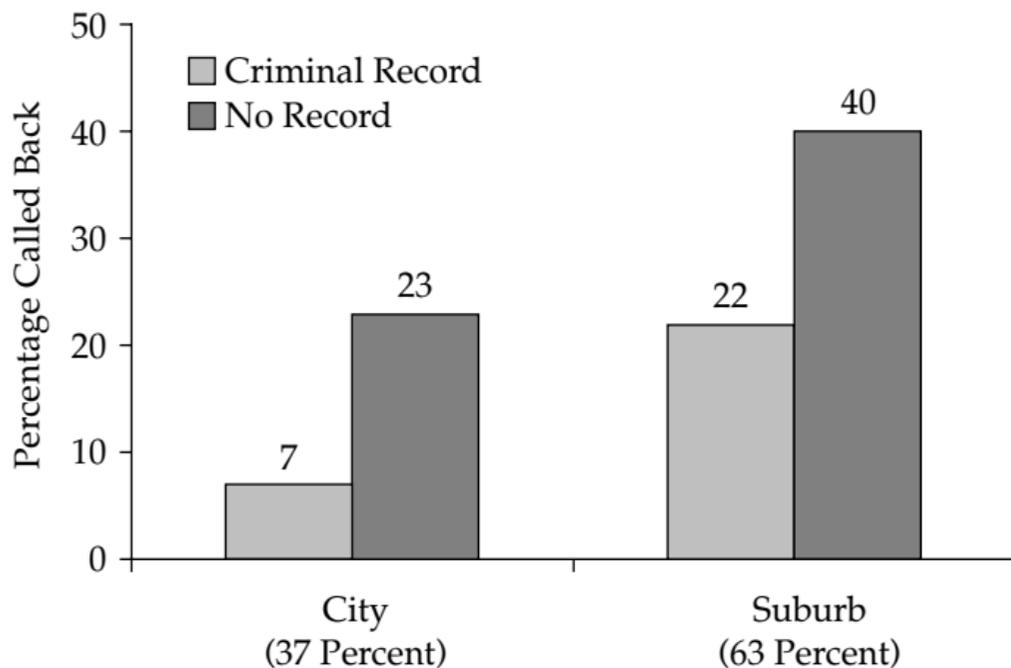
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Source: Author compilation.

Note: The main effects of criminal record and personal contact are significant ( $p < .01$ ). In a model including an interaction between the two, the main effect of criminal record becomes insignificant, and the interaction term demonstrates a large and marginally significant negative effect ( $p < .06$ ).

**Figure 5.3** The Effect of a Criminal Record, by Location (Whites)

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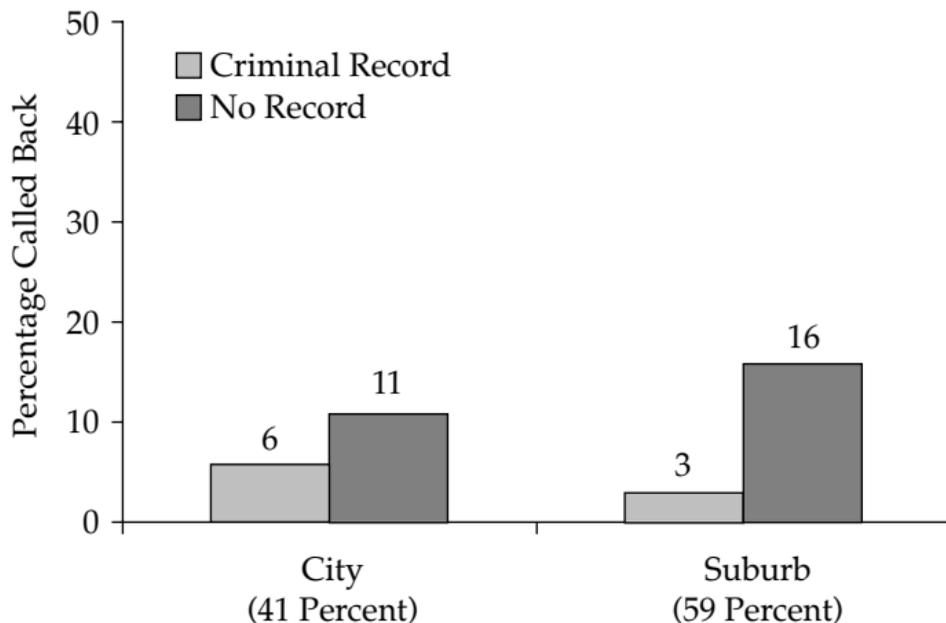
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*Source:* Author compilation.

*Note:* The effects of criminal record and city are significant ( $p < .01$ ). The interaction between the two is not statistically significant.

**Figure 5.4** The Effect of a Criminal Record by Location (Blacks)

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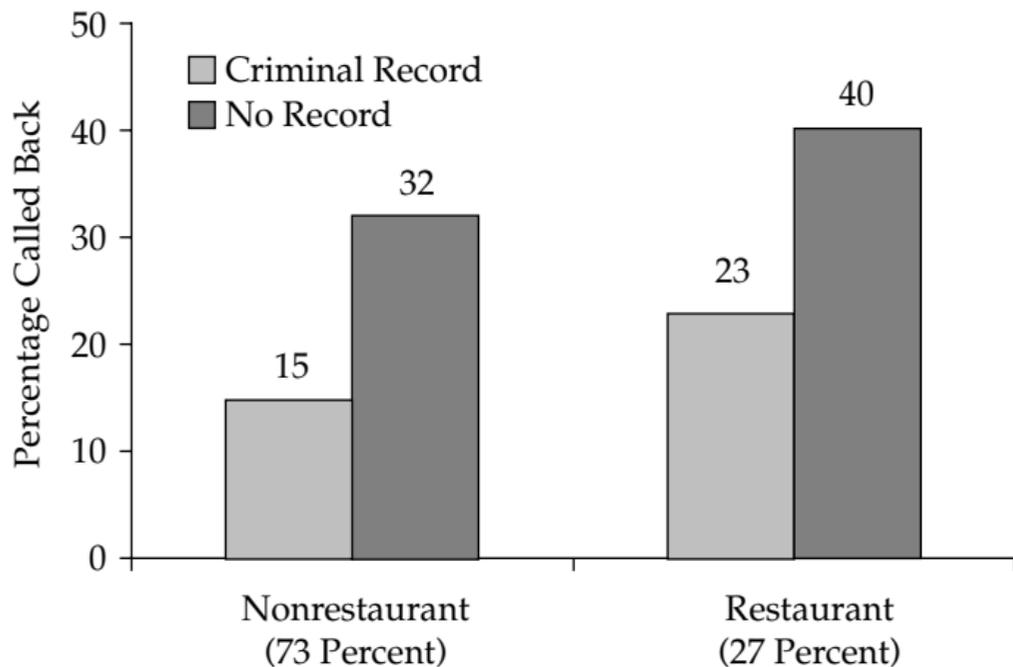
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*Source:* Author compilation.

*Note:* The effect of a criminal record is significant ( $p < .001$ ), whereas the effect of city location in this model is not significant. There is a large and significant positive interaction between city location and criminal record, indicating the substantial advantage to black ex-offenders in the city compared to their suburban counterparts.

**Figure 5.5** The Effect of Restaurant Jobs (Whites)

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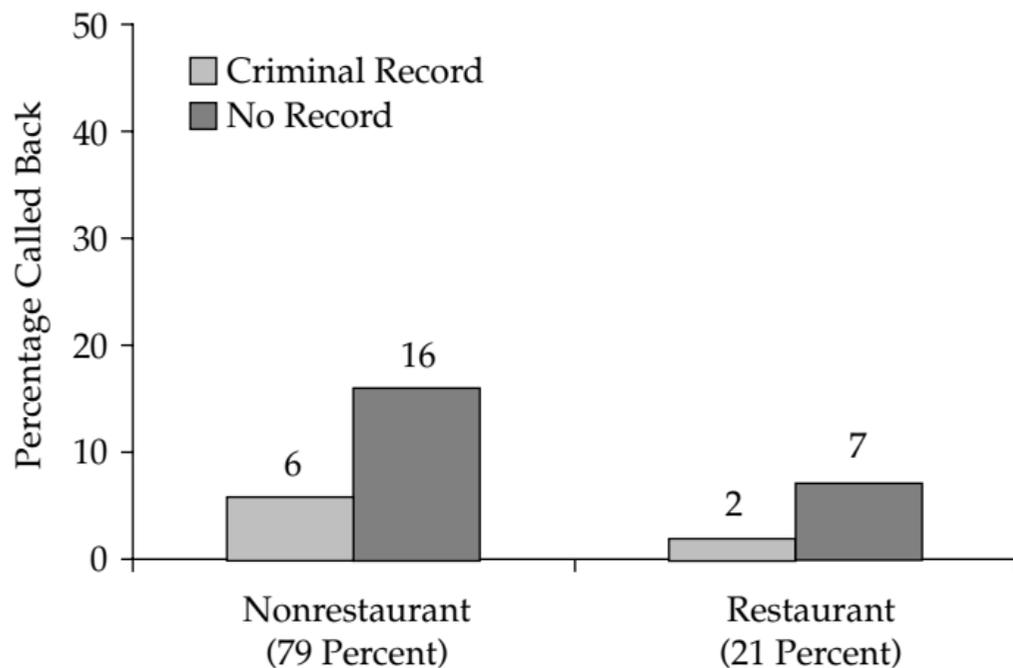
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*Source:* Author compilation.

*Note:* The main effect of criminal record is significant ( $p < .001$ ), and the effects of restaurant occupation and the interaction between the two are not significant.

**Figure 5.6**     **The Effect of Restaurant Jobs (Blacks)**

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*Source:* Author compilation.

*Note:* The main effect of criminal record is significant ( $p < .001$ ), and the effects of restaurant occupation and the interaction between the two are not significant.

**Table 5.1**      **Percent of Applications Requesting Criminal Background Information by Occupation**

	Restaurant	Production	Laborer	Service	Sales	Clerical
Percent	52%	76%	79%	81%	83%	84%
N (total)	(82)	(43)	(92)	(37)	(64)	(32)

*Source:* Author's calculations.

**Table 6.1**      **Estimated Size of the “Investigation Services” Industry**  
**(U.S. Census Bureau)**

Survey Year	Number of Establishments	Receipts (\$1,000)	Number of Employees	Payroll (\$1,000)
1982	3,730	\$1,345,066	30,811	\$533,963
1987	4,098	\$1,405,796	39,327	\$643,953
1992	4,631	\$1,577,424	43,653	\$709,245
1997	5,016	\$1,855,562	50,768	\$830,260

*Source:* All dollars are constant 1997 dollars using the Bureau of Labor Statistics Consumer Price Index. We have assumed that the “investigation services” sector, code 561611 in the North America Industry Classification System, represents a constant proportion of the overall industry code from the older standard industrial classification (SIC) code, 7381, based on the 1997 survey. This may not be an accurate assumption and will lead to an overestimate of the industry size in the early years, given the rapid growth in the industry in recent years.

**Table 6.2 Survey of Fifty Internet Providers**

Variable	N	Descriptive Information (Standard Deviation)
Cost of a one-county search	24	Average = \$24.03 (\$9)
Average response times	29 days	
One day or less		13.8% (4)
Two to seven days		82.7% (24)
More than seven days		3.4% (1)
Scope of searches	47	
Federal, state, and county court		51.1% (24)
County and state courts		36.17% (17)
other		12.8% (6)
Number who use court runners, not just vended databases	33	60.6% (20)
Provide information about FCRA guidelines on disclosure of personal information on website	50	56% (28)
Provide disclaimer about search accuracy	50	36% (18)
Reports include arrests and convictions	30	76.7% (23)
Reports include felonies and misdemeanors	36	97.2% (1)
Length of record search	28	
Seven years or less		42.9% (12)
More than seven years		57.1% (16)
Website has form to notify candidate about search	50	40% (20)
Required information about employee	28	
Name only		21.4% (6)
Name, date of birth		17.9% (5)
Name, Date of birth, and social security number	60.7% (17)	

Source: Authors' calculations.

**Table 6.3 Comparison of Arrest Information Generated From FBI Records and Private Company Search of Courthouse Records<sup>a</sup>**

Client	FBI Record		Private Record	Number of Arrest Events in Both FBI and Private Records
	Number of Total Arrests	Number of Arrests in Prince William	Number of Arrests in Prince William	
1	8	5	2	1
2	4	1	1	0
3	4	0	1	0
4	7	2	1	0
5	1	0	1	0
6	5	2	1	0
7	7	7	1	0
8	4	1	1	0
9	9	0	1	0
10	4	2	1	0
11	5	2	2	1
12	6	0	1	0
13	2	0	1	0
14	7	1	1	0
15	3	2	1	0
16	3	0	1	0
17	3	0	1	0
18	5	2	1	1
19	8	4	1	0
20	11	4	1	0
21	6	3	1	0
22	7	4	4	1
23	2	1	1	0
24	1	0	1	0
25	13	9	3	1
26	5	4	1	0
27	2	0	1	0
28	6	6	1	0
29	6	2	3	1
30	5	1	1	0
31	2	1	1	0
32	2	1	1	0
33	9	8	1	1
34	4	0	1	0
35	2	2	1	1
36	10	9	3	0
37	6	2	1	1
38	10	10	1	1
39	4	0	3	0
40	8	8	1	0
41	5	4	5	3
42	6	1	1	0
TOTAL	227	111	59	13

Source: Authors' calculations.

<sup>a</sup>Prince William County, Virginia; information was for the ten years prior to date of search.

**Table 7.1 Key Descriptive Statistics of Washington State Inmates  
(N = 10,477 Individuals)**

Type of Data Variables	First Year	Second Year
Employment experiences prior to admission		
Employment	50.37%	50.75
Hourly wage	\$7.40	\$7.59
Total earnings	\$8,403.03	\$7,876.20
Industry (last job)		
Service	29.06%	
Retail	23.40%	
Agriculture-Mining	6.86%	
Transportation	3.83%	
Wholesale trade	4.31%	
Construction	15.27%	
Financial–public administration	2.84%	
Manufacturing	14.43%	
Employment experiences post-release		
Employment	64.25	45.65
Hourly wage	\$10.33	\$9.26
Total earnings	\$12,984.34	\$11,145.63
Industry (first job)		
Service	32.56%	
Retail	23.70%	
Agriculture, mning	3.90%	
Transportation	2.78%	
Wholesale trade	4.57%	
Construction	12.78%	
Financial–public administration	2.03%	
Manufacturing	17.68%	
Key covariates		
Race		
White	59.7%	
Black	27.1%	
Hispanic	8.1%	
Other	5.1%	
Education		
Less than high school	40.2%	
High school diploma or GED	55.1%	
Some college	4.7%	
Criminal history		
Three or more prior arrests	23.1%	
Arrest prior to age sixteen	39.7%	

*(Table continues on p. 212)*

**Table 7.1** *Continued*

Type of Data Variables	First Year	Second Year
Other covariates		
Average age at admission	29.55 years	
Eighteen to twenty	14.04%	
Twenty-one to twenty-five	24.17%	
Twenty-six to thirty	19.80%	
Thirty-one to thirty-five	17.18%	
Thirty-six to forty	12.80%	
Over forty	11.18%	
Characteristics of admission <sup>a</sup>		
Length of spell		6.3 quarters
Violent offense		41.6
Drug offense		29.1
Property offense		26.7
Other offense type		2.5
Program participation in prison		
GED in prison		11.8
Work release		32.1
Recidivism	9.79%	15.96%

*Source:* Authors' calculations.

<sup>a</sup>Admission data refer to first admission observed between 1990 and 2000.

**Table 7.2 Unstandardized Coefficients from the Regression of Employment on Incarceration**

Variables	All (Standard Error)
Prior incarceration	0.5063** (0.0179)
Quarters since incarceration	-0.0509** (0.0010)
Quarters incarcerated	0.0487** (0.0016)
Fixed effects	Yes
N, observations	453,523
N, respondents	9,566

*Source:* Authors' calculations.

*Note:* Models include controls for age of admission in five-year intervals, offense type, involvement in work-release program, prior work experience, log age, and year dummies.

\*\*p < .01

**Table 7.3 Unstandardized Coefficients from the Regression of Log Hourly Wages on Incarceration**

Variables	All (Standard Error)
Prior incarceration	-0.0440** (0.0044)
Quarters since incarceration	0.0023** (0.0003)
Quarters incarcerated	0.0039** (0.0004)
Intercept	-2.6475** (.1183)
Fixed effects	Yes
R <sup>2</sup>	0.1905
N, observations	12,6547
N, respondents	9,532

*Source:* Authors' calculation.

*Note:* Models include controls for age of admission in five-year intervals, offense type, involvement in work-release program, prior work experience, log age, industry, and year dummies.

\*\*p < .01

**Table 7.4 Race-Specific Direct Effects of Incarceration on Employment and Wages (Standard Errors in Parentheses)**

Employment	Whites	Blacks	Hispanics
Prior incarceration <sup>a,b,c</sup>	0.5095*** (0.0020)	0.6528*** (0.0359)	0.3000*** (0.0698)
Quarters since incarceration <sup>a,b</sup>	-0.0459*** (0.0013)	-0.0661*** (0.0021)	-0.0449*** (0.0041)
Quarters incarcerated <sup>a,b,c</sup>	0.0548*** (0.0020)	0.0353*** (0.0033)	0.0217*** (0.0064)
Fixed effects	Yes	Yes	Yes
N, observations	280,393	116,792	32,999
N, respondents	5,871	2,515	689
Wages	Whites	Blacks	Hispanics
Prior incarceration <sup>a</sup>	-0.0497*** (0.0050)	-0.0186* (0.0088)	-0.0318*** (0.0150)
Quarters since incarceration <sup>a,b</sup>	0.0030*** (0.0005)	-0.0002 (0.0005)	0.0030*** (0.0009)
Quarters incarcerated	0.0040*** (0.0005)	0.0040*** (0.0009)	0.0070*** (0.0015)
Intercept	-3.496*** (0.1480)	-1.9209*** (0.2762)	-0.7818*** (0.2950)
Fixed effects	Yes	Yes	Yes
R <sup>2</sup>	0.1993	0.2124	0.1722
N, observations	84,191	27,793	8,636
N, respondents	5,856	2,496	687

*Source:* Authors' calculation.

*Note:* Employment models include controls for age of admission in five-year intervals, offense type, involvement in work-release program, prior work experience, log age, and year dummies. Wage models include controls included in employment models in addition to industry.

\* $p < .10$ ; \*\*\* $p < .01$

<sup>a</sup>Significant difference between whites and blacks

<sup>b</sup>Significant difference between blacks and hispanics

<sup>c</sup>Significant difference between whites and hispanics

**Table 7.5 Education-Specific Direct Effects of Incarceration on Employment and Wages (Standard Errors in Parentheses)**

Employment	Less Than High School	High School	Some College
Prior incarceration <sup>b,c</sup>	0.4873** (0.0299)	0.5016** (0.0231)	0.7107** (0.0868)
Quarters since incarceration <sup>c</sup>	-0.0470** (0.0017)	-0.0520** (0.0014)	-0.0626** (0.0057)
Quarters incarcerated <sup>b,c</sup>	0.0486** (0.0027)	0.0512** (0.0020)	0.0317** (0.0070)
Fixed effects	Yes	Yes	Yes
N, observations	172,752	262,684	21,879
N, respondents	3,672	5,583	461

Wages	Less Than High School	High School	Some College
Prior incarceration <sup>b,c</sup>	-0.0430** (0.0075)	-0.0419** (0.0055)	-0.1308** (0.0224)
Quarters since incarceration <sup>a</sup>	0.0033** (0.0004)	0.0017** (0.0003)	0.0037* (0.0016)
Quarters incarcerated	0.0039** (0.0007)	0.0040** (0.0005)	0.0059** (0.0017)
Intercept	-1.7013** (0.1860)	-3.1786** (0.1571)	-4.3260** (0.7606)
Fixed effects	Yes	Yes	Yes
R <sup>2</sup>	0.1996	0.2104	0.1281
N, observations	42,200	78,621	6,888
N, respondents	3658	5579	461

Source: Authors' calculation.

Note: Employment models include controls for age of admission in five-year intervals, offense type, involvement in work-release program, prior work experience, log age, and year dummies. Wage models include controls included in employment models in addition to industry.

\*p < .05; \*\*p < .01

<sup>a</sup>Significant difference between "Less Than High School" and "High School"

<sup>b</sup>Significant difference between "High School" and "Some College"

<sup>c</sup>Significant difference between "Less Than High School" and "Some College"

**Table 7.6 LSI-Specific Direct Effects of Incarceration on Employment and Wages (Standard Errors in Parentheses)**

Employment	LSI	LSI	LSI
	Low	Medium	High
Prior incarceration	0.5520** (0.0386)	0.5530** (0.0312)	0.4859** (0.0293)
Quarters since incarceration <sup>b,c</sup>	-0.0602** (0.0023)	-0.0550** (0.0019)	-0.0445** (0.0017)
Quarters incarcerated	0.0494** (0.0032)	0.0527** (0.0029)	0.0464** (0.0028)
Fixed effects	Yes	Yes	Yes
N, observations	109,372	155,169	178,180
N, respondents	2,581	3,813	4,428

Wages	LSI	LSI	LSI
	Low	Medium	High
Prior incarceration <sup>c</sup>	-0.0596** (0.0086)	-0.0422** (0.0074)	-0.0322** (0.0076)
Quarters since incarceration <sup>c</sup>	0.0018** (0.0005)	0.0021** (0.0004)	0.0032** (0.0004)
Quarters incarcerated <sup>b</sup>	0.0035** (0.0007)	0.0054** (0.0007)	0.0033** (0.0008)
Intercept	-3.6353** (0.2261)	-2.3165** (0.1993)	-2.3156** (0.2064)
Fixed effects	Yes	Yes	Yes
R <sup>2</sup>	0.1659	0.2633	0.2714
N, observations	37,036	45,526	43,956
N, respondents	2,669	3,977	4,527

Source: Authors' calculations.

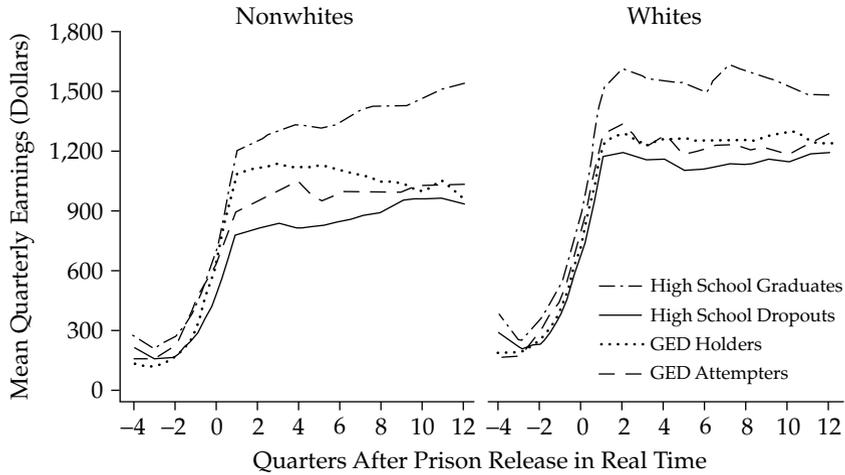
Note: Employment models include controls for age of admission in five-year intervals, offense type, involvement in work-release program, prior work experience, log age, and year dummies. Wage models include controls included in employment models in addition to industry.

<sup>b</sup>Significant difference between LSI-med and LSI-high

<sup>c</sup>Significant difference between LSI-low and LSI-high

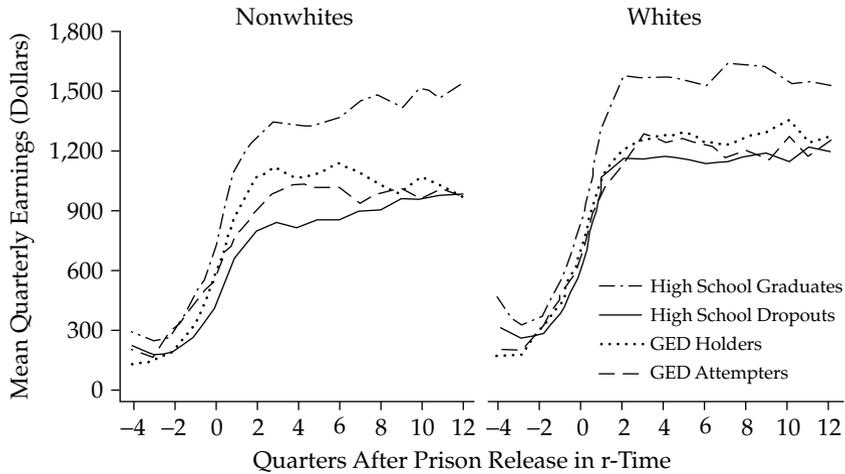
\*\*p < .01

**Figure 8.1** Raw Earnings Around the Actual Prison Release Quarter, by Education



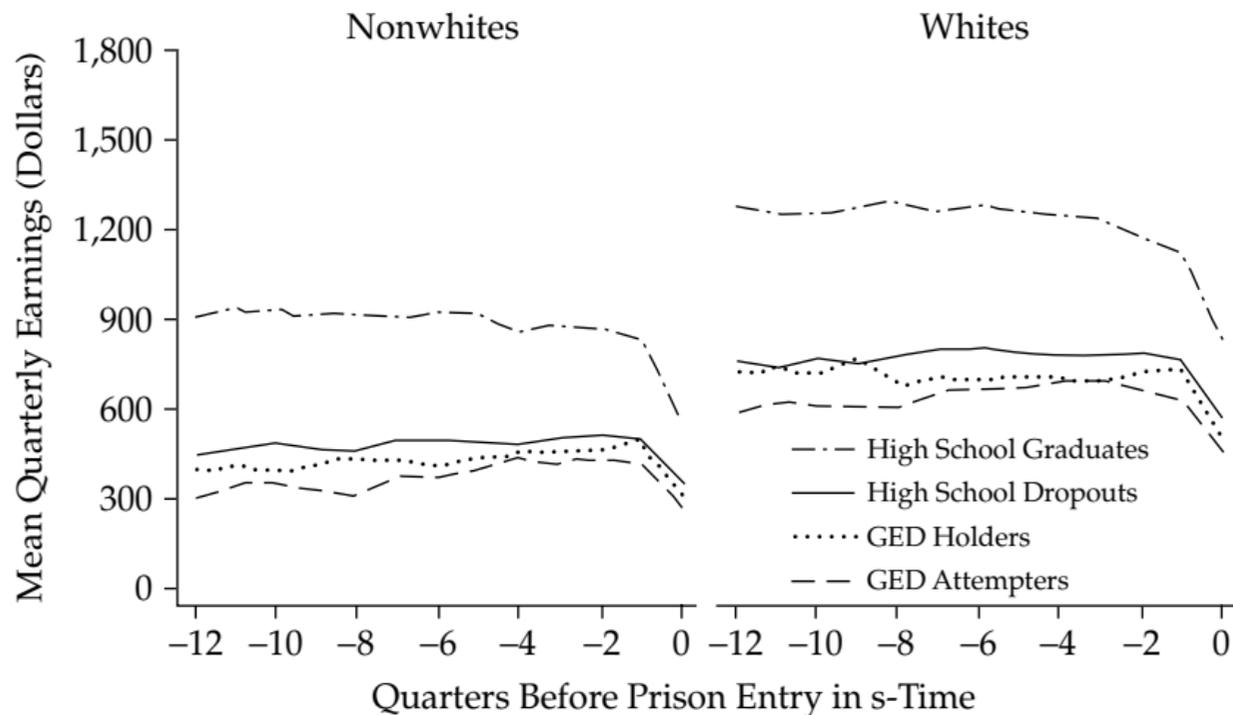
Source: Authors' calculations.

**Figure 8.2** Raw Earnings Around the Forecasted Prison Release Quarter, by Education



Source: Authors' calculations.

**Figure 8.3** Raw Earnings Profiles Around the Prison Entry Quarter, by Education



Source: Authors' calculations.

**Table 8.1 Descriptive Statistics of Offenders Without High School Diplomas (Sample Standard Deviations in Parentheses)**

	Dropouts Who Leave Prison with a GED	Uncredentialed GED “Attempters”	Uncredentialed Dropout Offenders with No GED-Related Education	Total Sample: All Offenders Without High School Diplomas
N	1,967	1,400	9,589	12,956
Percentage white	60	47	45	47
Percentage black	32	45	46	44
Percentage Hispanic	7	7	8	8
Percentage other race	0.3	0.5	0.3	0.3
Mean years of education	9.7 (1.3)	9.5 (1.3)	9.5 (1.4)	9.5 (1.4)
Mean age at admission	25.6 (8.0)	25.0 (7.5)	29.4 (9.2)	28.3 (8.8)
Percentage age eighteen to twenty at admission	28	31	15	19
Percentage age twenty-one to twenty-five at admission	28	31	24	25
Percentage age twenty-six to thirty at admission	15	12	18	17
Percentage age thirty-one to thirty-five at admission	11	10	16	15
Percentage age thirty-six to forty at admission	7	6	13	11
Percentage age over forty at admission	6	5	12	10
Percentage with prior incarceration spell	24	13	18	18
Percentage with prior disciplinary report	10	6	6	7

Percentage with violent-crime offense this spell	39	39	36	37
Percentage with property-crime offense this spell	41	37	36	37
Percentage with drug-crime offense this spell	16	21	24	22
Percentage with other crime offense this spell	4	4	4	4
Percentage participating in work-release program	20	24	14	16
Mean days in work release for participants	171	172	165	166
	(103)	(98)	(98)	(98)
Percentage with hours in GED classes this spell	68	93	0	20
Percentage with hours in vocational training this spell	28	19	10	14
Percentage with hours in academic classes this spell <sup>a</sup>	28	27	29	29
Percentage with hours working in prison industry this spell	3	2	3	3
Mean sentence length in months this spell	19.9	17.7	14.4	15.6
	(10.5)	(9.6)	(9.0)	(9.3)
Percentage who recidivate within one year	17	16	16	16
Percentage who recidivate within two years	26	27	25	25
Percentage who recidivate within three years	33	36	32	33
Percentage employed one year before prison entry	32	32	31	31
Percentage employed one year after release	44	41	37	38
Quarterly wage one year before prison entry	\$560	\$526	\$577	\$569
	(\$1,364)	(\$1,336)	(\$1,401)	(\$1,388)
Quarterly wage one year after release	\$1,200	\$1,132	\$982	\$1,031
	(\$2,108)	(\$2,827)	(\$2,092)	(\$2,175)

*Source:* Authors' calculations.

<sup>a</sup>Represents non-GED-related academic course work.

**Table 8.2 Comparison of Quarterly Earnings of GED Holders and Uncredentialed Dropouts**

Years after Release	All (1)	Whites (2)	Nonwhites (3)
Panel A: Controlling for nothing			
First year	181** (41)	55 (55)	243** (63)
Second year	180** (48)	95 (65)	208** (72)
Third year	109** (51)	101 (71)	39 (72)
Panel B: Controlling for age, year and quarter, education			
First year	161** (40)	9 (54)	214** (63)
Second year	183** (49)	72 (66)	203** (73)
Third year	125 (52)	67 (73)	65 (75)
Panel C: Controlling for age, year and quarter, x			
First year	13 (45)	-87 (58)	121** (71)
Second year	70 (55)	-16 (74)	180* (82)
Third year	22 (58)	-9 (80)	26 (85)
Panel D: Controlling for age, year and quarter, x, $\alpha_i$			
First year	57 (50)	-27 (68)	164** (77)
Second year	114* (60)	45 (82)	224* (88)
Third year	69 (63)	58 (87)	72 (90)
N	12,956	6,138	6,818

Source: Authors' calculations.

Note: Panels A, B, C, and D contain GED coefficient estimates  $\delta_1$ ,  $\delta_2$ ,  $\delta_3$ , and  $\delta_4$ , from equations 8.1, 8.2, 8.3, and 8.4, respectively. All entries in column 1 are from models that also control for race/ethnicity. The dependent variable is quarterly earnings in 2002 dollars, including zeros. Standard errors are in parentheses, adjusted for clustering within individuals over time.

\*p < 0.05; \*\*p < 0.10

**Table 8.3 Quarterly Earnings of GED Holders, GED-Program Nonparticipants, and GED “Attempters,” by Race-Ethnicity**

Years After Release	Comparison to Dropouts with No GED-Related Education		Comparison to GED “Attempters”	
	Whites (1)	Nonwhites (2)	Whites (3)	Nonwhites (4)
Panel A: Controlling for nothing				
First year	58 (56)	259*** (63)	34 (84)	122 (85)
Second year	103 (66)	221*** (72)	42 (99)	116 (93)
Third year	105 (72)	39 (73)	79 (106)	36 (98)
Panel B: Controlling for age, year and quarter, education				
First year	11 (56)	237*** (64)	-37 (82)	16 (84)
Second year	77 (68)	216*** (75)	18 (99)	56 (93)
Third year	56 (75)	68 (77)	71 (105)	20 (99)
Panel C: Controlling for age, year and quarter, x				
First year	-100 (61)	141* (77)	-19 (87)	28 (84)
Second year	-5 (74)	190* (91)	33 (109)	125 (96)
Third year	-28 (83)	-8 (95)	99 (112)	89 (103)
Panel D: Controlling for age, year and quarter, x, $\alpha_i$				
First year	-26 (71)	176** (84)	-28 (96)	98 (96)
Second year	71 (84)	228** (97)	19 (116)	190* (109)
Third year	57 (91)	34 (100)	83 (120)	156 (116)
N	5,475	6,081	1,849	1,518

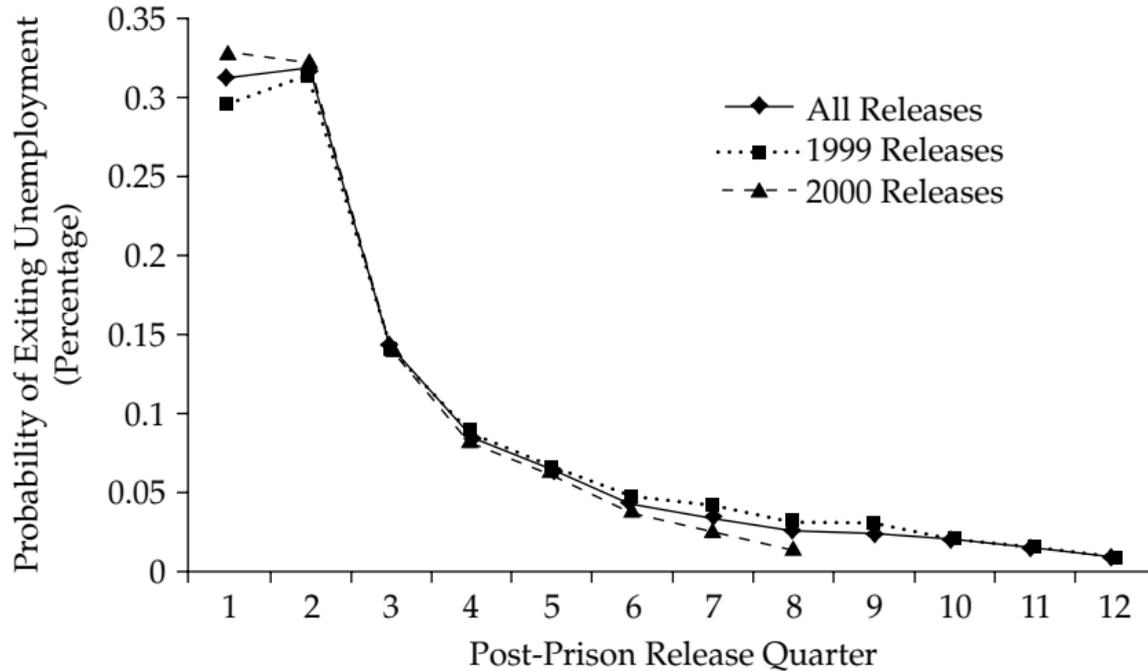
Source: Authors' calculations.

Note: Panels A, B, C, and D contain GED coefficient estimates  $\delta_1$ ,  $\delta_2$ ,  $\delta_3$ , and  $\delta_4$ , from equations 8.1, 8.2, 8.3, and 8.4, respectively. The dependent variable is quarterly earnings in 2002 dollars, including zeros. Standard errors are in parentheses, adjusted for clustering within individuals over time.

\*p < 0.10; \*\*p < 0.05; \*\*\*p < .01

**Figure 9.1** Hazard Rate, or Probability of Exiting the Initial Spell of Unemployment (Finding a Job) upon Release from Prison, Conditional upon the Length of Unemployment

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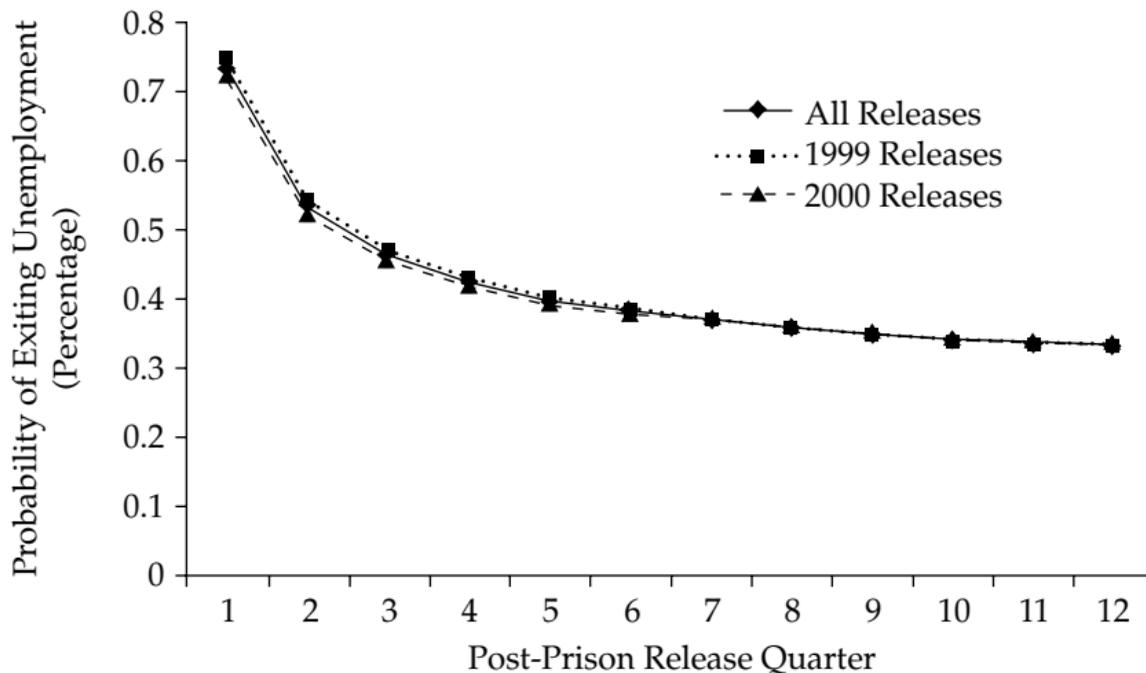


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Source: Author's analysis of ODRC data.

**Figure 9.2** Survivor Function, or Percentage of Releases Still in the Pool of Offenders Who Have Not Yet Found a First Job Following Release, by Quarter Since Release from Prison

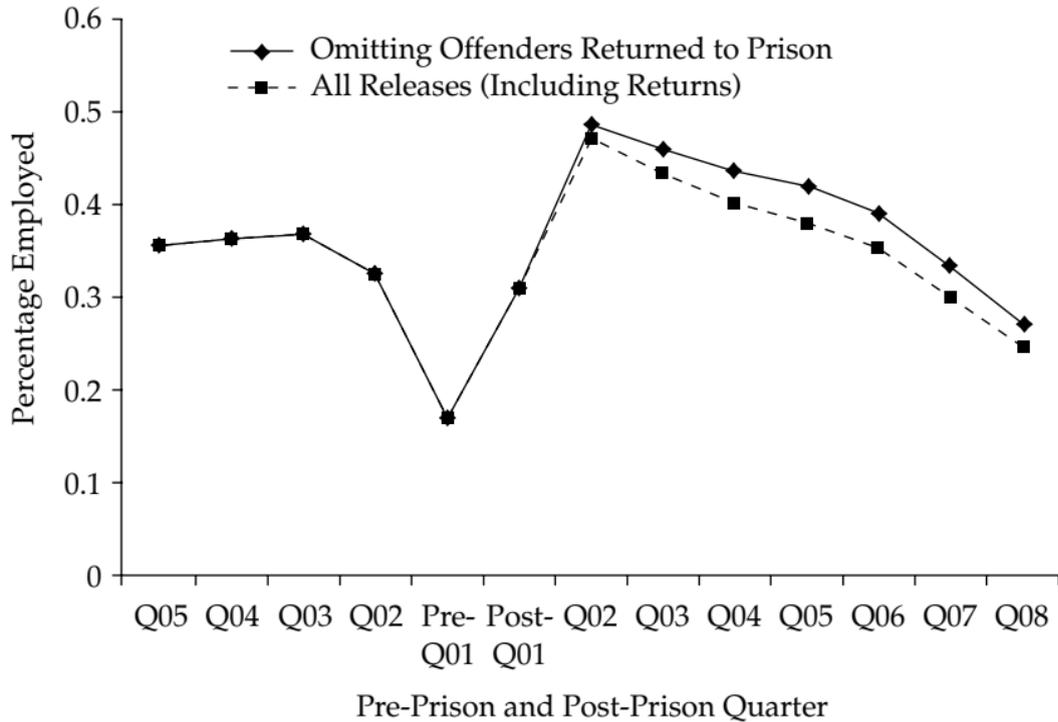
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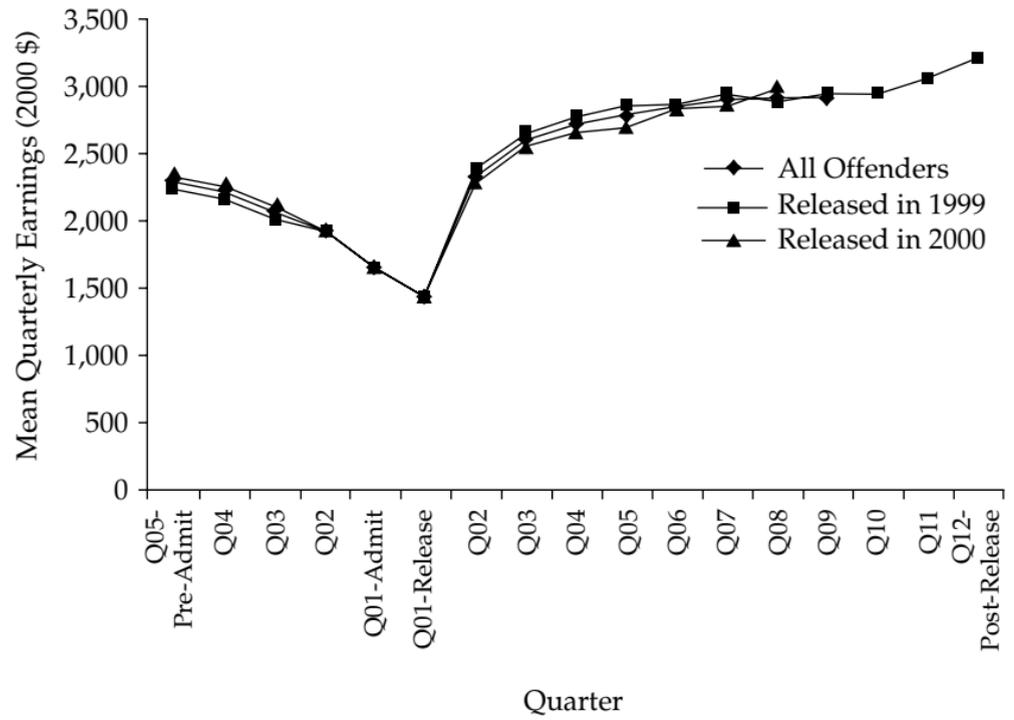
Source: Author's analysis of ODRC data.

**Figure 9.3 Percentage of Offenders Released During 1999 and 2000 Who Were Employed During any Quarter, by Pre- and Post-Prison Quarters**



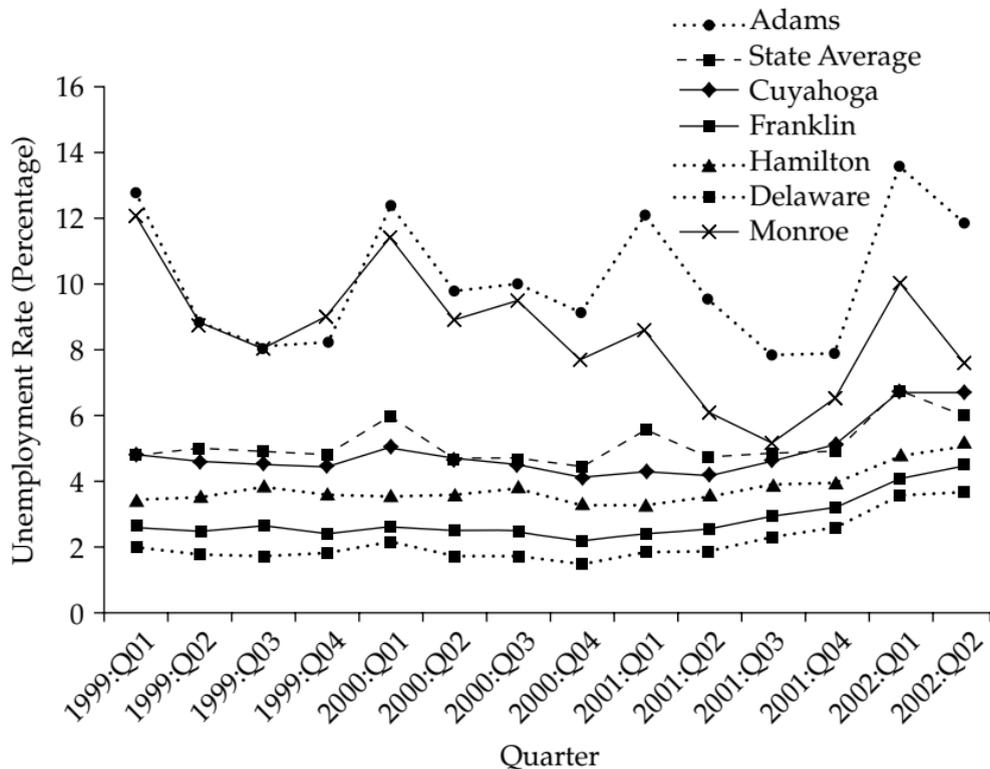
Source: Author's analysis of ODRC data.

**Figure 9.4 Pre- and Post-Prison Mean Quarterly Earnings, by Year of Release: Offenders with Positive Earnings During the Quarter; Offenders Who Served Seven or Fewer Years**



Source: Author's analysis of ODRC data.

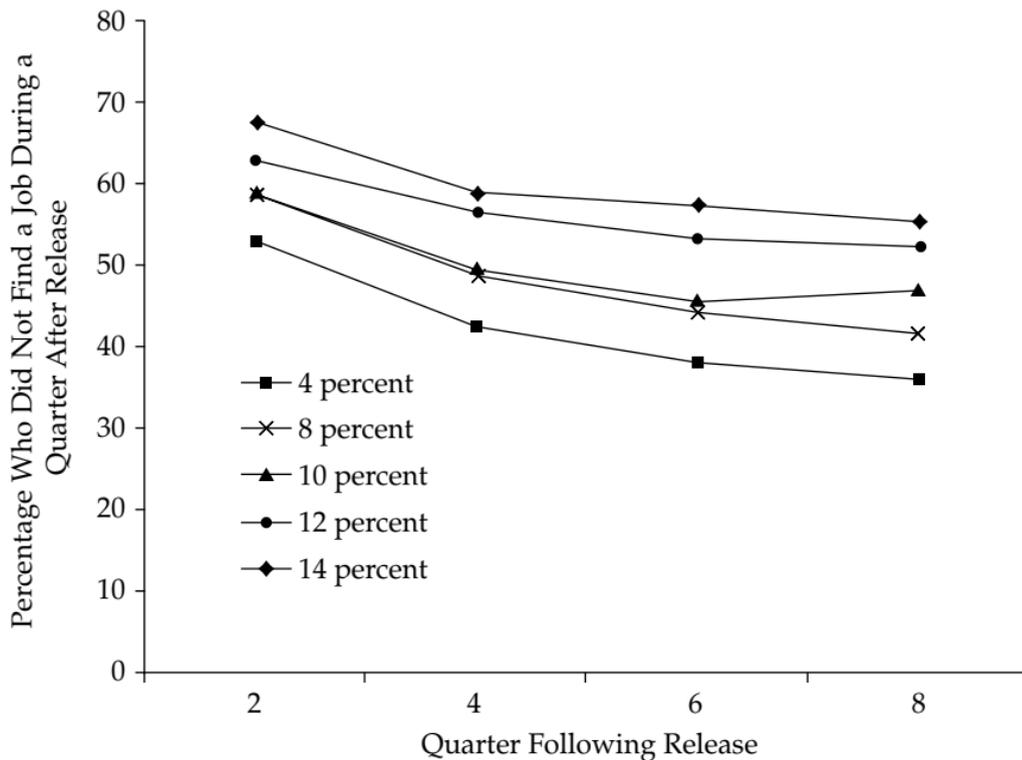
**Figure 9.5** Quarterly Unemployment Rates for Selected Ohio Counties, 1999: First Quarter Through 2002: Second Quarter



Source: Author's analysis of LAMS data.

**Figure 9.6** Simulated Survivor Functions: Percentage Who Did Not Find a Job, by Quarter and County Unemployment Rate

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Source: Author's analysis of ODRC data.

**Table 9.1 Descriptive Statistics for Estimation Sample Used in the Analysis of Exits from the Initial Spell of Unemployment upon Release from Prison**

Variable	Definition	Mean
Labor-market variables		
County unemployment rate	Time varying county unemployment rate, quarterly	4.37
Number of pre-prison quarters	Number of quarters worked, one year plus one quarter prior to admission	0.96
Second month of quarter	Dummy variable indicating release in second month of quarter of release	0.33
Third month of quarter	Dummy variable indicating release in third month of quarter of release	0.35
Prior prison		
Prior incarcerations	Number of prior incarcerations	0.93
First-term group	Dummy variable = 1 if admit is first on a term	0.94
Form of release and supervision		
Parole supervision	Dummy variable = 1 if release was onto parole	0.19
Post-release control (PRC) supervision	Dummy variable = 1 if release was onto PRC	0.29
Judicial release	Dummy variable = 1 if release was judicial	0.09
Type and length of sentence		
TIS sentence	Dummy variable = 1 if sentence on most serious offense was TIS	0.71
Time served	Total length of time served in prison plus jail credit	24.33
Offense severity level		
Felony one	Dummy = 1 if offense was a first-degree felony or life	0.05
Felony two	Dummy = 1 if offense was a second-degree felony	0.13
Felony three	Dummy = 1 if offense was a third-degree felony	0.17
Felony four	Dummy = 1 if offense was a fourth-degree felony	0.30
Felony five	Omitted offense severity level category	0.35

**Table 9.1** *Continued*

Variable	Definition	Mean
Offense type		
Homicide (manslaughter)	Dummy = 1 if offense was homicide	0.01
Rape	Dummy = 1 if offense was rape	0.03
Aggravated assault	Dummy = 1 if offense was aggravated assault	0.11
Robbery	Dummy = 1 if offense was robbery	0.08
Other violent	Dummy = 1 if offense was other violent	0.02
Burglary	Dummy = 1 if offense was burglary	0.12
Theft	Dummy = 1 if offense was theft	0.09
Other property	Dummy = 1 if offense was other property	0.10
Drugs	Omitted offense category	0.33
Weapons	Dummy = 1 if offense was weapons	0.03
Public order or other	Dummy = 1 if offense was public order	0.09
Education level and prison program participation		
TABE total score	Total TABE test score	7.06
Vocational program graduate or certificate	Dummy = 1 if offender received the vocational training certificate	0.03
Vocational work assignments	Dummy = 1 if offender participated in work assignments	0.03
GED in prison	Dummy = 1 if offender obtained a GED in prison	0.07
Substance abuse program	Dummy = 1 if offender participated in a substance abuse program	0.07
Race and age		
Black	Dummy = 1 if offender was black	0.56
Less than or equal to twenty	Dummy = 1 if offender was twenty or under at release	0.08
Twenty-one through twenty-five	Dummy = 1 if offender was twenty-one through twenty-five at release	0.22
Twenty-six through thirty	Dummy = 1 if offender was twenty-six through thirty at release	0.18

**Table 9.1** *Continued*

Variable	Definition	Mean
Thirty-one through thirty-five	Dummy = 1 if offender was thirty-one through thirty-five at release	0.15
Thirty-six through forty	Dummy = 1 if offender was thirty-six through forty at release	0.15
Over forty-one	Omitted age category	0.23
Release year		
Released during 1999	Dummy = 1 if offender was released during 1999	0.57
Number of observations		144,196

*Source:* Author's analysis of Ohio Department of Corrections (ODRC) data and Local Area Unemployment (LAUS) data.

**Table 9.2**      **Spells of Initial Unemployment upon Release from Prison**

Number of Quarters	Cumulative Percentage Complete	Survival Probability (Percentage)
1	44.8	73.2
2	76.3	53.3
3	85.8	46.3
4	90.7	42.5
5	94.1	39.9
6	96.2	38.2
7	97.6	37.0
8	98.5	36.0
9	99.2	35.1
10	99.7	34.4
11	99.9	33.9
12	100.0	33.5
Count	25,764	

*Source:* Author's analysis of ODRC data.

**Table 9.3 Parameter Estimates of Discrete Duration Model of the Probability of Exiting the Initial Spell of Unemployment upon Release from Prison**

Variable	Model (1)		Model (2)		Model (3)		Model (4)	
	Parameter	Change in exit rate <sup>a</sup>						
Intercept	-3.4291***		-3.3596***		-0.2871***		-2.9631***	
Labor market variables								
County unemployment rate	-0.0358***	-0.5%	-0.0427***	-0.6%	-0.1347***	-1.8%	-0.1340***	-1.8%
Number of pre-prison quarters	0.4194***	5.6%	0.4184***	5.6%	0.4186***	5.6%	0.4277***	5.7%
N of pre-prison by time interaction							-0.0060*	-0.1%
Second month in quarter of release	-0.1037***	-1.4%	-0.1052***	-1.4%	-0.1076***	-1.4%	-0.1078	-1.4%
Third month in quarter of release	-0.2988***	-4.0%	-0.2998***	-4.0%	-0.3034***	-4.1%	-0.3036	-4.1%
Big county dummy			-0.0934***	-1.3%				
Prior prison admissions								
Prior incarcerations	0.0243***	0.3%	0.0261***	0.4%	0.0259***	0.3%	0.0263***	0.4%
First-term group	-0.0925*	-1.2%	-0.0846*	-1.1%	-0.0836*	-1.1%	-0.0881*	-1.2%
Form of supervision or release								
Parole supervision	0.4242***	5.7%	0.4255***	5.7%	0.4204***	5.7%	0.4181***	5.6%
PRC supervision	0.1687***	2.3%	0.1657***	2.2%	0.1637***	2.2%	0.1634***	2.2%
Judicial release	0.2275***	3.1%	0.2114***	2.8%	0.2067***	2.8%	0.2060***	2.8%

*(Table continues on p. 282)*

**Table 9.3** *Continued*

Variable	Model (1)		Model (2)		Model (3)		Model (4)	
	Parameter	Change in exit rate <sup>a</sup>						
Type and length of sentence served								
TIS sentence	-0.1537***	-2.1%	-0.1496***	-2.0%	-0.1500***	-2.0%	-0.1541***	-2.1%
Time served	0.0217***	0.3%	0.0214***	0.3%	0.0213***	0.3%	0.0214***	0.3%
Time served squared	-0.0004***	0.0%	-0.0004***	0.0%	-0.0004***	0.0%	-0.0004***	0.0%
Education level and prison program variables								
TABE total score	0.0060*	0.1%	0.0054*	0.1%	0.0052*	0.1%	0.0050*	0.1%
Vocation program graduate or certificate	-0.1160*	-1.6%	-0.1204*	-1.6%	-0.1197*	-1.6%	-0.1200*	-1.6%
Vocational work assignments	-0.0327	-0.4%	-0.0325	-0.4%	-0.0344	-0.5%	-0.0316	-0.4%
GED in prison	0.0004	0.0%	0.0020	0.0%	0.0011	0.0%	0.0004	0.0%
Substance abuse program	0.0289	0.4%	0.0261	0.4%	0.0291	0.4%	0.0268	0.4%

Race and age								
Black	0.0330*	0.4%	0.0657***	0.9%	0.0521*	0.7%	0.0487*	0.7%
Less than or equal to twenty	0.2794***	3.8%	0.2760***	3.7%	0.2796***	3.8%	0.2830***	3.8%
Twenty-one through twenty-five	0.3488***	4.7%	0.3450***	4.6%	0.3480***	4.7%	0.3522***	4.7%
Twenty-six through thirty	0.2677***	3.6%	0.2661***	3.6%	0.2684***	3.6%	0.2689***	3.6%
Thirty-one through thirty- five	0.2779***	3.7%	0.2787***	3.7%	0.2816***	3.8%	0.2833***	3.8%
Thirty-six through forty	0.2337***	3.1%	0.2354***	3.2%	0.2386***	3.2%	0.2457	3.3%
Release year								
Released during 1999	0.0260	0.3%	0.0283*	0.4%	0.0361*	0.5%	0.0293	0.4%
Duration dummies								
	Yes		Yes		Yes		Yes	
County effects								
					Yes		Yes	
Log likelihood	-49456		-49443		-49348		-49302	

Source: Author's analysis of ODRC data.

Note: Each regression also includes four dummy variables for the felony severity level of the offense (that is, felony 1 through felony 4), and ten dummy variables for offense categories (manslaughter, rape, aggravated assault, robbery, other violent, burglary, theft, other property, weapons, and public order or other).

<sup>a</sup>Exit rate change based on mean levels

\* = 5%; \*\*\* = 0.01%

**Table 9.4 Descriptive Statistics for Sample Used in Post-Prison Employment Analysis**

Variable	Mean	Standard Deviation
Post-prison employment probability	0.359	0.480
Labor market variables		
County unemployment rate (quarterly)	4.381	1.297
Number of quarters employed pre-prison	1.601	1.683
Offense severity level		
Felony one	0.041	0.198
Felony two	0.129	0.335
Felony three	0.175	0.380
Felony four	0.306	0.461
Offense type		
Homicide	0.005	0.069
Rape	0.027	0.162
Aggravated assault	0.120	0.325
Robbery	0.079	0.269
Other violent	0.024	0.154
Burglary	0.130	0.336
Theft	0.080	0.272
Other property	0.093	0.291
Weapons	0.031	0.173
Public order or other	0.095	0.293
Prior prison		
Prior incarcerations	0.883	1.346
First-term group	0.949	0.219
Type and length of sentence		
TIS sentence	0.734	0.442
Time served	22.672	21.590
Release type and form of supervision		
Judicial release	0.100	0.299
Parole	0.170	0.375
Education and program participation		
Substance abuse program	0.069	0.254
Vocational program certificate	0.028	0.164
GED in prison	0.073	0.260
TABE total test score	7.088	3.428
Race and age at release		
Black	0.544	0.498
Twenty and under	0.083	0.277
Twenty-one to twenty-five	0.249	0.432
Twenty-six to thirty	0.180	0.384

**Table 9.4**    *Continued*

Variable	Mean	Standard Deviation
Thirty-one to thirty-five	0.154	0.361
Thirty-six to forty	0.146	0.353
Release year		
Released during 1999	0.472	0.499
Number of observations	34,081	

*Source:* Author's analysis of ODRC data.

**Table 9.5 Parameter Estimates of the Probability of Post-Prison Employment of Male Offenders<sup>a</sup>**

Variable	Model 2 All Releases		Model 3 Lagged Employment		Model 4 Pre-Prison Employed	
	Parameter	Marginal Effect on Employment	Parameter	Marginal Effect on Employment	Parameter	Marginal Effect on Employment
		Probability		Probability		Probability
Intercept	-0.0732***		-0.7168***		-0.3496***	
Quarterly county unemployment rate	-0.2156***	-5.0%	-0.2240***	-5.2%	-0.2378***	-5.9%
Lagged post-prison employment			0.1024***	2.4%	0.0371**	0.9%
Number of pre-prison quarters employed	0.4645***	10.8%	0.4732***	11.1%	0.3818***	9.5%
Felony one	0.1823**	4.2%	0.1915**	4.5%	0.3023*	7.6%
Felony two	0.1797**	4.2%	0.2159**	5.1%	0.2513*	6.3%
Felony three	0.0680*	1.6%	0.0833*	2.0%	0.1156*	2.9%
Felony four	0.0012	0.0%	0.0133	0.3%	0.0353*	0.9%
Homicide	0.2242*	5.2%	0.2523*	5.9%	0.3223*	8.1%
Rape	-0.1580**	-3.7%	-0.1431**	3.4%	-0.0509	-1.3%
Aggravated assault	0.1718**	4.0%	0.1686**	4.0%	0.2223*	5.6%
Robbery	0.1047*	2.4%	0.0822*	1.9%	0.0762	1.9%
Other violent	0.0568	1.3%	0.0623	1.5%	0.0626	1.6%
Burglary	0.0671	1.6%	0.0571	1.3%	0.0461	1.2%
Theft	0.0106	0.2%	0.0040	0.1%	-0.0259	-0.6%
Other property	-0.0548	-1.3%	-0.0768	-1.8%	-0.0516	-1.3%
Weapons	-0.1114*	-2.6%	-0.1122*	-2.6%	-0.1116	-2.8%
Public order or other	-0.0487	1.1%	0.0431	1.0%	0.0892**	2.2%

Prior incarcerations	-0.0434*	-1.0%	-0.0570*	-1.3%	-0.0920**	-2.3%
First-term group	0.2164*	5.0%	-0.2648*	6.2%	0.4319**	2.8%
TIS sentence	-0.1323*	-3.1%	-0.1355*	-3.2%	0.1101*	-2.8%
Time served	-0.0152**	0.4%	-0.0130**	0.3%	-0.0019	0.0%
Time served squared	-0.0003**	0.0%	-0.0002**	0.0%	0.0001	0.0%
Judicial release	0.1397***	3.2%	0.1598***	3.7%	0.1500**	3.7%
Parole	0.2469***	5.7%	0.2074***	4.9%	0.0978*	2.4%
Substance abuse program	0.0013	0.0%	0.0020	0.0%	-0.0155	-0.4%
Vocational program certificate	-0.1111*	-2.6%	-0.1113*	-2.6%	-0.0601	1.5%
GED in prison	-0.0086	-0.2%	-0.0113	0.3%	-0.0158	-0.4%
TABE total test score	0.0049**	0.1%	0.0056**	0.1%	0.0031	0.1%
Black	0.0326*	0.8%	0.0388*	0.9%	0.0543**	1.4%
Less than twenty at release	-0.0846	2.0%	0.1194	2.8%	0.2607*	6.5%
Twenty-one through twenty-five	0.0585	1.4%	0.0341	0.8%	-0.0833	-2.1%
Twenty-six through thirty	0.0851	2.0%	0.0798	1.9%	-0.0321	-0.8%
Thirty-one through thirty-five	0.1301*	3.0%	0.1189*	2.8%	-0.0059	-0.1%
Thirty-six through forty	0.1582**	3.7%	0.1429**	3.3%	0.0687	1.7%
Released during 1999	0.1848**	4.3%	0.2239**	5.2%	0.3338	8.3%
Time (quarterly) dummies	Yes		Yes		Yes	
County dummies	Yes		Yes		Yes	
Number of observations	262,674		229,391		135,820	
Log likelihood	-150335		-131159		-85639	
Mean probability of employment	36.7%		37.5%		49.9%	

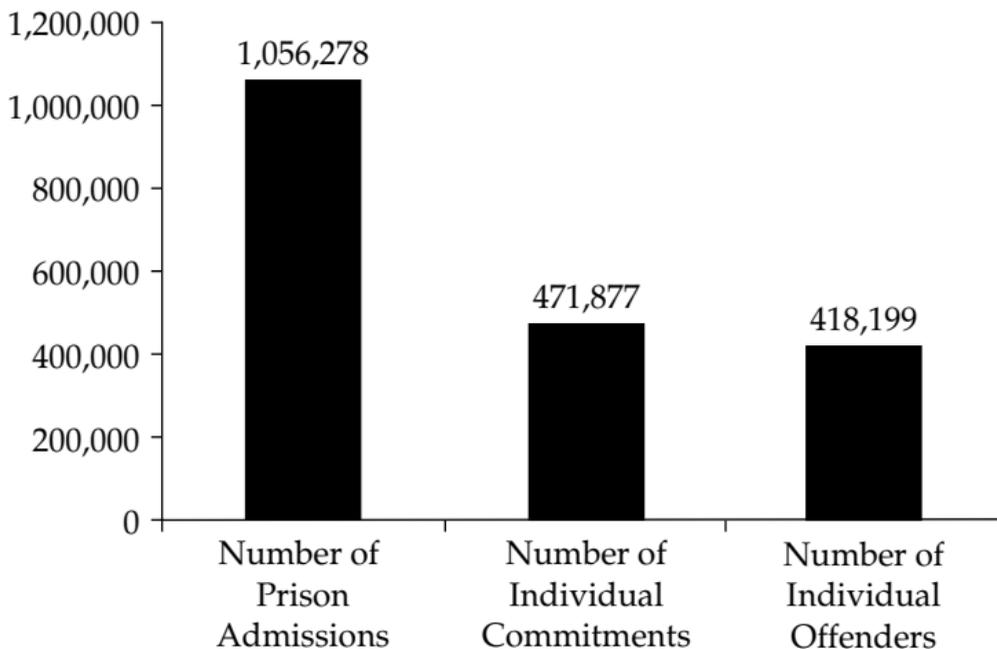
Source: Author's analysis of ODRC data.

\*Male offenders released during 1999 and 2000 and tracked for eight post-release quarters. Within subject (offender) fixed effects in all models; robust standard errors.

\* = 5%; \*\* = 1%; \*\*\* = 0.01%

**Figure 10.1** Number of Prison Admissions, Individual Commitments, and Individual Offenders Entering the California State Prison System, 1990 to 1999

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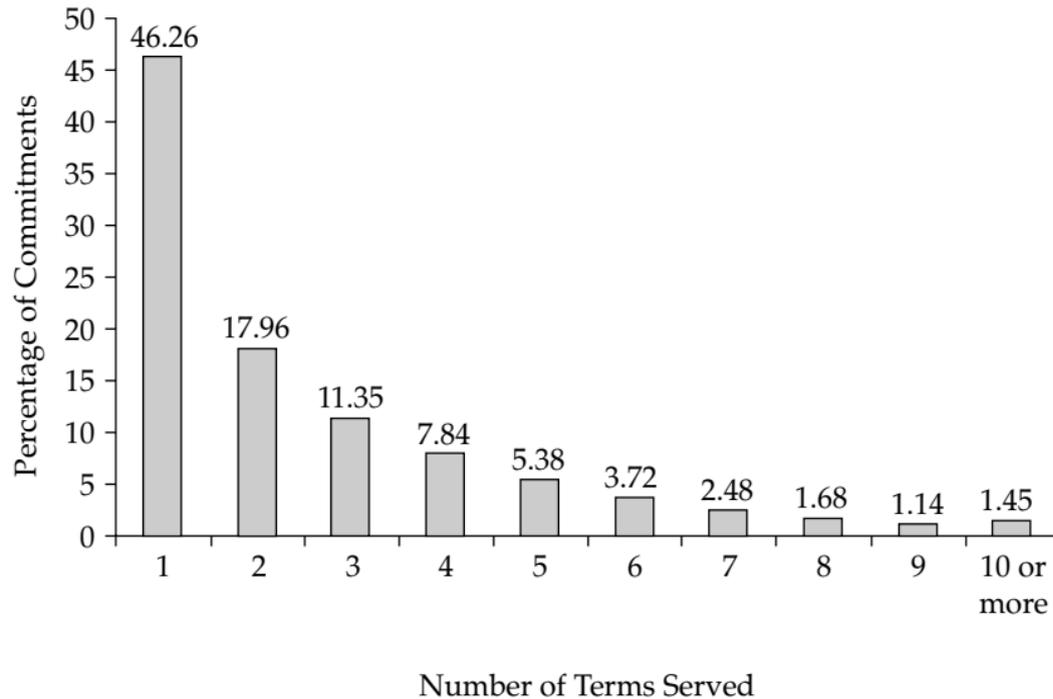


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*Source:* Authors' tabulations of CDC administrative data.

**Figure 10.2**      **Distribution of Court Commitments by the Number of Terms Served, Commitments with Any Time Served During the 1990s**

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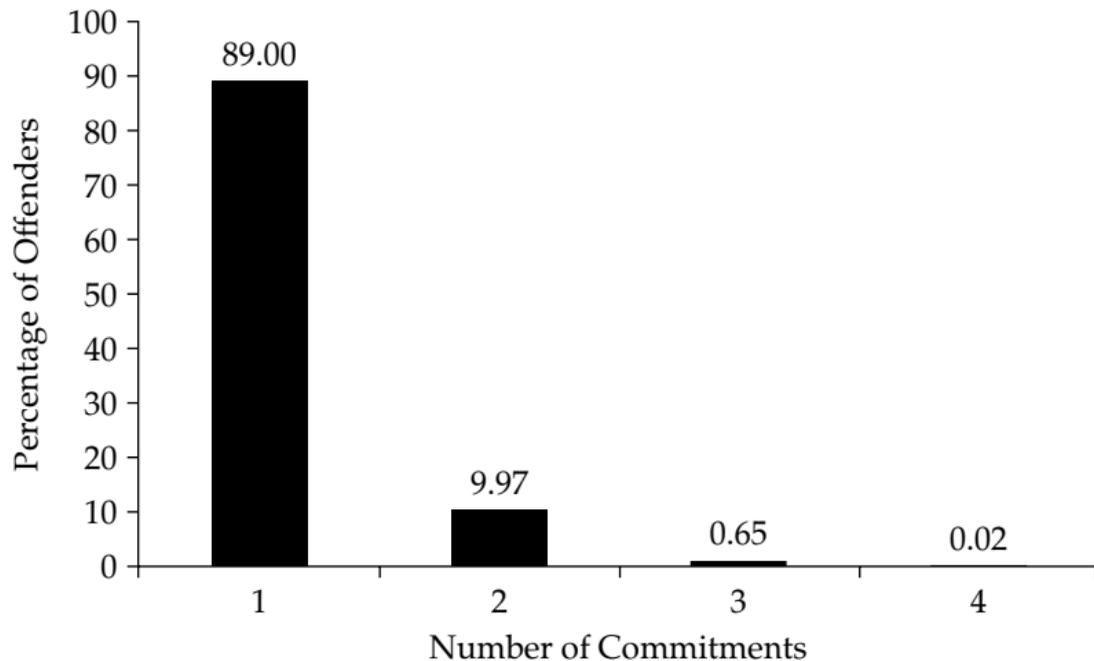


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*Source:* Authors' tabulations of CDC Administrative data.

**Figure 10.3**      **Distribution of Offenders Entering the California State Prison System by the Number of Individual Commitments, 1990 to 1999**

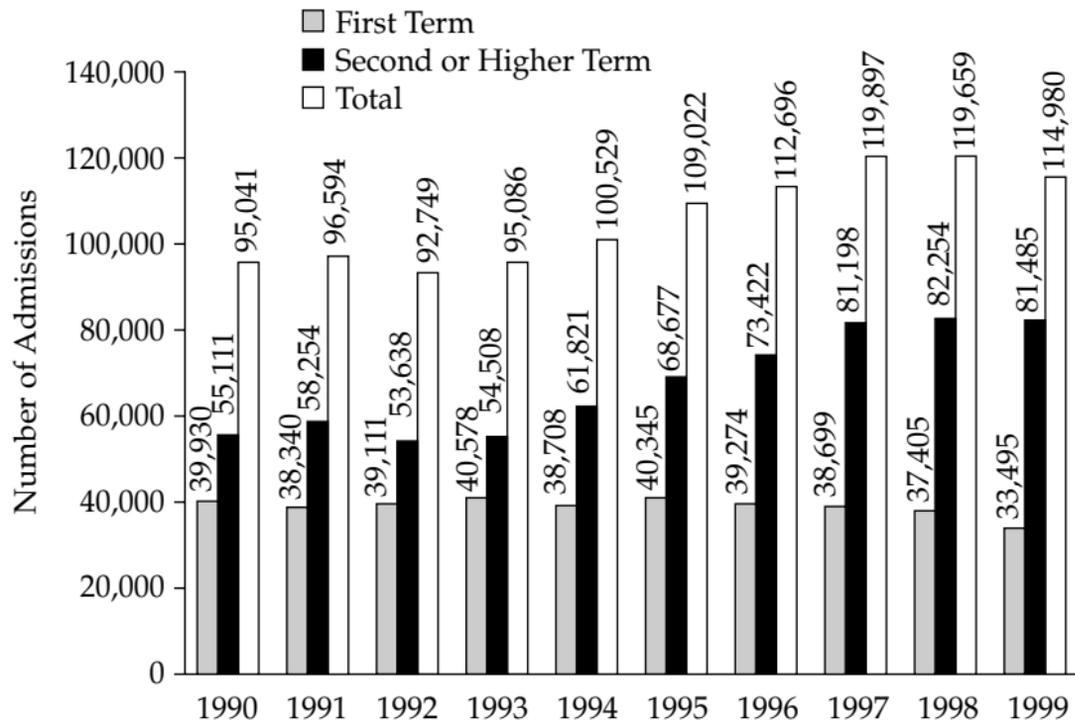
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*Source:* Authors' tabulations of CDC administrative data.

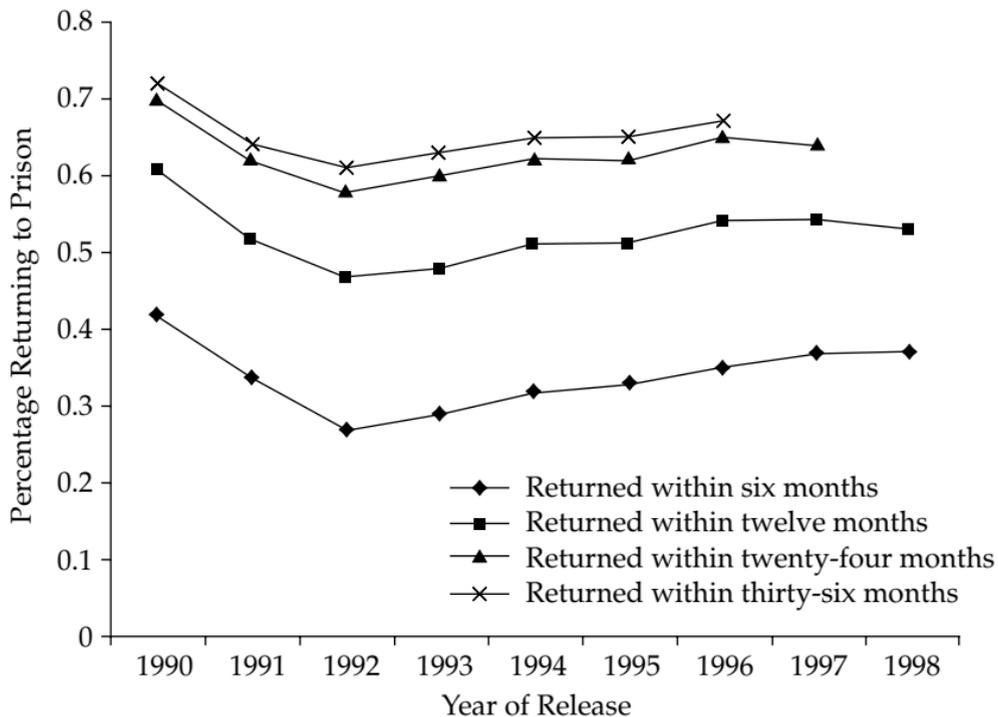
**Figure 10.4 Total New Admissions, Admissions Due to Parole Violations, Admissions Due to New Commitments, 1990 to 1999**



Source: Authors' tabulations of CDC administrative data.

**Figure 10.5** The Proportion of Parolees Returning to Prison Within Six, Twelve, Twenty-Four, and Thirty-Six Months of Release, by Year of Release

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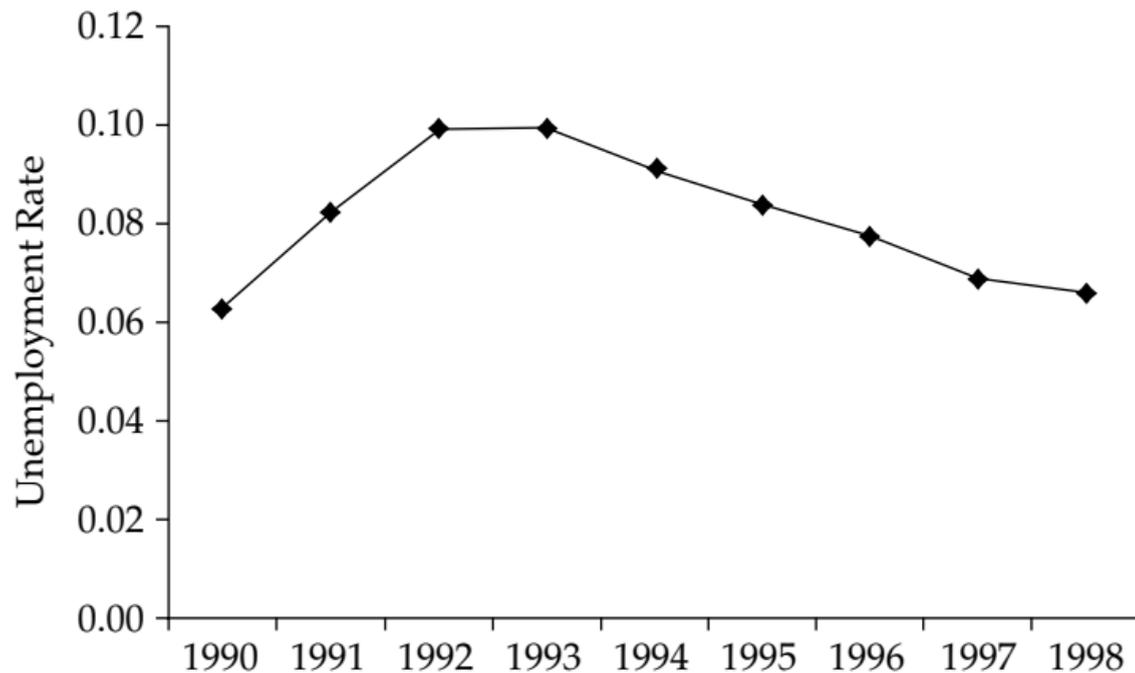


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Source: Authors' tabulations of CDC administrative data.

**Figure 10.6** Average Monthly Unemployment Rate in County of Release,  
by Year

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*Source:* California Department of Finance.

**Table 10.1 Proportion of Terms Where the Parolee is Returned to Custody Within Six, Twelve, Twenty-four, and Thirty-six Months of Release, by Offender Characteristics<sup>a</sup>**

Offender Characteristics	Proportion of Terms	Returns to Prison Within . . .			
		Six Months	Twelve Months	Twenty-four Months <sup>b</sup>	Thirty-six Months <sup>c</sup>
All terms	1.00	0.34	0.52	0.62	0.64
Age at time of release					
Eighteen to twenty	0.02	0.30	0.50	0.61	0.64
Twenty-one to twenty-five	0.16	0.32	0.51	0.62	0.64
Twenty-six to thirty	0.23	0.34	0.52	0.63	0.65
Thirty-one to thirty-five	0.23	0.35	0.54	0.64	0.66
Thirty-six to forty	0.18	0.35	0.54	0.63	0.65
Forty-one plus	0.18	0.32	0.58	0.58	0.60
Male	0.90	0.34	0.53	0.63	0.65
Female	0.10	0.27	0.45	0.56	0.59
White	0.33	0.35	0.54	0.64	0.66
Black	0.34	0.38	0.57	0.68	0.70
Hispanic	0.30	0.28	0.45	0.54	0.57
Asian	0.01	0.20	0.33	0.43	0.46
Other	0.02	0.29	0.45	0.54	0.56
Offense committed					
Murder or manslaughter	0.01	0.20	0.33	0.44	0.47
Robbery	0.08	0.31	0.49	0.59	0.61
Assault	0.07	0.31	0.49	0.60	0.63
Sex crimes	0.03	0.28	0.41	0.50	0.53
Kidnap	0.00	0.26	0.39	0.49	0.52
Burglary	0.14	0.38	0.56	0.66	0.68
Theft, Fraud, other property	0.22	0.38	0.58	0.68	0.70
Drug crimes	0.36	0.33	0.51	0.61	0.63
Escape	0.00	0.50	0.66	0.74	0.76
DUI	0.04	0.20	0.34	0.44	0.46
Arson	0.00	0.31	0.46	0.55	0.58
Weapons possession	0.04	0.34	0.54	0.66	0.69
Other	0.01	0.32	0.48	0.59	0.62
Term group					
First	0.36	0.21	0.37	0.49	0.52
Second	0.21	0.34	0.54	0.65	0.67
Third or higher	0.44	0.44	0.63	0.72	0.73

Source: Estimated using administration records from the California Department of Corrections.

<sup>a</sup>Data refer to all terms served in California beginning during the 1990s and with an outdate occurring prior to 1999.

<sup>b</sup>Sample is restricted to commitments with first terms ending prior to 1998.

<sup>c</sup>Sample is restricted to commitments with first terms ending prior to 1998.

**Table 10.2 Linear Probability Models of the Likelihood of Returning to Prison Within Six, Twelve, Twenty-four, and Thirty-six Months of Release, All Terms (Standard Errors in Parentheses)**

	Returns to Prison Within . . .			
	Six Months	Twelve Months	Twenty- four Months	Thirty- six Months
Unemployment Rate	0.017 (0.018)	0.025 (0.019)	0.059 (0.020)	0.055 (0.022)
Female	-0.067 (0.002)	-0.077 (0.001)	-0.066 (0.002)	-0.057 (0.002)
Black	0.025 (0.001)	0.035 (0.001)	0.042 (0.001)	0.044 (0.002)
Hispanic	-0.043 (0.001)	-0.064 (0.001)	-0.072 (0.001)	-0.068 (0.002)
Asian	-0.114 (0.007)	-0.171 (0.007)	-0.174 (0.008)	-0.158 (0.008)
Other	-0.038 (0.003)	-0.060 (0.003)	-0.072 (0.003)	-0.070 (0.004)
N	831,216	831,216	708,913	592,351

*Source:* Estimated using administrative records from the California Department of Corrections.

*Note:* Each regression includes 390 fixed effects, defined by the thirteen offense categories, six age categories, and five categories describing the terms of release (terms 1 through 4 and fifth or higher). The regressions also include a third-order polynomial of the spell length of the most recent term served, a complete set of year dummies, dummy variables for parole regions, and complete interactions between the parole regions and year dummies. For the twenty-four-month model, the sample is restricted to terms ending prior to 1998. For the thirty-six-month model, the sample is restricted to terms ending prior to 1997.

**Table 10.3 Average Characteristics of Released Prisoners, by Predicted Risk of a Parole Violation and Subsequent Return to Custody<sup>a</sup>**

	Low Risk	Low to Medium Risk	High to Medium Risk	High Risk
Returns within				
Six months	0.163	0.288	0.391	0.504
Twelve months	0.308	0.484	0.597	0.690
Twenty-four months	0.420	0.610	0.705	0.773
Thirty-six months	0.457	0.644	0.727	0.786
Age at end of term				
Eighteen to twenty	0.017	0.029	0.016	0.009
Twenty-one to twenty-five	0.170	0.198	0.148	0.138
Twenty-six to thirty	0.222	0.230	0.232	0.239
Thirty-one to thirty-five	0.200	0.224	0.241	0.269
Thirty-six to forty	0.155	0.165	0.187	0.202
Forty-one plus	0.236	0.154	0.176	0.143
Male	0.840	0.887	0.909	0.965
Female	0.160	0.113	0.091	0.035
White	0.271	0.328	0.339	0.373
Black	0.195	0.301	0.364	0.510
Hispanic	0.480	0.337	0.273	0.108
Asian	0.015	0.006	0.001	0.000
Other	0.039	0.028	0.023	0.009
Offense committed				
Murder or manslaughter	0.030	0.012	0.003	0.000
Robbery	0.083	0.103	0.085	0.032
Assault	0.086	0.089	0.082	0.039
Sex crimes	0.057	0.035	0.018	0.003
Kidnap	0.005	0.003	0.001	0.000
Burglary	0.065	0.152	0.162	0.175
Theft, fraud, or other	0.095	0.207	0.241	0.334
Drug crime	0.432	0.306	0.322	0.358
Escape	0.000	0.002	0.004	0.008
DUI	0.101	0.029	0.018	0.004
Arson	0.005	0.003	0.003	0.001
Weapons possession	0.019	0.046	0.046	0.034
Other	0.022	0.013	0.015	0.012
Term group				
First	0.895	0.458	0.066	0.004
Second	0.080	0.306	0.333	0.113
Third or higher	0.025	0.236	0.601	0.883

*Source:* Estimated using administrative records from the California Department of Corrections.

<sup>a</sup>Risk categories are defined by the quartiles of a predicted probability of returning to custody within twelve months. See the text (page 323) for a description of the model used to estimate the probability of returning to custody.

**Table 10.4** Estimates of the Effect of Local Unemployment Rates on the Likelihood of Returning to Custody Within Six, Twelve, Twenty-four, and Thirty-six Months of Release, by Predicted Probability of Violating Parole (Standard Errors are in Parentheses)

Predicted Risk of Violating Parole	Returns to Custody Within . . .			
	Six Months	Twelve Months	Twenty-four Months	Thirty-six Months
Low risk	0.102 (0.033)	0.156 (0.041)	0.270 (0.047)	0.321 (0.052)
Low-to-medium risk	0.024 (0.037)	0.052 (0.040)	0.128 (0.044)	0.113 (0.047)
High-to-medium risk	0.080 (0.037)	0.073 (0.037)	0.053 (0.038)	0.032 (0.041)
High risk	-0.109 (0.037)	-0.141 (0.034)	-0.154 (0.034)	-0.195 (0.039)

*Source:* Estimated using administrative records from the California Department of Corrections.

*Note:* Each figure is the coefficient on the average monthly unemployment rate for the six-month period following release in the county of release. Each regression includes 390 fixed effects, defined by the thirteen offense categories, six age categories, and five categories describing the terms of release (terms 1 through 4 and fifth or higher). The regressions also include a third-order polynomial of the spell length of the most recent term served, a complete set of year dummies, dummy variables for parole regions, and complete interactions between the parole regions and year dummies. For the twenty-four-month model, the sample is restricted to terms ending prior to 1998. For the thirty-six-month model, the sample is restricted to terms ending prior to 1997.

**Table 10.5 Predicted Effect of Being Employed on the Likelihood of Being Returned to Custody, Based on the Local Labor Market Conditions Effect Estimates in Tables 2 through 5**

Unemployment-Effect Estimates Used	Predicted Effect of Employment on Likelihood of Returning to Prison Within . . .			
	Six Months	Twelve Months	Twenty- four Months	Thirty- six Months
Overall effects (table 10.2)				
Lower bound	-0.003	-0.005	-0.012	-0.011
Upper bound	-0.006	-0.009	-0.022	-0.020
Effects for first-term parolees (table 10.3)				
Lower bound	-0.008	-0.015	-0.036	-0.048
Upper bound	-0.014	-0.027	-0.067	-0.088
Effects for low-risk parolees (table 10.4)				
Lower bound	-0.020	-0.031	-0.054	-0.064
Upper bound	-0.038	-0.058	-0.100	-0.119

*Source:* Estimated using administrative records from the California Department of Corrections.

*Note:* The figures in the table are calculated as follows: The coefficient on local unemployment rates in the linear probability model is theoretically equal to the product of the effect of local unemployment rates on the probability of being employed times the effect of being employed on the probability of being returned to custody. To isolate the employment effect on parole violations, one needs to divide the point estimates in tables 10.2 through 10.4 by an estimate of the effect of unemployment rates on the probability of being employed. In linear probability models where the dependent variable is a dummy variable equal to one if a person is employed, Holzer and Offner (2002) find that the coefficient on unemployment for a regression restricted to less-educated black males is equal to -2.7. Sabol (Chapter 9, this volume) finds a marginal effect of a one-percentage-point change in the unemployment rate on the employment probabilities for recent released prisoners of five percentage points. We use this point estimate to calculate the figures in the table. We use the Holzer and Offner estimate to calculate the upper-bound employment-effect estimate and the Sabol parameter to compute the lower-bound estimates. The figures in the table should be interpreted as estimates of the effect of having a job on the likelihood of being returned to custody within the given time frame.

**Table 11.1 Five Studies Estimating the Effect of Incarceration on Employment, Wages, and Earnings**

Study, Source <sup>a</sup>	Data	Comparison Group for Ex-Prisoners	Results
1	NLSY <sup>b</sup>	No prison	Annual employment reduced 21 to 24 percent
	BYS <sup>c</sup>	No prison	Current employment reduced 21 to 26 percent
	ICY <sup>d</sup>	No prison	Current employment reduced 24 percent Employment reduced 59 percent
2	Court and UI <sup>e</sup>	Pre-prison	Annual income reduced 12 to 28 percent
3	Court and UI <sup>e</sup>	Pre-prison	Quarterly employment reduced 38 percent Quarterly earnings reduced 11 to 30 percent
4	NLSY <sup>b</sup>	Pre-prison	Hourly wages reduced 7 to 19 percent Hourly wage growth reduced 30 percent
5	Court and UI	t – 1 years served	No earnings loss, seven to nine years later Quarterly earnings increased 0 to 33 percent, one to two-and-a-half years later

*Source:* Author's compilation.

*Note:* All estimates are regression-adjusted; studies 3 to 5 fit fixed effects.

<sup>a</sup>Studies: 1, Freeman (1991); 2, Waldfogel (1994); 3, Grogger (1995); 4, Western (2002); 5, Kling (2006).

<sup>b</sup>National Longitudinal Survey of Youth 1979

<sup>c</sup>Boston Youth Survey

<sup>d</sup>Survey of Inner-City Youth

<sup>e</sup>Earnings data from state unemployment insurance records